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| 1. KEY AREA1 | 1. SPECIFIC UNDERTAKINGS2 | 1. TIMEFRAME FOR DELIVERABLES3 |
| 1. Participation  * Engagement with correct stakeholders * Use of culturally appropriate protocols and cultural awareness training delivered * Early and ongoing engagement (best practice) * Community support for the project * Community development principles and benefits  2. *Examples*  * *Identifying stakeholders and regular meeting schedule.* * *Committing to cultural awareness training delivered by appropriate local/regional provider.* * *Appoint a Liaison Officer* |  |  |
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| 1. Procurement  * Commitment to viable and sustainable procurement and local content targets * Commitment to Indigenous enterprise development  2. *Examples*  * *Provide a range of contract and/or work opportunities for identified/targeted businesses.* * *Notify contractors of Indigenous contracting obligations and use best efforts to procure contractors with appropriate Indigenous participation processes.* * *Develop list of preferred Indigenous suppliers, provide prior written notice of upcoming tenders/work packages* * *Directly targeting relevant Indigenous businesses from Supply Nation/Black Business Finder/ WA Aboriginal Business Directory etc.* * *Provide existing contractors with information on local candidates suitable for employment and introductions to Indigenous businesses capable of supplying good and services.* * *Include Indigenous employment in assessment criteria for all tenders* * *Create purchase order terms and conditions that encourage the use of local Indigenous businesses* |  |  |
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| 1. Employment  * Commitment to viable and sustainable employment targets * Appropriate recruitment, retention, career and skills development.  2. *Examples*  * *Establish a database of suitable candidates to directly contact when opportunities arise.* * *Interview and employ local Indigenous people (where at least equally qualified and experienced as others)* * *Implement retention strategies including supervised on the job training, inductions, mentoring, upskilling, financial literacy training.* * *Support Indigenous employees to build capacity including numeracy, literacy and basic vocational skills* * *Promote Indigenous traineeship and/or cadetship programs where appropriate* |  |  |
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| 1. Overarching commitments including Cultural Heritage, community development  * Commitment to action * Cultural heritage recognition and protection * Indigenous participation in environmental protection activities * Leveraging Territory/State/Federal resources and programmes to support outcomes.  2. *Examples*  * *Cultural Heritage Management Plan* * *consideration of any Commonwealth, State/Territory Government programs that could assist delivery* * *Financial assistance for scholarships/training opportunities, community events, community organisations etc* |  |  |
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| 2. Reporting, Monitoring & Communication  * Mechanisms for monitoring and updating IES – eg. annual review of the IES, in consultation with Traditional owner reference group. * Reporting as per agreed Schedule with NAIF * Collaborating with NAIF to develop and cross-promote communication materials on IES outcomes * Report outcomes in Annual Report |  |  |
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# Key Contacts:

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| 1. PROPONENT: | 1. **<name> <position> <email> <mobile>** |
| 1. NAIF: | 1. **<name> <position> <email> <mobile>** |