

Peter Rowland Group

First Peoples Engagement, Employment & Training Policy- vs1.7 April 2024

1. Policy Statement

Peter Rowland Group (PRG) recognises the Traditional Custodians of the lands on which we operate and pays respect to Elders past and present.

We are committed to building meaningful, long-term partnerships with First Peoples communities through culturally respectful engagement, employment pathways, supplier inclusion, and skills development.

This Policy formalises our commitment to supporting economic participation, cultural representation, and professional advancement of Aboriginal and Torres Strait Islander peoples within our business operations.

2. Purpose

This Policy aims to:

- Create sustainable employment pathways for First Nations peoples
- Support Indigenous-owned businesses through procurement
- Provide structured training and career development opportunities
- Ensure culturally safe workplaces
- Contribute positively to reconciliation and community engagement

3. Scope

This Policy applies to:

- All PRG employees and management
- Recruitment and onboarding processes
- Procurement and supplier selection
- Training and professional development programs
- Partnerships with venues, clients, and community stakeholders

4. Guiding Principles

PRG's First Peoples engagement framework is guided by:

- **Respect** – Acknowledging cultural heritage, connection to land, and lived experience
- **Participation** – Creating genuine employment and supplier opportunities
- **Partnership** – Working collaboratively with Indigenous organisations
- **Sustainability** – Building long-term, not transactional, relationships
- **Cultural Safety** – Ensuring inclusive and respectful workplace environments

5. Employment Commitment

5.1 Targeted Recruitment

PRG commits to:

- Advertising roles through Indigenous employment networks and job boards
- Partnering with Aboriginal employment services and community organisations
- Actively encouraging First Nations applicants across hospitality, culinary, logistics and corporate roles

5.2 Traineeships & Apprenticeships

PRG will:

- Create structured culinary apprenticeships for First Nations candidates
- Offer traineeships in hospitality operations and event management
- Provide paid work placements and school-based pathways

5.3 Retention & Career Development

We commit to:

- Mentorship programs pairing emerging First Nations staff with senior team members
- Individual development plans and career mapping
- Leadership pathway opportunities

6. Training & Cultural Development

6.1 Cultural Awareness Training

PRG will ensure:

- All management undertake cultural competency training
- Staff induction includes cultural respect principles
- Ongoing education opportunities are provided

6.2 Skills & Industry Training

First Nations employees will be supported through:

- Accredited hospitality training
- Food safety and compliance certification
- Leadership development programs
- Cross-training opportunities across PRG venues

7. Procurement & Supplier Inclusion

PRG commits to:

- Identifying and prioritising Indigenous-owned food and beverage suppliers
- Incorporating native ingredients sourced from First Nations producers where appropriate
- Supporting Indigenous social enterprises in retail and event offerings
- Tracking and reporting Indigenous supplier spend where feasible

8. Community Engagement

PRG will:

- Support NAIDOC Week and other significant cultural events
- Provide in-kind catering support for approved community initiatives
- Collaborate with venue partners on reconciliation-focused programming
- Participate in community consultation where relevant to operations

9. Governance & Accountability

To ensure accountability:

- A senior manager will be responsible for oversight of this Policy
- First Nations engagement outcomes will be reviewed annually
- Progress will be included in ESG and sustainability reporting
- Feedback from employees and community partners will inform continuous improvement

10. Commitment to Continuous Improvement

PRG acknowledges that reconciliation and Indigenous engagement is an ongoing journey.

We commit to:

- Reviewing this Policy annually
- Seeking guidance from Indigenous stakeholders
- Expanding employment and procurement opportunities over time
- Aligning with national reconciliation frameworks where appropriate

Approval

Approved by:

Chief Operating Officer – Peter Rowland Group

Review Cycle: Annual