

LOCAL INDUSTRY, COMMUNITY AND INDIGENOUS PARTICIPATION

At **GEC**, we work in partnership with clients and Indigenous communities and organisations to make sustainable improvements for Indigenous people.

This is provided for in a range of ways including:

- Ensuring work environments are culturally safe and foster respect for, collaboration with, and empowerment of, Indigenous staff members, acknowledging the unique and special place they hold as Australia's Indigenous peoples.
- Creating a culturally inclusive workplace and embed cultural awareness within our workforce including awareness of how to identify and assess sites of actual or potential cultural significance.
- Proactively engaging with local landowners, Indigenous communities, Traditional Owners, local communities, and our clients prior to construction, operation and decommission phases of work.
- Working closely with our clients to protect cultural heritage using best practices.
- Tailoring communication strategies to effectively outline the opportunities that project supply may offer Indigenous and local contractors.
- Considering local capabilities during the development of procurement strategies to support and encourage full, fair and reasonable opportunity for local and Indigenous contractors and suppliers to work with us.
- Positively promoting the engagement of Indigenous people seeking work.
- Working with Indigenous suppliers with industry experience, knowledge, and capability needed to deliver products and services suitable to our clients' needs. Preference will be given to Supply Nation registered and certified suppliers.
- Monitoring our efforts in engaging local and Indigenous businesses with an approach of ongoing commitment to improve local and Indigenous participation.

Approved by



Chris Williams
Chief Executive Officer
Global Engineering & Construction Pty Ltd

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