

First Nations Participation Policy



Purpose:

Accelerate strives to promote diversity in the workplace through a positive and proactive approach to First Nations participation. Accelerate believes a diverse workforce, representative of the broader Australian community including First Nations Australians. Accelerate is committed to working in partnership with the Aboriginal and Torres Strait Islander communities to increase their job opportunities within Accelerate and wider community.

Policy

Accelerate, as part of their commitment to equal employment, will aim to:

- Create a work environment that is free from discrimination, promotes an understanding of First Nations culture, and is culturally respectful and inclusive
- Acknowledge the importance and relevance of traditional principals
- Provide a nurturing working environment that understands and supports the importance of family and community commitments
- Engage suppliers and sub-contractors who share a similar approach to Indigenous participation

Key Performance Indicators

Our success in maintaining this IPP is measured against two key performance indicators:

1. The extent to which there is an increase in the number of First Nations employees engaged by Accelerate, either directly or indirectly
2. The extent to which there is an increase of money spent with First Nations suppliers

Variations

Accelerate will review this policy on an annual basis, and reserves the right to vary, replace or terminate this policy at any time.