



The Darug people are the original inhabitants of the land around Greater Western Sydney. When white men first arrived, the Seven Hills district was covered in open forest and the indigenous people survived as skilled hunters in family groups or clans. The Darug people still populate the areas of Parramatta, Greater Western Sydney, La Perouse and the Blue Mountains and share strong family and community ties.

---

We are committed to increasing the opportunities and career paths offered at Alliance Geotechnical that we believe will provide successful and equitable employment opportunities for Indigenous Australian's.

#### **Recruitment**

- Alliance Geotechnical will work with indigenous employment partners to source local indigenous employees.
- Provide clear employee expectations and employer obligations during recruitment to attract the right people.

#### **Workplace Environment**

- We will provide cross-cultural awareness to all Alliance Geotechnical employees and in the process, acknowledging the unique and special place held by Australia's Indigenous people.

#### **Retention**

- We are committed to increasing the skill levels of indigenous employees by supporting formal education and training.
- We plan to offer mentor programs to assist new employees in their career development.
- We pride ourselves in flexible employment contracts that consider indigenous cultural protocols.

A handwritten signature in blue ink, appearing to read "Simon Thomas".

Simon Thomas  
Managing Director