



indigenous employment and training

policy statement

SCEE is aware of, recognises and respects the culture, values and traditions of the Indigenous communities in which the Company works.

To further promote that awareness and respect, and to demonstrate our ongoing commitment to Indigenous employment and training, SCEE has implemented a positive recruitment and training initiative to encourage Indigenous employment.

SCEE's commitment is that it will:

- Implement strategies to facilitate Indigenous employment opportunities. This will be at an appropriate skill base to translate into continuous employment
- Provide real opportunities for Indigenous employees to work in a range of roles and develop quality skills
- Provide an environment that is conducive to Indigenous employees working alongside other employees in a harmonious manner
- Work with specialised Indigenous agencies and relevant government bodies to facilitate employment and training opportunities
- Provide inter cultural training and development for employees to respect cultural diversity and promote equality
- Provide flexible training and development initiatives to allow Indigenous trainees to take on full time employment opportunities and apprenticeships
- Provide training and development initiatives to allow for Indigenous employees to progress to more senior roles and assist them to be able to effectively compete for these roles.

It is SCEE's intention that over a period of time Indigenous employees will be working alongside non Indigenous employees in many similar roles and on a range of projects.

SCEE's long term aim is to have a workforce that comprises Indigenous and non-Indigenous employees in a mix of roles as a core part of our team.

Graeme Dunn
Managing Director/CEO

Date: 28th June 2019