



Indigenous Development Policy

The OPS Group is fully committed to furthering the participation and development of Indigenous persons within its business. Our experiences within this area have confirmed the benefits to be gained. Not only from our perspective of fulfilling a multi-cultural employment role within the industrial services industry, but also from the Indigenous people's point of view for the full time employment of their fraternity.

To further support Indigenous development, it is our intention to implement a group Indigenous Development Strategy for the next three years. This strategy, as outlined within the context of this document, focuses on major aspects such as:

- Addressing Indigenous unemployment by developing various entry opportunities into a number of industrial services roles.
- The employment and training of Indigenous persons within a variety of roles aligned to the industrial services domain.
- The emphasis being placed on local employment from local communities for local operations in the first instance.
- Supporting future Indigenous employees by providing pre-employment work readiness training, work role training, which will include all necessary safety, literacy, cross culture, duty of care and company expectations components.

- All training (if possible) to be aligned to accredited training under the Australian Qualifications Training Framework (AQTF), with pathways to future study.
- The engagement of local Indigenous Companies through commercially competitive arrangements.
- Indigenous community assistance and the forming of a close rapport with the various Indigenous communities.

In closing, we commend this strategy to the management of the OPS Group, employees, clients, and joint venture partners. We envisage the aims of the strategy will be met over the next three years with your valued assistance.



Craig Lorimer

Group General Manager

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