



INDIGENOUS

Participation Plan

2025

Acknowledgement of Country

Coffey Testing acknowledge Aboriginal and Torres Strait Islander peoples as being the original owners of their lands and the importance of preserving their culture and customs.

We pay our respects to their Elders both past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Coffey Testing acknowledges the past, recognises the present and looks forward to contributing to a better future through building strong relationships with Indigenous communities and creating increased opportunities for employment and engagement within our business and supply chain.



CEO Message

Coffey Testing understands that employment and procurement practices play a significant role in the creation of sustainable employment and economic development opportunities for Indigenous communities.

Coffey Testing is committed to providing access to opportunities for Indigenous businesses and community members.

The Indigenous Participation Plan is a live document. Annual reviews are built into our program and governance frameworks and evaluation of achievements and barriers will form part of each version revision.

This Indigenous Participation Plan is designed to provide an action-oriented approach to strengthen relationships, create employment opportunities and enhance respect for Aboriginal and Torres Strait Islander peoples and Country across the region, and beyond.

Sincerely,

A handwritten signature in black ink, appearing to read "D Watt", with a long horizontal line extending from the end of the signature.

Dawn Watt

Chief Executive Officer, Director



Our Commitment to Action

Recruitment and employment pathways

We will create more employment opportunities and entry pathways for Indigenous people and continue to increase representation across all divisions and salary levels. Our goal is to create a workplace reflective of the community we serve by having a dedicated, skilled Indigenous workforce.



Career development and retention in a culturally supportive environment

We encourage and support a workplace environment that allows Indigenous people to feel safe, secure and valued. Retaining and supporting our existing Indigenous employees in a culturally supportive workplace and improving career planning and training to build capabilities and enhance opportunities. Key to this will building the cultural capabilities of our non-Indigenous workforce to ensure we can respond in a manner that is culturally responsive and safe.



Leadership and succession pipeline

Indigenous employees are over-represented in the lower salary bands and under-represented in the higher salary bands and leadership roles. Building leadership potential is a key to future success for Indigenous people. Building a stronger succession pipeline and enabling more Indigenous staff to progress into senior leadership roles is key to this.

Coffey Testing will provide ongoing leadership development opportunities for Indigenous staff to support them to exercise their leadership potential in the department and their wider communities. We will also provide development opportunities and mentoring support and advice for Indigenous staff seeking promotion.



Our Commitment to Action

Maximise Indigenous business opportunities through procurement practices



We know that Indigenous businesses are more likely to employ Aboriginal and Torres Strait Islander staff and bring a range of other social, cultural and economic benefits to Indigenous business owners, their families and communities.

We are committed to supporting Indigenous businesses to support sustainable growth of Indigenous businesses by driving demand via our procurement of goods and services.



Measure and report on performance

We are committed to monitoring and measuring our performance to understand and manage social impacts and maximise the benefits of this plan. Coffey Testing will report annually to track performance against the Action Plan.



Our reporting will include information about Indigenous employment, including (where people choose to tell us) the cultural association/identity of employees, retention and separation rates, and training or other qualifications achieved.

We will also report on the number and value of contracts with Indigenous businesses. This information will enable us to build a better picture of the experience of Indigenous employees and businesses.

Indigenous Participation **Action Plan**

Focus Area	Action
Recruitment and employment pathways	Review recruitment processes and identify areas that can improve Indigenous recruitment.
	Engage with Indigenous consultants to advise on recruitment, employment and retention strategies.
	Ensure roles are also advertised in Indigenous-specific media and Indigenous networks.
	Include in all job advertisements, 'Aboriginal and Torres Strait Islander peoples are encouraged to apply.'
	Develop a traineeship program for Indigenous Students to gain formal qualifications in CMT.
Career development and retention in a culturally supportive environment	Support current Indigenous staff to maximise progression by developing and implementing workshops focused on job application and interview skills.
	Support Indigenous employees to achieve formal qualifications through external training providers and ensure time allocated to complete studies.
	Ensure all employees complete the online mandatory cultural awareness during the first six months of employment.
	Promote stories that celebrate the success of our Aboriginal employees and their achievements.
	Promote and observe dates and events of significance to Torres Strait Islander peoples and encourage all staff participation in culturally significant times of the year (i.e. Monthly Lab Events).



Indigenous Participation **Action Plan**

Focus Area	Action
Leadership and succession pipeline	Providing career and leadership development and mentoring opportunities for Indigenous employees seeking promotion.
	Provide a series of workshops or forums for Management aimed at addressing cultural competence.
	Include the Indigenous Participation Plan Action Plan as part of the Leadership Team's KPIs.
Maximise Indigenous business opportunities through procurement practices	Develop and implement procurement practices that support and encourage the use of Indigenous businesses.
	Develop, maintain, and update a Directory of Indigenous Business and Service Providers.
	Develop a communications strategy to effectively communicate project supply opportunities to local and Indigenous contractors.





Further information

Coffey Testing are committed to working with communities and our clients and we value your input.

If you have any questions or comments, please let us know.

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