

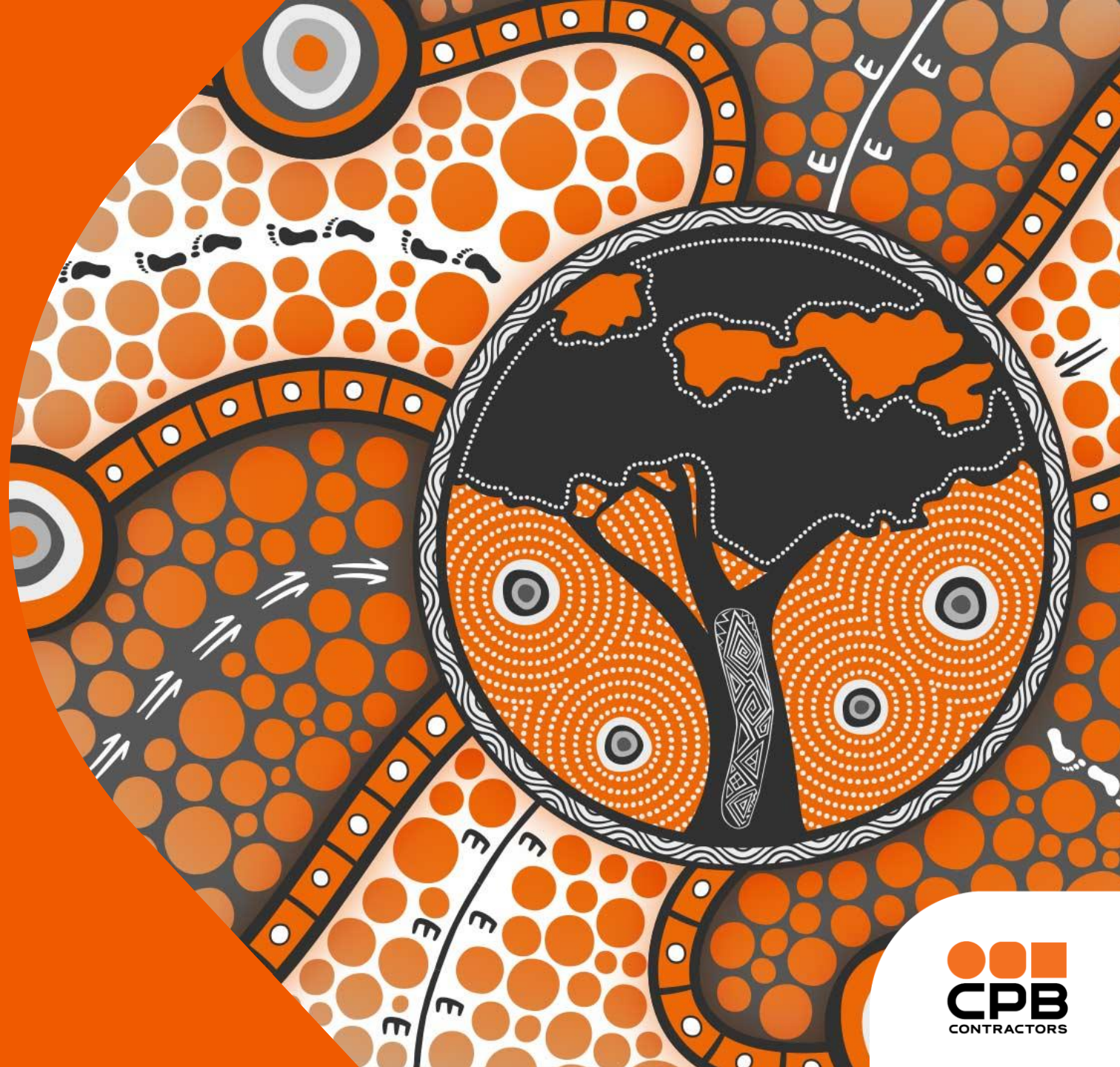
Collaborating with Indigenous Communities

Path to Inclusive Development

A MEMBER OF THE CIMIC GROUP



Constructing our future together





Constructing our future together

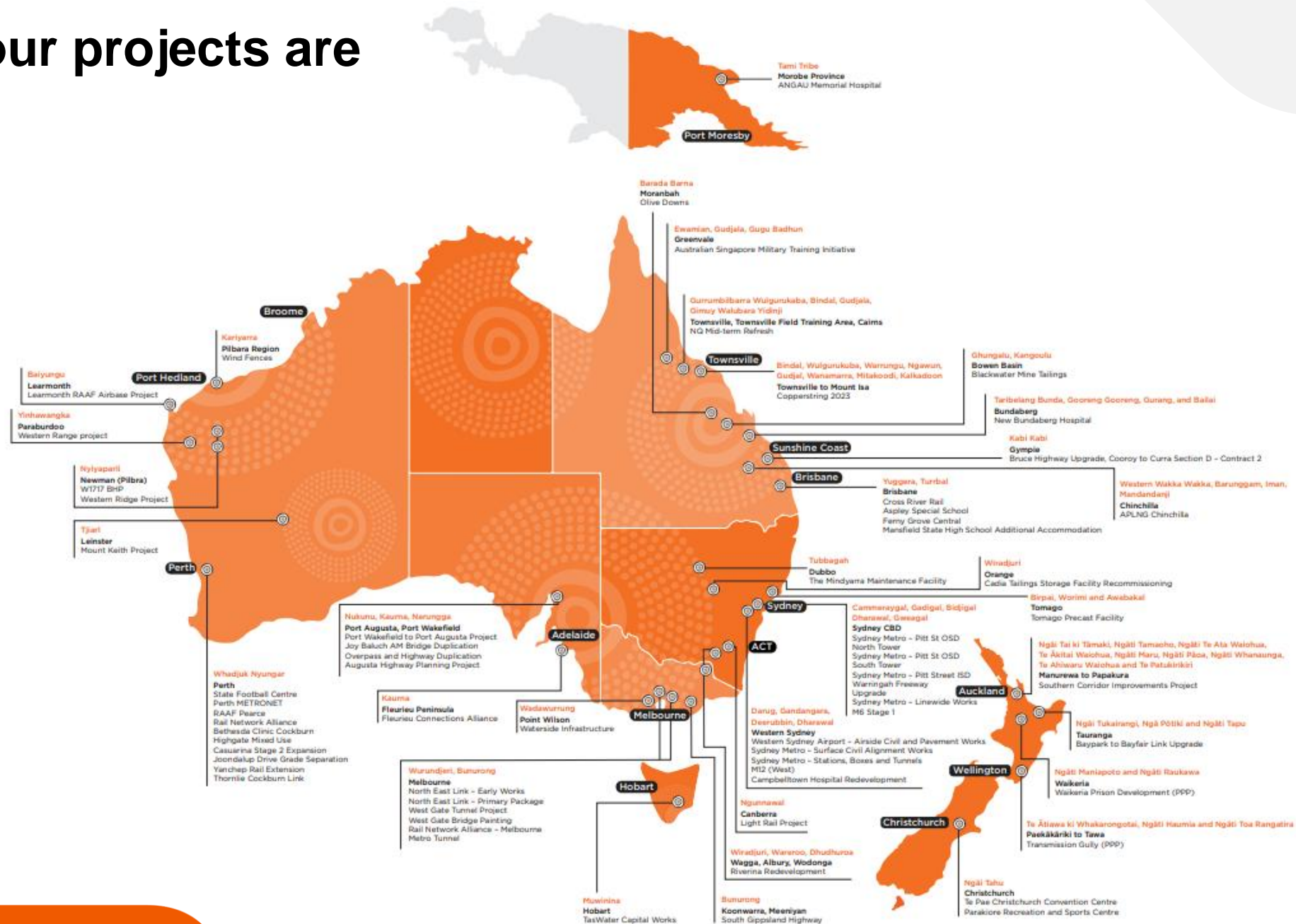


Acknowledgement of Country

CPB Contractors acknowledges traditional custodians of the lands on which we work and live. We recognise their continuing connection to land, sea, and water. We acknowledge and celebrate the inherent strengths of Aboriginal and Torres Strait Islander peoples and communities. We are committed to a positive future as we move forward together on our journey of Reconciliation.



Where our projects are



ESG

ESG is a concept that focuses on an organisation's ability to create and sustain long-term value while managing risks and opportunities in a changing world. It evaluates how an organisation operates and emphasises risk management across three key dimensions: environmental, social, and governance.

- Challenges and opportunities
- Designing and redesigning
- Frameworks for assessment, measurement and reporting
- Partnerships, stakeholders and engagement

Internal and external responsibilities that the company undertakes for profit and purpose, to showcase our principles:

- Integrity
- Accountability
- Innovation
- Delivery
- Safety

ESG pillars, focus areas and enablers



Sustainability Development Goals

ESG align with the SDGS' broader vision, which aims to foster a future where environmental sustainability, social equity, and robust governance are interwoven into the fabric of global development.

The Sustainable Development Goals (SDGS) emphasise a holistic approach to achieving sustainable progress worldwide. They highlight that poverty reduction should accompany efforts to boost economic growth, education, healthcare, social welfare, and employment. The goals also stress the importance of addressing climate change, providing a crucial framework for progress.



Indigenous Social Value Framework

The social value framework for Indigenous Australians aims to build generational wealth, enhance well-being, and ensure cultural safety by addressing their social, economic, and cultural needs. It requires the involvement of Indigenous peoples in development decisions, ensuring their free, prior, and informed consent (FPIC).

A country-centred approach prioritises community and environmental preservation, sustaining culture and well-being through equitable processes and relationships.

FPIC is key to the UN Declaration on the Rights of Indigenous Peoples, allowing Indigenous Peoples the right to approve or reject projects impacting them. This principle is critical to protecting their rights, promoting active participation in decision-making, and preserving their culture and autonomy.

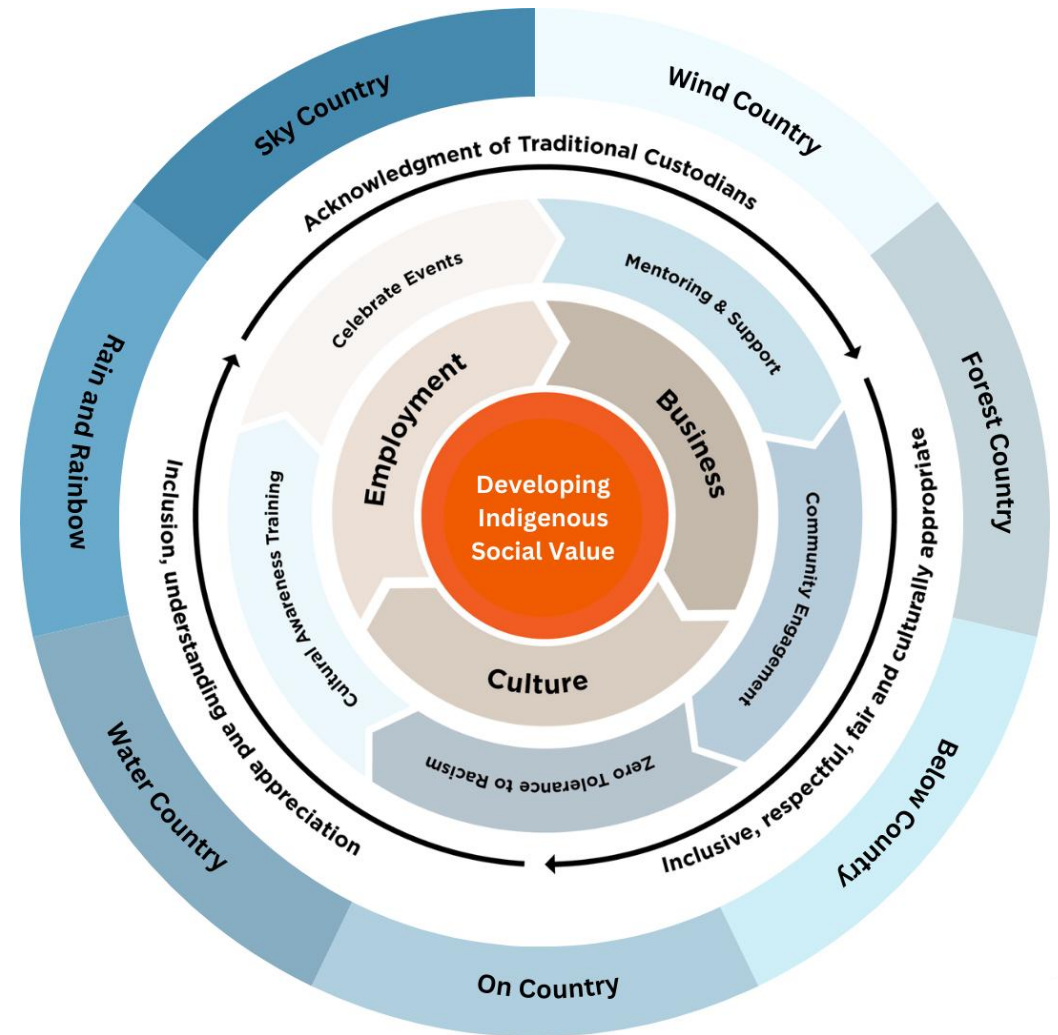


Developing Indigenous Social Value

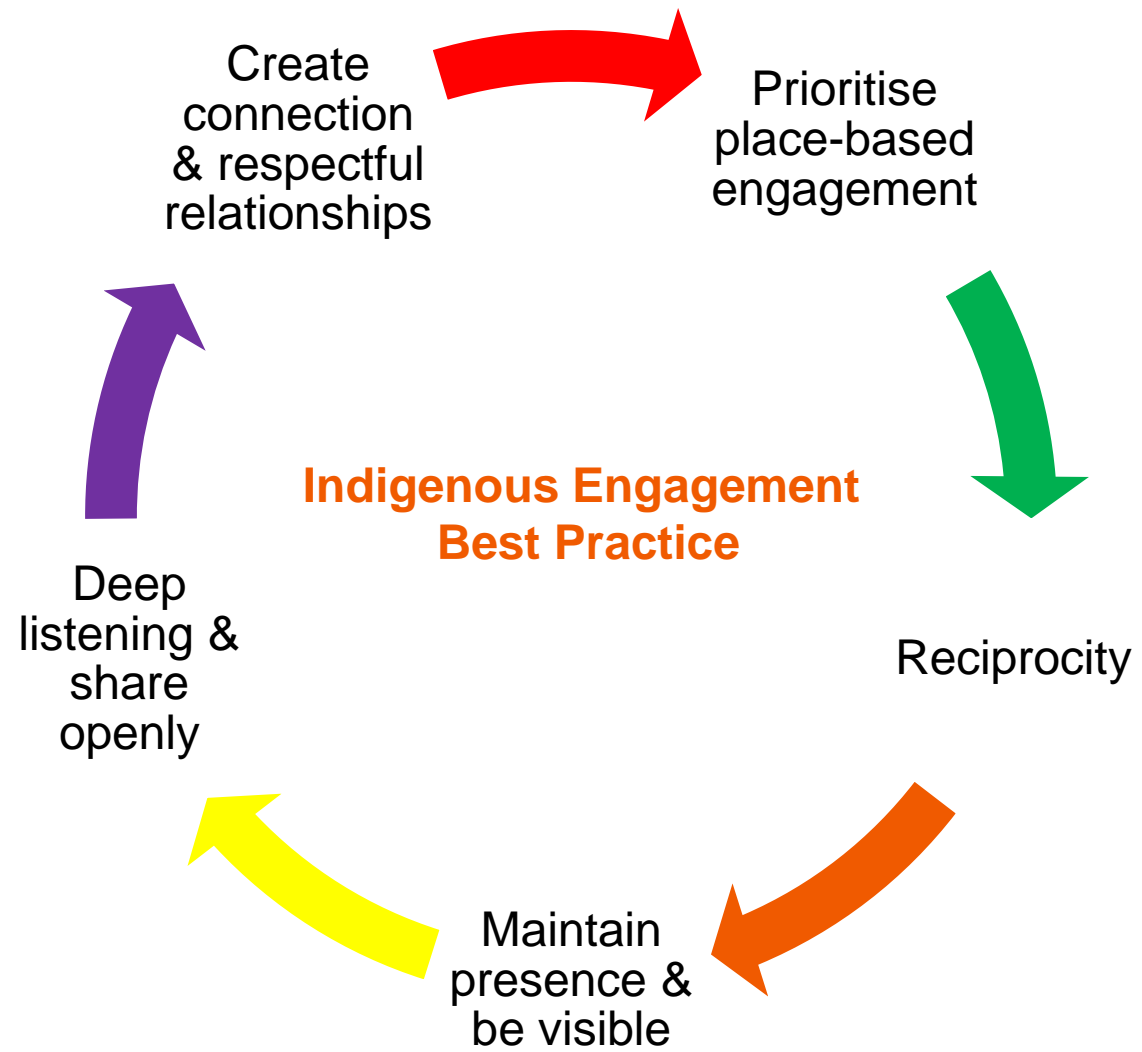
The concept of social value for First Nations people encompasses a range of objectives aimed at creating long-lasting benefits for individuals and communities.

These objectives include creating generational and intergenerational wealth, promoting well-being, and preserving cultural safety.

Achieving these goals requires an active effort to listen to and understand the social, economic, and cultural sustainability needs of First Nation people.



Cultural Connections & Practice





Connecting with Country Cultural Protocols



Relationships

Acknowledgement

Respect

Opportunities

Connections

Cultural Humility

Reciprocity

Responsibility

Connecting with Country Design



Indigenous & Social Inclusion Statement



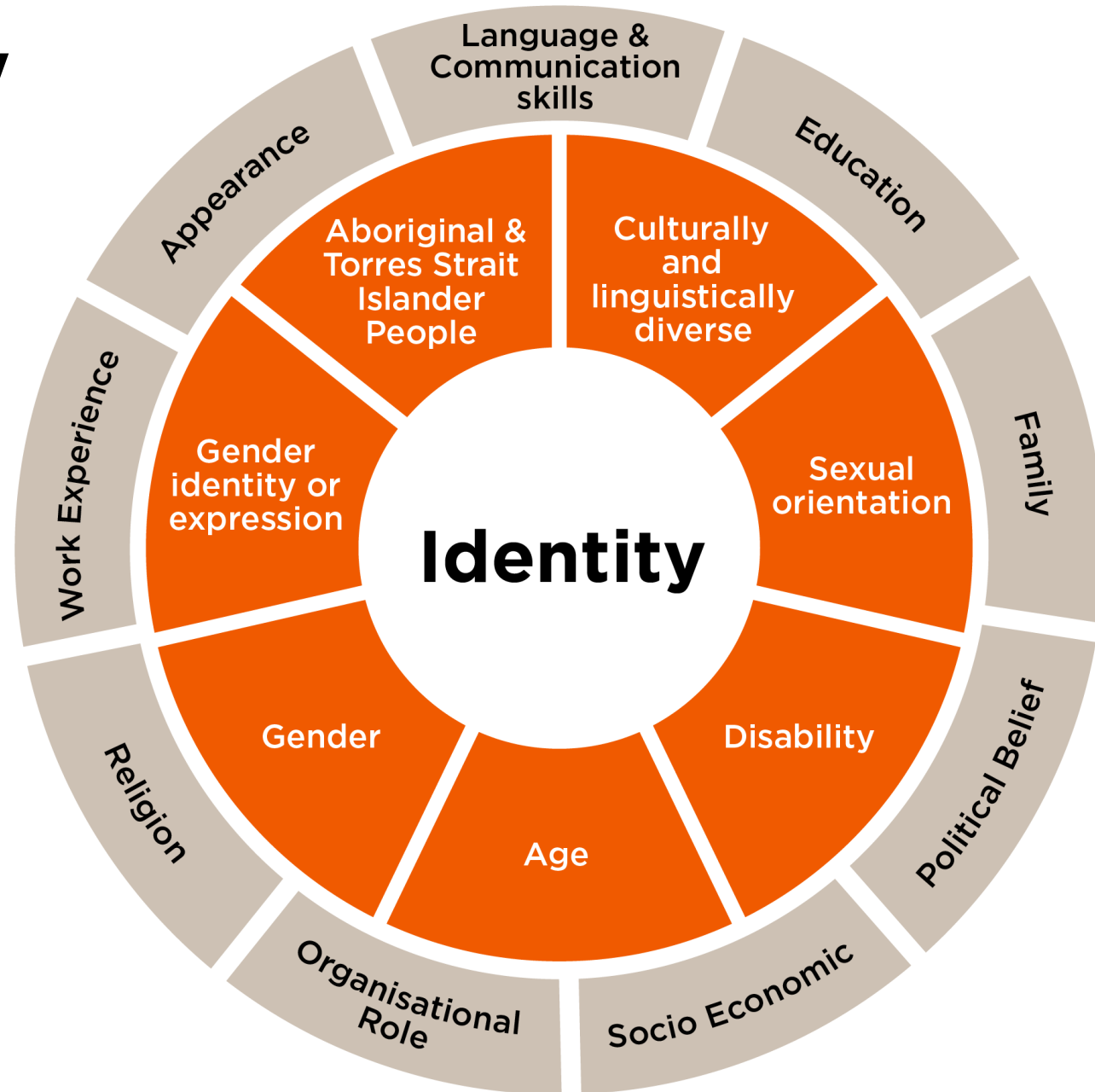
Guiding Principles

- ❑ Acknowledge the Traditional Custodians, their customs, spiritual beliefs, cultural heritage, kinship systems, governance and leadership structures.
- ❑ Participation and engagement with Indigenous and disadvantaged communities that is inclusive, respectful, fair and culturally appropriate.
- ❑ Strengthen the cultural capability of our employees and workforce by including, understanding, and appreciating Indigenous Peoples* and other cultures.
- ❑ Maximise equitable opportunities that create economic independence and social development for Aboriginal and Torres Strait Islander Peoples and their communities.
- ❑ Focus on active, connected communities by fostering strong and supportive relationships with our key stakeholders, clients, and partners.

Our Commitment

- ❑ Providing employment to Indigenous people and disadvantaged groups
- ❑ Training and up-skilling Indigenous people and disadvantaged groups to advance their careers.
- ❑ Identifying opportunities to engage Indigenous and social enterprises in our supply chain.
- ❑ Building long-term, beneficial and reciprocal relationships with Indigenous and disadvantaged communities in the areas and regions where we operate.
- ❑ Meaningful engagement with our workforce to build positive and inclusive workplaces, where people of different backgrounds are welcomed and treated equally.

Intersectionality



Engagement Processes



Appoint Aboriginal Engagement Manager

Engage with LALC's and other cultural authority holders

Roll out project wide Cultural Awareness Training

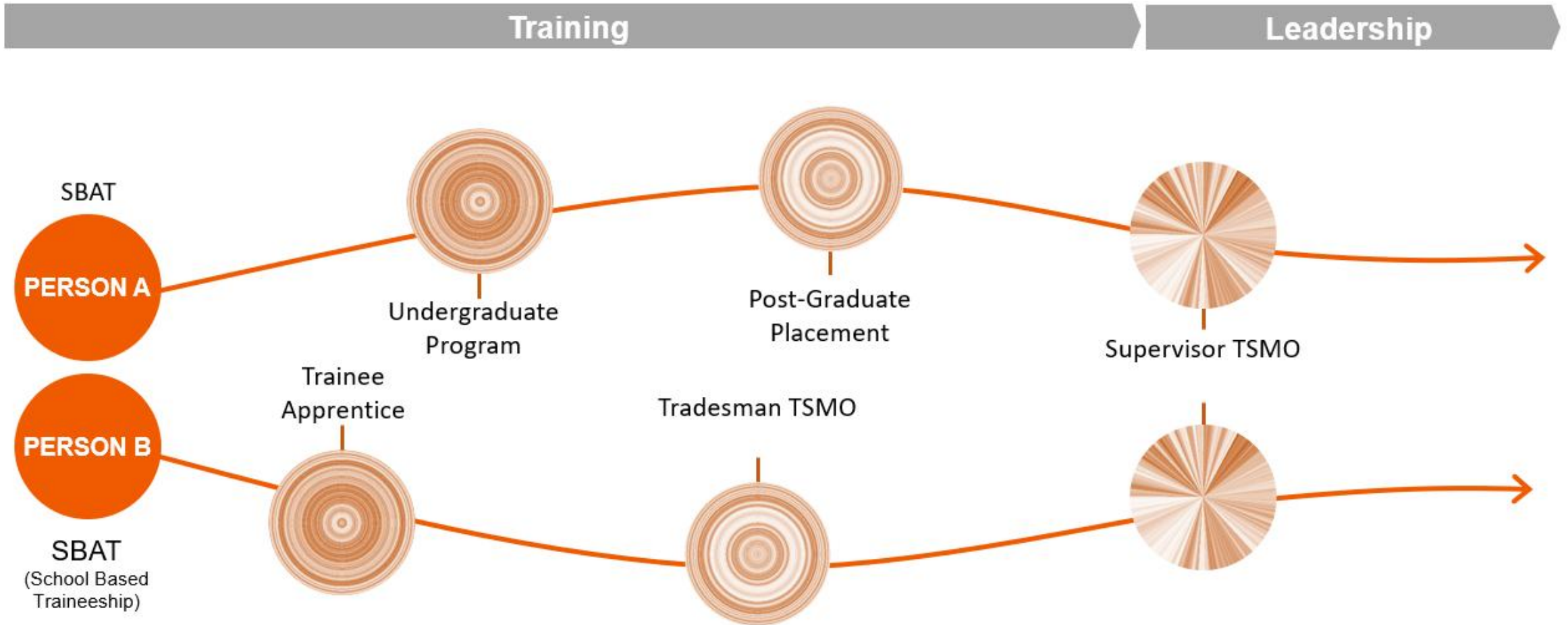
Engage with Aboriginal Subcontractors

Work with non-Aboriginal subcontractors to engage Aboriginal businesses and employ Aboriginal people

Identify career pathways for Aboriginal employees

Develop and retain Aboriginal employees

Employment Pathways: Developing Our Future Leaders



Indigenous Women in Construction



Sharon Laughton, PW2PA Leading hand, and a site mentor

"I'm all about Aboriginal employment as well...I love trying to empower our own mob, to get further in life and get as many skills as they possibly can."



Tshara Smith

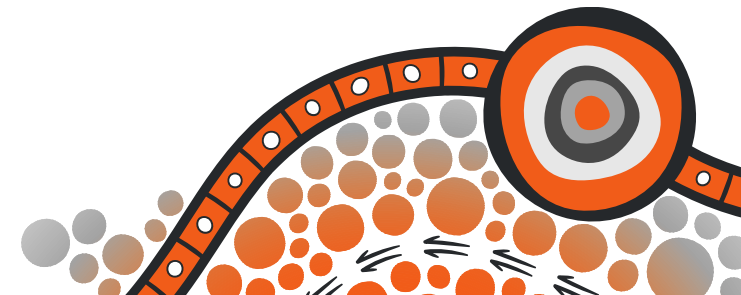
"I'm grateful to be working on my own country, Narungga Country, showing my kids what it is to work hard. Whenever my son sees a dump truck he tells anyone: "that's what my mum drives"

"It's empowering to be qualified. I'm not a physically big person and it feels so cool to be the one driving this big machine"

"Being part of a team that is majority indigenous at all levels from the superintendent to the labourers, it feels like working with family."



Women in Construction Pre-employment Program



Stretch RAP Actions & Deliverables

Indigenous Business Partnerships

Each Business Unit:

- ❑ Development of commercial relationships with Indigenous businesses
- ❑ Explore, with a view to forming a Joint Venture/partnership with Indigenous businesses
- ❑ Build capacity, skills and business acumen in Indigenous businesses (just starting out)
- ❑ Commercial, Procurement and Estimators to complete First Step/Next Step Supplier Diversity Training (Supply Nation)

Indigenous Community Partnerships

Each Business Unit:

- ❑ CPB Contractors are to sign up for and utilise The Clontarf Foundation.
- ❑ Take on 10 Clontarf apprentices/trainees each year
- ❑ Provide 2 site visits per year to Clontarf student groups
- ❑ To provide one engineer who will mentor 1 Clontarf student



Reconciliation Action Plan



Cultural Safety & Training

- ❑ Understanding cultural and non-cultural barriers for Aboriginal and Torres Strait Islander people to ensure appropriate support strategies can be implemented
- ❑ Executive leaders to complete face-to-face training and cultural immersion.
- ❑ Cultural training of recruitment and resourcing people internally.
- ❑ Cultural training to include the Uluru Statement.
- ❑ Undertake a zero tolerance to racism

Participate in Raising the Bar

- ❑ Meet Aboriginal and Torres Strait Islander Procurement target of:
- ❑ 2% of annual influenceable spend by FY 2023
- ❑ 2.5% of annual influenceable spend by FY2024
- ❑ Set a new target of 3% for FY2025
- ❑ Supporting systems and processes to achieve the target
- ❑ Reporting and monitoring of spend against the target
- ❑ Activities to develop Indigenous suppliers

CPB Contractors

What we are doing to close the gap

- Our first Stretch RAP was launched in November 2022, for 2022-2025
- It sets our targets for Indigenous employment and spend.
- It supports our acknowledgement of Aboriginal and Torres Strait Islander culture – artwork, plaques, smoking ceremonies.

**Awarded
“Aboriginal Participation
In Construction Award 2023,
Finalist 2024 and Supply
Nation Partnership of the
Year Finalist 2023”**






2.6%

**EMPLOYEES ARE
INDIGENOUS**



\$145M
**INDIGENOUS
SUPPLIERS**

ENGAGED BY CPB CONTRACTORS

CareerTrackers 	2023 	2024/25 
Interns engaged	25	25
Interns returning	14	14
Alumni	19	19
Grad Offers	6	6

- Hosted 385 CareerTracker Interns in the 10-year partnership
- 56% Conversion into full-time employment, CIMIC Grad program



Clontarf Foundation

In 2023, CPB Contractors signed a national partnership with the Clontarf Foundation. We are proud to support this not-for-profit organisation, which aims to improve the education, discipline, self-esteem, life skills, and employment prospects of Aboriginal and Torres Strait Islander young men.





Constructing our future together





Maarubaa nginda

Thank you