



INDIGENOUS AUSTRALIANS

PURPOSE

Cimeco is a culturally diverse organisation committed to equal opportunity in employment. We appreciate the importance of employing Indigenous Australians throughout our operations and respect the diversity of Indigenous Australian culture. We acknowledge that many Indigenous people experience conditions of social and economic disadvantage within Australia and the purpose of this policy is to bring awareness to the plight of Indigenous Australians in employment.

APPROACH

- Define Indigenous Australian as:

A person of Australian Aboriginal and/or Torres Strait Islander descent who clearly identifies as an Australian Aboriginal and/or Torres Strait Islander person and who is accepted as such by the community in which they live.

- Commit to recruiting, developing and retaining the highest calibre of employees in accordance with our anti-discrimination policy and recruitment and selection procedures.
- Identify relevant and appropriate areas within the Company where positions for Indigenous Australians may be developed.
- Develop specific strategies aimed at assisting Indigenous people to increase access to employment by sourcing and utilising resources promoted by the Australian Government.
- When appropriate, provide relevant training and development opportunities in a culturally appropriate manner.
- Recognise the cultural heritage and rights of Indigenous Australians and develop, maintain and promote social awareness and respect throughout the workforce.
- Respect the principles of self determination.

COMMITMENT

This policy applies to all Cimeco personnel, contractors, and visitors affiliated with Cimeco, across all projects and operations at all times.

The Cimeco Board of Directors commits to the promotion of this policy and ensuring that employment opportunities for Indigenous Australians are developed and accompanied by relevant support programs

Andrew Ellison
Managing Director

March 2010

