

Indigenous Inclusion Policy

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

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 people 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.

We are committed to providing a workplace where management, leadership and workers are welcoming of Indigenous people, their experience and outlooks; where diversity is valued and respected.

A handwritten signature in black ink, appearing to read 'Wayne Licht', with a horizontal line extending to the right.

Wayne Licht
Managing Director
Stubbs Constructions Pty Ltd

Date: 30 June 2022

Review Date: 30 June 2024