

Firstly, SKG Services acknowledges that the land we Operate across in Australia was, is and will always be Aboriginal and Torres Strait Islander people's land and supports the employment and development of First Nations people.

SKG Services supports the employment and development of Aboriginal and Torres Strait Islander persons.

The company has implemented an Aboriginal and Torres Strait Islander Employment Strategy consistent with the operational needs of providing quality cleaning and facilities maintenance services to our clients.

The objectives of SKG Services' strategy are to:

- Maximise staff development along with the transfer of job skills and information in order to increase Aboriginal and Torres Strait Islander staff knowledge, independence, remuneration, job security and self-sufficiency within the company or joint venture
- Encourage and foster the employment and participation of Aboriginal and Torres Strait Islander people at all levels of work activity within the company/joint venture and across the clients we supply staff to
- Foster and encourage the direct involvement of Aboriginal and Torres Strait Islander staff in determining career strategies, goals and objectives
- Identify Aboriginal and Torres Strait Islander employment targets in line with those established by other leading organisations as part of their Enterprise Agreements or applicable Modern Awards
- Develop and maintain a Suitability Register of potential Aboriginal and Torres Strait Islander employees – for cleaning and facilities services and casual workforce labour supply
- Advertise widely in media formats most likely to reach Aboriginal and Torres Strait Islander employees
- Provide travel and accommodation assistance for Indigenous and Torres Strait Islander employees who face long journeys to participate in job interviews and pre-employment training and induction
- Promote qualified candidates from the company's Suitability Register with our clients to secure stable employment for indigenous workers
- SKG Services will always respect and consider the cultural, social and religious systems practiced by Aboriginal and Torres Strait Islander people
- The company supports the participation of Aboriginal and Torres Strait Islander staff in cultural and ceremonial activities, recognising that this may involve paid leave and have a direct impact on the perceived effectiveness of Aboriginal and Torres Strait Islander people as employees, but which benefits SKG Services and our clients in the long run and further contributes to the company's corporate social responsibility
- SKG Services supports wider community recognition that Australia's working culture needs to redress past social injustices and inequities in indigenous employment.