

Indigenous Opportunity Policy

Cheshire Contractors recognises that its success depends in part on the well-being and sustainability of the communities in which it operates. As an entity that values its corporate social responsibilities, working together with the local indigenous community to provide employment and training opportunities for indigenous and local people is important for Cheshire Contractors.

Cheshire Contractors has in place Local and Indigenous Employment and Opportunities Plan which outlines the specific commitments Cheshire Contractors will make in the areas of Indigenous employment, cultural recognition and capability, financial capability as well as capacity building in areas that are directly related to our business, our staff and the communities in which we operate. By delivering on these commitments, our aim is to contribute to increased financial and social well-being for Aboriginal and Torres Strait Islander peoples, and to create broader regional benefit in Cape York and the North West through maximising local participation

Our focus is on capacity building designed to unlock the potential of Cheshire Contractors staff, including Indigenous people and increase opportunities to build self-esteem and to encourage self-development. We recognise that meaningful employment leads not only to improved opportunities for the individual, family and communities, but also enhances Indigenous culture, heritage values and beliefs.

Through the application of this policy, Cheshire Contractors will achieve these commitments, as outlined below.

- Indigenous and Local Workforce Targets, Cheshire Contractors aim is to have a highly skilled indigenous workforce, above the industry ratio and wherever possible traditionally tied to the local indigenous community.
- Employment and Training Employment will be based on experience, merit or potential. Where experience is lacking, Cheshire Contractors is committed to providing training to improve skills to carry out the required duties successfully.
- Cheshire Contractors will source indigenous employees by participating in employment initiatives whenever possible.
- Cultural Obligations, Cheshire Contractors will respect the rights of indigenous employees by providing acceptance of their cultural obligations. Cheshire Contractors accepts that cultural obligations may impact on the employee's ability to attend work.
- Support for Indigenous Contractors, Cheshire Contractors supports local Indigenous contracting companies. Indigenous contracting companies are encouraged to express interest in supplying services and plant to Cheshire Contractors.

To ensure that this policy remains up to date with the current legislation and preventative initiatives, it will be reviewed on a two-yearly basis.

A handwritten signature in black ink, reading 'John Della Ricca'.

John Della Ricca
Managing Director

Equal Employment Opportunity (EEO) Policy

It is the policy of Cheshire Contractors to provide Equal Employment Opportunity (EEO) to all persons regardless of age, colour, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, or any other characteristic protected by Commonwealth, state or local law. In addition, Cheshire Contractors will provide reasonable accommodations for qualified individuals with disabilities.

Cheshire Contractors will not allow any form of retaliation against individuals who make good faith reports of alleged violations of this policy, or who cooperate in Cheshire Contractors 's investigation of such reports, even if the reports do not reveal any wrongdoing.

Cheshire Contractors 's goal is to increase representation of women, Indigenous and Torres Strait Islanders and individuals with disabilities. Our programs are designed to comply with all applicable Commonwealth, state and local laws, directives and regulations and cover all human resource actions including employment, compensation, benefits, training, transfers, promotions and social/recreational programs.

Treating people fairly has a positive impact on employees, sub-contractors and clients. It enhances Cheshire Contractors reputation as an employer of choice and delivers advantages to the business and workplace.

Cheshire Contractors is committed to ensuring all employees and those persons seeking employment, are treated fairly and equitably and are not subjected to any form of unlawful discrimination, harassment, bullying or victimisation in the workplace.

All levels of management and all employees are responsible and accountable for ensuring the provisions of this Equal Opportunity Policy are understood and adhered to and the principles of equal opportunity are upheld in the decision-making process, the performance of their respective duties and whilst acting as a representative of Cheshire Contractors.

All persons will be afforded opportunities for employment, promotion, training, transfer or benefit based on merit; meaning that an assessment is made with regard to the abilities, knowledge, aptitude, experience and relevant qualifications of each individual in relation to the requirements of the particular position.

This Equal Employment Opportunity (EEO) is regularly reviewed in order to ensure its continuing suitability.

A handwritten signature in black ink, appearing to read "John Della Ricca", is written over a light blue horizontal line.

John Della Ricca
Managing Director

Community & Stakeholder Policy

Cheshire Contractors Pty Ltd always strives to work inter-dependently with local communities and stakeholders within our region as this is crucial to the success of any proposed construction and development work and our business reputation as a whole.

Having undertaken various construction activities in local communities and remote locations has equipped us with a fully understanding of key issues and concerns of environment the community and indigenous and cultural heritage issues.

To keep our reputation and the commitment and support from the local communities and stakeholders our key objectives are to:

- Liaising with the local communities and relevant stakeholders to ensure all required information is resourced
- Engage in a positive, open and transparent manner
- Treat all stakeholders with fairness and respect
- Provide formal and informal avenues for the community to engage
- Provide stakeholders with accurate and up to date information, presented in language which is accessible to the broader public
- Effectively communicating and working closely with the community and stakeholders to ensure they remain informed of decisions regarding our works and of matters that are of their concern
- Ensuring all statutory requirements and / or regional information is obtained from relevant Qld and local government authorities
- Effectively document and manage community and stakeholders' expectations
- Ensure Cheshire Contractors personnel are adequately provided with training and education to ensure they have the knowledge and understanding to meet community and stakeholder requirements and meet their responsibilities

Cheshire Contractors also supports many local communities at the first instance by seeking employees locally both indigenous and non-indigenous, and in being a sponsor in many local community events, clubs and non-profit organisations.

To ensure that this policy remains up to date with the current legislation and preventative initiatives, it will be reviewed on a two-yearly basis.

A handwritten signature in black ink, reading "John Della Ricca".

John Della Ricca
Managing Director