



# Indigenous Employment Policy

Just Focus Pty Ltd

Version: 1.0

Issue date: 08 April 2024

Review date: 08 April 2026

Document No: CD-103

## Intent & Purpose

We are committed to the employment and development of Aboriginal and Torres Strait Islander persons.

## Scope

This policy applies to all aspects of our operations.

## Application

In pursuing these objectives, and in employment matters generally, Just Focus will:

- Respect and consider the cultural, social and religious systems practised by Aboriginal and Torres Strait Islander people.
- Support participation of Aboriginal and Torres Strait Islander staff in activities of a cultural or ceremonial nature.
- Continue to develop Aboriginal and Torres Strait Island People employment initiatives and training programs.

## Objectives and Principles

Our Aboriginal and Torres Strait Island People employment objectives are to:

- Encourage and foster the employment and participation of Aboriginal and Torres Strait Islander people within Just Focus, either directly in our operations or through our contractors.
- Maximise employee development along with the transfer of job skills and information in order to increase Aboriginal and Torres Strait Islander staff knowledge, independence, remuneration, job security and self-sufficiency.
- Facilitate and encourage the direct involvement of Aboriginal and Torres Strait Islander employees in determining career strategies, goals and objectives.

