

Indigenous Employment Policy

Ckorp Holdings | CH-POL-07 | Version 1.0
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Policy statement

Ckorp Holdings seeks greater participation of Indigenous people in the company. It will promote recruitment, improve retention and support professional development opportunities for Indigenous staff.

Intent

This policy supports the company to:

- increase the number of Indigenous staff appointed;
- coordinate, oversee, develop and review the Indigenous Employment, Attraction and Retention Strategy; and
- support culturally competent, aware and responsive conduct by staff.

Improvement will focus on culturally competent workplaces, recruitment and marketing, retention and professional development.

Definitions

Indigenous means Australian Aboriginal and Torres Strait Islander peoples.

A Cultural Competency Framework is a set of behaviours, attitudes and policies that supports effective work across cultures.

Senior Manager means a staff member whose position forms part of the Ckorp Holdings leadership team.

Policy commitments

The following principles guide Indigenous staff employment, attraction and retention:

- Work environments will be culturally safe and support respect for, collaboration with and empowerment of Indigenous staff, acknowledging their unique place as Australia's Indigenous peoples.
- Recruitment practices will demonstrate the company's commitment to increasing Indigenous employment across positions and levels of the business.
- Employment, attraction and retention initiatives will support personal and professional development at all levels.
- Indigenous perspectives and knowledges will inform the company's core business and strategies supporting career pathways within and beyond the company.

The Indigenous Employment, Attraction and Retention Strategy will reflect:

- respect for cultural, social and religious practices;
- recognition of Indigenous knowledge as a significant contribution to other bodies of knowledge;
- recognition of scholarship that Indigenous staff bring to the business;
- recognition and protection of Indigenous intellectual property and knowledges; and
- respect for ceremonial activities, cultural practices and identity.

Oversight

Members of the Ckorp Holdings leadership team will provide oversight, monitor progress and support the Indigenous Employment, Attraction and Retention Strategy Working Party and implementation of the strategy.