

Aboriginal & Torres Strait Islander Employment Policy

This policy describes the principles underpinning Aboriginal and Torres Strait Islander peoples' employment and engagement (in the context of employment) at Taylor.

Objectives

Taylor seeks to:

- Increase the participation rate and employment outcomes of Aboriginal and/or Torres Strait Islanders across all levels at Taylor to at least reflect participation levels in society.
- Create a work environment that is free from discrimination, promotes an understanding of Aboriginal and Torres Strait Islander culture, and is culturally respectful and inclusive.
- Build and develop a positive working relationship with the community and relevant stakeholders about improving employment outcomes for Aboriginal and/or Torres Strait Islander.

Principles

Taylor aims to:

- Provide an environment where Aboriginal and Torres Strait Islander employees are encouraged to achieve their full potential.
- Celebrate the knowledge, skills and history of Aboriginal and/ or Torres Strait Islanders and recognise the cultural diversity this knowledge brings to the workplace.
- Provide a workplace where cultural, social and religious systems practiced by Aboriginal and/ or Torres Strait Islanders is respected.
- Include representation of Aboriginal and Torres Strait Islander employees across a wide range of areas and levels throughout the business.

Taylor is committed to valuing workplace diversity, incorporating Aboriginal participation as a core function in the company's project management processes, and maintaining Aboriginal cultural awareness in the workplace.

This policy will be reviewed in December 2022.



George Bardas
Chief Executive Officer