



Local Sub-contractor Engagement and Employee Recruitment Strategy



RJV values highly the role suburban and regional economies play in sustaining and growing some of Western Australia's largest industries.

Providing opportunities for local businesses and prospects for local employment is integral to creating vibrant and flourishing towns and cities.

Strategy

This strategy sets out how we intend to deliver on our sustainability strategy goal to increase ***locally-based suppliers, sub-contractors and employees at our projects.***

It outlines our targets and key actions, and works in harmony with our ***Aboriginal engagement and recruitment strategy,*** and our ***diversity, inclusion and equality strategy.***



Target groups

The strategy focuses on engagement with the following groups.

Partners:

- Our key land development clients
- Our key government agency clients
- Our key mine owner clients

Local suppliers and sub-contractors including those providing services in the following areas:

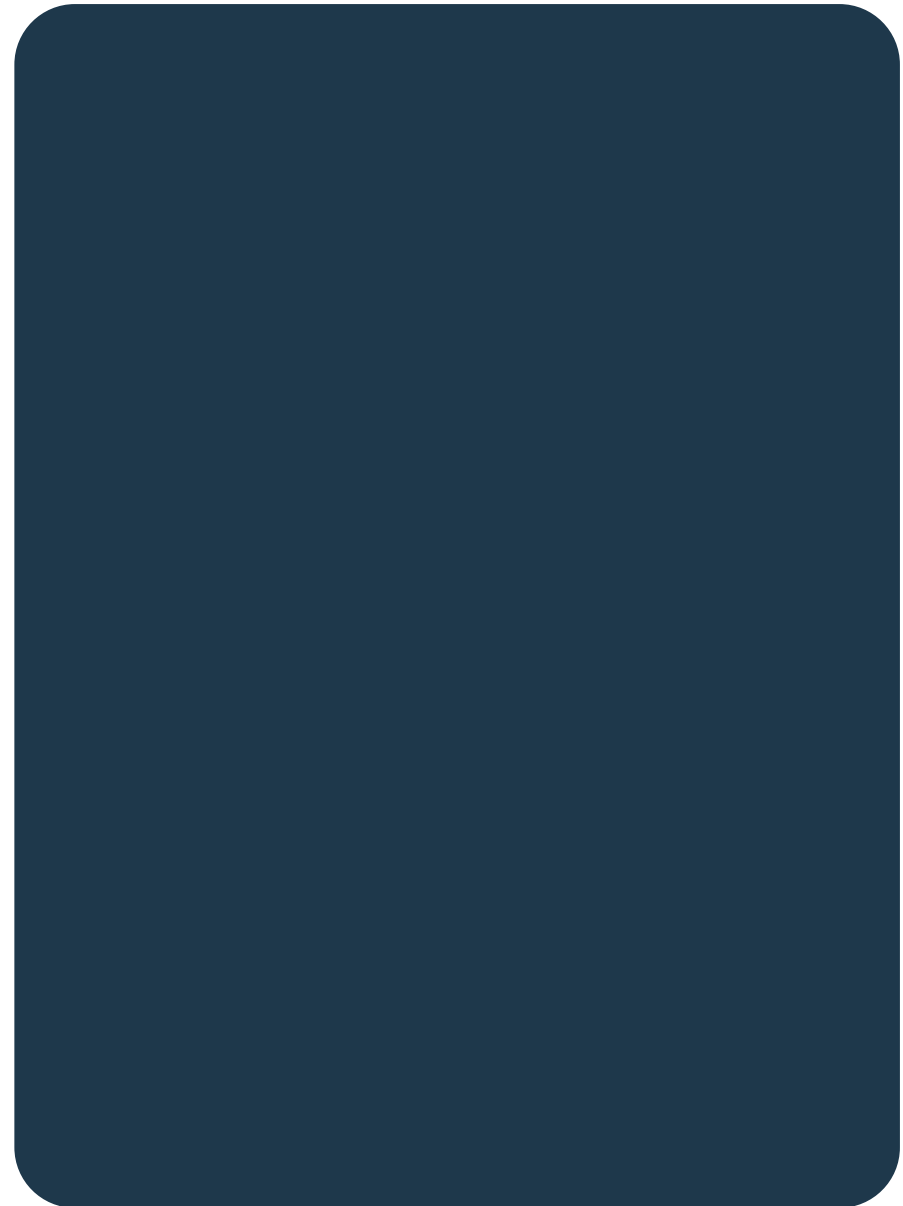
- Labour hire
- Equipment hire
- Demolition
- Traffic management

A business is considered local if its main business address is within the local government area of the project they are engaged for.

Local candidates who meet the criteria for any advertised positions, which may include the following:

- Labourers
- Plant operators
- Site supervisors
- HSEQ advisers

An employee is considered local if their usual residence is within the local government area of the project they are working on. Opportunities for traineeships and apprenticeships will be made available where possible.



ACTION PLAN

This plan determines how we intend to meet the objective set out in our 2023 sustainability strategy with regards to local sub-contractor and employee engagement, in line with the UN Sustainable Development Goal 11.





Local campaigns

Campaigns to promote opportunities to suppliers, sub-contractors and employees that are local to our projects will be developed in collaboration with our clients.

Campaign plans will:

- Identify all opportunities for suppliers, sub-contractors and employment at existing and new projects.
- Clarify the eligible local government areas.
- Determine the communication methods for promoting the opportunities and the methods and criteria for submitting tenders and applications.

Local tender submissions and job applications

Additional support during the tendering and application process will be provided to local tenderers and applicants.



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