



Spotless
Indigenous
Engagement

Spotless Indigenous Engagement

At **Spotless**, we're committed to offering employment opportunities to people from all walks of life.



We seek to provide meaningful opportunities and break the cycle of unemployment in our community through assisting Indigenous persons in their pursuit of employment.

The facilitation of employment opportunities to diverse groups across Australia enhances our team; reflecting the diverse communities in which we operate and underpins the sustainability of our organisation.

We are proud of our achievements made to date and will strive to improve and expand our program in the future.

Diversity & inclusion

We are committed to making positive contributions through community engagement Australia wide. With operations across all States and Territories, Spotless employs and works with a diverse number of people from all cultures, focusing on making a positive difference as a corporate citizen.

With our multicultural workforce demographic reflecting culturally diverse teams, we view this as a major strength, giving our teams greater understanding, empathy and tolerance.





Building cultural awareness across Indigenous communities

Spotless is proud to engage with Indigenous communities through our social and employment programs to facilitate long term sustainability. Spotless' commitment to foster a business environment inclusive of Indigenous culture, heritage, communities and people, closely aligns with our company values and supports the process of reconciliation and the strengthening of relationships.

Spotless recognises the importance of 'closing the gap' between Indigenous and non-Indigenous communities, working towards ensuring mutually beneficial outcomes for Indigenous and Torres Strait Islander communities to establish and nurture community.

With cultural training established, Spotless aims to raise awareness of Aboriginal and Torres Strait Islander culture and heritage, acknowledging important cultural celebrations, plus reviewing workplace practices to increase the number of Indigenous Australians employed across the business.

One percent of our Australian workforce is Aboriginal and Torres Strait Islander people. Spotless is committed to growing this number to reflect parity with the wider community of three percent. Spotless is proud of our achievements to date with a threefold increase in the number of Indigenous employees, understanding that we need to continually strive to achieve more.



Spotless Indigenous engagement program

Spotless is committed to developing relationships of trust and respect with Indigenous communities across Australia through the Indigenous Engagement Program. We openly engage with Indigenous communities to achieve successful Indigenous Engagement, supporting the needs of our clients and the Indigenous community.

We focus on fostering employment and business opportunities for Indigenous Australians in all areas of our operations. Our unique mix of locations, services, and demographic spread showcases our diverse workforce. The size and geographic scope of our business means that we offer a high level of employment opportunities nationally.

Spotless seeks to achieve positive Indigenous engagement that

develops and supports the needs of our clients, the community and Indigenous people. We comply with the Australian Government's Procurement Policy Guidelines, proudly launched our inaugural Reconciliation Action Plan in 2015 and are a professional member of Supply Nation.

Our Indigenous Employee Program consists of a number of strategies to increase employment and retention, including:

- Pre-employment training programs with direct employment pathways
- Work experience programs
- Traineeships and Apprenticeships
- Mentoring support and on-the-job training

- Cultural awareness training
- Supportive work environments

As part of our employment program, we have established business relationships with Jobactive networks, including Generation One, local community groups, traditional owners and schools. We work closely with career advisors at each organisation to create long-term career pathways for Indigenous staff and students into the business. We also aim to help develop future role models within the community for generations to come.



Indigenous engagement partnerships

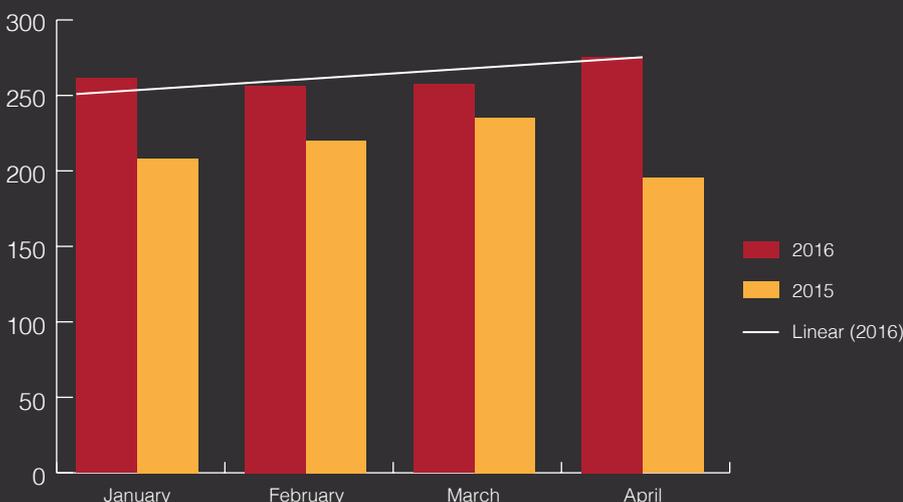
In 2015, Spotless Chairman Margaret Jackson officially launched Spotless' Indigenous Engagement partnerships with Role Models and Leaders Australia (RMLA) and the Clontarf Foundation in Western Australia.

The partnerships support both RMLA and Clontarf Foundation Academies nationally, with Spotless sustaining a direct partnership with RMLA girls' Academies: Perth's Clontarf Girls' Academy and Kununurra Girls Academy, and Karratha's Clontarf Academy for young men in the Pilbara region of Western Australia.

Spotless supports the programs delivered by RMLA and the Clontarf Foundation, to develop and empower young Aboriginal men and women through sport, leadership, education and employment. We aim to foster a positive relationship with these partnerships in order to focus on improving the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal men and women to improve their career prospects.



Number of Indigenous Employees Australia



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Recognising Indigenous events

Spotless proudly recognises National Reconciliation Week and NAIDOC Week, celebrating the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. We focus on building upon the respectful relationships shared by Aboriginal and Torres Strait Islander people and other Australians, while commemorating these significant events.

Spotless participates in Indigenous community events throughout this period to encourage and increase awareness in the company, of past, present and future Indigenous Australians.

As an Employment Parity Initiative employer, part of the Department of Prime Minister and Cabinet's strategy, Spotless also holds regular Indigenous jobseeker information sessions across the country for future and current Indigenous staff.

Artwork: Imogen Wells is a descendant of the Dalrymple clan and designer of the artwork in this document. Imogen's artwork represents the Rainbow Serpent and ripple effect of the Stolen Generations.