

# POLICY

# INDIGENOUS ENGAGEMENT

BASELINE  
group



Baseline Group respect the traditional owners of the land and sites on which we place personnel and undertake to implement the following to build relationships and to ensure our personnel have a better understanding of the importance of those relationships.

1. We commit to engaging 10% of our workforce with personnel who are of Aboriginal & Torres Strait Islander descent by June 2015.
2. We will continue to nurture and mentor the current Aboriginal & Torres Strait Islander personnel.
3. We commit to fully engaging with programs to encourage Aboriginal & Torres Strait Islander community trainees to undertake work experience alongside existing site and office based personnel.
4. We commit to providing Aboriginal & Torres Strait Islander Cultural Awareness training to all personnel by December 2013 and thereafter ongoing. This will help personnel understand Aboriginal & Torres Strait Islander culture and heritage and enable personnel to assist in the mentor of trainees.
5. We will undertake specialized recruitment programs aimed at encouraging Aboriginal and Torres Strait Islanders to apply for positions with the aim of exceeding our 10% workforce target.
6. We commit to developing our Standard Operating Procedures to ensure they promote communication, engagement and culturally appropriate response to interactions with the local community.
7. Baseline Group will actively seek opportunities for Aboriginal & Torres Strait Islander contractors, and give Aboriginal & Torres Strait Islander organisations due consideration.

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