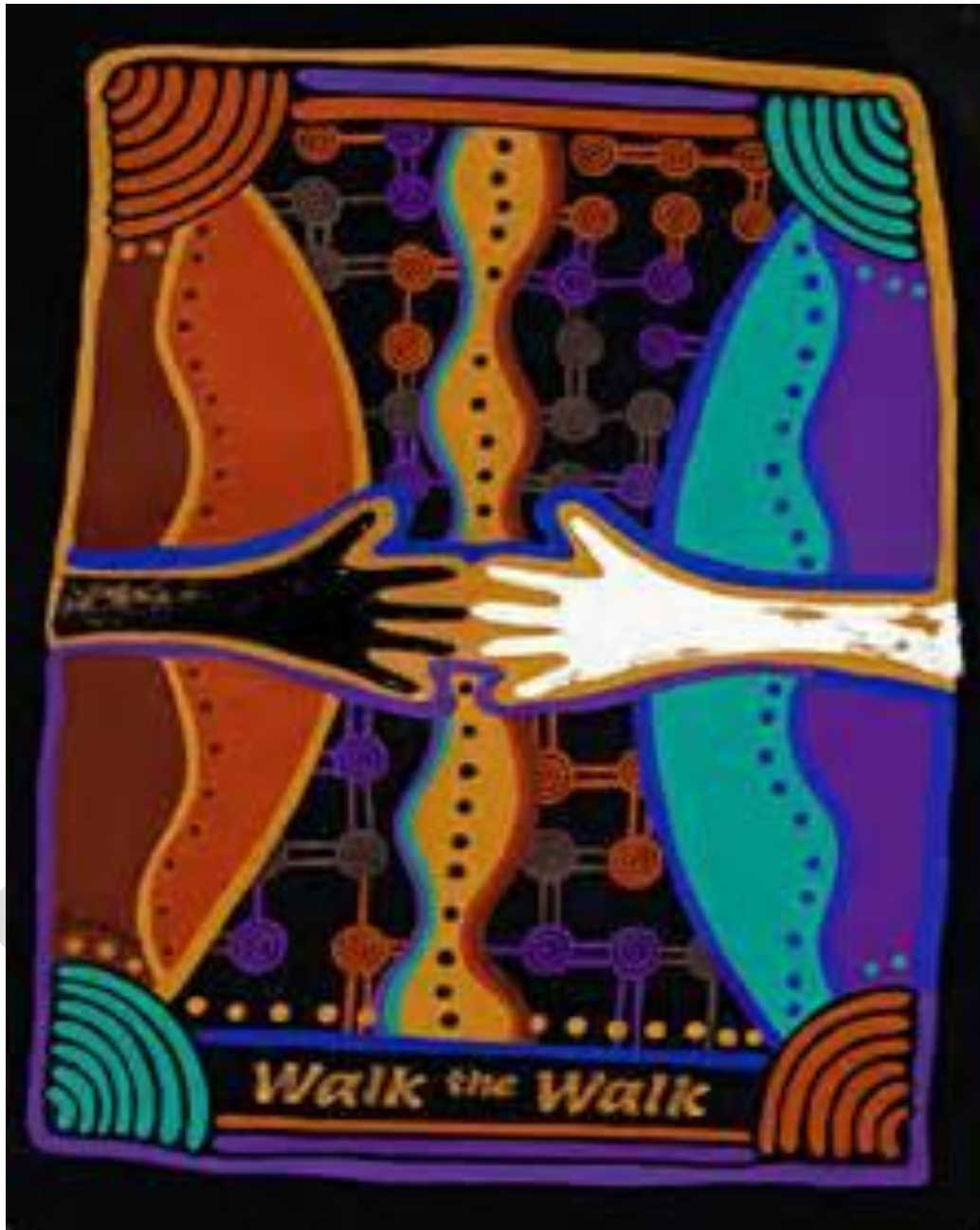


2017-2018

GO ELECTRICAL PTY LIMITED



**ABORIGINAL AND TORRES STRAIT ISLANDER
STRATEGY**

Acknowledgment of Country

The management and staff at Go Electrical respectfully acknowledges the Traditional Custodians of the land we stand and operate in and pay our respect to Elders past, present and future.

About the cover Artwork

The artwork, by Balarinji, is titled *Two Hands*, and represents the collaboration and reconciliation of two peoples working together. Balarinji founders John and Ros Moriarty were inducted into the Design Institute of Australia's Hall of Fame in 2014, recognising their unparalleled life's work in building bridges of understanding and best practice participation between Indigenous communities, business and the broader community.

Balarinji works are held in the collections of the National Museum of Australia and the National Gallery of Australia, Canberra, the Powerhouse Museum, Sydney, the Centre for Contemporary Graphic Design, Fukuoka, Japan, and the Vatican Museum, Rome. Most notable to the Australian landscape is the current Qantas Boeing 737 VH-XZJ artwork on its fuselage *Mendoowoorji* commissioned in 2013. This is the fourth Indigenous design featured on Qantas aircraft spanning back to the first one on Boeing 747 VH EBU in 1995.

Our Aboriginal and Torres Strait Islander Strategy

All of our actions at Go Electrical are guided by a strong commitment to *Corporate Integrity*.

The Management of Go Electrical is pleased to introduce our first Strategic Document outlining how we will address the First Australian issue of Closing the Gap for Indigenous Disadvantage in Australia.

We acknowledge the facts that indicate, that as a society, Aboriginal and Torres Strait Islanders are suffering mortality and living conditions on par with the world's impoverished nations. This is amidst and alongside the notable First World economy of Australia.

Recognising that this is our first document outlining our direction to address this, we acknowledge that the next 12 months will primarily be geared towards finding the most effective activities that align with our core business. Nonetheless it is a Go Electrical management directive to build a robust and effective strategy in the spirit of Reconciliation to take us into the 2020's.

It is our intent to refresh this document annually aligning our directions as progress is monitored and recorded.

Having researched our activities in the first instance to align with long term Reconciliation active corporations such as Defence, Lendlease, Wesfarmers and Qantas, we are in a primary position to gain traction quickly in 2017.

We welcome you to our first Aboriginal and Torres Strait Islander Strategy delivery.

The Go Electrical ATSI Strategy is built upon 4 Planks of delivery

- **RESPECT.** It is essential to build cultural awareness within the workforce Individuals, and our corporation as a whole. Where possible we will endeavour to promote this awareness during our daily activities, and take advantage of primary events to weave the Indigenous narrative throughout.
- **RELATIONSHIPS.** Building respectful relationships with the Indigenous community in the areas we operate, and working with key like-minded stakeholders will lead us to the understanding of a clear path to Reconciliation.
- **OPPORTUNITY.** Creating opportunities to a clear avenue of employment within our organisation, and also by supporting ATSI economic and professional development. This will enable future advancement to inclusion and independence of the Indigenous communities in which we operate.
- **PROCUREMENT.** Compliance to the *Indigenous Procurement Policy 2015* creates the opportunities to mentor and build capacity in Indigenous businesses, and interwoven with the Relationships plank, will lead to a sustainable professional Indigenous supply chain.

ACTION	RESPONSIBLE	TIMEFRAME	COMMENT
1. Creation of an ATSI Support Group	Management Team	APRIL 17	<ul style="list-style-type: none"> • Members to be chosen as a cross section of the business • Each member to have equal say, leave rank at the door • Agenda to drive the ATSI
2. ATSI Action Plan reviews to Management	Support Group	Every Quarter starting 30 th JUNE 17	<ul style="list-style-type: none"> • Review KPIs to be formulated • Review of timely actions
3. Incorporate 'Welcome to Country' by recognised traditional owners	Support Group	All External launches, National conferences Branch openings	<ul style="list-style-type: none"> • Build relationship with <i>Tribal Warrior</i> to facilitate

ACTION	RESPONSIBLE	TIMEFRAME	COMMENT
4. Incorporate "Acknowledgment of Country"	Management Team	All significant Internal meetings, During any significant External Presentation	<ul style="list-style-type: none"> Refer supplied script, and Indigenous nation map for local Indigenous nation
5. Attend and participate in local Aboriginal cultural events	Local and Central Management teams	Events as they appear In Regional areas	<ul style="list-style-type: none"> NAIDOC week 2-9 JULY17 National Reconciliation Week (NRW) 27 MAY to 3 JUN17 Supply Nation Connect / Awards night AIME National Hoodie day
6. Develop and implement ATSI Cultural Training and awareness	Support Group	MAY17 and Ongoing	Collaboration with ATSI providers <ul style="list-style-type: none"> Jawun Experience Secondments Tribal Warrior cultural training AIME On Line ATSI Cultural Awareness induction training
7. Embed ATSI Art and artefacts into our business	Support Group	JUN17 and Ongoing	<ul style="list-style-type: none"> Purchase and Display Aboriginal art at key locations Display Artist acknowledgments Sculptures from <i>Aboriginal Steel Art</i> for Employee Recognition and Customer gifts, Trade show and Corporate presentations
8. Select key meeting rooms to be given Aboriginal name	Management	MAY17	<ul style="list-style-type: none"> Meeting name and history visible -Employee and visitor engagement
9. Engage with appropriate agencies and institutions to promote career path opportunities	Management/Support Group	APRIL 17	<ul style="list-style-type: none"> Indigenous Careers Forum Work Experience Internship Cadetship Chifley College AIME Reconciliation Australia

ACTION	RESPONSIBLE	TIMEFRAME	COMMENT
10. Facilitate engagement with Indigenous Businesses to support IPP 2015	Management/ Support Group	MAR17 and Ongoing	<ul style="list-style-type: none"> • Review <i>Supply Nation</i> businesses for suitable Suppliers to fulfil IPP Targets • Select a key business to mentor and partner with during the growth stage • Review Supply chain and back end suppliers of choice to support Go Electrical
11. Visibility/ Reporting	Support Group	Immediate and Ongoing	<ul style="list-style-type: none"> • Make this strategy available on the Web and training to all employees • Quarterly updates published on the Web and t employee newsletter detailing milestones and stories • Briefing at all major customer meetings as part of the review pack