

# Aboriginal Participation in Construction Policy

TPL are committed to identifying opportunities in our potential and existing projects for Aboriginal and Torres Strait Islander participation in procurement and employment as well as to identify any local business groups and Aboriginal and Torres Strait Islander leaders to approach to provide input into the participation plan.

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## PART 1. Scope and Purpose

TPL are committed to identifying opportunities in our potential and existing projects for Aboriginal and Torres Strait Islander participation in procurement and employment as well as to identify any local business groups and Aboriginal and Torres Strait Islander leaders to approach to provide input into the participation plan.

## PART 2. Engagement with Aboriginal communities

We will seek to engage with Aboriginal and Torres Strait communities through the following avenues:

### 1. Community consultation and collaboration:

- Engagement with local Aboriginal and Torres Strait Islander leaders and business groups
- Implementing a Reconciliation Action Plan
- Establishing a Traditional Owner Liaison Officer

### 2. Employment:

- Employment targets

- Affirmative recruitment practices
- Targeted communications about vacancy
- Aboriginal and Torres Strait Islander Employee Network/s
- Cultural leave for days of significance
- Aboriginal and Torres Strait Islander employment advisors
- Education and skills training for Aboriginal and Torres Strait Islander employees
- Cultural awareness training sessions
- Retention plans

### 3. Procurement:

- Procurement targets
- Use of Supply Nation or Office of the Registrar of Indigenous Corporations (ORIC) businesses
- Targeted communications procurement opportunities
- Opportunities for Aboriginal and Torres Strait Islander led development
- Business development assistance

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- Assistance to access existing business support programs
- Business mentoring

4. Other:

- Programs for improving local or regional environmental issues.
- Programs for environmental protection, offsets or rehabilitation include direct Aboriginal and Torres Strait Islander employment, or contracting to Aboriginal and Torres Strait Islander businesses and groups, such as Aboriginal and Torres Strait Islander ranger groups.
- Commitment to protect cultural heritage

### PART 3. Impact and Reporting

We will report on projections for how many jobs or contracts will be created; how many classes, apprenticeships or supported study places that will be available; or other reportable metrics the engagement activities will deliver.

The reports will demonstrate how the chosen activities will be effective and are commensurate with the nature, scope and location of the project, the needs of the local Aboriginal and Torres Strait Islander community and the



Nick Savvas  
CEO

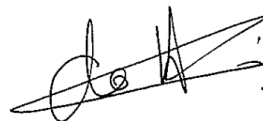
capacity of the proponent.

Success targets will be set and communicated. Adjustments to the targets could include considerations of the following factors and will be set per relevant project:

- i. the local employment market, including in terms of the number of Aboriginal and Torres Strait Islander businesses, workers and job seekers, and their relevant skills, capabilities, qualifications and training;
- ii. the scale, value and location of the project, and skills and capabilities required to deliver the project;
- iii. the availability of supply-side services to support the meeting of any targets and assist build the capacity of Aboriginal and Torres Strait Islander businesses and job-seekers to take up opportunities; and
- iv. existing State-level policies and/or targets.
- v. Reporting will be undertaken at least annually or more often as required.

### PART 4. Document approval

This document is approved on the date of the last signature below.



John Christou  
General Manager

*Attachment: Draft Aboriginal and Torres Strait Participation Plan  
Note – this will be undertaken for all relevant projects*

Policy issued on:	20 February 2023	Review Date:	20 February 2024
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# Aboriginal and Torres Strait Engagement and Participation Plan

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Project name:

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Applicant ABN:

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Brief project  
summary:

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Project duration:

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Project Location/s:

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## Overview of Aboriginal and Torres Strait Islander engagement

What is the  
intended outcome  
of EPP activities?

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How will the EPP  
activities be  
reported on?

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**Community consultation and collaboration**

This section of your plan should describe how you will engage with Aboriginal and Torres Strait Islander stakeholders, identify community aspirations and determine how these can be supported throughout the project.

Engagement activities (list and provide some detail and explanation)	Expected Impact and measures of success (including timeframes)	Justification and evidence (Consultation and research)

**Employment**

This section should detail the applicant’s existing Aboriginal and Torres Strait Islander workforce initiatives, as well as opportunities and pathways for increasing Aboriginal and Torres Strait Islander employment at each stage of the project. It could include setting Aboriginal and Torres Strait Islander workforce participation targets.

Engagement activities (list and provide some detail and explanation)	Expected Impact and measures of success (including timeframes)	Justification and evidence

**Procurement**

This section should detail the applicant’s existing Aboriginal and Torres Strait Islander supply use as well as its strategy for increasing engagement and contracting with Aboriginal and Torres Strait Islander businesses, including the adoption of procurement targets.

Engagement activities (list and provide some detail and explanation)	Expected Impact and measures of success (including timeframes)	Justification and evidence

**Other**

This section should detail other key actions where applicable, include the identification of cultural heritage issues and Aboriginal and Torres Strait Islander inclusion in planning for environmental protection activities.

Engagement activities (list and provide some detail and explanation)	Expected Impact and measures of success (including timeframes)	Justification and evidence