



# Creating sustainable opportunities and meaningful relationships for Indigenous communities

INDIGENOUS  
PARTICIPATION PLAN

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# Executive Summary

Upstream PS is a leading provider of fully integrated production solutions to the oil, gas, energy and water industries. We are committed to maximising opportunities for Indigenous people while maintaining long term sustainable business relationships with Indigenous enterprises within the communities in which we work. Upstream PS is committed to developing a workforce that is inclusive and diverse.

This Indigenous Participation Plan (IPP) has been developed to actively support our broad business strategy to improve Indigenous participation at all levels of our organisation and in the communities in which we work. Our intent is to build on and increase, supplier diversity to create a more inclusive and sustainable economy for Indigenous communities.

By implementing this plan, we will create a diverse and inclusive skilled workforce and help close the gap for Indigenous people by proactively working with their communities to generate pathway opportunities.

These pathways include working with Indigenous employment organisations, traineeships, partnering with our clients to host internships and apprenticeships, collaborating with community groups for inspiration programs and increase local supplier diversity.

Upstream PS are focussed on increasing our spend with Indigenous businesses at a corporate level and work together to encourage their growth.

This is a national strategy for all departments and locations within Upstream PS.

## Goals and Implementation

- To implement a Corporate IPP that aligns with Upstream PS employment, training, procurement, and business engagement strategies that works towards Indigenous targets that are appropriate for the size and scope of our business.
- To provide accessible and equitable avenues for opportunities for Indigenous people,
- To accelerate cultural preparedness within Upstream PS by educating all employees on Indigenous affairs and cross-cultural awareness.
- To establish a sustainable employment and business engagement framework that provides long term opportunities.
- To provide opportunities for Indigenous enterprises to tender and participate in the project supply chain.
- To enhance our community profile through culturally sensitive branding, appropriate language, and continually enhance our presence to create sustainable opportunities for Indigenous communities in the regions which we work.

Our Upstream PS CEO and Leadership team together with management personnel are responsible for ensuring the implementation and continuous improvement of this IPP. The Human Resource team will work alongside the CEO and Leadership team to ensure the execution and collaboration of this IPP.



## Our Commitment to Local

Upstream PS are committed to leveraging its supply chain and collaborating with external stakeholders to ensure full, fair, and reasonable opportunities for Australian enterprises and the employment of Australians in areas in which we operate.

Upstream PS define our local content as the composite value contributed to the Australian economy through direct and indirect sourcing of goods and services. This is extended to training and employment opportunities.

Upstream PS are committed to ensure we deliver sustainable outcomes within the regional communities and will adhere to our values of:

- Community and environment.
- Health and safety.
- People and client focussed.
- Honesty and integrity
- Innovation and quality.

Our local commitment will see Upstream PS:

- Engage and work closely with our management, stakeholders, clients, and contractors to always ensure effective and clear communication.
- Explore and identify opportunities to engage with local Indigenous communities.
- Work constructively and collaborate with our clients, and suppliers to be accountable for continuous contribution to deliver our local commitment objectives.

# Employment and Training

Upstream PS welcomes the opportunity to consult with our clients on opportunities for Indigenous employment and training within the project and maintenance environment.

## Employment Strategies

Upstream PS predominately utilises local media, recruitment platforms and our company website to advertise job vacancies. Regional and local newspapers/job boards as well as Indigenous focused job boards are used when appropriate to attract local candidates. Upstream PS also engages with Indigenous employment organisations to promote vacancies. Partnering with organisations that foster Indigenous development is also be utilised including traditional owners, foundations, and government agencies in assisting with the attraction of employees.

## Training Strategies

Upstream PS is committed to providing training and development opportunities for Indigenous people. We also recognise that the calibre and competence of our employees is vital to ensuring that we remain successful, providing safe and effective service to our clients. To this end, we actively facilitate ongoing employee development through training and learning opportunities both on and off the job.

The establishment, maintenance and development of partnerships are utilised to locate employees through services networks and specialist recruitment providers. Training partners such as TAFEs, foundations and organisations that support education are utilised in assisting with creating and leveraging opportunities including traineeships and apprentices.

Creating a sensitive and culturally aware workplace is critical in the retention of all Upstream PS employees with our teams participating in Cultural Awareness training within the first 12-months of joining the business.

Upstream PS also provides appropriate training and development required for ongoing certification as specified in the Contract of Employment, as well as any other training specifically required for any individual employee's duties.

Trainees and all new personnel are placed with experienced mentors to coach and guide them until they are assessed as fully competent to operate the site and or equipment unsupported.

## **Workplace Engagement**

Upstream PS is committed to providing a positive workplace for all employees to have a meaningful, supportive and inclusive work experience and to go home safely at the end of each day.

Indigenous retention and development is of critical importance. Mentoring is provided in the workplace, both formal and informal to deal with workplace and/or personal circumstances that may arise. We ensure pastoral care issues are resolved and work with the employees' Indigenous network to generate solutions.

Flexible working arrangements are in place to support all employees to meet their cultural needs.

## Commercial Opportunities

Upstream PS works to optimise Indigenous economic business development opportunities where available. We partner with local businesses to help them achieve financial return but also to help make a sustainable positive social impact. We regularly report on Indigenous business engagement and commercial opportunities achieved.

Upstream PS works closely with Supply Nation to actively identify and engage Indigenous suppliers across Australia, that are able to supply goods and services at a corporate level.

Upstream PS assist Indigenous suppliers with the pre-qualifying and on-boarding of a new business providing support with ongoing opportunities to be a registered supplier.





# Measuring Success

Upstream PS regularly reports on Indigenous engagement from company spend to community participation, activities, events, and employment opportunities.

We measure progress at regular intervals i.e., monthly operations meeting, the following is reported on:

- (1) Indigenous Working Group – Upstream PS have set-up an Indigenous working group to assist in achieving the targets set within the regions.
- (2) Employment – exceeding success is measured by the number of employees' who identify as Indigenous Australia that commence employment with Upstream PS.
- (3) Retention - success in the retention of Indigenous employees will be measured by the number of employees who self-identify as Indigenous Australians and this includes the monitoring of exit interviews.
- (4) Corporate Indigenous spend – success will be measured by the meaningful contributions made to enhance Indigenous businesses or regional communities.
- (5) Cultural Awareness Training – success is measured by 100% completion of company mandated Cultural Awareness Training.
- (6) Indigenous community involvement – success is measured through Upstream PS involvement in annual Indigenous and Torres Strait Islander related events, campaigns and activities.



#### About Us

Upstream PS is a leading provider of operations, maintenance, projects and advisory services with a reputation for providing safe, innovative and sustainable solutions to the oil, gas, energy and water industries.

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