



**EASTERN  
GURUMA**

## Indigenous Employment and Training Policy

Eastern Guruma, as an Indigenous organisation, is committed to providing employment, training and skills improvement to Eastern Guruma and other Indigenous people.

Eastern Guruma will:

- ensure that Eastern Guruma and other Indigenous people are aware of employment opportunities within our organisation and are encouraged to take up these opportunities
- encourage Eastern Guruma and other Indigenous people to improve their skills through appropriate training that will lead to advancement in their capabilities to perform jobs within our organisation
- be aware of the cultural obligations and practices of Indigenous people and seek to incorporate that into the way our work practices are structured
- work to support other Indigenous organisations in their operations where there is a link to our operations
- share our knowledge and expertise with other Indigenous organisations and seek long-term partnerships to jointly tender and execute projects.

A handwritten signature in black ink, reading "Ron Villaflor". The signature is written in a cursive style with a large, looping initial 'R'.

Ron Villaflor

**Chief Executive Officer**