

Austrak Company Policy Indigenous Participation

Austrak is committed to providing leadership and opportunities for the advancement of Aboriginal and Torres Strait Islander people and to ensuring positive outcomes for Indigenous communities as a result of our projects.

This Policy summarises our objectives and for Indigenous participation. It will be implemented in conjunction with contractual and government requirements and will be achieved by the following means:

- Ensuring all levels of management understand and accept their responsibilities in creating and extending opportunities and providing a culturally appropriate workplace for Indigenous participation.
- Encouraging and supporting open two way communication between Company management, Indigenous communities, clients, workers, unions and other service providers to increase and promote Indigenous participation;
- Developing and implementing constructive objectives and targets for the participation of Indigenous people at our factories and offices;
- Providing opportunities for employment, training and skill enhancement of Indigenous people at our factories and offices;
- Providing and facilitating Indigenous business development opportunities;
- Committing sufficient resources and mentoring programmes for the effective implementation of Indigenous participation;
- Identifying, within Indigenous Participation Plans, a management representative responsible for Indigenous participation matters and initiation of corrective action;
- Ensuring subcontractors and service providers have appropriate abilities to meet and fulfil Indigenous participation requirements and to assist in building their capabilities where required.

Our goal is to assist and encourage participation by Indigenous people and their communities across Australia to the mutual benefit of all concerned. All Company personnel are required to cooperate and assist management in achieving this goal.



Murray Adams
General Manager