

The Walsh Group Construction Pty Limited

ABN 94 600 477 78

www.thewalshgroup.com.au

Suite 115, 26 – 32 Pirrama Rd

Pyrromont NSW 2009

INDIGENOUS PARTICAPTION POLICY

The Walsh Group Pty Ltd is committed to supporting and implementing engagement and opportunity policy in line with the University of Sydney Aboriginal and Torres Strait Islander Employment Framework 2012 – 2014, and the NSW Government's Aboriginal Participation in Construction Guidelines.

We, the Directors of The Walsh Group Pty Limited agree that for contracts tendered and/or awarded by the NSW government and its agencies, to comply with the guidelines and participation requirements as outlined in the NSW Government Policy on Aboriginal Participation in Construction February 2015 (APIC Policy).

We are committed toward creating suitable policies and participation plans for Aboriginal and Torres Strait Islander persons that are in line with the above-mentioned guidelines.

These plans will;

- Provide for Aboriginal and Torres Strait Islander representation in the project's workforce.
- Provide opportunity for a proportion of Aboriginal and Torres Strait Islander people undertaking training opportunities associated with the project.
- Where possible ensure that a proportion of goods and services that are procured for the project come from Aboriginal and Torres Strait Islander owned businesses, and
- Undertake other action to increase Aboriginal and Torres Strait Islander economic participation.
- Community Engagement sponsorships with staff members involved in providing resource and financial based support.

Participation plans and Participation reports were completed as required. TWG are adopting this process on all NSW Government projects that fall within the APIC Policy.

The Walsh Group Pty Limited is 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.



Director – Joseph Yousef



Director – Bill.E Walsh