



Aboriginal and Torres Strait Islander Affairs

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Aboriginal and Torres Strait Islander Affairs

As Australia's most diversified mining contractor, Downer Mining not only has the most comprehensive suite of mining capabilities, but also offers an industry-leading approach to Aboriginal and Torres Strait Islander (ATSI) development.

ATSI Affairs is a vital part of the mining industry. As our clients increasingly seek to enhance workforce diversity, we offer a range of services to assist in this process.

Our Aboriginal and Torres Strait Islander Policy and Standard detail our high-level commitment to achieving improved economic participation for ATSI people.

To execute this commitment, we tailor ATSI employment strategies to suit our clients' needs and set targets every financial year for increased ATSI participation across our business.

RECRUITMENT AND TRAINING

To assist in attracting ATSI employees to our business, we have developed specialist recruitment and training methodologies, including a culturally appropriate selection process in place of our standard recruitment process. This selection process comprises:

LOCAL COMMUNITY CONSULTATION

An integral part of the recruitment strategy is the relationship between Downer Mining and local ATSI communities. The first step in the process is to make contact with a local organisation to seek its support and benefit from its invaluable knowledge of the community.

COMMUNITY INFORMATION SESSIONS

In partnership with the local Aboriginal organisation, our ATSI Affairs team and representatives from site run an information session in the community. The session offers participants an insight into the job requirements and the challenges of, and opportunities in, the mining industry.

ASSESSMENT WORKSHOPS

Candidates from the information session are shortlisted for a medical as part of

the requirement to attend a two-day assessment workshop. The assessment workshop replaces the traditional interview process. It is facilitated by members of our ATSI Affairs team, but hosted by the site's Project Manager, Management staff and HR representatives, to establish a relationship between the trainees and their supervisors from the start of the process.

Potential recruits undertake practical assessments, participate in experiential learning activities, and receive presentations from site staff.

The experiential learning activities are culturally appropriate and structured so that site representatives are assessing for teamwork, leadership skills, communication skills and trainability. Candidates are "assessed for attitude and trained for skill".



We have a proven history of developing strong commercial partnerships with ATSI businesses.

DIVERSITY MANAGEMENT

Managing diversity in the workforce is a skill required by frontline management, and we provide the necessary cross-cultural awareness training and development to enable our leaders to achieve this. We also promote diversity across our business through our annual Diversity Awards. The awards recognise employees who are leaders across the categories of Female Operator/Tradesperson, Aboriginal and Torres Strait Islander Role Model and Diversity Champion.

COMMERCIAL PARTNERSHIPS

Since 1996 we have worked continuously with Aboriginal-owned mining contractor, Carey Mining, at Western Australian mining operations, including Thunderbox, Mt Keith, Sunrise Dam and Christmas Creek, and in November 2014 formed a joint venture with Carey at Sunrise Dam to deliver a five-year contract to manage the run-of-mine and ore re-handling services for AngloGold Ashanti.

At Christmas Creek and Roy Hill, we employ operators through Ngarda Civil & Mining and Koodaideri Contracting Services, and our mine rehabilitation business, ReGen, has a joint venture with Karlayura Enterprise. Karlayura Enterprise is a 100% owned and managed Aboriginal business, with shareholders from the Nyiyaparli and Banyjima people.

We pride ourselves on the strength of our relationships with ATSI communities close to our projects.

In 2014 we donated \$10,000 to the Smarter Than Smoking Garnduwa Basketball Festival in Fitzroy Crossing.



DRIVING OPPORTUNITIES FOR LOCALS

In 2010, Allan Daisybell – an Aboriginal Australian from Fitzroy Crossing – attended the first information session that we hosted in his home town, advertising jobs available at our Christmas Creek operations. From this session, he was selected to attend one of our industry-leading recruitment workshops and, after impressing the selectors, was offered a job as a mobile plant operator. He now commutes to Christmas Creek on a dedicated charter plane with fellow Aboriginal employees from our previous Fitzroy Crossing recruitment drives.

To date, over 50 Aboriginal people from Fitzroy Crossing have followed in Allan's footsteps and graduated from our recruitment workshops to work at Christmas Creek. The program is designed to be culturally appropriate and to cater for different learning styles. A high level of support for trainees is offered through our ATSI Affairs team and, in partnership with Gurama Yani U, an Aboriginal Liaison Officer in Fitzroy Crossing with a strong understanding of the local community and culture.

Seventeen program participants are currently employed with us as mobile plant operators at Christmas Creek, and are seen as role models within their community.

ATSI RECRUITMENT STRATEGY EARNS INDUSTRY RECOGNITION

In 2012, we won the inaugural AHRI (Australian Human Resource Institute) Diversity Award for Indigenous Employment, and in 2013, we won the 'Highly Commended' award in the Business division at the Queensland Reconciliation Awards.



The awards recognise the specialist recruitment and training methodology undertaken to recruit ATSI employees with little to no experience in the industry.

REAL JOBS

A unique feature of our ATSI development methodology is a strong focus on mainstreaming people into "real jobs". Underpinned by structured training, which includes the nationally recognised Certificate II in Surface Extraction, and with ongoing support from our ATSI Affairs team and line management, ATSI recruits are part of the line structure from commencement. This supports the view that separating ATSI employees from mainstream employees disadvantages them in the long term.



Our innovative approach to ATSI recruitment has received a number of accolades over the years.