



iContracting understands the significance of fostering a diverse and inclusive work environment that values individuals from various backgrounds, experiences, and perspectives. Our commitment to inclusion and diversity is deeply embedded in our organisational culture and is continuously encouraged in all aspects.

iContracting seeks to promote, and further our commitment by engaging in such following activities:

- We recognise the unique contributions and perspectives of Indigenous or First Nations people. Our policies create inclusive opportunities, respect Indigenous cultures, and support the employment and advancement of Indigenous individuals.
- We celebrate and respect cultural diversity within our workforce. Our policies encourage the inclusion of individuals from diverse cultural backgrounds and provide opportunities for cross-cultural understanding and collaboration.
- Our recruitment and onboarding process has been established to ensure fair and unbiased hiring practices. We actively seek diverse candidates through targeted outreach partnerships with Indigenous organisations. Our selection criteria process focuses on merit, skills, and qualification promoting equal opportunities for all applicants.
- We provide comprehensive training programs that promote awareness, understanding, and appreciation of diversity and inclusion.
- We provide traineeship programs for Indigenous employees on our long-term projects. Our strong ties with local communities enable us to offer these opportunities to traditional owner applicants.
- We have preferred partnership arrangements with a range of Indigenous businesses that include recruitment labour hire, medical health services, tertiary education and training.
- Our mentoring programs promote career advancement and leadership opportunities for underrepresented individuals.

We believe an inclusive and diverse workforce fosters innovation, collaboration, and organisational success. Our policies, processes and programs reflect our dedication to creating an environment where every individual can thrive, regardless of their background or identity.

Craig Mack
Managing Director

Date: 20th January 2026

Next Revision Date: 18th January 2028