

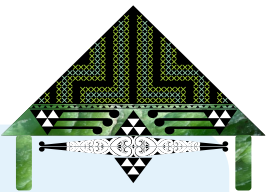
First Nations Strategy

2024 -2028



Our specific vision for reconciliation

Playing our part to understand barriers and improve access to meaningful and fulfilling careers with Aotearoa (New Zealand) and Australia First Nations peoples.



Statement of Commitment to Reconciliation

We commit to understand, respect and value First Nations peoples, cultures and heritages. We acknowledge Australia's and Aotearoa's (New Zealand's) shared history of colonisation and seek to understand the current and historical trauma suffered by First Nations Peoples – Aboriginal and Torres Strait Islanders and Māori peoples. We commit to listening extensively and continuously to First Nations people to identify ways in which SEEK can play its part in addressing the consequences of this trauma, and strengthening First Nations people, businesses and communities.



1. Cultural Competence and Inclusion

Cultural competence is foundational to all our strategic priorities, both as individuals and as an organisation. Our vision relies on building genuine relationships with Aboriginal and Torres Strait Islander communities through respectful listening and trust, fostering an environment where First Nations people feel valued and empowered to express their cultural identities.

2. First Nations Business Partnerships

SEEK's resources can support First Nations businesses to thrive, guided by Aboriginal and Torres Strait Islander perspectives. We will strengthen partnerships to ensure First Nations voices shape our products to address Indigenous business and job seeker needs. We will create opportunities for First Nations businesses in our supply chain and identify barriers facing Indigenous businesses by developing targeted solutions and insights. We will support this work by actively procuring from First Nations businesses to support economic empowerment.

3. Fulfilling Careers

Our platforms can help First Nations job seekers build rewarding careers. Guided by Indigenous perspectives, we'll work with First Nations communities to understand employment barriers and adapt our services accordingly, innovating across our marketplace to benefit both candidates and employers.



Enabled by:

Strategy, governance and ways of working

Continual focus on listening and learning to build cultural competence and community relationships



The First Nations Strategy is part of SEEK's Wellbeing, Diversity and Inclusion Strategy. With oversight from Executive Sponsors and guidance from First Nations advisers, the First Nations Employee Advocacy Group is responsible for contributing to and delivering initiatives that drive the three pillars of SEEK's four-year First Nations strategy.

Executive Leadership Team (Wellbeing, Diversity & Inclusion Forum)

First Nations Strategic Delivery Group

Executive sponsor

SEEK functional leads

First Nations Advisers

First Nations Employee Advocacy Group