

# Aboriginal and Torres Strait Islander Employment Policy

Workspace pays our respect to Aboriginal and Torres Strait Islander peoples and to Elders, past, present, and future.

We support human rights and fair labor practices, including through the promotion of diversity by supporting the professional growth and development of our people; and through policies that promote dignity and safety in our workplace. This policy was implemented as a part for our RAP journey and will be available together with our Reconciliation Action Plan.

## Our Vision

Our vision is that the Aboriginal and Torres Strait Islander peoples of this country will be restored to a place of equity, dignity, and respect.

## Our Current Activities

Workspace supports human rights and fair labor practices, including through the promotion of diversity by supporting the professional growth and development of our people; and through policies that promote dignity and safety in our workplace.

## Objectives

- Incorporate Aboriginal and Torres Strait Islander peoples and business into the way Workspace does business and ensure ongoing commitment
- Improve the cultural awareness of Workspace staff to better understand Aboriginal and Torres Strait Islander cultures and promotes the importance of traditional cultural principles
- Through the Aboriginal and Torres Strait Islander Employment Policy, Workspace demonstrates its commitment to the improvement of social and economic opportunities for Aboriginal and Torres Strait Islander peoples through employment and development opportunities. Increasing the number of Aboriginal and Torres Strait Islander peoples employees is important to Workspace and cannot be underestimated
- Workspace believes that the Aboriginal and Torres Strait Islander Employment Policy, will give an access to the right people for the right jobs and gain a significant business that comes with a culturally diverse workforce
- Workspace will treat all employees with respect and expect its employees to demonstrate a commitment to their jobs
- Implementation, monitoring, and evaluation of the Aboriginal and Torres Strait Islander Employment Policy, will be undertaken by the HR Manager and supported by CEO

## **The Commitment**

Workspace is committed to exhausting all avenues available in the recruitment process to ensure First Peoples and Communities are informed of any employment opportunities that are available. To facilitate this process, we have employed the services of a Recruitment Organisation directly linked to the First Peoples and Communities to introduce Workspace as a preferred employer of choice.

Tom Clark

A handwritten signature in black ink, appearing to read 'Tom Clark', written over a horizontal line.

Chief Executive Officer  
18 August 2019