

AUSTRALIAN EMPLOYMENT COVENANT

Between

[INSERT COMPANY NAME AND ABN] (Insert)

and

EMPLOYMENT COVENANT PTY. LTD. ABN 65 133 911 298 (Employment Covenant)

1. BACKGROUND

The Australian Employment Covenant (the "AEC") is an initiative to break the cycles of welfare dependency and poverty within the Indigenous population by placing 50,000 Indigenous people through job-specific training programs and into employment in an industry of their choice (the "AEC Objective").

[INSERT COMPANY NAME] recognises its responsibility and opportunity to play a historic role in helping to achieve the AEC Objective by acting as an "AEC Employer" and agrees to implement each of the AEC Employer Commitments set out in clause 2 of this Deed.

Employment Covenant will provide support and guidance to the AEC Employer, Indigenous job-seekers, Workplace Mentors and the Government in performing their roles, by implementing the Employment Covenant Commitments set out in clause 3 of this Deed.

2. AEC EMPLOYER COMMITMENTS

I, [INSERT AUTHORISED OFFICER NAME], [INSERT TITLE] of [INSERT COMPANY NAME] agree that [INSERT COMPANY NAME] will, at its sole cost:

- (a) **guarantee [insert number] of jobs (Available Jobs)**, previously approved by Employment Covenant, to Indigenous job-seekers who complete training in accordance with [insert company name]'s training specifications;
- (b) provide entry level **training specifications** to Government funded training providers for the Available Jobs;
- (c) assign Indigenous participants who are employed upon completion of training with a one-on-one **Workplace Mentor**, from the workplace, a comparative industry or the community (in order of preference);
- (d) ensure that **workplace culture and practices** are supportive of the recruitment, retention and development of Indigenous employees;
- (e) ensure that workplace practices and terms of employment are **non-discriminatory** of Indigenous employees; and

- (f) **raise awareness** of its participation in the AEC within the workplace and **assign responsibilities to management and individual employees** to ensure compliance with the AEC Employer Commitments set out in this clause.

3. **EMPLOYMENT COVENANT COMMITMENTS**

Employment Covenant will use its best endeavours to:

- (a) **raise awareness of the AEC and endeavour to establish a national consciousness** of the personal responsibility and opportunity for all Australians to play a historic role in breaking the cycles of welfare dependency and poverty within the Indigenous population by participating in and supporting the AEC;
- (b) **provide support** to Government, AEC Employers and Workplace Mentors in performing their respective commitments, including by:
 - (i) providing ongoing advice and guidance, including by way of a "help-line", accessible by all AEC Employers, Workplace Mentors and Indigenous participants;
 - (ii) developing and delivering an information package for Workplace Mentors; and
- (c) **record and publish the outcomes achieved.** This will be measured by the number of Indigenous participants who complete job-specific training, commence employment with an AEC Employer and subsequently remain in full or part-time employment for a minimum of 26 weeks.

4. **AUSTRALIAN GOVERNMENT**

The Australian Government, as a signatory to the Australian Employment Covenant dated 30 October 2008 (attached), will use its best endeavours to:

Support and promote the AEC objective, on a non-discriminatory basis and in accordance with the law.

Engage Employment Service Providers in efforts to attract and support at least 50,000 Indigenous people to participate in AEC training (to the specifications of AEC Employers), job placement and ongoing support.

Provide for pre-employment job training in accordance with the training specifications of AEC Employers (who will guarantee employment upon completion of specified training by the Indigenous job-seeker).

Executed as a Deed on the day of 2008

Executed by EMPLOYMENT COVENANT PTY. LTD. ABN 65 133 911 298 in accordance with section 127 of the Corporations Act by or in the presence of:

Signature of Secretary/other Director

Signature of Director

Name of Secretary/other Director in full

Name of Director in full

Executed by [INSERT COMPANY NAME AND ABN] in accordance with section 127 of the Corporations Act by or in the presence of:

Signature of Secretary/other Director

Signature of Director or sole Director and sole Secretary

Name of Secretary/other Director in full

Name of Director or sole Director and sole Secretary in full