

# Indigenous Policy

**STAR Group** is committed to recognising and respecting the needs of Indigenous Australians. We are commitment in supporting and assisting the Australian Government and general population to provide practical opportunities and positive contribution to Indigenous Australians. STAR Group aims to encourage and promote indigenous participation and better appreciation for Aboriginal and Torres Strait Islander cultures within STAR Group through increase diversity practices, which supports the success of STAR Group's future.

## Application

This Policy applies to employees, agents and subcontractors (including temporary subcontractors) of the Star Group, collectively referred to in this Policy as 'workplace participants'.

## Objectives

The objectives of this policy are to:

- encourage and promote cultural diversity by assisting all workplace participants to better appreciate indigenous participation and culture
- promote indigenous participation and value the contribution that can be made by indigenous Australians within Star Group; and
- build a workplace environment which supports diversity, equal employment opportunity and appropriate workplace behaviour free from discrimination, bullying and harassment.

## Our Commitment

We will:

- create employment opportunities for Aboriginal and Torres Strait Islander people to develop their career in electrical

and communications contracting industry across Star Group

- work in partnership with Indigenous Employment Groups to establish workforce that reflects the communities in which our projects and operations are based
- participate in the development and implementation of project specific Reconciliation Action Plans or Indigenous Participation Strategies which are facilitated and organised by our clients
- build and model of respect, understanding and appreciation of Aboriginal and Torres Strait Islander people and cultures in delivery of internal and external services; and
- recognise and acknowledge the contributions made by Aboriginal and Torres Strait Islander employees towards Star Group.

## Your Commitment

Take all steps reasonably practicable to acknowledge and promote Indigenous participation and support diversity within the workplace. As well as to cooperate and comply with this policy to respect diversity practices and Indigenous Australia.



**CHRIS MULVEY**

GROUP MANAGING DIRECTOR

01 July 2019