

Indigenous Procurement and Reconciliation Action Plan

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Policy Approved by: S. RUDDERHAM

This Policy outlines the key components of the principles underpinning KLC Recruitment's Indigenous Procurement Policy and Reconciliation Action plan. The primary purpose of the Indigenous Procurement Policy is to stimulate Indigenous Australians and Torres Straight Islanders with more opportunities to participate in employment.

Reconciliation efforts seek to respect Indigenous Australians and Torres Straight Islanders heritage and valuing justice and equity for all Australians. KLC Recruitment commits to work with Indigenous Australians and Torres Straight Islanders with industry experience, knowledge, and capability needed to deliver products and services that reflect the diversity of KLC Recruitment's communities in which we operate. KLC Recruitment recognises that an inclusive employment strategy directly supports participation by all, in Australia's economic development.

KLC Recruitment's Indigenous Procurement Policy aims to:

- Build the knowledge and cultural capability of all employees.
- Supporting the recruitment and career development of all Indigenous Australians and Torres Straight Islander employees.
- Delivering policies and programs that achieve strong outcomes for Indigenous Australians and Torres Straight Islanders.
- Use reasonable endeavors to increase the employment of Indigenous Australians.
- Support mutual opportunities for professional development.
- Create an employment strategy that is culturally aware of and conducive to meaningful and sustainable careers for Indigenous Australian subcontractors and employees.
- Adopt a continuous improvement approach to ensure we constantly strive for best practice.
- Be a dynamic, innovative, diverse organisation that is culturally safe and tolerant.

KLC Recruitment aims to achieve parity in employment for Indigenous Australians and Torres Straight Islanders and supports the creation of inclusive workplaces where Indigenous Australians and Torres Straight Islanders culture is valued and recognised as a proud part of a shared national identity.

Reconciliation matters. Reconciliation is gained by individuals who take on their own reconciliation journey and share learnings and experiences with others. Reconciliation matters to KLC Recruitment. It matters that all employees are treating each other with respect and honesty and are working to achieve a common goal. KLC Recruitment continues to make a deliberate and conscious effort to connect Indigenous Australians and Torres Straight Islanders to work and to grow.

Policy Ownership and Status

KLC Recruitment will be responsible for reviewing this Policy on a regular basis and in light of operating experience and/or changes in legislation.