
Indigenous Employment Policy

Document Number | AC-POL-002

Revision | 0

Rev	Date	By	Description of Changes
0	June 7, 2025	CB	First Issue

Approved By	Ashley	Gallagher	Managing Director	7 June 2025

Ashbridge Construction aims to promote greater participation by Indigenous people in our operations. To achieve this, Ashbridge Construction will promote increased recruitment and engagement of Indigenous people, contractors, suppliers, and service providers, aim to improve the retention rates of existing staff members, and offer a range of professional development opportunities.

The following will guide actions undertaken by Ashbridge Construction in the areas of Indigenous staff employment, attraction, and retention:

- Work environments are culturally safe and foster respect for, collaboration with, and empowerment of Indigenous staff members, acknowledging the unique and special place they hold as Australia's Indigenous peoples.
- Improved recruitment practices demonstrate Ashbridge Construction's commitment to increasing Indigenous staffing across all positions and at all levels within Ashbridge Construction.
- Improved employment, attraction and retention initiatives aimed at supporting the personal and professional development of Indigenous staff at all levels throughout Ashbridge Construction
- An acknowledgement of the need to embed Indigenous perspectives and knowledge into Ashbridge Construction's core business to guide strategies that support the career paths of Indigenous employees

The following principles will underpin the Ashbridge Construction operational Indigenous policies, procedures and initiatives:

- Respect for the cultural/social and religious practices of Indigenous Australians.
- Recognition and protection of Indigenous intellectual property and knowledge; and
- Recognition of and respect for Indigenous ceremonial activities, cultural practices and identity.

Ashbridge Construction procedural mechanisms will be established to provide general oversight, monitoring and support of this Policy by:

- Ashbridge Construction Managing Directors
- The Directors invited other staff members (predominantly Indigenous).

This signed statement confirms our commitment to this Policy.

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