

# INDIGENOUS POLICY

## OVERVIEW

At Marnong Estate, we are committed to recognising and respecting the needs of Indigenous People by being collaborative and harnessing the diversity within the organisation and be honest about ourselves. Marnong Estate believes that effective management of its culturally diverse workforce is critical to its operations and forms an integral part of its success as an organisation.

Marnong Estate also recognises and respects the unique place and culture of indigenous people and believes in providing deserving opportunities in the workplace.

## PURPOSE & SCOPE

This policy outlines Marnong Estate's commitment to Indigenous people and the programmes that will be implemented, and the actions taken to make a positive contribution in support of indigenous people of Australia and this policy applies to all employees, contractors, and all other stakeholders and shall be applied in Marnong Estate workplaces.

## POLICY

Marnong Estate believes in creating a cross cultural awareness reflecting the competencies required to work with the target groups and towards that end,

### **We Will:**

Promote cultural diversity within the organisation by training employees to better understand and appreciate cultures of its indigenous people.

Value contributions made by the indigenous people to our workplace.

Understand and comply with cultural protocols required by respecting the customs of Indigenous people and their communities.

Plan to achieve Indigenous diversity by establishing internal targets in relation to their participation in its various civil construction activities and reviewing them on an annual basis.

Endeavour to achieve these targets and increase the participation rate of Indigenous employees by facilitating indigenous employment opportunities based on ability, performance and potential and identification of capable and skilled indigenous people through employment programs, work skill programs.

Actively work with governments and community bodies, state and commonwealth funded employment agencies, in establishing initiatives to engage the indigenous communities and employ indigenous workers.

Build an indigenous tolerant workplace by initiating action against inappropriate workplace behaviour that does not value diversity including discrimination, harassment, bullying and victimisation.

Provide an inclusive environment that recognises the contributions made by indigenous employees.

Provide ongoing support and guidance to all employees in relation to Indigenous policy, principles and practice.



**Dino Strano**  
**Managing Director**

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