

# Appendix 6

## Appendices



# Appendix 6-A

## RTA Weipa Aboriginal Relations Policy



## Aboriginal Policy (WCCCA)

### Intent

Rio Tinto Alcan (RTA) recognises the special responsibility it has been entrusted as a leaseholder of Aboriginal land. RTA believes that Western Cape Traditional Owner Groups and those residing in neighbouring Communities have an integral and valuable contribution to make to our business. RTA seeks a harmonious relationship with the Traditional Owner Groups and Communities so that mutual and sustainable goals are identified and achieved. We believe that the future success of our relationship with Traditional Owner Groups and Communities depends on us jointly achieving our commitments in a spirit of working together which will be positive, inclusive, transparent and respectful.

RTA recognises the Western Cape Communities Coexistence Agreement (WCCCA) as the principal vehicle for setting our business responsibilities and directions in the implementation of this policy. The WCCCA is founded on mutual respect, support and obligation. It covers training and employment, cultural heritage and awareness, financial contributions to Trusts, and regular communications with the regional Co-ordinating Committee.

The eleven Traditional Owner Groups and five neighbouring communities, the Cape York Land Council and the State Government joined with RTA to create the WCCCA.

The Traditional Owner Groups registered within the ILUA are: Alngith, Tjungundji, Anathangayth, Wik and Wik-Way, Ankamuthi, Warrangu, Peppan, Wathayn, Taepadhighi, Yupungathi, and Thanikwithi.

RTA's neighbouring communities are: Aurukun, Napranum, Mapoon, Weipa, and New Mapoon.

RTA will develop and implement initiatives and opportunities to encourage and sustain employment, training and economic development for local Aboriginal people and the Communities.

RTA strives to create a diverse working environment so that the workplace contributions of Aboriginal employees are valued and recognised. RTA will ensure its Equal Employment Opportunity (EEO) policy and other related Policies are aligned with this aim.

### Accountabilities

#### All employees:

- Attend RTA provided Cultural Awareness training.
- Be aware of the principles in the Aboriginal Relations Policy and Equal Employment Opportunity (EEO) Policy to ensure all behaviour conforms to these principles.
- Behave in ways consistent with the aims, aspirations and obligations of the WCCCA.

#### All leaders:

- Ensure all team members attend Cultural Awareness training within the first six months of their employment with RTA and then three-yearly refresher courses.
- Promote the principles of the Aboriginal Relations Policy and the EEO Policy to all employees and ensure work practices, policy and systems align to these principles.
- Action complaints made by an Aboriginal person as per the compliant procedure outlined in the EEO Policy.
- Develop a general understanding of the WCCCA, its aims, aspirations and obligations, and be able to communicate these confidently with other staff.
- Implement and support at MRU level RTA projects and programmes aimed at delivering a workplace environment that deliver positive and enduring outcomes for Aboriginal people.
- Establish a supportive work culture, respecting cultural diversity while promoting common performance standards.

#### General manager:

- Set site goals and allocate resources adequate to achieve the objectives of this policy.
- Promote communication and consultation with Traditional Owner Groups and peoples from neighbouring communities for matters relating to this policy.
- Ensure Human Resource systems and processes support achievement of employment and training objectives in consultation with the Coordinating Committee.
- Ensure programs will increasingly achieve a workplace environment that is conducive and supportive of Aboriginal employment in consultation with the Coordinating Committee.
- Work with the Coordinating Committee to monitor and review the progress of objectives and commitments identified in the WCCCA and in this policy.



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