



INDIGENOUS POLICY

Kerman's Indigenous Employment Policy is part of our commitment to improving the quality of life, equality of opportunity and the fulfilment of the diverse aspirations of Indigenous Australians. This policy promotes and encourages employment opportunities for Indigenous Australians on all Kerman sites.

PRINCIPLES

- Awareness of the importance and relevance of traditional (clan, cultural, etc.) principles.
- Recognition that all Indigenous Australians will have different priorities and may progress at a different pace.
- Build and maintain meaningful relationships with various Indigenous support groups.
- Offer continued employment with ongoing training for Indigenous Australians.
- Encourage and facilitate cross cultural awareness training for non Indigenous employees to help develop an awareness of Aboriginal and Torres Strait Islander cultural issues within the workplace.
- Establish support positions (Indigenous mentors) to assist with Indigenous issues.
- Identify relevant and appropriate areas within the company where positions for Indigenous Australians may be developed.

IMPLEMENTATION

Managers and Supervisors on all Kerman sites are responsible for the implementation of this policy.

