

## Aboriginal and Torres Strait Islander Employment Policy

The Dowells Group of companies recognise and appreciate the knowledge, skills and experiences that the Aboriginal and Torres Strait Islander peoples bring to not only the workforce but also to the wider communities within which we interact.

We are committed to the positive creation of opportunity for Aboriginal and Torres Strait Islander people in our Group of companies and we recognise the value and significance of the Aboriginal and Torres Strait Islander peoples in order to achieve and maintain a diverse, principled and ethical operation.

Dowells will implement initiatives to increase the ongoing representation of Aboriginal and Torres Strait Islander persons within its staffing structure and will provide support for Aboriginal and Torres Strait Islander staff retention, training, mentoring and career development.

Dowells will implement culturally appropriate and socially relevant staff induction and training programs for Aboriginal and Torres Strait Islander employees and their supervisors. Dowells will ensure that all Aboriginal and Torres Strait Islander staff members are provided with appropriate and relevant mentoring support.

Dowells will where applicable, ensure that Aboriginal and Torres Strait Islander staff may apply for and be granted cultural leave in appropriate circumstances, including leave for community obligations.

When operating in certain areas throughout Australia, Dowells will seek to collaborate with local Aboriginal and Torres Strait Islander communities in the identification of relevant and appropriate areas within the Dowell Group of companies where Aboriginal and Torres Strait Islander workforce positions may be developed.

Signed:



Gail Dowell

Managing Director

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