

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 all the lands we stand and operate in, and pay our respect to Elders past, present and future.

About the cover Artwork

This artwork is designed by Darnah, a Year 10 AIME mentee in the Griffith University program.

“The art work I have designed represents me and my four brothers. It also demonstrates how we are all different but connected as one.”

This is a program supported by AIME Mentoring and a limited number of these prints are available at the AIME website Shop.

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.

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

Go Electrical Management Team

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 regions 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 chosen as a cross section of the business • Agenda to drive the ATSI
2. ATSI Action Plan reviews to Management	Support Group	Every Quarter starting 30 th DEC 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 1-8 JULY18 National Reconciliation Week (NRW) 27 MAY to 3 JUN18 Supply Nation Connect / Awards night 23rd MAY 18 AIME National Hoodie day AUG 18
6. Develop and implement ATSI Cultural Training and awareness	Support Group	JAN18 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 (CAT)
7. Embed ATSI Art and artefacts into our business	Support Group	JAN 18 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 Paint a wall in State Offices
8. Select key meeting rooms to be given Aboriginal name	Management	NOV17	<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	MAR 18	<ul style="list-style-type: none"> Indigenous Careers Forum Work Experience Chifley College AIME Reconciliation Australia

ACTION	RESPONSIBLE	TIMEFRAME	COMMENT
10. Facilitate engagement with Indigenous Businesses to support IPP 2015	Management/ Support Group	OCT17- FEB18 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 • Briefing at all major customer meetings as part of the review pack