

# Aboriginal and Torres Strait Islander Engagement Policy



## WHITTENS OBJECTIVE

Whittens actively supports and promotes the development of strong, healthy and vibrant communities in the areas in which it operates. As part of this, Whittens is actively committed to creating a culturally respectful business practices to partner with Traditional Owner Groups and Aboriginal and Torres Strait Islander people to increase their workforce participation and partnership opportunities.

## WHITTENS COMMITMENT

Whittens commits to:

- Developing an understanding of Traditional Owner Groups' cultural heritage in the areas in which Whittens operates, and to engage with the local Traditional Owners where appropriate to achieve commercial and educational benefits through the delivery of projects together.
- Providing opportunities for Aboriginal and Torres Strait Islander people to gain skills within the Construction industry through training and sustainable employment.
- Engaging in long-term joint ventures with Aboriginal owned and operated businesses to add real and meaningful value to each other's growth and development.
- Ensuring that we maintain the cultural integrity of all our Aboriginal and Torres Strait Islander engagement initiatives.

## THE WAY WHITTENS OPERATES

Our Aboriginal and Torres Strait Islander Engagement practices:

- Are designed to formally engage with Traditional Owner Groups at the commencement of projects.
- Are designed to increase the workforce participation of ATSI people through direct employment and training opportunities.
- Are designed to ensure Whittens creates and maintains a culturally secure work environment.
- Are designed to provide opportunity for Whittens to develop Joint Ventures with Aboriginal owned and operated businesses and to provide business mentoring and resourcing to assist the growth of the Aboriginal owned and operated businesses.

All employees, contractors and others working for, or on behalf of Whittens, are required to conform to this policy.



**Louise Whitten**  
Chief Executive Officer



**Tyron Whitten**  
Director



**Clayton Whitten**  
Director