

▶ Indigenous

Western Metalworx recognise the importance of working in partnership with Australia's Aboriginal and Torres Strait Islanders to achieve sustainable and mutually beneficial outcomes and drive new economic opportunities.

Through our trade, we are committed to the creation of practical and sustainable training and employment opportunities that can improve and grow the careers of Indigenous talent in the skills and trade of steel fabrication.

The core principles of our Indigenous Policy are to:

- ▶ Work closely with members of local Indigenous communities, custodian land owners and their Elders, specifically the Banyjima and Eastern Gurama tribes, as well as local language groups from the inlands of the Pilbara to identify their work-ready participants
- ▶ Expand our recruitment target year on year to positively contribute and show a deep dedication to the employment of Indigenous people which reflects the shared expectations of our business, clients and Indigenous stakeholders
- ▶ Develop mentoring programs and provide training and development pathways for Indigenous people engaged by Western Metalworx
- ▶ Develop systems and procedures to support Indigenous relations
- ▶ Promote cross-cultural awareness within the business, and improve the understanding of each other's concerns and aspirations through meaningful consultation
- ▶ Understand the responsibilities Indigenous people have to their traditional culture and assist in developing processes that allow for partnerships without hindering that responsibility
- ▶ Review our projects and business practices on an ongoing basis, building a framework for engagement and participation with Indigenous Australians

Western Metalworx recognise that these key strategies rely on continual collaboration with Aboriginal people and their communities.

The Managing Director of Western Metalworx is responsible for the implementation of this policy. All employees are encouraged to strengthen their understanding of Indigenous cultures in the regions we operate.



Anthony Chiera
Managing Director

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