AMC INDIGENOUS ENGAGEMENT POLICY

Purpose

AMC Commercial Cleaning is committed to fostering meaningful relationships with Aboriginal and Torres Strait Islander peoples, businesses, communities, and organisations. Guided by our values of Respect, Responsibility, Integrity, Excellence, and Innovation, we actively support reconciliation and seek to create positive social, cultural, and economic outcomes through genuine engagement and collaboration.

This Indigenous Engagement Policy outlines AMC's commitment to embedding reconciliation principles across our operations and ensuring Aboriginal and Torres Strait Islander peoples are respected, represented, and empowered within our business and the communities in which we operate.

Policy Statement

AMC recognises Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of Australia and acknowledges their continuing connection to land, waters, cultures, and communities.

Through our **Reconciliation Action Plan (RAP),** AMC is committed to building strong and respectful relationships that contribute to reconciliation and create opportunities for Aboriginal and Torres Strait Islander peoples through employment, procurement, partnerships, education, and community engagement.

Commitments

Key Initiatives:

- AMC proudly partners with **Kurrajong AMC Commercial Cleaning WA**, led by Alexander Butchart. This partnership represents our first Aboriginal enterprise in Western Australia and demonstrates our strong commitment to Indigenous leadership, employment, and business participation.
- AMC continues to expand its impact through a broad range of **cultural and community initiatives**, including ongoing collaboration with **VACCA (Victorian Aboriginal Child Care Agency)**. These include youth cultural camps, Christmas drives, and community programs that strengthen cultural connections and support positive social outcomes.
- Through our **Reconciliation Action Plan (RAP)**, AMC actively embeds reconciliation into our operations, guiding our efforts in employment, procurement, cultural awareness, and community engagement across Australia.
- AMC actively celebrates **NAIDOC Week** nationally, with initiatives such as company-wide morning teas, participation in cultural events, sharing and preparing traditional foods, and encouraging employees to engage in community-led activities. These initiatives promote cultural learning, connection, and respect across our workforce.

AMC is committed to:

- **Employment & Development:** Creating inclusive employment opportunities and sustainable career pathways for Aboriginal and Torres Strait Islander peoples.
- **Procurement & Partnerships:** Supporting Indigenous businesses and increasing Indigenous procurement across our supply chain.
- **Cultural Awareness:** Promoting cultural understanding through training, Acknowledgement of Country, and active participation in National Reconciliation Week and NAIDOC Week.
- **Community Engagement:** Building respectful, long-term relationships with Aboriginal and Torres Strait Islander communities and organisations.

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Governance

Our Indigenous engagement is guided by leadership, our RAP Working Group, and trusted advisors, including Naomi Prior, who provides cultural and strategic guidance.

Responsibilities

All employees and partners are expected to respect Aboriginal and Torres Strait Islander cultures, support reconciliation, and contribute to inclusive and culturally safe workplaces.

Conclusion

AMC believes reconciliation is everyone's responsibility. Through ongoing initiatives, partnerships, and community engagement, we are committed to creating lasting, positive outcomes for Aboriginal and Torres Strait Islander peoples.

Signed: 

Name: Kristie Coade
Position: CEO, AMC Commercial Cleaning Pty Ltd

Date: 23rd March 2026

This policy will be reviewed periodically to ensure it remains current, effective, and aligned with AMC Commercial Cleaning's legal and operational requirements.