



# Indigenous Engagement Policy

Onyx Projects Pty Ltd aims to make sustainable differences to the outcomes of indigenous people in the communities we work in, by:

- Providing a working environment that is culturally sensitive and supportive of indigenous people.
- Meaningful consultation with indigenous groups to improve the understanding of each other's concerns and aspirations.
- Encouraging contractors to adopt a proactive policy with respect to the opportunities given to indigenous people in particular, to:
  - demonstrate a commitment to the employment of indigenous people.
  - demonstrate a commitment to support indigenous enterprises where possible.
  - include the engagement of indigenous enterprises as sub-contractors or suppliers.
  - promote and encourage the engagement of indigenous people into their workforce.
- Establishing and maintaining an effective consultation process with the indigenous community.
- Understanding the responsibilities that indigenous people have to their traditional culture.
- Showing respect for indigenous heritage and sacred sites which are a fundamental part of the indigenous social organisation.

**Ian Beaumont**  
Director

**Rob McGregor**  
Director

**Robert Loiacono**  
Director

**Chris Grierson**  
Director

Policy effective from July 2016 to June 2018.