Indigenous and Social Inclusion Policy

Purpose:
HL Landscapes vision for indigenous and social inclusion is a reconciled Australia where the Aboriginal and Torres Strait Islander people of this country will be restored to a place of equity, dignity, and respect. We wish for broken relationships to be restored and social inequalities eradicated. Sustainability and environmental integrity along with social and cultural significance of the landscape in which we work, plays a critical role in the design and delivery of our projects.

Scope:
HL are currently working with Reconciliation Australia in developing our reflective Reconciliation Action Plan (RAP). HL are committed to help reduce the gap in living standards between Aboriginal and Torres Strait Islander and non-Aboriginal or Torres Strait Islander Australians through actions that will include training, cultural awareness, and better policies to recruit and support Aboriginal and Torres Strait Islander employees.

Strategy:
Through our Indigenous and Social Inclusion Strategy, we demonstrate our commitment to ensure we provide participation in employment, training and enterprise opportunities for Aboriginal and Torres Strait Islander people and businesses over the life of the Project.

Our Indigenous and Social Inclusion Strategy includes:

- Providing opportunity for Aboriginal & Torres Strait Islander people as new starters, apprentices & trainees directly and through the JT Academy and People on Country.
- The engagement of Indigenous businesses and social enterprises throughout our business and onto our subcontractors on our projects through member-based partners Supply Nation and Social Traders.
- Development of culturally safe workplace practices
- Set targets of 5% for Indigenous employment and 10% Indigenous procurement
- Partnerships Greenconnect who provide internships and traineeships with asylum seekers and former refugees

Company Achievements

- In 2020 we become a member of Supply Nation and have provided opportunity for indigenous companies to assist in delivering our projects Australia wide.
- As a member of social traders, we have been able to directly and indirectly employ upward of 25 disadvantaged Australians within the last 12 months