REFLECT - Reconciliation Action Plan

Jan 2023 - Dec 2023

HINDMARSH

RECONCILIATION ACTION PLAN
REFLECT

ACKNOWLEDGMENT OF COUNTRY

Hindmarsh would like to acknowledge the Traditional Custodians of the Land on which we live and work and pay our respects to their Elders past and present.

RAP Artwork - Pathways to Reconciliation

The artwork featured on the cover of this Reflect Reconciliation Action Plan represents the connection Hindmarsh has with Aboriginal and Torres Strait Islander people and their cultures. Overall, it is the focus of Hindmarsh and the importance of our Reconciliation journey. Building Relationships with Indigenous and Non-Indigenous people by developing respectful, trusting, and collaborative culture.

The artwork centrepiece represents Hindmarsh as a whole, it represents Hindmarsh's connection and commitment to its reconciliation journey. The symbols surrounding the centrepiece signify the coming together of people.

The 5 elements circling the centrepiece represent Hindmarsh values - quality, integrity, safety, innovation, and teamwork. These all link up to the centrepiece to continue the journey. There are kangaroo tracks leading off these to represent moving forward as a kangaroo cannot move backwards.

The pathways leading in and out represent "Don't Walk By" and Hindmarsh safety culture.

The background represents the land, and the work Hindmarsh does all over Australia. The ring symbols represent the different sites and work performed daily.

The colours chosen in this artwork were used from the company colour palette with a mix of colour tones to blend and create this artwork.

www.aboriginalartbylani.com.au

ABOUT THE ARTIST

Lani Balzan is an Aboriginal artist and graphic designer specialising in designing Indigenous canvas art, graphic design, logo design, Reconciliation Action Plans Design and document design.

Lani is a proud Aboriginal woman from the Wiradjuri people of the three-river tribe. Her family originates from Mudgee but she grew up all over Australia and lived in many different towns starting her business in the Illawarra NSW and recently relocating to Mid-North Queensland.

Hindmarsh was pleased to commission Lani to produce "Pathways to Reconciliation" for our Reflect Reconciliation Action Plan.

STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Hindmarsh Construction Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Hindmarsh joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types - Reflect, Innovate, Stretch and Elevate - allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Hindmarsh to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Hindmarsh, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

STATEMENT FROM CEO OF HINDMARSH

I am proud to introduce our first 'Reflect' Reconciliation Action Plan (RAP) which outlines the framework Hindmarsh will follow to support the National reconciliation movement with Aboriginal and Torres Strait Islander peoples and communities.

Hindmarsh has always been about relationships – with each other, with our customers and the communities in which we operate. We are committed to developing respectful, open, and honest relationships with Aboriginal and Torres Strait Islander peoples.

Hindmarsh will focus on creating meaningful opportunities to increase employee participation and continue to support local Aboriginal and Torres Strait Islander businesses through the procurement of goods and services. We are proud of the work our people have done to date across our projects through our existing partnerships, however we believe there is so much more we can all do to create real, long-lasting change for a brighter future.

We see our 'Reflect' RAP as a significant milestone in our 40-year history. This important journey will further embed a culture of diversity and inclusion across our project sites and build on the strengths of our workforce to encourage cultural awareness and different ways of thinking.

I am honoured to lead the Hindmarsh reconciliation journey to create meaningful and respectful reconciliation opportunities in partnership with the Traditional Custodians of the Land. Together we will drive purposeful initiatives, focused on relationship building and improving cultural and historical awareness for all employees.

As an Australian family-owned company this journey is important to us. It is now time for us all to stand together and be a part of Australia's reconciliation movement. We share this journey with the support and endorsement of our Board, employees, customers, and the communities in which we live and work.

Rowan Hindmarsh
Chief Executive Officer
Hindmarsh

HINDMARSH

OUR JOURNEY

Statement from CEO: Reconciliation Australia 2

Statement from CEO: Hindmarsh 3

Hindmarsh: A Family Business 5

Our Reconciliation Journey 6

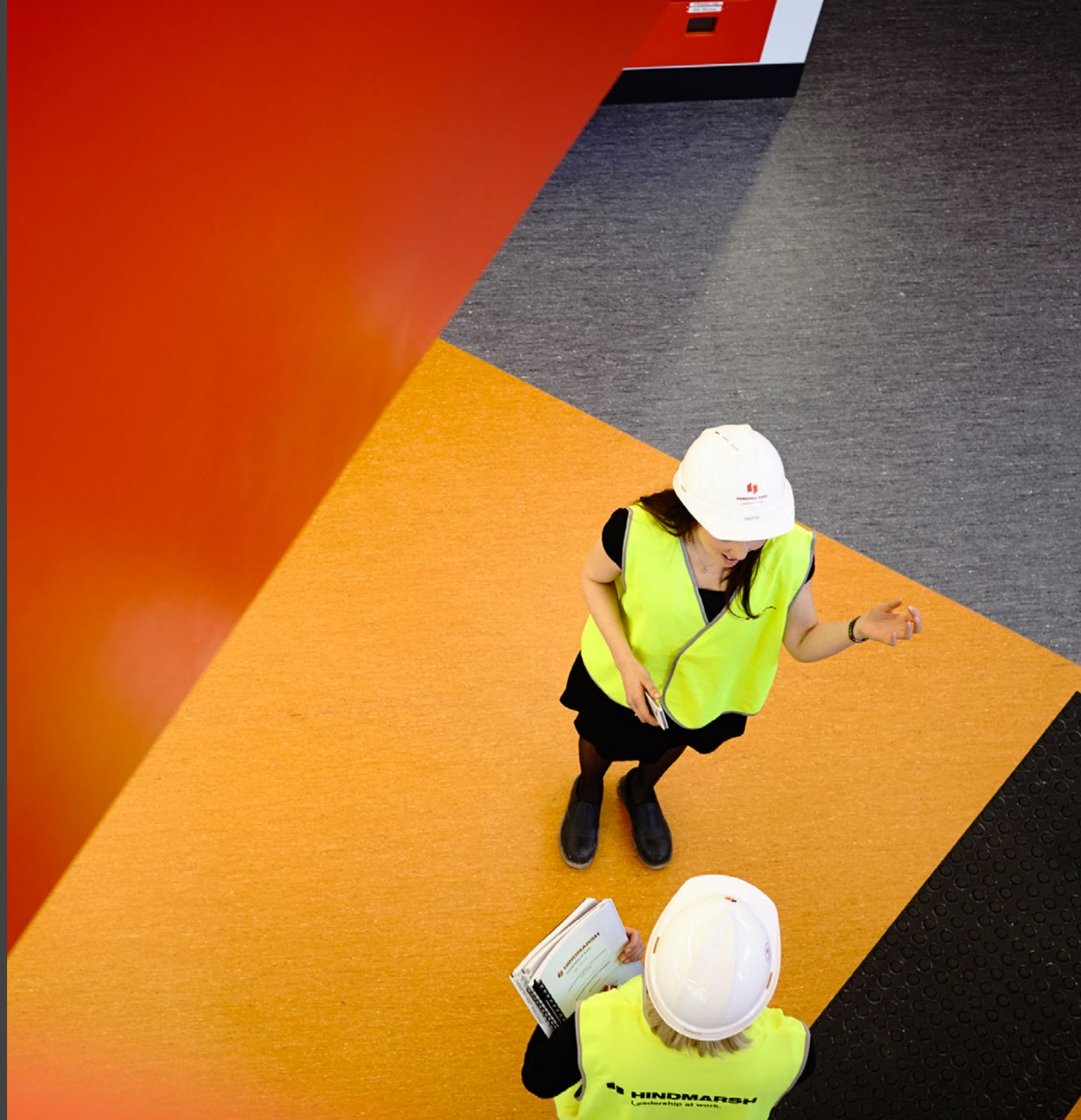
Partnerships & Activities 7

Our RAP:
- Relationships 10

- Respect 12

- Opportunities 14

- Governance 15



HINDMARSH - A FAMILY BUSINESS

Hindmarsh would like to acknowledge the Traditional Custodians of the Land on which we live and work and pay our respects to their Elders past and present. We are committed to ensuring fair and open hiring practices across Australia.

Hindmarsh has over four decades of experience delivering high-quality construction, development, and refurbishment & live environment projects across Australia. To-date, Hindmarsh have proudly delivered over 280 projects successfully, to a high standard, with a combined value of $6bn.

Hindmarsh is one of Australia's leading, privately owned construction companies. As an Australian family-owned and operated business, the culture at Hindmarsh is driven by our core values of Integrity and Teamwork.

Hindmarsh understands that our people are our most valuable resource. Every aspect of our business is shaped by our values and focuses on supporting our people and the communities in which we live and work.

Our team of 230+ people work in Adelaide, Brisbane, Canberra, and Sydney and come from many diverse cultural backgrounds. Currently our organisation has one staff member who identifies as a First Nations person. People who thrive at Hindmarsh are those with a positive, can-do attitude, proactive nature, and strong work ethic.

By investing in our people, Hindmarsh has extensive capabilities to deliver complex projects nationally. We have delivered projects ranging in value from $10m up to $200 million, through ECI, DC21 and Design & Construction including community projects, university facilities, data centres, aged care facilities and residential apartment projects. Our proven methodologies have saved our clients millions of dollars and seen Hindmarsh projects recognised with more than 190 industry awards.

Statement from CEO: Reconciliation Australia

Statement from CEO: Hindmarsh

Hindmarsh: A Family Business

Our Reconciliation Journey

Partnerships & Activities

Our RAP:
- Relationships
- Respect
- Opportunities
- Governance

OUR RAP:
OUR RECONCILIATION JOURNEY

Hindmarsh is a proud Australian family owned and run business, and we are committed to doing our part to support diversity within our communities, and acceptance of all people. We acknowledge that we all have a responsibility to contribute to reconciliation with Aboriginal and Torres Strait Islander People.

We acknowledge the Traditional Owners of the lands on which we operate; and pledge to respect the land and maximise First Nations participation on our projects wherever possible. Hindmarsh will ensure that Senior Leaders are assigned deliverables under this plan, and we will incorporate a member of each department in the RAP Working Group to ensure that deliverables are rolled out across the organisation.

Through our Reflect Reconciliation Action Plan (RAP), we are committed to partnering with First Nations stakeholders to understand how we can enact meaningful change to provide lasting, long-term benefits to these communities. We will do this by engaging with First Nations stakeholders to seek guidance and advice. Hindmarsh understands that only by working with First Nations people can we learn how to deliver real employment and career opportunities for local Aboriginal and Torres Strait Islander people and their businesses on our projects.

RAP Champion

The RAP Champion is a senior leader responsible for driving and championing internal engagement and awareness of the RAP.

Our RAP Champion is:

Ann Mayhew
People & Performance Manager

For public enquiries regarding the RAP, please contact: reception.nsw@hindmarsh.com.au

Statement from CEO: Reconciliation Australia

Statement from CEO: Hindmarsh

Hindmarsh: A Family Business

Our Reconciliation Journey

Partnerships & Activities

Our RAP:
- Relationships
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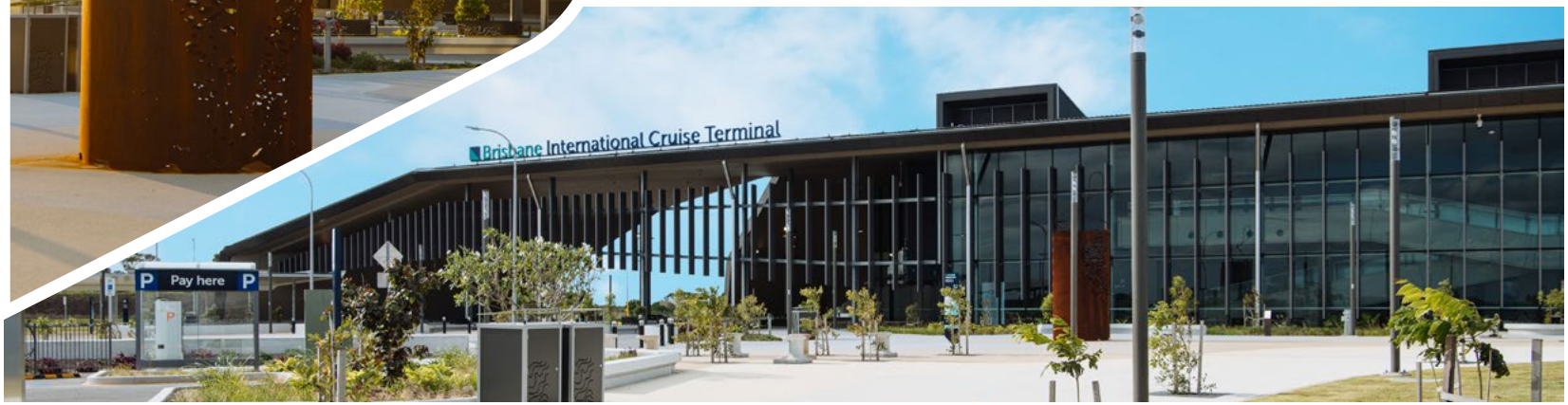
OUR RAP:
PARTNERSHIPS & ACTIVITIES

Port of Brisbane Cruiseliner Terminal

During the construction of the Port of Brisbane Cruiseliner Terminal, acclaimed Brisbane-based Waanyi artist, Judy Watson, was commissioned to create a sculpture for the arrival zone. Her imposing sculpture, 'chiggil chiggil pa' (2020), is a four-metre rusted steel dilly bag prominently situated in the arrival zone.

The title, chiggil chiggil pa, means 'freshwater flowing swiftly over rippled sands (a musical sound when spoken aloud)' and was given to the work by Uncle Gheebelum Bob Anderson.

The work references woven nets and bags used by Aboriginal people of the Brisbane area, acknowledging the Traditional Owners of the site and their everyday fishing activities on the river and local saltwater waterways.



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Statement from CEO: Hindmarsh

Hindmarsh: A Family Business

Our Reconciliation Journey

Partnerships & Activities

Our RAP:
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OUR RAP:
PARTNERSHIPS & ACTIVITIES

Marigal Gardens Smoking Ceremony

Marigal Gardens is a Hindmarsh retirement living community located in Ngunnawal country. Developed, owned, and operated by Hindmarsh, Marigal Gardens is a village with a strong community spirit where residents enjoy an active lifestyle.

Prior to commencing construction of Marigal Gardens, a Smoking Ceremony was held by a Ngunnawal Warrior to cleanse the site.

Hindmarsh staff, consultants, project architects, council members and local community stakeholders participated in the ceremony.

Statement from CEO: Reconciliation Australia

Statement from CEO: Hindmarsh

Hindmarsh: A Family Business

Our Reconciliation Journey

Partnerships & Activities

Our RAP:
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OUR RAP:
PARTNERSHIPS & ACTIVITIES

Bankstown-Lidcombe Emergency Department Redevelopment

The NSW Government has invested $25 million in the redevelopment of the Bankstown-Lidcombe Hospital Emergency Department to meet the needs of the growing and diverse population of the Bankstown local community. Completed in May 2021, the redevelopment included a combination of new build and refurbishment of existing emergency department spaces to deliver contemporary facilities and enhanced patient care.

Uncle Harry Allie led a smoking ceremony on site prior to the official opening of the new emergency department.

First Nations artist Amy Lea Hill created a unique multi-panel artwork in collaboration with local Elders to celebrate the First Nations stories that surround the area of Canterbury-Bankstown. 'The River Communities' represents the nature, history and landmarks that are unique to the area, with local waterways and their inhabitants being a focal point of the work, highlighting their cultural significance. The Hindmarsh team were privileged to work with and learn from Uncle Harry Allie and Amy Lea on this project.

Statement from CEO: Reconciliation Australia

Statement from CEO: Hindmarsh

Hindmarsh: A Family Business

Our Reconciliation Journey

Partnerships & Activities

Our RAP:
- Relationships
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OUR RAP:
RELATIONSHIPS

RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	February 2023	Lead: State Manager – Construction ACT Support: State Construction Managers
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2023	National Commercial Manager
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2023	People & Performance Manager
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2023	Lead: Marketing Manager Support: RAP Working Group
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2023	Chief Executive Officer

Statement from CEO: Reconciliation Australia

Statement from CEO: Hindmarsh

Hindmarsh: A Family Business

Our Reconciliation Journey

Partnerships & Activities

Our RAP:
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OUR RAP:
RELATIONSHIPS

RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	January 2023	People & Performance Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2023	National Commercial Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2023	Lead: State Manager – Construction QLD Support: RAP Working Group
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2023	People & Performance Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2023	People & Performance Manager

Statement from CEO: Reconciliation Australia

Statement from CEO: Hindmarsh

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Our Reconciliation Journey

Partnerships & Activities

Our RAP:
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- Opportunities

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OUR RAP:
RESPECT

RESPECT			
Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2023	People & Performance Manager
	Conduct a review of cultural learning needs within our organisation.	July 2023	People & Performance Manager
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June 2023	Lead: State Manager – Construction NSW Support: State Construction Managers
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2023	Lead: State Manager - Construction SA Support: State Construction Managers

Statement from CEO: Reconciliation Australia

Statement from CEO: Hindmarsh

Hindmarsh: A Family Business

Our Reconciliation Journey

Partnerships & Activities

Our RAP:
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OUR RAP:
RESPECT

RESPECT			
Action	Deliverable	Timeline	Responsibility
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	Chief Executive Officer
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	People & Performance Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023	Lead: Marketing Manager Support: RAP Working Group

Statement from CEO: Reconciliation Australia

Statement from CEO: Hindmarsh

Hindmarsh: A Family Business

Our Reconciliation Journey

Partnerships & Activities

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- Respect
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OUR RAP:
OPPORTUNITIES

OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	May 2023	People & Performance Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May 2023	People & Performance Manager
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	May 2023	National Commercial Manager
	Investigate Supply Nation membership.	May 2023	Marketing Manager

Statement from CEO: Reconciliation Australia

Statement from CEO: Hindmarsh

Hindmarsh: A Family Business

Our Reconciliation Journey

Partnerships & Activities

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OUR RAP:
GOVERNANCE

GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	January 2023	Chief Executive Officer
	Draft a Terms of Reference for the RWG.	February 2023	Lead: People & Performance Manager Support: RAP Working Group
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	December 2023	Chief Executive Officer
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2023	Lead: People & Performance Manager Support: RAP Working Group
	Engage senior leaders in the delivery of RAP commitments.	February 2023	Chief Executive Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2023	Lead: People & Performance Manager Support: RAP Working Group

Statement from CEO: Reconciliation Australia

Statement from CEO: Hindmarsh

Hindmarsh: A Family Business

Our Reconciliation Journey

Partnerships & Activities

Our RAP:
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OUR RAP: GOVERNANCE

GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	June Annually	People & Performance Manager
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	1 August Annually	People & Performance Manager
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September Annually	People & Performance Manager
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2023	Lead: People & Performance Manager Support: RAP Working Group

Statement from CEO: Reconciliation Australia

Statement from CEO: Hindmarsh

Hindmarsh: A Family Business

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Brisbane International Cruise Terminal 'chiggil chiggil ca' sculpture

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