

1.5 ABORIGINAL PARTICIPATION IN CONSTRUCTION POLICY

WHS MANAGEMENT SYSTEM POLICY ABORIGINAL PARTICIPATION IN CONSTRUCTION POLICY

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Version Control

Date	Version	Owner	Comments
17.04.09	1	Michelle Noy	For Issue
01.02.11	2	Michelle Murphy	Senior Management Review
13.3.12	3	Michelle Murphy	Changes in legislation
14.06.13	4	Michelle Murphy	Following Senior Management Review
26.05.15	5	Michelle Murphy	Following Senior Management Review
24.02.17	6	Michelle Murphy	Following Senior Management Review
12.02.18	7	Michelle Murphy	Following Senior Management Review
28.08.19	8	Michelle Murphy	Following Senior Management Review

1.1 ABORIGINAL PARTICIPATION IN CONSTRUCTION POLICY

It is the policy of Proline Building Commercial Pty Ltd to ensure that we provide a highly skilled and motivated workforce for our clients based upon our Equal Employment Opportunity and Training Policies. Proline Building is committed to sourcing the best people for the company based on merit and without discrimination on the basis of race, colour, sex, age, religion, marital status or any other basis.

As such, Proline Building firmly support the initiatives of Construct NSW and will endeavor to create and extend opportunities for Aboriginal people and Torres Strait Islanders where the opportunity permits.

The objective of this Policy is to facilitate the achievement of positive Aboriginal participation and make Aboriginal participation a common feature of projects, which significantly impact on Aboriginal communities.

This will be achieved through management at all levels by -

- Defining clearly, relationships with all other parties concerned, for any work and activity in our workplaces and on our projects.
- Fostering a cultural awareness of the importance of E.E.O in everyone
- Instituting a continuous program of relevant education and training
- Measuring and assessing Proline and subcontractor performance on the project
- Maintaining adequate records and promoting feedback information to evaluate the effectiveness of project performance.
- Identifying and liaising with local Aboriginal communities, agencies and groups that have an interest in the project.
- Identifying potential employment and subcontract opportunities for Aboriginal participation in our projects.



Managing Director
Scott Beynon

28/08/19
Date

1.2 ABORIGINAL PARTICIPATION IN CONSTRUCTION STATEMENT OF OPPORTUNITIES

I, the undersigned, being the Senior management of Proline Building Commercial is committed to creating and extending opportunities for Aboriginal people and enterprises through undertaking this contract.

We have examined the requirements for Aboriginal participation on this project, and are confident that we have sufficient expertise and have allocated the appropriately qualified personnel to develop, implement and monitor an Aboriginal Participation Plan for this project.

We are committed to valuing workplace diversity, incorporating Aboriginal participation as a core function in the company's project management processes, and maintaining Aboriginal cultural awareness in the workplace.

Proline Building understands the importance of is committed to sourcing the best people for the works based on merit and without discrimination on the basis of race, colour, sex, age, religion, marital status or any other basis.

Proline is familiar with the NSW Government Aboriginal Participation in Construction Guidelines and have provided opportunities for Aboriginal youth on many of our construction projects.

Previously we have worked in conjunction with the Master Builders Association of NSW, My Gateway and the Redfern Waterloo Authority to fulfil our Aboriginal and Indigenous apprentice needs. This has worked well in the past and we are more than willing to use similar services offered by local Blacktown Area.

Part of Proline's training and success with Indigenous apprentices lies with our Mentoring System. Each person that joins Proline is provided with a Mentor from our staff. This is a successful way to integrate, mentor and guide new members of our team.

In selecting sub-contractors and suppliers for this project, Proline will place greater importance on those local companies that also provide or are willing to provide opportunities for under represented groups such as Aboriginal and Torres Strait Islanders.

Kind Regards



Scott Beynon | Managing Director
Proline Building Commercial Pty Ltd