



Indigenous Engagement Policy

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Purpose

Tytec Logistics acknowledges the traditional owners of Australia and their continuing connection to land and community. We pay our respect to them and their cultures, and to the Elders both past and present.

We strongly encourage the employment of indigenous people within the company and provide a work environment that is culturally sensitive and supportive for all employees.

Statement

Tytec Logistics is committed to engaging indigenous employees by:

- Promoting employment, education and training opportunities for indigenous people
- Understanding the responsibilities indigenous people have to their traditional culture
- Developing and implementing appropriate indigenous awareness programs to promote an understanding of the indigenous culture
- Respecting the knowledge systems of our first peoples – Aboriginal and Torres Strait Islanders

Responsibilities

Senior Management is responsible for the implementation and compliance of this policy.

Management is responsible for:

- Monitoring trends and changes to the indigenous workforce
- Educating and training employees in cultural awareness
- Partnership and dialogue with indigenous leaders and organisations

Employees are responsible for:

- Respecting the traditional culture of indigenous people within the workplace

A handwritten signature in blue ink that reads 'P. Walker'.

Paul Walker
Managing Director
August 2016