

Aboriginal Participation & Community Impact Statement

Strength in Every Connection, Delivering Lasting Impact

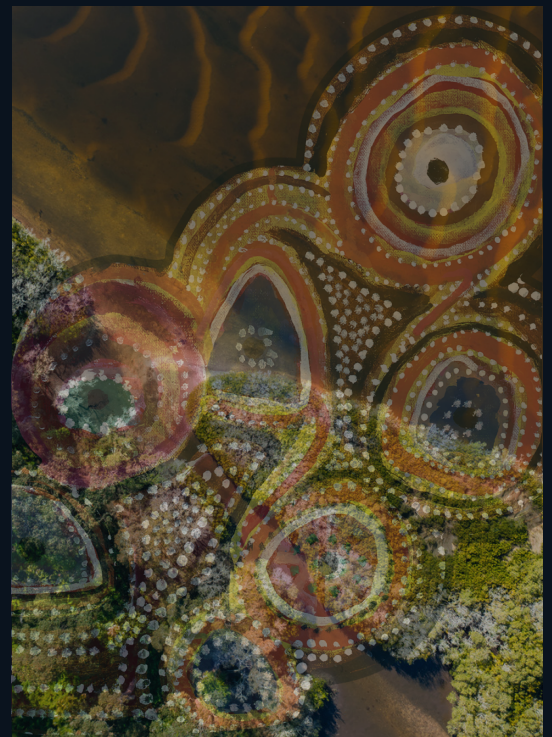


PROUDLY ABORIGINAL OWNED

We are proudly owned and led by Tim Atherton, a Gundungurra man, and Kain Abbott, a Wiradjuri man. Proudly Supply Nation registered. Our identity shapes our approach, our relationships, and the impact we create across communities and construction projects.

OUR IMPACT AT A GLANCE

- 38% of our workforce are Aboriginal
- Local first – we hire from the community we work in
- Active community donation program supporting local initiatives
- Accredited training pathways for Aboriginal employees
- Subcontractor engagement strategies that uplift Aboriginal businesses



CONTACT US

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ABORIGINAL SPEND & LABOUR REPORTING

- APP aligned reporting for government and corporate compliance
- Verified Aboriginal spend tracking across suppliers and subcontractors
- Labour hour reporting by role, percentage & project stage
- Monthly, quarterly or milestone-based submissions.

SKILLS THAT BUILD FUTURES

We develop real construction careers through

- Accredited training programs
- Trade and operator upskilling
- Leadership development and supervised pathways
- Supported progression from entry-level roles into supervisory positions

Our approach is long-term focusing not just on filling roles, but building leaders.



STRENGTHENING THE ABORIGINAL SUPPLY CHAIN

Our procurement model is built to create downstream and secondary opportunities for Aboriginal-owned businesses.

LOCAL PEOPLE, LOCAL IMPACT

Whenever we begin work in a region, our priority is to create opportunities for local Aboriginal people. We partner with community organisations, job-preparedness groups, and local networks to ensure employment outcomes benefit the people and families connected to the land we work on. This approach strengthens our teams, builds local capability, and ensures economic benefits stay within community.



COMMUNITY COMMITMENT BEYOND PROJECT BOUNDARIES

We believe in giving back to the communities that welcome us

- Donations to local community organisations
- Support for youth, cultural, and wellbeing programs
- Initiatives assisting women experiencing domestic and family violence with professional clothing, interview preparation and workplace confidence support

These initiatives create dignity, opportunity and real community impact.

