



TransGrid

**ABORIGINAL AND TORRES STRAIT
ISLANDER ENGAGEMENT AND
PARTICIPATION POLICY
1 MAY 2020**





Aboriginal and Torres Strait Islander Engagement and Participation Policy

TransGrid recognises that it has a significant role to play in reconciliation with Aboriginal and Torres Strait Islander peoples. The purpose of this policy is to affirm TransGrid's commitment to Indigenous people and communities during the development, delivery, maintenance and operation of its assets.

Policy principles

TransGrid will adhere to the following principles with regards to Aboriginal and Torres Strait Islander peoples and communities affected by our activities:

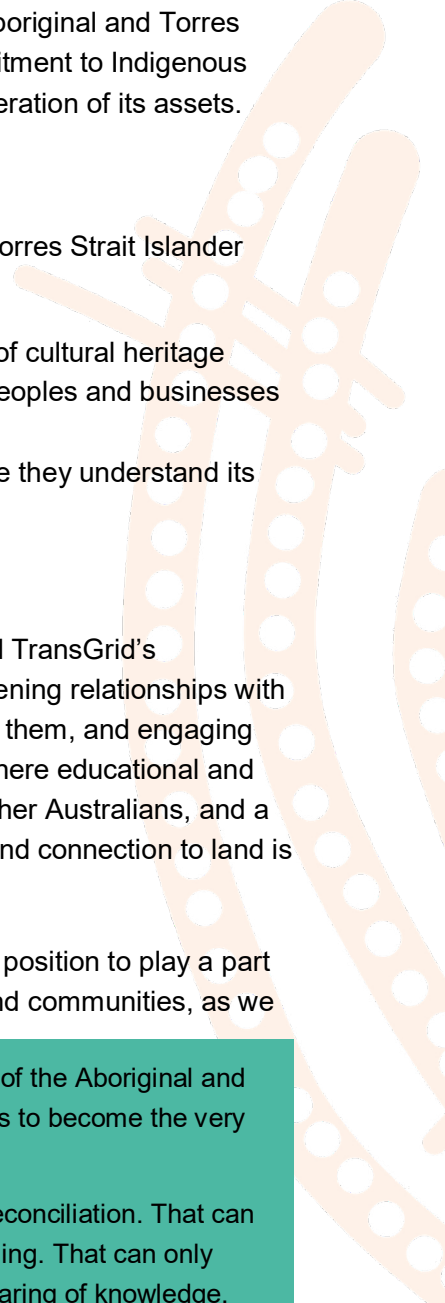
- > Respect and recognise ongoing connection to Country and the importance of cultural heritage
- > Create participation opportunities for Aboriginal and Torres Strait Islander peoples and businesses
- > Lead the way in engaging with and developing sustainable relationships
- > Enhance the cultural awareness of our employees and contractors to ensure they understand its importance and relevance.

Our vision for reconciliation

Through our Innovate Reconciliation Action Plan (Feb 2020), we have confirmed TransGrid's commitment to advancing reconciliation through an expanded focus on strengthening relationships with Aboriginal and Torres Strait Islander peoples, developing strategies to empower them, and engaging our people and stakeholders in driving positive change. We envisage a future where educational and employment opportunities are of the same high standard as those enjoyed by other Australians, and a future where Aboriginal and Torres Strait Islander peoples' deep knowledge of and connection to land is recognised, respected and celebrated by all Australians.

As we continue to maintain and develop our energy network, we are in a unique position to play a part in nurturing a synergy with Aboriginal and Torres Strait Islander organisations and communities, as we recognise that they hold great knowledge of, and have deep connections to, the lands upon which our assets exist.

We will do this by improving relationships with, showing respect for, and increasing opportunities for Aboriginal and Torres Strait Islander peoples as colleagues, stakeholders, community members and consumers of our services. We will maintain a culture that values diversity and equity, and encourage all TransGrid employees and contractors to be role models for reconciliation.



"I want the indomitable spirit of the Aboriginal and Torres Strait Islander peoples to become the very beating heart of TransGrid.

That can only happen with reconciliation. That can only happen with understanding. That can only happen with listening and sharing of knowledge.

That two-way engagement is our goal".

Sean McGoldrick

EM Major Projects, 1 May 2020

Document controls:

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Approver:	Sean McGoldrick, Executive Manager Major Projects Michael Gatt, Executive Manager Works Delivery, RAP Committee Member			

Implementation:

This policy will be implemented in the following ways:

- > Made available to all employees/contractors via the Wire
- > Made available to external stakeholders via the TransGrid website
- > Will be reviewed every 12 months

Change history:

Revision no	Approved by	Amendment