

# INDIGENOUS EMPLOYMENT POLICY

DOCUMENT NO: DOC\_V\_POL\_025\_REV0  
 REVISION: 0

## QHSE POLICY

Viking Industrial

Approval and revision status

0	Matt Wells	Anthony Jensen	18/09/2023	Document Creation
<b>Rev</b>	<b>Originator</b>	<b>Approved</b>	<b>Date</b>	<b>Pages affected &amp; reason for revision</b>

*Areas affected by recent revision are recorded in the above table*

Viking Industrial seek to provide meaningful opportunities and break the cycle of unemployment in our community through assisting Indigenous persons in their pursuit of employment.

The facilitation of employment opportunities to diverse groups across Australia enhances our team reflecting the diverse communities in which we operate and underpins the sustainability of our organisation.

Viking Industrial will continue to;

- Recognise the traditional and cultural values that tie Indigenous people to the land, including the special significance of some areas in which we work.
- Working with individuals, Indigenous communities and businesses to maximise opportunities for Indigenous people to engage with and work for us.
- Ensuring our recruitment and employment processes are inclusive of the needs of Indigenous applicants.
- Ensuring that our workforce and subcontractors are made aware and support the employment and retention of Indigenous people.
- Providing a safe and culturally aware environment for all employees.
- Actively seeking feedback from clients and stakeholders and addressing opportunities or areas for improvement and levels of satisfaction.
- Review and revise our Indigenous Engagement Policy periodically to maintain relevance, effectiveness and appropriateness to our business.



Anthony Jensen  
Chief Executive Officer

<b>Viking Integrated Management System:</b>	<b>DOC_V_POL_025_REV0 - INDIGENOUS EMPLOYMENT POLICY</b>		
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