

Indigenous Employment Policy

Indigenous Acknowledgment Statement

This policy acknowledges all Aboriginal and Torres Strait Islanders within the States and Territories of Australia, and recognises their continuing connection to land, water and community.

Indigenous employment emanating from indigenous communities sets the framework for employment and interaction with communities and serves as a guide in selecting and training indigenous personnel throughout their employment lifecycle.

Community engagement/employment

Cleandy ensures adequate time and resources are allocated to allow an indigenous person or community to engage with the company in relation to prospective work.

Employment requirements

Community engagement is also required to establish and agree on working arrangements including job descriptions, provision of tools of trade and developing a training program according to individual needs and the indigenous culture.

Local employment

Preference shall be given to local indigenous communities and individuals, ensuring all employment is conducted under principles of EEO - Equity and Equal Opportunity and this policy.

Indigenous community care

Cleandy has in place a communications plan that recognises indigenous beliefs including respect and acknowledgment of elders past, present and emerging and their land including sacred sites on which we may live or work. This plan is shared with the indigenous community and elders when engaging in employment matters.

Cultural issues and state laws

As indigenous culture is based on local oral history it may take longer for people to discuss the relative issues related to employment that need to be agreed. Some states have specific laws and some indigenous communities' specific needs that must be considered. This is a consultative process as part of any overall indigenous employment planning.



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