

# 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 2023.



George Bardas  
Chief Executive Officer