

## Aboriginal and Torres Strait Islanders – Respect and Engagement Policy

### Respect

Consistent with Aboriginal and Torres Strait Islander Cultural Protocols, Spaceframe acknowledges:

- a. the unique status of Aboriginal and Torres Strait Islander peoples as the First Australians and traditional owners;
- b. the special relationship that Aboriginal and Torres Strait Islander people have with their traditional lands and waters, as well as their unique history and diverse culture, customs and circumstances, and have the right to protect their Indigenous heritage;
- c. support for all Australians to achieve their potential on a basis of equity and respect;
- d. the importance of staff and subcontractors to ensure their work respects Aboriginal and Torres Strait Islander cultural beliefs and practices; and
- e. the importance of proper consultation processes with appropriate cultural authorities with approvals and permissions sought accordingly, respecting the communal nature of Aboriginal and Torres Strait Islander social structures, timeframes and decision-making processes.

### Objectives

Within the range of business and commercial realities it is vital to ensure that our efforts and resources are appropriately positioned for maximum benefit and for the improvement of economic, job, and opportunity and participation outcomes for Aboriginal and Torres Strait Islanders; hence, to that end Spaceframe shall, as reasonably as is practicable, support the following policy objectives:

- a. To assist in facilitating training and upskilling within the Aboriginal and Torres Strait Islander population as well as providing opportunities to increase workforce participation, improve productivity and create opportunities for growth;
- b. To foster equality of opportunity in employment for Aboriginal and Torres Strait Islanders by seeking to recruit them, and by removing barriers to employment;
- c. To support Indigenous entrepreneurs and small businesses to develop and access relevant market opportunities in order to create jobs for Aboriginal and Torres Strait Islanders, now and into the future;
- d. To consider Spaceframe procurement arrangements and determine how Indigenous businesses can be better supported to supply goods and services to Spaceframe;
- e. To assist in overcoming barriers that prohibit Aboriginal and Torres Strait Islander economic participation, and support individuals to ensure they gain the maximum benefit from available opportunities;
- f. To be aware of laws affecting alcohol consumption restrictions in Aboriginal and Torres Strait Islander communities; and
- g. As part of the Spaceframe Apprentice Training Policy, to set a target of 10-15% of the work be carried out by apprentices, trainees, or Aboriginal and Torres Strait Islander workers and to ensure that Spaceframe's subcontractor adopt similar targets.

### Commitment

Spaceframe, in keeping with its objective of contributing to the social and economic development of Queensland, and in valuing the contribution of Aboriginal and Torres Strait Islander people make to the local community, will strive to achieve the above objectives.



Jane Raspotnik – Director - Administration



Peter Raspotnik – Managing Director