

Aboriginal and Torres Strait Islander Engagement Plan



Our Mission is to make a sustainable future possible – for our shareholders, our customers and our communities and, in particular, our Aboriginal and Torres Strait Islander peoples.

Demonstrating action through training and partnerships



A key and critical part of our mission is ensuring that we value and support inclusion and diversity throughout our workforce and that we do so sustainably.

Our corporate vision is for Cleanaway to be a market leader in waste management, industrial and environmental services. We leverage our expertise, assets and infrastructure to deliver on our commitments. We are an employer of choice and we generate superior value and sustainable solutions for our customers, communities and shareholders.

OUR VISION FOR RECONCILIATION

We are committed to reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians.

We endorse the vision of a nation which values Aboriginal and Torres Strait Islander heritage, cultures and peoples and recognises their unique position as the original custodians of Australia. We take responsibility for ensuring our business reflects the values of inclusion and diversity throughout our workforce.

We are proud of the different programs and initiatives, both underway and planned, to support Aboriginal and Torres Strait Islander peoples around Australia through our newly developed Reconciliation Action Plan (RAP).

We support initiatives that build positive relationships with traditional owners and their communities. We will develop and maintain sustainable partnerships and relationships with traditional owners and will work in partnerships with all stakeholders necessary to bring about progressive change.

ACTION THROUGH TRAINING

Our Cleanaway Aboriginal & Torres Strait Islander Traineeship Program has been developed to provide Aboriginal and Torres Strait Islander peoples with an opportunity to attain a trade qualification and on the job experience with a long term view to permanent employment.

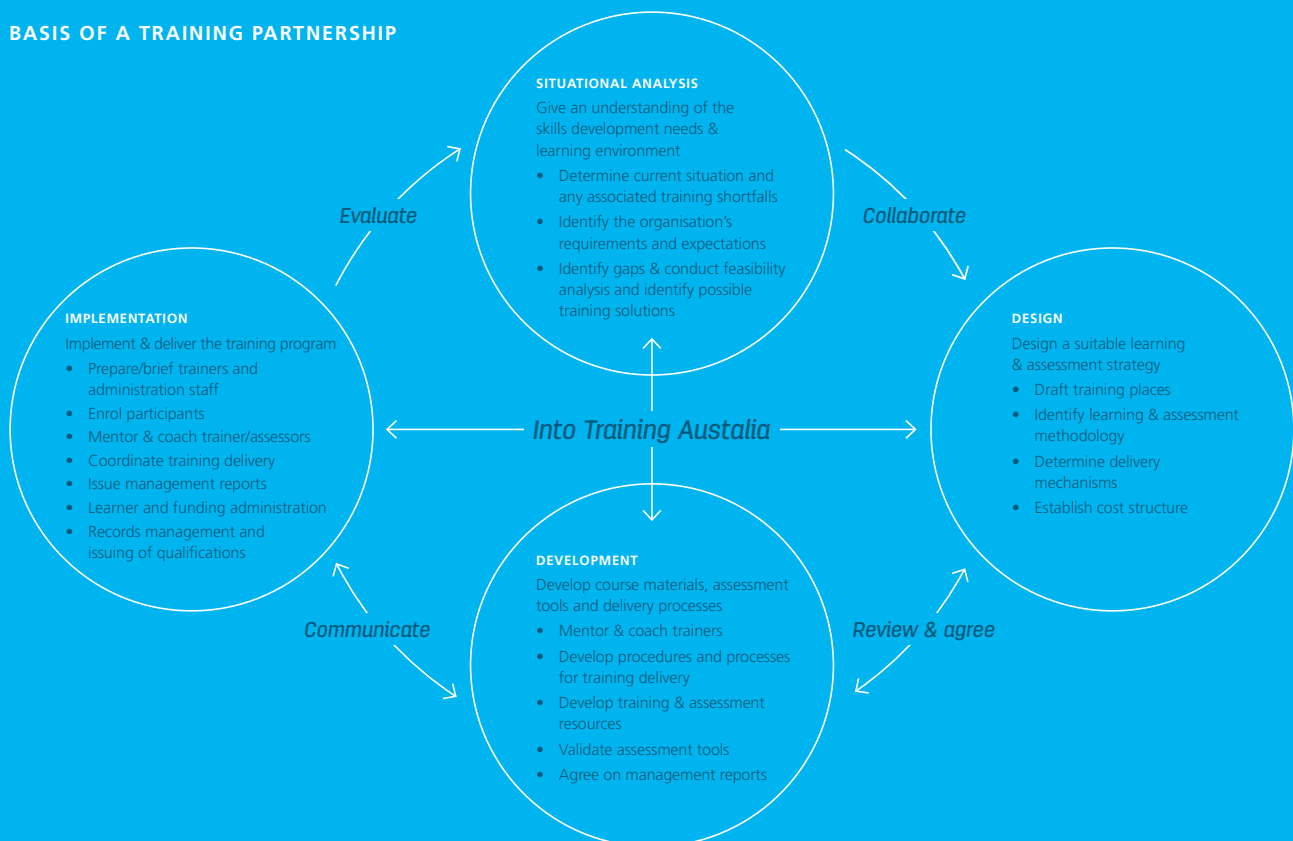
Our Traineeship Program has national coverage and is available across all of our Cleanaway business units in Solids, Liquids and Industrial Services.

We have partnered with Into Training Australia, a Registered Training Organisation (RTO) that has considerable experience delivering formal training within a flexible learning model while ensuring compliance with training packages, ASQA standards and relevant legislation/regulation.

ABORIGINAL AND TORRES STRAIT ISLANDER ELDERS MENTORING

To achieve the best possible retention and completion outcomes for our trainees, we provide mentoring throughout the program. The goal is to keep participants on their vocational pathway to the completion of their formal accredited training. The mentoring will assist and encourage an environment where all learners can achieve their personal best and develop to their full potential.

BASIS OF A TRAINING PARTNERSHIP



ACTION THROUGH PARTNERSHIPS

Cleanaway is proud to partner with traditional owner groups that are passionate about the opportunities that investment and economic development hold for the future of their peoples.

As part of our Memorandum of Understanding and Partnership, we're working to engage with communities about partnership opportunities, and form meaningful relationships with traditional owners to ensure early consultation and participation in the decision making process. Early contact is critical to building trust, engagement and rapport, to ensure the success of any engagement, and negotiations about training, employment and economic opportunities.

NGARLUMA COUNTRY FACILITY

We partnered with Ngarluma Aboriginal Corporation to build a waste management facility in Western Australia's Pilbara region, which has the capability to collect and process large commercial quantities of solid and liquid waste. The site is on Ngarluma country on Warlu Way, Karratha, under a commercial land use agreement with the Ngarluma Aboriginal Corporation. The agreement also provides employment opportunities for local Aboriginal people.

We respectfully acknowledge that Aboriginal people are the first Australians and that they have a continued connection with this country. We therefore look forward to working in close partnership with the Ngarluma people, to operate in a manner that is culturally appropriate and sensitive to the traditional owners of this land.

BUURABALAYJI THALANYJI ABORIGINAL CORPORATION

Our partnership with Buurabalayji Thalanyji Aboriginal Corporation allows for the provision of services in the north-west of Western Australia including ownership and operations of a number of businesses in and around Thalanyji determined land, as well as providing employment opportunities. Profits from these business endeavours are directed to member and community support programs and projects.

KARLAYURA GROUP

As a partner to Karlayura, we're working with a Aboriginal-owned profit-for-purpose business that reinvests 100% of profit back into local communities to provide better long-term living for Indigenous Australians.

Created and grown by well-respected local loreman Brian Tucker, Karlayura deliver a variety of civil construction and mining infrastructure projects. Karlayura's mission is to get 'family' back on country, reserve Aboriginal cultural traditions and develop strong and self-sustaining communities.

THE MATERA FOUNDATION

Cleanaway is proudly supporting the Matera Foundation, a not-for-profit organisation and Supply Nation member, founded by Peter Matera. The foundation seeks to create real opportunities for Aboriginal Australians to engage with mainstream employment, through personal development programs designed and delivered by people who have forged successful careers across a range of industries. Cleanaway is working with the Matera Foundation to create sustainable employment opportunities and career pathways through traineeship, apprenticeships and direct employment, as well as to deliver cultural awareness training.

ACTION THROUGH PROCUREMENT - SUPPLY NATION

We're working with Supply Nation as the Australian leader in supplier diversity to increase the level of procurement from Indigenous businesses across the country.

Established in 2009, Supply Nation, register and certify Indigenous businesses and have been central to the growth of a new economic force.

ACTION THROUGH CULTURAL AWARENESS

We also offer cultural awareness training as an essential part of our commitment to providing engaging and understanding workplaces that empower Aboriginal and Torres Strait Islander people.

We work with Waangara Marra Consulting to deliver workshops in a variety of settings and to all levels of employees within the organisation.



RAP FOCUS AREAS**RESPECT**

We are developing and implementing a cultural awareness program that contributes to the commitment for reconciliation and in encouraging diversity and inclusion and celebrating respect.

Cleanaway acknowledges and recognises the connection that Aboriginal and Torres Strait Islanders have to their land and understand that respect for culture remains a major focus in the Aboriginal and Torres Strait Islander communities.

RELATIONSHIPS

We are delivering on this focus area by developing a RAP Champion Working Group and building authentic relationships to facilitate change between Aboriginal and Torres Strait Islanders, and their communities, and non-Aboriginal Australians.

This brings with it a responsibility to ensure that we believe and behave in alignment with the values of diversity and inclusion, and that we contribute as individuals and as a company to ensure equality and reconciliation across the community.

OPPORTUNITIES

We are developing a recruitment and retention strategy that encompasses employment, training, mentoring and support programs to facilitate Aboriginal and Torres Strait Islander business opportunities throughout the supply chain.

We aim to ensure that our Aboriginal and Torres Strait Islander workforce is supported, engaged and provided with improved opportunities for career and skills development.

We also recognise the importance of educational programs in helping young and unskilled Aboriginal and Torres Strait Islander peoples to prepare for the workforce.

We also offer cultural awareness training as an essential part of our commitment to providing engaging and understanding workplaces that empower Aboriginal and Torres Strait Islander people.

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FOR GENERAL INFORMATION AND SERVICE BOOKINGS

Contact us for more information on how Cleanaway can add value to your organisation, or to arrange a visit from one of our representatives.

FOR FURTHER INFORMATION ON THE RAP PLEASE CONTACT

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