


# 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



Attraction



Development



Retention and Engagement



Cultural Learning

STRATEGIC OBJECTIVE

Increased First Nations employee representation

Increase First Nations leadership representation

Increased First Nations employee retention

Foster awareness, understanding and appreciation of First Nations knowledge, cultures, histories and rights

OUR COMMITMENTS

- 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**