



INDIGENOUS DEVELOPMENT POLICY

ASPP-012

ASPLUM & CIVIL is committed to providing employment opportunities for Indigenous Territorians. Employment strategies have been developed and targets set to achieve this goal. ASPLUM & CIVIL is committed to developing the local community and favours organisations, suppliers and sub-contractors who similarly display a commitment to Indigenous employment.

General Employment Strategy and Targets

- When advertising positions vacant, encourage Indigenous Territorians to apply
- Pro-actively identify suitably qualified Indigenous Territorians where possible.
- Strive to maintain a 30% or greater, Indigenous employment rate within the organisation
- Provide appropriate levels of support to Indigenous staff to ensure their success within the organisation
- Develop the career prospects of staff through providing training relevant to their position, in line with their aspirations and the companies direction.

Apprenticeships

ASPLUM will prioritize apprenticeship offers to Indigenous applicants.

ASPLUM will notify local schools and relevant employment providers when positions become available.

Mentoring

ASPLUM supports workplace mentoring to assist Indigenous employees understand and adapt to workplace culture

A handwritten signature in black ink, appearing to read 'RH'.

Ron Hughes - Manager Asplum & Civil 05/05/2020