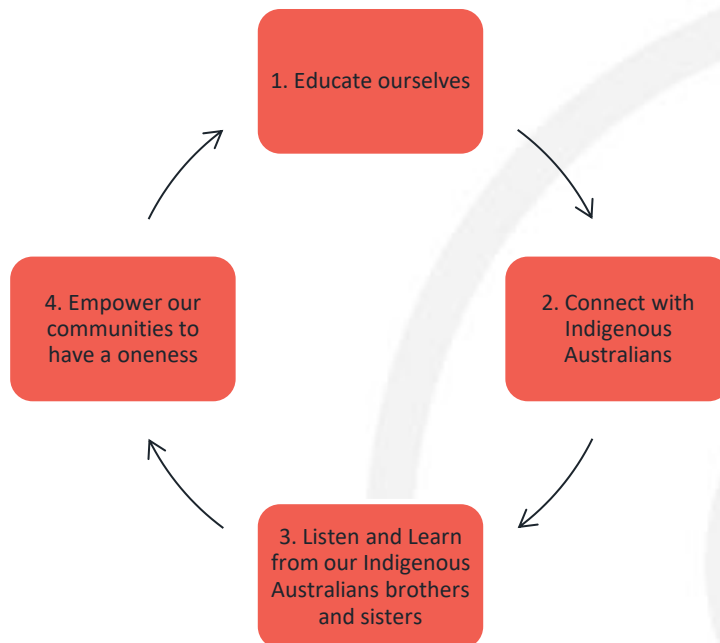


## People 2U's Commitment to Indigenous Australians

As an Australian labour hire business, we want to be bold in our commitment to Indigenous Australians because it's good for business, but more importantly it's good for society. It is an important area for our business to have a presence which positively impacts our staff, labour hire employees and the overall high-performance aspirations of People 2U.

At People 2U, we have accepted the role Australian businesses have to play in dealing with the challenges and opportunities of Reconciliation. We believe in progress over perfection and have created a five year Reconciliation journey specific to our purpose of being the trusted partner with our community of clients and employees, accountable to creating meaningful solutions as a labour hire company.

As part of this five year commitment, we recognise People 2U is on lifetime journey with Reconciliation, but this formalised commitment offers our community the opportunity to:



**Our Commitment to Indigenous Australians (Created: August, 2023)**

TIMELINE	INTENT	RESULT
2023	Decide to begin journey of Reconciliation as a business	Announced publicly in all staff meeting
	Begin our journey of reconciliation as a company	Research and begin relationship with local expert about Reconciliation
	Commit company and company staff to a lifelong journey of education and understanding	Announced publicly in all staff meeting
	Enrol staff in a series of educational and cultural workshops, including but not limited to: <ul style="list-style-type: none"> <li>1 x Cultural Awareness Workshop</li> <li>1 x Reconciliation Panel Discussion</li> </ul>	Block out time in the calendar for all staff to attend workshops
	Develop an understanding of our employee cultural backgrounds (both company staff and labour hire employees) and recording the data, but importantly understanding why we're collecting this information	Develop a survey with strict guidelines around data collection and clearly communicate the reasons to our survey participants
	Analyse current recruitment practices and policies and optimise how they can be more respectful to Indigenous Australian cultural practices	Internally, conduct a review of onboarding processes from start to finish.
	Investigate opportunities to support Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Research and reach out to 2-4 identified organisations to begin partnerships.
	Quantify the percentage of Aboriginal and Torres Strait Islander's working within our labour hire pool	Review current data and produce a figure as accurately as possible.
2024-2026	Build costs of the inaugural 'People 2U Indigenous strategy' quote into future budgets.	A tangible action plan for People 2U which sets out a timeline and formalised next steps in our Reconciliation journey.
	Develop a three-to-five-year strategy piece to support reconciliation, which identifies our area of influence and	Engage with expert subject matters (Mifsud Consulting)

	<p>how we can make an impact in supporting our first nations people.</p> <ul style="list-style-type: none"> <li>le. Finding meaningful employment, provide education, becoming a trusted partner of the community who can provide work</li> </ul>	
	For People 2U to be recognised as a genuine and trusted provider of workforce solutions for Indigenous Australians	Research, engage and obtain certifications through meaningful actions with trusted organisations
	Actively target potential business clients which have a strong first nations strategy around Indigenous Australians embedded into their business strategy	Built into People 2U's business development strategy
	Partner with community organisations who are activating in our areas of prominence	Identify, locate, and engage with 3-5 key organisations, businesses, or events where large gatherings of Indigenous Australians occurs regularly across the states of Victoria, New South Wales, Australian Capital Territory, South Australia
	Have set business KPI's around of targets for indigenous employment and educational outcomes	Aim for a 3% employment rate for Indigenous Australians within the People 2U labour pool which equates to the percentage of Indigenous Australians in the national population.
	Integrate education around Indigenous Australian history into the People 2U onboarding process	Review and refresh onboarding materials to include education around Indigenous Australian history and culture.
2027-beyond	Look to progress from a formalised Indigenous policy to a Reconciliation Action Plan (RAP) for People 2U through	Conduct an assessment analysing if People 2U can commit to this initiative, and meaningfully carry out the plan.