	Indigenous Australians Employment Policy			POL-008-1.2
	Issue No:	1.1	Issue date:	

Sydney Waste Services is committed to making a positive contribution to the communities in which it operates, and in particular to the employment of Indigenous Australians from within these communities, incorporating Aboriginal participation as a core function in Sydney Waste Services' project management processes, and maintaining Aboriginal cultural awareness in the workplace.

In achieving this aim Sydney Waste Services is committed to:

- Encouraging all employees to develop their abilities without being subject to discrimination;
- Creating and extending continuous workplace opportunities with training and education for Indigenous Australians;
- Incorporating Indigenous Australians participation in Sydney Waste Services' project management processes and ensuring that dealings with Indigenous Australians take place in a culturally sensitive manner.

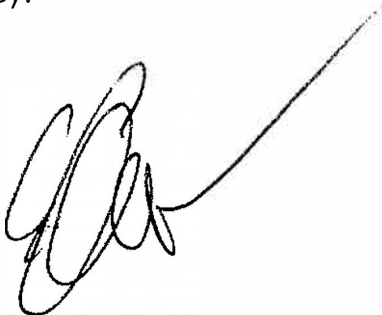
Sydney Waste Services Application

Sydney Waste Services will:

- Communicate and educate all employees of Sydney Waste Services its Indigenous Australian's policy;
- Provide training programs to encourage the understanding of cultural issues and anti-discrimination policies;
- Provide relevant mentoring support to Indigenous employees.

Sydney Waste Services' ongoing commitment and leadership from management will ensure the effectiveness of its Indigenous Australia's Employment Policy within current and future projects. Sydney Waste Services is committed to valuing workplace diversity, incorporating Aboriginal participation as a core function in the company's project management processes, and maintaining Aboriginal cultural awareness in the workplace.

Although the size, location and scope of each project will significantly influence the extent to which employment opportunities are available, it is expected that all projects will liaise with local indigenous communities and government agencies to achieve the aim of this policy.



Chief Executive Officer

Date: 13 September 2021