



## ABORIGINAL PARTICIPATION POLICY

Australian Post-Tensioning Pty. Ltd. prides itself on providing a professional service to its clients within the construction industry. Australian Post Tensioning Pty.Ltd. is committed to meeting the specific aims of increasing the number of aboriginal people employed within our business.

Australian Post Tensioning Pty.Ltd. has adopted this policy to ensure we as a company, play a key role in the broadening of opportunities for Aboriginal people within the construction industry, and more specifically, the training of indigenous people in the trade of Post Tensioning.

Through this policy and the increased participation of aboriginal people within our company, our main aim is to provide a healthy, safe and fulfilling workplace to indigenous people, thus delivering positive social outcomes.

Nationally, as a company, we aim to increase Aboriginal participation to 10% of our total workforce. This may also include aboriginal owned businesses that are recognised as such, through recognition of an appropriate organisation such as the Aboriginal Business directory of the relevant state/territory.

This policy covers participation of Aboriginal employees, employed by AusPT in roles including apprentices, trainees, labourers and office support roles. It also covers the engagement of Aboriginal owned businesses which may supply the following to AusPT;

- Raw Materials and plant
- Cleaning and general maintenance services
- Professional services such as; design consultancy, insurance, WHS, cultural awareness training and aboriginal cultural heritage assessments.

This company policy is designed to mirror that of the Aboriginal Participation in Construction policy as set out by the state government and procurement board.

A handwritten signature in blue ink, appearing to be 'A. Kiker', is positioned above a dotted line.

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Andrew Kiker  
Director

Reviewed 2<sup>nd</sup> August 2018