

Indigenous Engagement Policy

Innovative Energy Solutions (IES) is committed to fostering meaningful and long-lasting relationships with Indigenous communities. We recognise the unique cultural heritage and deep connection that Indigenous Peoples have with the land and seek to create engagement opportunities that contribute to the social, economic, and cultural wellbeing of these communities.

IES aims to proactively increase the representation of Indigenous Peoples by engaging with them at all levels of our organisation.

IES recognises that our success is intrinsically linked to the communities in which we operate. By embracing the diversity and strengths of Indigenous Peoples, we aim to build a more inclusive, equitable, and prosperous future for all.

To meet our commitments IES will:

- Engage with Indigenous communities to understand their needs, aspirations, and concerns and work collaboratively to identify opportunities for employment, training, and community development.
- Establish partnerships with Indigenous organisations and educational institutions to support training and development programs that prepare Indigenous individuals for employment within the energy sector.
- Ensure our recruitment processes are inclusive, culturally appropriate, and designed to attract and retain Indigenous talent.
- Offer targeted training and development programs for Indigenous employees to enhance their skills, advance their careers, and ensure long-term employment sustainability.
- Support mentorship and leadership development opportunities for Indigenous employees to encourage career progression within the organisation.
- Respect Indigenous cultural practices and allow for flexibility in work arrangements to accommodate cultural obligations.
- Continuously review and update this Policy in consultation with the Indigenous communities we engage to ensure it remains relevant and effective.

This Policy applies to all activities undertaken or controlled by Innovative Energy Solutions.



Dave Alexander
Managing Director

17th May 2024