

## Indigenous Relations Policy

### **POLICY STATEMENT:**

It is the intention of Diverse Group Australia Pty Ltd to provide and maintain a workplace that is fair and equitable for all employees, and where all individuals and groups will be treated with respect and equality.

### **AIMS & OBJECTIVES:**

Diverse Group Australia Pty Ltd recognises the indigenous landowners and acknowledges aboriginal people as the traditional custodians of the land and as Australia's First People.

Directly relevant to our interactions with indigenous people are our community values of mutually beneficial relationships and respect for each other. We aim to identify and work cooperatively with all indigenous people that may be affected by our presence to create mutual employment opportunities.

Our intention is for indigenous communities to benefit from our presence, provide long lasting and sustainable engagement with minimal social and cultural disruption.

### **RESPONSIBILITIES:**

Wherever possible, we work in partnership with indigenous communities, governments, and third-party organisations to achieve these outcomes while respecting the rights of indigenous people to retain their culture, identity, customs and traditions, while acknowledging the importance of cultural heritage.

Diverse Group Australia Pty Ltd respects the objectives of the company's Indigenous Engagement Strategy and will ensure that if in the scope of its works there are opportunities to develop the skills of individuals through active participation in training initiatives and employment opportunities to allow regional Aboriginal Communities to compete effectively and successfully for contracts and employment opportunities under the contract.



**Jason Bull**  
Managing Director  
Diverse Group Australia Pty Ltd

Date: 20/06/18

## Our Values

### Safety

Our focus is on ensuring the health, safety and wellbeing of our people, community and the environment.

### Teamwork

We work in collaboration to achieve common objectives by communicating openly, honestly and supporting each other.

### Respect

We celebrate diversity and strive for a workplace where interactions with our team, our clients, traditional land owners and the environment are based on respect and mutual reward.

### Innovation

Our commitment to researching the latest advances in technology, equipment and work practice ensure a culture of continual innovation.

### Versatility

Our flexibility and adaptive approach enable us to meet our clients' needs with agile responsiveness which deliver positive outcomes.

### Expertise

We offer a broad range of skills, knowledge and experience to our clients while working with them to deliver positive outcomes and solutions.