

Aim and Scope

The aim of this policy is to articulate Fairbrother's commitment to supporting greater participation of Indigenous Australians in the construction industry.

This policy applies to all Fairbrother operations and activities where there are opportunities to develop long-term, beneficial, and reciprocal partnerships with Indigenous people, businesses and communities.

Policy Statement

Fairbrother is committed to:

- Ensuring our recruitment opportunities clearly articulate our desire to encourage Indigenous participation in the construction industry.
- Reviewing our supply and subcontract tendering invitations to provide opportunities whereby indigenous businesses are encouraged to be an active participant.
- Supporting early engagement, consultation, and agreement where we are tendering for projects or where we are working with Indigenous communities.
- Creating sustainable partnerships with Indigenous communities to build their capacity and increase participation rates.
- Identifying realistic, tangible, and sustainable improvements that can be achieved in partnership with local community groups, particularly in remote and rural areas.

Related Documents & References

- [Learning and Development Policy POL-PLP-413](#)
- [Recruitment and Selection Guidelines PRO-PLP-409](#)
- [Workplace Behaviour Policy POL-PLP-404](#)

Accountability

The Executive is accountable to the Chief Executive Officer for ensuring this policy is implemented.