

C.E.M. Alliance are an Australian owned and operated business and believe that working with local industry, local and indigenous communities is vital to sustaining the long term viability of our business.

We are committed to local industry participation through building and maintaining mutually beneficial relationships wherever we operate, ensuring local entities have full, fair and reasonable opportunity to bid for the supply of key goods and services and local people are given priority for employment opportunities.

C.E.M. Alliance employment policies are based around inclusive and considerate of equal opportunity across all employment options. We tend to employ based on suitability of the role criteria, rather than assessment of age, gender or nationality. The nature of the industry in which there is an aging skill set, in particularly in Blue Collar has required us to give consideration and compensation to candidates that may have previously been considered age inappropriate. C.E.M. Alliance embraces training for younger generations with a quest to improve the industry as a whole and ensure future growth in the business.

C.E.M. Alliance is committed to providing Equal Employment Opportunity for all employees in accordance with State and Federal legislative requirements.

The objective of the C.E.M. Alliance equal employment opportunity policy is to ensure every employee is entitled to access employment, training and promotion based on merit. Stereotyped assumptions based on prejudice in any form as well as discrimination, harassment, victimization, bullying or racial vilification will not be tolerated throughout the company workplaces.

The company is committed to providing employment opportunities that shall not discriminate against:

- Sex
- Marital Status
- Pregnancy
- Race
- Religious and Political Conviction
- Impairment or Disability
- Family Responsibility or Family Status
- Age
- Gender History

At C.E.M. Alliance all employees have a responsibility to demonstrate courtesy and respect towards others in the workplace to establish, maintain and promote positive workplace relations; The company is committed to meeting or exceeding all statutory requirements both state and federal.

All employees and subcontractors must uphold the company's values and agree to comply with all statutory legislation, policies and procedures whilst employed with the company.

Our Actions

We will:

- Ensure C.E.M. Alliance has a culturally aware workforce
- Work proactively with landholders, local communities, Traditional Owners / clans and Indigenous communities to ensure they are fully informed prior to accessing land
- Apply best practice in the assessment, identification and protection of cultural heritage
- Actively work to increase the benefit of development activity to local industry and Traditional Owners / clans through the supply chain
- Positively favour local and Indigenous businesses by taking into account the social licence value when evaluating contract proposals
- Give preference to those tenderers that maximise local content in both labour and materials where comparative tenders are commercially competitive and technically acceptable
- Develop procurement strategies that take into consideration local and Indigenous capability
- Engage local schools to promote the benefits of natural gas and career opportunities
- Provide employment and training opportunities through education and workforce pathways programs
- Actively promote the development of local industry in regions where C.E.M. Alliance operates