

Indigenous Employment & Training

Background and Context

ICE Engineering and Construction operates in a number of diverse and remote locations and is committed to promoting diversity in the workplace and advancing equal opportunity and respect for all. We are committed to recognising and respecting the specific needs of Indigenous Australians by providing a safe legally compliant and socially responsible working environment for all employees, contractors and business associates.

Purpose

This policy sets out ICE Engineering and Construction’s commitment to Indigenous Australians and the opportunities and support that will be implemented to make a positive contribution toward supporting Indigenous Australia through opportunities in employment and career development.

Scope

This policy applies to all employees and contractors at ICE Engineering and Construction. This policy will be applied in all ICE Engineering and Construction workplaces and operating locations.

Related Documents

ICE Engineering and Construction Code Of Conduct

- ICE Engineering and Construction Equal Opportunity Policy

Policy

The following principles and guidelines outline the focus of this policy and how they will guide the development of Indigenous programs and plans at ICE Engineering and Construction.

- Alignment with relevant government policies, strategies , protocols and guidelines
- Valuing the contribution that can be made by Indigenous Australians to ICE Engineering and Construction workplace’s
- Promoting cultural diversity within ICE Engineering and Construction by assisting all employees to better appreciate Indigenous cultures
- Understanding the importance and relevance of traditional customs (Cultural/Community) including extended Cultural leave
- Commitment to the formation of alliances and partnerships between the local indigenous community and industry in the successful employment of Indigenous Australians
- Recognition that all parties have a shared responsibility to ensure that the employment of Indigenous Australians are achieved

ICE Engineering and Construction will achieve indigenous diversity by the CEO and management team establishing indigenous participation targets and agreeing the initiatives necessary to achieve those targets particularly in locations where there are capable candidates from Indigenous backgrounds and communities.

ICE Engineering and Construction will achieve these targets and increase the participation of Indigenous employees through the following initiatives:

- Promote employment opportunities to Indigenous Australians
- Establish links with Indigenous employment service providers
- Increase cross-cultural awareness throughout the business
- Develop systems to meet the specific needs of Indigenous staff
- Review recruitment processes to ensure they are culturally appropriate
- Support staff development
- Evaluate the indigenous employment strategy
- Build an Indigenous tolerant workplace by taking action against inappropriate workplace and business behaviour that does not value diversity including discrimination, harassment, bullying, victimisation and vilification.

Roles and Responsibilities

Managers are responsible for:

- ensuring that the principles outlined in this policy are applied in the workplace;
- ensuring all decisions relating to appointment, promotion and career development are made in accordance with the principles outlined in this policy
- providing an inclusive environment that celebrates and recognises the contributions made by indigenous employees
- considering all requests will help promote the objectives of this policy and make reasonable accommodations to these requests
- ensuring their team members are aware of and behave in accordance with ICE Engineering and Construction’s Indigenous Employment and Training Policy

Employees are responsible for:

- complying with the provisions of the policy;
- treating all colleagues and customers with respect and professionalism
- informing their Manager of any breach or potential breach of the above policy

Human Resources are responsible for:

- ensuring all Managers and employees are made aware of their obligations and responsibilities in relation to Indigenous employment policies and programmes and the behaviours expected by ICE Engineering and Construction
- providing ongoing support and guidance to all employees in relation to the ICE Engineering and Construction Indigenous Employment and Training policy, principles and practice

Nicholas Bindi



Chief Executive Officer

Date: 8 September 2021