



MCS Civil (NSW) Pty Ltd



Murphy Contracting Services

# IMS02.16 Indigenous Employment Policy

## 1. Introduction

MCS Civil recognises the high level of unemployment and limited job opportunities that exist among Indigenous Australians.

## 2. Objective

MCS Civil believes a truly diverse workforce, representative of the broader Australian community including Indigenous Australians, will produce positive outcomes for its business activities.

## 3. Commitment

As an equal opportunity employer, MCS Civil is strongly committed to working in partnership with the Aboriginal and Torres Strait Islander Communities to increase their job opportunities within the company and in the wider community. MCS Civil will therefore use all reasonable endeavours to provide employment opportunities and career paths to improve long term employment outcomes and enhance a successful and equitable future for Indigenous Australian's.

MCS Civil also believes that an Indigenous Employment Policy will give it access to the right people for the right jobs and gain the significant business that comes with a culturally diverse workforce.

Our company Indigenous employment strategy is aimed at ensuring access to employment equity for Indigenous Australians. Extensive consultation will be undertaken within the Company to ensure the strategy meets its business needs. The responsibility for success of the strategy is vested in each Manager and Supervisor within the organisation.

Authorised Signature

Roy Hendy  
06/01/2021



## 4. References

Document Title	Standard/Section No.
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## 5. Responsibility/Monitoring

Sections 1&2	Managing Director
Section 1,2 &3	Senior Management
Section 3.2	All Staff

## 6. Documentation Required

## 7. Document Control

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