

Tempo is committed to providing leadership and opportunity for the advancement of Indigenous people resulting in positive outcomes for the Indigenous communities from our projects. This policy will be implemented in accordance with contractual and government requirements and we will endeavour to achieve it through the following means:

- Ensuring all levels of management understand and accept their responsibilities in creating and extending opportunities for Indigenous participation in construction projects.
- Encouraging and supporting open two way communications between company management, clients, workforce, sub-contractors, suppliers and the Indigenous community.
- Developing and implementing constructive objectives and targets for participation of Indigenous people in the construction process, on a project by project basis
- Providing, where possible, opportunities for employment, training and skill enhancement of Indigenous people.
- Providing and facilitating, where practical, Indigenous business development opportunities.
- Committing sufficient resources for the effective implementation of Indigenous participation in construction projects in accordance with contractual requirements.
- Identifying within Indigenous participation plans, Management representative is responsible for Indigenous participation matters and initiation of corrective action.
- Ensuring subcontractors and service providers have appropriate abilities to meet and fulfil Indigenous participation requirements.

Our goal is to assist and encourage participation by Indigenous people and their communities in selected construction projects to the benefit of all concerned. All company personnel are required to cooperate and assist management in achieving this goal.

Authorised by:



Ian Lynass

Chief Executive Officer

30 November 2018