**QANTAS GROUP FIRST NATIONS EMPLOYMENT STRATEGY**

**EMPLOYMENT STRATEGY VISION**

Through a focus on people, culture and leadership, increase First Nations representation across our workforce by providing meaningful and sustainable careers that celebrates the knowledge and cultures of First Nations Peoples.

**PILLARS**

<table>
<thead>
<tr>
<th>Attraction</th>
<th>Development</th>
<th>Retention and Engagement</th>
<th>Cultural Learning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased First Nations employee representation</td>
<td>Increase First Nations leadership representation</td>
<td>Increased First Nations employee retention</td>
<td>Foster awareness, understanding and appreciation of First Nations knowledge, cultures, histories and rights</td>
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</tbody>
</table>

**STRATEGIC OBJECTIVE**

- Identify, implement and evaluate reasonable adjustments to remove barriers for candidates
- Review, relaunch and evaluate Pathway Programs and partners to maximise employment outcomes
- Review, relaunch and evaluate opportunities to embed First Nations employment with labour hire providers
- Enhance data clarity, reporting, feedback and monitor progress
- Review, update and evaluate career development systems, policies and processes to remove barriers for employees
- Assess, implement and evaluate development initiatives as part of ongoing employment to drive leadership opportunities
- Assess, implement and evaluate support initiatives as part of onboarding and ongoing employment to drive improved retention
- Establish ongoing support for hiring managers in key business units to facilitate increased First Nations candidate engagement and retention
- Build and develop the cultural capability across the Group for both First Nations and non-First Nations employees.
- Recognise the value and embed the voices of our First Nations employees across the Group through the Daramu Employee Network.

**OUR COMMITMENTS**