



Indigenous Employment Policy

Policy Statement

Quin Projects seeks to encourage greater participation of Indigenous people in the life of the Company. To achieve this, Quin Projects will promote increased recruitment of Indigenous people, aim to improve retention rates of existing staff members and foster a greater range of professional development opportunities.

INTENT

The intention of this policy is to support the Company to:

- Increase the number of Indigenous staff appointed ;
- Coordinate, oversee, develop and review the Indigenous Employment, Attraction and Retention Strategy ; and
- Support Quin Projects staff to demonstrate culturally competent, aware and responsive conduct.

Improvements will target: fostering culturally competent workplace environments; recruitment and marketing strategies; retention and professional development strategies.

RELEVANT DEFINITIONS

In the context of this document

Cultural Competency Framework means a set of congruent behaviours, attitudes and policies that come together to enable effective work in cross-cultural situations;

Indigenous means Australian Aboriginal and Torres Strait Islander peoples;

Senior Manager means a staff member holding the position which is part of the Quin Projects leadership team

POLICY

The following will guide actions undertaken by the Company in the areas of Indigenous staff employment, attraction, and retention:

Work environments are culturally safe and foster respect for, collaboration with, and empowerment of, Indigenous staff members, acknowledging the unique and special place they hold as Australia's Indigenous peoples;

- Improved recruitment practices demonstrate the Companies commitment to increasing Indigenous staffing across all positions and at all levels in the Business;
- Improved employment, attraction and retention initiatives aimed at supporting the personal and professional development of Indigenous staff at all levels throughout the Company;
- An acknowledgment of the need to embed Indigenous perspectives and knowledges into Quin Project's core business to guide strategies that support the career paths of Indigenous staff both within and external to the Company;
- Development of an Indigenous Employment, Attraction and Retention Strategy that is responsive to and reflective of, the following principles:
 - Respect for the cultural/social and religious practices of Indigenous Australians;
 - o Recognition of Indigenous knowledge as a significant contributor to other bodies of knowledge;
 - o Recognition of scholarship that Indigenous staff members bring to the Business;
 - o Recognition and protection of Indigenous intellectual property and knowledges; and
 - o Recognition of and respect for Indigenous ceremonial activities, cultural practices and identity;
- Relevant mechanisms will be established to provide general oversight, monitor and support of the Indigenous Employment, Attraction and Retention Strategy Working Party with members of Quin Project's leadership team



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Director