



"Integrated Solutions. Enduring Assets"

Indigenous Engagement Policy

WESMAR acknowledges the culture, customs, and heritage of Indigenous communities, and we value the contribution Indigenous Australians bring to our company and society. WESMAR and its related companies are committed to developing an equitable working environment with mutual respect for all employees. This commitment is essential not only to increase the number of Indigenous Australian employees, but also to ensure that the WESMAR workplace culture and environment is one that embraces the strengths, experiences, and background of all its employees. We believe that improving career prospects and delivering increased training and sustainable business opportunities for Aboriginal and Torres Strait Islander peoples is good for our company and Australia, and will help to alleviate barriers faced by the Indigenous community.

WESMAR's Indigenous objectives are to:

- Build strong and enduring relationships with the Indigenous community;
- Promote meaningful employment opportunities for Indigenous people;
- Proactively recruit Indigenous people from both regional communities and city locations;
- Increase cross-cultural awareness within the WESMAR workforce;
- Actively seek to broaden the technical skills of Indigenous people by providing career development programs, training, opportunities, and long-term mentorship;
- Contribute to the economic success of local Traditional Owners and Indigenous businesses through sub-contracting, joint ventures, and partnerships;
- Deliver on social responsibility and maintain an optimum balance of Indigenous engagement in the workplace.

Diversity drives WESMAR's ability to attract, retain, and develop the best talent. It fosters robust and vibrant dialogue, which helps create an engaged workforce and helps deliver superior services to clients.

Ricky Lane
Managing Director