

People Like Us®

Aboriginal and Torres Strait Islander Engagement Policy

Version 1.0 · Effective: 1 July 2026 · Review: annually

Acknowledgement of Country. People Like Us® acknowledges the Traditional Custodians of the land on which we work, the Awabakal and Worimi peoples of the Newcastle and Hunter region, and pays respect to Elders past and present.

1. Purpose

This policy sets out how People Like Us® engages respectfully with Aboriginal and Torres Strait Islander peoples, communities and businesses, and how we use our position as a recruitment firm to support better employment and economic outcomes. It reflects a genuine commitment to reconciliation, recognising that this policy is a starting point on which we may build, including towards a formal Reconciliation Action Plan in future.

2. Scope

This policy applies to all directors, employees and contractors of People Like Us®. It guides how we recruit, how we treat candidates and clients, how we choose suppliers, and how we conduct ourselves in the community. It complements our Ethical Recruitment Policy, Supplier Code of Conduct and Environmental Policy.

3. Our commitment

We acknowledge Aboriginal and Torres Strait Islander peoples as the First Nations of Australia, with continuing connection to land, waters and community. We are committed to recognising and respecting that culture and heritage, and to playing our part — within our size and sphere of influence — in advancing reconciliation.

4. Our principles and practices

Respect and cultural recognition

- Acknowledge Country at significant meetings and events, and use respectful, culturally appropriate language.
- Build staff awareness of Aboriginal and Torres Strait Islander histories, cultures and protocols.
- Recognise significant dates such as National Reconciliation Week and NAIDOC Week.

Inclusive and equitable recruitment

- **Non-discrimination.** We recruit on merit and do not discriminate on the basis of Aboriginal or Torres Strait Islander identity, consistent with our obligations under anti-discrimination law.
- Encourage and support inclusive, bias-aware hiring practices with our clients, including fair selection criteria and panels.

- Where appropriate and lawful, support special measures and targeted opportunities designed to increase Aboriginal and Torres Strait Islander employment.
- Treat Aboriginal and Torres Strait Islander candidates with cultural sensitivity throughout the recruitment process, including confidentiality around how someone chooses to identify.

Using our influence

- Engage clients in conversations about the value of a culturally diverse and inclusive workforce.
- Build relationships, over time, with Aboriginal and Torres Strait Islander employment networks and community organisations to widen the candidate pool we can reach.
- Share our commitment to reconciliation openly with staff, candidates, clients and suppliers.

Supplier and economic engagement

- Consider Aboriginal and Torres Strait Islander owned businesses in our procurement, and explore membership of a directory such as *Supply Nation* to identify suppliers.
- Support the broader goal of growing Aboriginal and Torres Strait Islander participation in the technology and financial services sectors in which we operate.

5. Raising concerns

Any person can raise a concern about conduct inconsistent with this policy, confidentially, via hello@peoplelikeus.au We will not tolerate retaliation against anyone who raises a genuine concern.

6. Responsibility and review

This policy is owned by Nicol Matheson, Managing Director, who is responsible for its implementation. We will review it at least annually and update it as our understanding and capability grow. We recognise this policy reflects intent and principles; should we wish to make tracked, time-bound commitments with external accountability, we will register a Reconciliation Action Plan with Reconciliation Australia.

Approved by:

Name: Nicol Matheson

Title: Managing Director

Date: 1 July 2026