

Indigenous Employment Policy

BMG Air Conditioning is committed to Indigenous employment practices that strive to deliver positive outcomes for Indigenous Australians, our clients, and the communities in which we operate. This policy is integral to our business strategy and our long-term success.

Purpose

The purpose of this policy is to provide Indigenous employment opportunities & to support increased recruitment of First Nations peoples within the company. Our aim is to also improve retention rates of existing Indigenous staff members and to provide a range of professional development opportunities for Aboriginal and Torres Strait Islander peoples.

Policy Statement

BMG Air Conditioning is committed to improving the Indigenous employment performance of the organisation through adopting an Indigenous Employment First strategy and promoting a culture of diversity and social inclusion.

BMG Air Conditioning will meet this commitment by:

- Ensuring that work environments are culturally safe and foster respect for, collaboration with, and empowerment of, Indigenous staff members, acknowledging the unique & special place they hold as Australia's Indigenous peoples.
- Improving recruitment practices and commitment to increasing Indigenous staffing across all positions and at all levels within the company
- Improving employment, attraction and retention initiatives aimed at supporting the personal and professional development of Indigenous staff at all levels throughout the company
- An acknowledgement of the need to embed the perspectives and knowledge of First Nations peoples into BMG Air Conditioning's core business to guide strategies that support the career paths of Indigenous staff
- Development of an Indigenous Employment, Attraction, and Retention Strategy that is responsive to and reflective of, BMG Air Conditioning's Strategic plan; and related Indigenous policies, procedures and initiatives underpinned by the following principles:
 - Respect for the cultural/social and religious practices of First Nations peoples
 - Recognition of Indigenous knowledge as a significant contributor to other bodies of knowledge
 - Recognition and protection of Indigenous intellectual property and knowledges
 - Recognition of and respect for Indigenous ceremonial activities, cultural practices and identity;
- Ensuring our Indigenous Employment First strategy is reflected in all strategic documents
- Providing training and support for staff to adopt Indigenous Employment First principles and practices to achieve behaviour change in the workplace
- Adhering to the Commonwealth Employment Rules
- Partnering with the community to respond to the regional needs for an Indigenous Employment First future and provide Indigenous leadership in our region
- Maintaining effective governance framework to deliver the Indigenous Employment First strategy.

Responsibility

Managers and supervisors have overall responsibility for BMG Air Conditioning's Indigenous Employment Policy and are accountable for the performance and the effective implementation of Indigenous employment processes and practices.

Our objectives are;

- Support employment opportunities for Aboriginal and Torres Strait Islander peoples
- Support sustainable growth of Indigenous employment
- Respond to Indigenous employment needs by adopting an Indigenous Employment First strategy
- Align with the Commonwealth policy to stimulate Indigenous entrepreneurship and business development, providing First Nations peoples with more opportunities to participate in the economy
- Work proactively to promote Indigenous employment and manage opportunities
- Work with clients to assist in Indigenous employment opportunities
- Invest in initiatives e.g. One Mob Initiative and Bridging the Gap
- Protect Indigenous employees against any form of slavery
- Practice and promote ethical operations, accountability, and transparency

This policy is available/communicated to all interested parties as well as being made available to the wider community through our publications and documentation.

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Position: *Managing Director*

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