1. Overview

MEGT (Australia) LTD and its controlled entities and subsidiaries (referred to MEGT) provides quality employment, education and training services for allAustralians and is an Equal Opportunity Employer with a strong commitment to progressing possibilities, status and outcomes for First Nations peoples.

1. Scope

The policy applies to MEGT employees including apprentices, trainees, contractors.

1. LEGISLATION

* *Anti-Discrimination Act 1991* (Cth)
* *Human Rights and Equal Opportunity Commission Act 1986* (Cth)
* *Racial Discrimination Act 1975* (Cth)
* *Fair Work Act 2009* (Cth)

1. Definitions

* Not Applicable. OR

|  |  |
| --- | --- |
| Term | Definition |
| First Nations | People with familial heritage from, and/or recognised membership of, the various ethnic groups/nations and tribes living within the territory of present-day Australia prior to British colonisation |
| Reconciliation Action Plan (RAP) | An organisational framework to contribute to First Nations reconciliation. RAPs deliver tangible and substantive benefits for First Nations peoples and increase cultural safety in the workplace. |

1. POLICY

MEGT commits to advocating and providing services that will improve the serious social and economic disadvantage experienced by some First Nations people.

MEGT acknowledges and promotes equal rights and equal respect for all people and will progress reconciliation through demonstrating respect for First Nations peoples, their history, land, sky, waters and culture.

MEGT will increase awareness of First Nations cultures within the organisation, to its clients and the wider community. MEGT commits providing visibility within its workplace through artwork, First Nations language and acknowledging Country at meetings and events. MEGT commits to providing respect to the wider First Nations Community by organising Traditional Owners to Welcome us to Country at larger events.

1. RESPONSIBILITIES

| Role | Responsibility |
| --- | --- |
| General Manager People and Culture | The General Manager of People & Culture or the designated team member will develop, review, communicate, issue and monitor the effectiveness of this policy, seek opportunities for improvement and amend as necessary. |
| Managers | All managers are to implement and ensure employees and contractors working under their control understand and comply with the policy. |

1. Related Records

This is to be read in conjunction with the:

* First Nations Business Procurement Policy

1. Breach of Policy

A breach of MEGT’s policies may have unintended and harmful consequences and may lead to disciplinary action being taken, including dismissal. In these instances, People and Culture will be consulted.

Any non-compliance to this policy must be reported immediately to General Manager People and Culture

1. COMMUNICATION

This policy is available on the MEGT Intranet site and will be explained to new relevant employees at induction.

1. REVIEW

This policy will be reviewed every two years. Earlier if requested by management or updated changes to applicable legislation, regulations and/or standards.