

Aboriginal Peoples are critical partners and stakeholders in Civmec Operations.

Civmec proudly recognises the importance of sharing Australia's Aboriginal culture by firstly acknowledging the traditional owners of this land.

Our commitment relies on achieving several key strategies that will shape our ongoing relationships for our Aboriginal stakeholders and their communities. These relationships are based upon our Civmec values, through which we seek meaningful engagement, trust and mutual benefit.

Our strategies include:

- Building enduring relationships based on balancing cross cultural acknowledgment and sustainable business growth.
- Enabling our Senior leadership to drive and deliver on our journey for Reconciliation.
- Fostering leadership that inspires a business culture that embraces a culturally diverse workplace and inclusive working environment.
- Securing opportunities for employment which reflect the shared expectations of our business, clients and Aboriginal stakeholders.
- Provide upskilling pathways that deliver on Aboriginal career advancement but also build capability of future Aboriginal business leaders.
- Developing sound Aboriginal business partnerships through the innovative procurement from and growth of local Aboriginal businesses.

Civmec's commitment to these key strategies rely on continual collaboration with Aboriginal people and their communities. Through our engagement with Aboriginal Peoples we seek to contribute to their sustainable long term economic empowerment, social development needs, and cultural well-being.



Patrick Tallon
Chief Executive Officer
Civmec Construction and Engineering
April 2017