

LOCAL INDUSTRY PARTICIPATION POLICY

BACKGROUND & CONTEXT

DIG operates in a number of diverse and at times remote locations and is committed to promoting Local Industry Participation (LIP) in the workplace and advancing equal opportunity and respect for all. We are committed to recognising and respecting the specific needs of Indigenous Australians by providing a safe legally compliant and socially responsible working environment for all employees, contractors and business associates.

Purpose

This policy sets out DIG's commitment to LIP and the opportunities and support that will be implemented to make a positive contribution toward supporting local Australia business through opportunities in to work in DIG.

Scope

This policy applies to all employees and contractors at DIG. This policy will be applied in all DIG workplaces and operating locations.

POLICY

DIG provides full, fair, and reasonable opportunity for local industry to take part in all its activities. This is to increase participation where subcontractors and suppliers are capable and competitive based on, OHS, quality, environmental, delivery and the ability to provide value for money.

To implement this policy, DIG will:

- Implement a methodical approach to ensure compliance with this policy across all subcontractor and supplier packages.
- Develop project specific Local Industry Participation (LIP) plans thus ensuring individual client expectations are met.
- Provide early and fair opportunities to all local industries
- Identify local industry to communicate to so that they are informed at the earliest opportunity of upcoming subcontractor/supply opportunities
- Always Ensure local capabilities are considered when planning work scope to optimise opportunities for local businesses
- Always consider training and development opportunities for local providers to enhance their sustainability
- Work with government, industry bodies and communities to improve local industry participation, capability, and competitiveness

The policy has been implemented to ensure DIG continues to provide opportunities to Australia business to supply goods and services to DIG .

ROLES AND RESPONSIBILITIES

Managers are responsible for:

- ensuring that the principles outlined in this policy are applied in the workplace;
- ensuring all decisions relating to appointment, promotion and career development are made in accordance with the principles outlined in this policy
- providing an inclusive environment that celebrates and recognises the contributions made by indigenous employees
- considering all requests will help promote the objectives of this policy and make reasonable accommodations to these requests
- ensuring their team members are aware of and behave in accordance with DIG's Indigenous Employment and Training Policy

Employees are responsible for:

- complying with the provisions of the policy;
- treating all colleagues and customers with respect and professionalism
- informing their Manager of any breach or potential breach of the above policy

Human Resources are responsible for:

- ensuring all Managers and employees are made aware of their obligations and responsibilities in relation to Indigenous employment policies and programmes and the behaviours expected by DIG
- providing ongoing support and guidance to all employees in relation to the DIG Indigenous Employment and Training policy, principles and practice

Edwin Davey - Managing Director

Signed: 