

## INDIGENOUS PARTICIPATION POLICY

### WORKING WITH INDIGENOUS COMMUNITIES

Traveling across and operating on traditional lands of many Indigenous Nations and their communities, we recognise and have great respect for the traditional owners. We value our relationships with these Indigenous communities, recognising their ongoing connection to Country and Culture, and their place as important members of our regions and cities.

### WHY DO WE NEED AN INDIGENOUS PARTICIPATION PLAN?

We are working in partnership with Indigenous communities to create meaningful opportunities that deliver lasting benefits for individuals, their families and their communities. This Indigenous Participation Plan explains Critical Logistics' goals for Indigenous participation and how we will work with Indigenous communities to share in the benefit that our services bring.

### RESPECT AND RECOGNITION: FOUNDATIONS FOR PARTNERSHIP

We understand that Indigenous communities are represented and make decisions in different ways. We also recognise there is much to learn about each community's culture, their goals and their aspirations. In building partnerships, we want to understand community strengths and any challenges we must overcome to increase the participation of Indigenous Australians and Indigenous businesses alongside Critical Logistics. We show our respect for Indigenous communities and the significance we place on our working relationships with them through the way we work and in every aspect of our business. To achieve our Respect and Recognition goals we will:

- proactively engage with Indigenous communities and their leadership, including Elders, to develop partnerships based on mutual respect and understanding
- make an Acknowledgement of Country at our meetings and events, and ensure there is a Welcome to Country for significant events
- encourage cross-cultural exchanges and cultural learning opportunities for all employees and contractors
- celebrate our Indigenous cultures at a local and regional level, supporting and participating in NAIDOC celebrations and other community events
- encourage participation of Indigenous community members in our Community Consultative Committees.

### PATHWAYS TO ECONOMIC PARTICIPATION INDIGENOUS EMPLOYMENT

We know from our existing relationships with Indigenous communities that providing employment opportunities is an important goal. Critical Logistics is committed to creating opportunities for the development of skilled Indigenous workers. We want to create opportunities that will support a new generation of Indigenous Australians, providing lasting benefits to their communities that we work with.

## INDIGENOUS BUSINESS IN THE SUPPLY CHAIN

We know that Indigenous businesses are more likely to employ Aboriginal and Torres Strait Islander staff and bring a range of other social, cultural and economic benefits to Indigenous business owners, their families and communities. We are committed to supporting Indigenous businesses to ensure they are provided with opportunities that arise through our work at Critical Logistics. We understand there may be challenges to overcome in achieving our Indigenous participation goals for Indigenous employment and business. We know that success will take commitment, planning and strong partnerships with Indigenous communities, industry and government. To achieve our goals for Indigenous Employment and Indigenous Business we will:

- work in stages to understand the opportunities and the capacity of local Indigenous communities to take up the opportunities that we can provide
- work with Indigenous communities, industry and government agencies to support training and development programs to improve local capacity where this is needed
- work with key partners to link training and development programs with other opportunities and local industries to provide the greatest regional benefit
- ensure Indigenous participation is included as a key element of any tenders

## CRITICAL LOGISTICS INDIGENOUS RECRUITMENT

Critical Logistics employs a range of professions within our organisation and looks to include Aboriginal and Torres Strait Islander employees in all those opportunities. One of our Indigenous participation goals is to grow the number of Indigenous people directly employed by Critical Logistics. To support this goal, we will work closely with our Indigenous community networks to encourage applications and increase the number of Indigenous people applying for vacancies. In conjunction with our Respect and Recognition goals, we provide a workplace that is inclusive and values the contributions of our Aboriginal and Torres Strait Islander employees.