

Mass recognises that Aboriginal and Torres Strait Island people have a specific and unique cultural relationship with this country, which all Australians must respect. Mass supports the unique cultural diversity and traditions embedded in the Aboriginal and Torres Strait communities throughout the many regions in which we work.

Mass employees acknowledge, recognise and respect Aboriginal and Torres Strait Island peoples inalienable native title rights, and aspirations for self-determination both culturally and economically.

Mass supports the positive visions, hopes and aspirations of all indigenous people for their communities' culturally appropriate development.

In addition to our 'Equal Employment Opportunity Policy' Mass will actively promote affirmative action principles and provide support towards employment opportunities for Aboriginal and Torres Strait Island populations.

Mass recognises and supports the establishment of appropriate indigenous representative bodies, responsible for policy development and policy implementation for indigenous people. Mass will listen to and consult with such indigenous representative bodies where and as required, to improve our cultural awareness to better serve the needs of Aboriginal and Torres Strait Island people.

A handwritten signature in black ink, appearing to read 'Charles Massarella'.

Charles Massarella
Managing Director