

Aboriginal and Torres Strait Islander Participation Policy (Australia)



EDL's Reconciliation Action Plan (RAP) details our commitment to reconciliation, and the strategies and actions to support that commitment, including this Aboriginal and Torres Strait Islander Participation Policy.

Through the provision of employment, training, workplace participation and procurement opportunities, EDL aims to support Aboriginal and Torres Strait Islander communities surrounding our operations, by:

- developing and implementing an Aboriginal and Torres Strait Islander Employment Strategy
- liaising with Aboriginal and Torres Strait Islander organisations to identify potential applicants for employment
- providing personal and career development opportunities for Aboriginal and Torres Strait Islander employees and students through work experience and study enhancement programs such as Career Trackers
- engaging with Aboriginal and Torres Strait Islander employees to address any challenges with the recruitment and onboarding processes
- removing any policy and process barriers that inhibit the employment and retention of Aboriginal and Torres Strait Islander persons
- acknowledging the differing cultural needs of Aboriginal and Torres Strait Islander employees and establishing support as required
- promoting cultural diversity within EDL by assisting all employees to better understand Aboriginal and Torres Strait Islander culture through cultural awareness training
- reviewing policies and procedures to identify opportunities for Aboriginal and Torres Strait Islander businesses to participate in the EDL supply chain
- aligning all policies and processes to deliver these actions.

EDL remains committed to equal opportunity and diversity within our workplaces and to pursuing the recruitment and retention of Aboriginal and Torres Strait Islander people.

This policy should be read in conjunction with EDL's Diversity and Inclusion Policy, Workplace Harassment Policy and Reconciliation Action Plan.

A handwritten signature in black ink, appearing to read 'James Harman', is placed over a horizontal line.

James Harman, Chief Executive Officer
Issued: June 2025
Review date: June 2027