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Indigenous Employment policy

Policy Statement:

Our company is committed to creating and maintaining an inclusive and diverse workforce that values and respects the contributions of Aboriginal peoples. We recognize the importance of Aboriginal employment and seek to provide meaningful employment opportunities to Aboriginal peoples in the communities in which we operate. We are committed to promoting equitable and non-discriminatory employment practices, ensuring that all Aboriginal job seekers are provided with an equal opportunity to succeed and advance in their careers.

Purpose:

The purpose of this policy is to outline our company's commitment to Aboriginal employment and to provide guidelines for the recruitment, retention, and advancement of Aboriginal employees. This policy aims to promote and support Aboriginal employment in all areas of our business, including management, administration, operations, and skilled trades.

Scope:

This policy applies to all employees, job applicants, and contractors involved in our business operations. This policy applies to all employment-related decisions and actions, including recruitment, selection, training, promotion, compensation, and termination.

Recruitment:

Our company is committed to actively recruiting Aboriginal peoples for employment opportunities. We will work closely with Aboriginal communities and organizations to identify potential candidates and provide outreach and support to Aboriginal job seekers. Aboriginal candidates will be given equal consideration for employment, and we will ensure that our recruitment practices are non-discriminatory and equitable.

Retention:

We are committed to creating a supportive and inclusive workplace that values the contributions of all employees, including Aboriginal employees. We will work to ensure that Aboriginal employees feel valued and respected, have equal access to training and development opportunities, and are provided with a safe and healthy work environment. We will also work to foster an inclusive and supportive workplace culture that promotes diversity, respect, and understanding.





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Advancement:

Our company is committed to promoting the advancement of Aboriginal employees in our organization. We will provide opportunities for career advancement and professional development, and we will support the growth and development of Aboriginal employees through mentoring, coaching, and training programs. We will also work to ensure that Aboriginal employees have equal access to promotional opportunities and are considered for management and leadership roles.

Monitoring and Evaluation:

Our company will regularly monitor and evaluate our Aboriginal employment practices and outcomes to ensure that we are meeting our commitments and making progress towards our goals. We will establish benchmarks and targets for Aboriginal employment and retention, and we will report on our progress in achieving these targets on an annual basis.

Conclusion:

Our company is committed to creating and maintaining an inclusive and diverse workforce that values and respects the contributions of Aboriginal peoples. We recognize the importance of Aboriginal employment and are committed to promoting equitable and non-discriminatory employment practices. We believe that a diverse and inclusive workplace is essential for the success of our business and the communities in which we operate.

