

# RMS Engineering & Construction Pty Ltd

## INDIGENOUS ENGAGEMENT POLICY

RMS recognises the importance of Indigenous involvement in all aspects of our business and encourage Indigenous communities to be part of our growth and activities. RMS is committed to achieving this by focusing our efforts in three areas; Collaboration, Employment and Legacy.

We will achieve Collaboration by:

- Developing and fostering positive relationships with Indigenous communities.
- Providing a working environment that is culturally supportive for all employees.
- Engaging in positive consultation and discussion with the local indigenous communities.
- Identifying and awarding sub-contracts to indigenous enterprises that meet RMS' procurement requirements.


We will achieve Employment by:

- Identifying and providing employment opportunities for Indigenous personnel.
- Increasing capacity and capabilities of Indigenous personnel through employment and training.
- Encourage Subcontractors to actively engage local indigenous workers.

We will achieve Legacy by:

- Ensuring local indigenous communities' benefit from our activities through the training and upskilling of the local indigenous workers.
- Respecting cultural heritage sites by minimising disturbance and preserving these sites where identified.
- Actively being involved in indigenous programs in the area of our operations, at a grass roots level.

Signature of Managing Director



Richard McDonald

01 August 2020

