

# Indigenous Engagement and Employment policy statement

**SCEE Electrical is a culturally diverse organisation who both recognise and respect the traditional rights of Indigenous Australians.**

To further promote that awareness and respect, and to demonstrate our ongoing commitment to Indigenous engagement and employment, SCEE Electricals commitment is that it will:

- Provide meaningful and robust employment, subcontracting and supply opportunities for Indigenous Australians.
- Commit to ongoing recruitment, development, and retention of Indigenous Australians.
- Provide appropriate training and development opportunities for Indigenous employees.
- Provide an environment that is beneficial to Indigenous employees by recognising and respecting their cultural, social and spiritual practices while working alongside other employees in a harmonious manner.
- Work with specialised agencies and relevant government bodies aimed at assisting Indigenous people secure employment opportunities.
- Understanding the responsibilities Indigenous people have to their traditional culture.
- Provide culturally appropriate awareness programs to assist in promoting an understanding of the Indigenous culture for employees to respect cultural diversity and promote equality.

SCEE Electricals aim is to have a workforce that comprises Indigenous employees, subcontractors, and suppliers as a core part of our team.

A handwritten signature in blue ink, appearing to read "Geoff Baudains".

**Geoff Baudains**

Chief Executive Officer

1 July 2025

A member of the  
**SCEE GROUP**