



**STRONG FOUNDATIONS
SUSTAINABLE FUTURE**

Aboriginal Engagement and Recruitment Strategy

RJV's Aboriginal engagement and recruitment strategy aims to develop and deliver increased sub-contractor and employment opportunities for Aboriginal people at our sites throughout Western Australia.

RJV is committed to providing opportunities through an ongoing process of education and sustainable employment, training and business opportunities.

Engaging with Traditional Owner groups to develop partnerships with business, and to provide the necessary cultural awareness training will be at the centre of all our activities.

Strategy

This strategy sets out how we intend to deliver on our **sustainability strategy** goal to **increase the attraction, recruitment, development and retention of Aboriginal employees and increase the engagement of local Aboriginal businesses on our contracts.**

The strategy outlines our targets and key actions, and works in harmony with our **diversity inclusion and equality strategy**, and our **local sub-contractor engagement and employee recruitment strategy.**



Target groups

The strategy focuses on engagement with the following groups.

Consulting partnerships:

- Employment and training organisations
- Traditional Owner groups

Sub-contractor businesses:

- Labour hire
- Equipment hire
- Traffic management
- Health and safety
- Training and development

Employment candidates:

- Apprentices and trainees
- Labourers
- Plant operators
- Supervisors
- HSEQ personnel

On the cover: *The RJV Story* by Badimia Yamatji – Balladong
Noongar artist Acacia Collard, commissioned by RJV.

Click here to visit the interactive digital artwork.



ACTION PLAN

This plan determines how we intend to meet the objectives set out in our 2023 sustainability strategy with regards to Aboriginal engagement and recruitment, in line with the UN Sustainable Development Goals 8 and 10.



10 REDUCED INEQUALITIES



Objective	Targets	Key actions
<p>Increase the attraction, recruitment, development and retention of Aboriginal employees.</p>	<ul style="list-style-type: none">100% of managers to complete cultural awareness training by 2024.At least 5% of our workforce to be Aboriginal people with at least 50% of this group having received or receiving formal training by 2024.	<ul style="list-style-type: none">Develop and roll-out cultural awareness training to employees, prioritising leadership.Identify and engage with potential partner organisations operating in RJV areas. RJV will engage businesses that are owned by local Aboriginal people and businesses that are registered with Supply Nation and the Aboriginal Business Directory WA.Establish partnership arrangements with the above organisations to support the facilitation of recruitment programs.Develop and implement local apprenticeship and recruitment programs aligned with the above partnership arrangements.Develop and promote career pathways and associated training systems and support to provide ongoing development of existing Aboriginal employees.

8 DECENT WORK AND ECONOMIC GROWTH



SUSTAINABLE DEVELOPMENT GOALS

Objective

Increase the engagement of local Aboriginal businesses on our contracts.

Targets

- ⦿ Increase the value to be awarded to local Aboriginal businesses by 20% year on year.

Key actions

- Develop partnerships with local Aboriginal businesses.
- Provide information regarding business opportunities to local Aboriginal businesses.
- Ensure local Aboriginal businesses are invited to submit proposals for work that is to be sub-contracted by RJV.
- Where relevant capability exists, ensure local Aboriginal businesses are given priority over non-local Aboriginal businesses, followed by non-Aboriginal businesses.



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