

## INDIGENOUS INCLUSION POLICY

Stubbs Constructions is committed to working with Indigenous people; recognising and respecting that Indigenous Australians have traditional knowledge, values, beliefs and are the traditional owners and custodians of the land on which we live and work. Our core purpose is to foster mutually beneficial and collaborative relationships with Indigenous people, within our workplace and in the community as a whole.

The following principles guide the focus of this policy:

- Respect cultural diversity within Stubbs Constructions by assisting employees to better appreciate Indigenous cultures;
- Ensure all employees respect the contribution that Indigenous Australians bring to our workplaces;
- Understand and adhere to cultural protocols, by respecting the customs of indigenous people and their communities;
- Support the retention, training and advancement of Indigenous people in our employ, as well as in our industry; and
- Maintaining an inclusive and culturally safe working environment.

**Wayne Licht**



**Managing Director**  
**12 March 2021**

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