



Cultural Respect & Engagement Policy

Last Updated: 27 December 2025

1. Statement of Commitment

TRUTH HUBS LTD (ABN: 88 687 699 627) acknowledges the Traditional Custodians of the lands across Western Australia on which we live and work. We recognize their continuing connection to land, waters, and community. We pay our respects to Elders past, present, and emerging.

As an organization headquartered in **Kununurra**, the heart of Miriwoong Gajerrong country, we are committed to fostering a culture of respect, inclusion, and meaningful engagement with First Nations people.

2. Purpose

The purpose of this policy is to ensure that all TRUTH HUBS LTD operations digital and physical are conducted in a way that respects the cultural protocols, heritage, and rights of Aboriginal and Torres Strait Islander peoples.

3. Core Principles of Engagement

We adhere to the following principles in our statewide operations:

- **Respect:** Acknowledging the diversity of Aboriginal cultures across WA and respecting local protocols.
- **Reciprocity:** Ensuring that our "hubs" provide genuine value and benefit to the local communities we serve.
- **Transparency:** Maintaining our "Truth" model by being honest and open in our communication with community leaders and stakeholders.
- **Sustainability:** Building long-term relationships rather than short-term, "fly-in-fly-out" interactions.

4. Cultural Protocols

- **Welcome to Country & Acknowledgment of Country:** We will ensure that formal meetings, significant events, and our digital platforms include an appropriate Acknowledgment of Country. We will engage Traditional Owners for a "Welcome to Country" for major project launches.



- **Local Permissions:** Before beginning work in a new region, we seek to understand the local cultural landscape and obtain necessary permissions for land access or community engagement.
- **Indigenous Cultural and Intellectual Property (ICIP):** We recognize and protect the rights of First Nations people to their heritage, knowledge, and cultural expressions shared within our hubs.

5. Employment and Economic Participation

TRUTH HUBS LTD is committed to "Closing the Gap" through economic empowerment:

- **Local Workforce:** We prioritize the recruitment of First Nations workers within our regional hubs.
- **Procurement:** Where possible, we source goods and services from certified Aboriginal-owned businesses across WA.
- **Mentorship:** We provide pathways for local workers to gain technical and project management skills within the TRUTH HUBS network.

6. Digital Inclusion

Our digital hubs are designed to be inclusive. We strive to ensure that our technology is accessible to regional and remote communities and that the content is culturally safe and relevant.

7. Staff Training and Competency

All TRUTH HUBS LTD employees and contractors are required to:

- Complete cultural awareness training.
- Adhere to the **TRUTH HUBS LTD Code of Conduct** regarding respectful behavior.
- Seek guidance from local community liaisons when working in unfamiliar cultural territory.

8. Accountability

We will regularly review our engagement practices to ensure they align with the expectations of the communities we serve, and the standards set by the **Western Australian Government's Aboriginal Sector Communication Guide**.