



Aboriginal Employment Strategy

Sustainability Pty Ltd strives to recognise and support Aboriginal and Torres Strait Islander people, respecting both groups as being the first Australians. Sustainability demonstrates active commitment to improving outcomes for Aboriginal and Torres Strait Islander people through our management, planning and service delivery.

Our commitment is executed at enterprise level, through our strategic, multidimensional, holistic and accountable approach to working in a culturally competent manner, on active partnership with Aboriginal and Torres Strait Islander people.

Our approach to Aboriginal and Torres Strait Islander participation is aligned with our company mission, vision and values and is embedded within our strategic and operation planning, ensuring support for our commitment from every level of our business.

Our employment strategy sets Sustainability's priorities in relation to Aboriginal Employment initiatives and is supported by clear and practical policies to ensure we can increase our engagement with Aboriginal people and communities. The Strategy seeks to deliver meaningful cultural recognition, employment, education and training opportunities for Aboriginal people by focusing on:

Corporate Strategy: including Aboriginal relations in our corporate strategy to establish Sustainability as a leader in supporting Aboriginal people and communities

Cultural competency: increasing employee's understanding and knowledge of Aboriginal relations, culture and associated "ways of working" through a range of programs.

Cultural recognition: creating a company culture that respects and acknowledges Aboriginal culture, heritage, values and beliefs

Relationships and partners: establishing collaborations with key stakeholders to ensure mutually advantageous outcomes for Aboriginal communities, our clients, our partners and Sustainability

Growth and employment: increasing the participation of Aboriginal people in the success and growth of our business.

Signed:

CHIEF EXECUTIVE OFFICER

Date: January 2016



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