

# Aboriginal & Torres Strait Islander Employment Policy

Lack Group recognises and appreciates the knowledge, skills and experiences that Aboriginal and Torres Strait Islander peoples bring to not only the workforce but also to the wider communities with which we interact.

We are committed to the positive creation of opportunity for Aboriginal and Torres Strait Islander people in our companies and recognises the value and significance of Aboriginal and Torres Strait Islander peoples to achieve and maintaining a diverse, principled and ethical operation.

Lack Group will implement initiatives to increase the ongoing representation of Aboriginal and Torres Strait Islander persons within its staffing structure and to provide support for Aboriginal and Torres Strait Islander staff retention, training, mentoring and career development.

Lack Group will implement culturally appropriate and socially relevant staff induction and training programs for Aboriginal and Torres Strait Islander employees and their supervisors.

Lack Group will ensure that all Aboriginal and Torres Strait Islander staff members are provided with appropriate and relevant mentoring support.

Lack Group will where applicable ensure that Aboriginal and Torres Strait Islander staff may apply for and be granted cultural leave in appropriate circumstances, including leave for community obligations.

Lack Group when operating in certain areas throughout Australia will seek to collaborate with local Aboriginal and Torres Strait Islander communities in the identification of relevant and appropriate areas within the Lack Group where Aboriginal and Torres Strait Islander workforce positions may be developed.



Deik Lack  
CEO & Managing Director  
Lack Group

