

Indigenous Engagement Framework

Purpose

Re Vera Group acknowledges the Traditional Custodians of the lands on which we live and work. We pay our respects to Elders past, present, and emerging, and we recognise their enduring connection to Country, culture, and community.

This Framework outlines our commitment to building meaningful, respectful, and mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples. It guides how we engage, employ, and collaborate in ways that contribute to reconciliation and shared prosperity.

Our Commitment

Re Vera Group is committed to:

- **Respect** – honouring Aboriginal and Torres Strait Islander histories, cultures, and perspectives.
- **Engagement** – working in genuine partnership with Indigenous communities, businesses, and organisations.
- **Opportunity** – creating pathways for Indigenous participation in employment, training, and supply chains.
- **Accountability** – measuring progress and continually improving our approach.

We recognise that meaningful engagement goes beyond compliance — it is about long-term relationships built on trust, transparency, and shared value.

Guiding Principles

Our Indigenous engagement approach is underpinned by the following principles:

1. **Respect for Culture and Country**
We acknowledge and value the deep cultural and spiritual connections Aboriginal and Torres Strait Islander peoples have with the land, waters, and communities in which we operate.
2. **Consultation and Collaboration**
We engage early, listen actively, and seek input from Indigenous stakeholders in matters that may affect them.
3. **Capacity Building**
We aim to support the development of Indigenous skills, enterprises, and local economies through employment, procurement, and partnership opportunities.
4. **Equity and Inclusion**
We promote a safe, respectful, and inclusive workplace that values diversity and ensures equal access to opportunities.
5. **Transparency and Accountability**
We report openly on our commitments, progress, and outcomes, and we learn from feedback and independent assessment.

Areas of Focus

1. Employment and Training

We are committed to increasing Indigenous representation within our workforce by:

- Providing fair and accessible employment opportunities.
- Partnering with training providers and community organisations to develop job-readiness programs.
- Offering mentoring and career development pathways for Aboriginal and Torres Strait Islander employees.

2. Supplier and Business Engagement

We actively seek to engage with Indigenous-owned and operated businesses by:

- Prioritising Indigenous suppliers in procurement processes where possible.
- Encouraging our subcontractors to do the same.
- Building long-term partnerships with Indigenous enterprises that strengthen local economies.

3. Community Partnerships

We will build and maintain positive relationships with Indigenous communities by:

- Supporting community initiatives that promote education, health, and cultural preservation.
- Participating in reconciliation and cultural events.
- Consulting with Traditional Custodians on projects that may affect land, heritage, or cultural sites.

4. Cultural Awareness

We will promote understanding across our organisation by:

- Providing cultural awareness training for staff and leaders.
- Incorporating Acknowledgement of Country into meetings and events.
- Encouraging the celebration of significant dates such as NAIDOC Week and National Reconciliation Week.

Governance and Accountability

- The **Executive Leadership Team** is responsible for implementing this Framework and integrating its principles into company operations.
- The **HR and Procurement teams** will develop and monitor specific Indigenous participation targets.
- Progress will be reviewed annually, with outcomes reported to the Board and shared publicly where appropriate.
- Feedback from Indigenous stakeholders will inform ongoing improvement.

Continuous Improvement

Re Vera Group recognises that reconciliation is a journey. We are committed to regularly reviewing this Framework to ensure it remains relevant, respectful, and effective in advancing reconciliation and Indigenous empowerment.

Noted by:

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