



Clermont Crane Hire Pty Ltd

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Indigenous Employment Policy (CCH Policy 009)

Clermont Crane Hire Pty Ltd acknowledges the rights of Indigenous people on whose traditional lands we undertake on our projects respects its indigenous cultural heritage and connections to the country. Indigenous people are valued employees and contractors in the community.

Clermont Crane Hire Pty Ltd recognises the rights and interests of the project's traditional owners. CCH is committed – working with these communities throughout the life of its project.

Clermont Crane Hire Pty Ltd has the commitment to assist with the attraction and retention of Indigenous employees and contractors. The average target engagement figure is 7%.

Clermont Crane Hire Pty Ltd is taking special measures under the criteria set out below within the Human Rights Commission Guidelines for Indigenous Targeted Recruitment.

The following criteria has been assessed as part of the design of our plans:

- 1 Necessary because members of a racial group are disadvantaged because of their race
- 2 Will promote equal opportunities for members of that racial group
- 3 Its sole purpose is to promote equal opportunity and will be done in good faith
- 4 Reasonable and proportionate including reasonably likely, appropriate and adapted to achieve its purpose
- 5 Will stop once its purpose has been achieved