

Aboriginal and Torres Strait Islander Employment Policy

Commitment to Aboriginal and Torres Strait Islander Employment

Zenergy Asia Pacific Pty Ltd (Zenergy) acknowledges the importance of Aboriginal and Torres Strait Islander peoples having representation and opportunity within the professional workforce. We believe it is essential that these individuals are empowered to pursue and attain positive employment outcomes that align with their abilities and passions. Enhancing labour market participation is a key factor in delivering improved social and economic engagement for individuals and their families.

Policy Purpose and Scope

This policy is grounded in best-practice principles designed to promote the recruitment, inclusion, and career development of Aboriginal and Torres Strait Islander people at Zenergy. It applies to all stages of employment, including recruitment, merit-based selection, induction, ongoing professional development, career planning, and efforts to retain Aboriginal and Torres Strait Islander employees.

Our Commitment

Zenergy is dedicated to enhancing and maintaining employment outcomes for people from all backgrounds. We acknowledge our responsibility to improve employment opportunities and value the unique knowledge, insights, and capabilities that Aboriginal and Torres Strait Islander peoples contribute. Their cultural competence, strength, and resilience are highly regarded within our organisation.

Cultural Awareness and Inclusion

We encourage all staff to develop the cultural awareness, skills, and knowledge required to perform their roles in a culturally informed manner. Creating an inclusive workplace is a priority for Zenergy, ensuring that diverse perspectives, including those of Aboriginal and Torres Strait Islander peoples, are prioritised in our organisational agenda.

Definition

For the purpose of this policy, an Aboriginal and/or Torres Strait Islander person is defined as someone who:

- Is of Aboriginal and/or Torres Strait Islander descent;
- Identifies as an Aboriginal and/or Torres Strait Islander; and
- Is recognised as such by the Aboriginal and Torres Strait Islander community in which they live.

Key Objectives

- Increase the participation rate and improve employment outcomes for Aboriginal and/or Torres Strait Islander people.
- Develop strategies and contribute to shaping the national agenda in Aboriginal and Torres Strait Islander employment and engagement.
- Create a workplace free from discrimination that fosters understanding and respect for Aboriginal and Torres Strait Islander cultures.
- Retain Aboriginal and Torres Strait Islander employees by offering a culturally inclusive and safe environment, along with appropriate support, recognition, and access to professional development and career progression opportunities.
- Increase the representation of Indigenous employees in senior positions.
- Enhance awareness and understanding of Indigenous culture in the workplace.

Guiding Principles and Actions

- Provide an environment where Aboriginal and Torres Strait Islander employees are supported and encouraged to reach their full potential.
- Celebrate and recognise the knowledge, skills, and history of Aboriginal and Torres Strait Islander peoples, and appreciate the cultural diversity they bring to the workplace.
- Respect the cultural, social, and religious systems practised by Aboriginal and Torres Strait Islander peoples within the workplace.
- Value and acknowledge both traditional and contemporary histories, values, languages, cultures, and knowledge.
- Support managers and supervisors throughout the recruitment and selection process for Aboriginal and Torres Strait Islander employees.
- Ensure all members of the Zenergy Group, as well as third-party organisations involved in recruitment, possess an appropriate level of cultural competence and accountability.
- Provide candidate care that is culturally safe, supportive, and responsive during the recruitment process.
- Encourage Aboriginal and Torres Strait Islander employees and prospective employees to self-identify.



Dean Woods, Director Zenergy Safety, Health and Wellbeing

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