

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES WORKFORCE POLICY

- Ryan Wilks Pty Ltd will contribute to the process of equality and reconciliation by committing to increase employment opportunities for Aboriginal and Torres Strait Islander.
- Ryan Wilks Pty Ltd will utilise and promote Special Measures, section 12, 28 and 88 of the Equal Opportunity Act 2010 and take appropriate affirmative action measures in recruitment, selection, retention and staff development in both mainstream and designated careers to achieve equality for Aboriginal and Torres Strait Islander peoples.
- In the implementation of this Policy, associated Procedure and employment matters generally, Ryan Wilks Pty Ltd will respect the cultural, social and religious systems practiced by Aboriginal and Torres Strait Islander peoples and employees.
- Ryan Wilks Pty Ltd acknowledges that active participation of Aboriginal and Torres Strait Islander employees in cultural, religious and ceremonial activities is likely to enhance their effectiveness as employees of Ryan Wilks Pty Ltd and therefore support participation in such activities.
- Ryan Wilks Pty Ltd is committed to ensuring that Aboriginal and Torres Strait Islander employees are supported by Ryan Wilks Pty Ltd policies and procedures aimed at making Ryan Wilks Pty Ltd more culturally responsive and responsible.

This policy will be formally reviewed again May 2025



Ron Ryan

General Manager

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