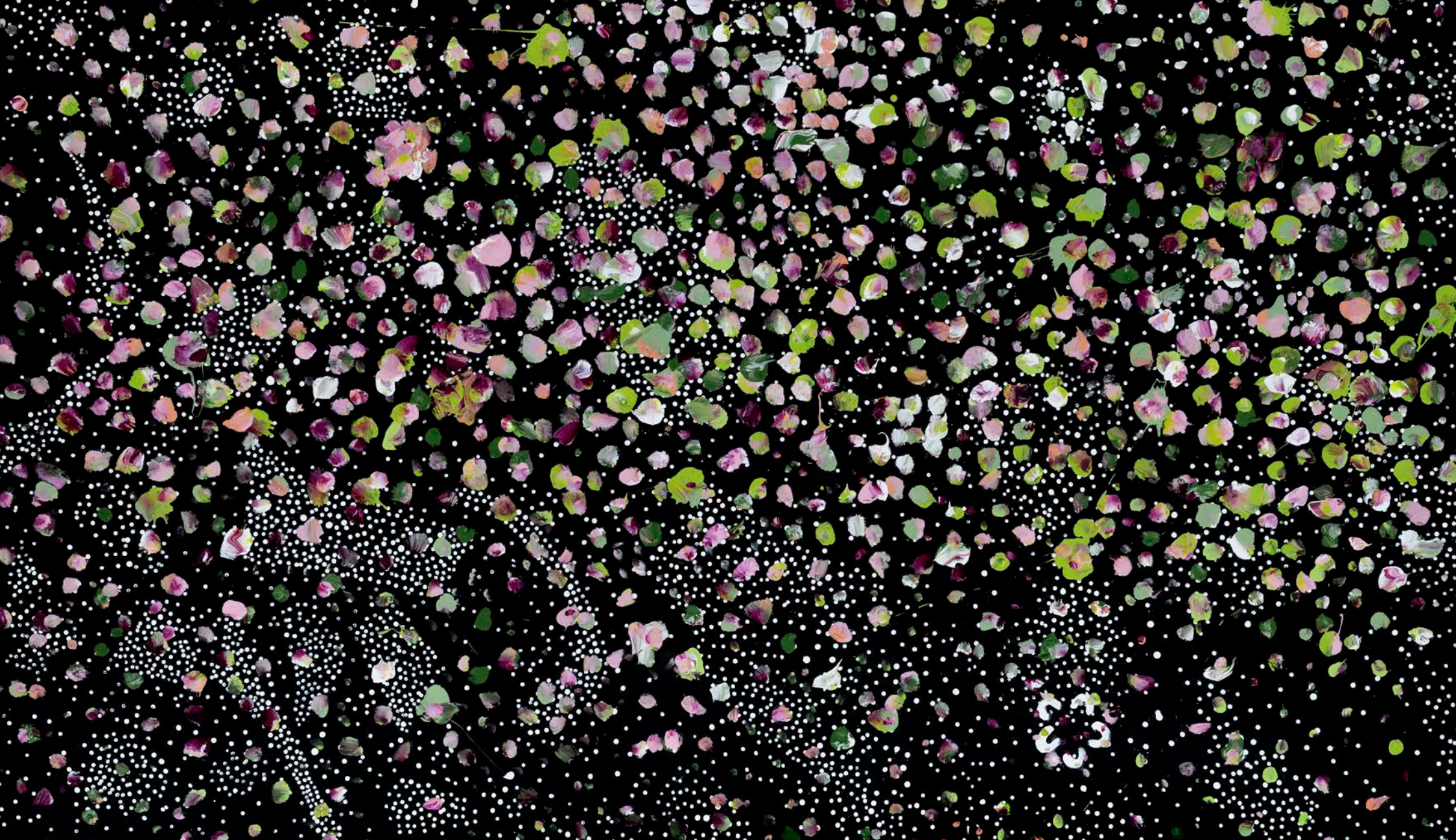




# **Reflect Reconciliation Action Plan**

July 2021 – January 2023

**Buildcorp**



# Acknowledgement of Country

Buildcorp acknowledges the Traditional Owners of all of the lands on which our offices are located and sites on which we work.

We pay our respect to Aboriginal and Torres Strait Islander peoples and to Elders, past, present and emerging.



# About the Artwork



**Original artwork by Gavin Wanganeen**  
**Star Dreaming, The Buildcorp Story**  
**1800 X 1300 acrylic on linen**

Imagine you are sitting in the highest point in the universe, looking down through the stars to Country.

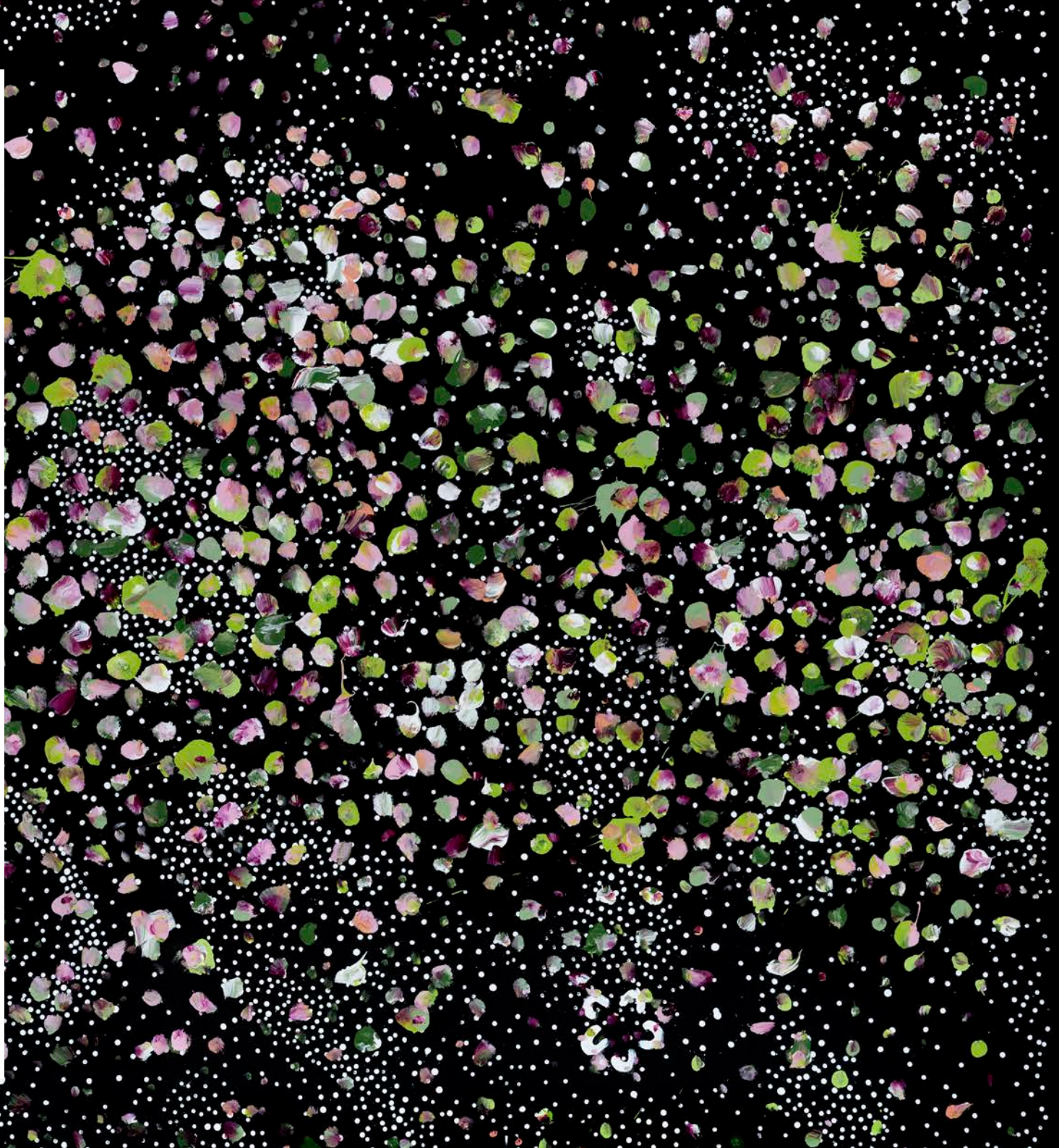
The U shapes in the bottom right corner signify the first five employees of Buildcorp back in 1990.

Just as the universe expands, so too has Buildcorp's team to more than three hundred and fifty employees.

They are represented by the clusters of stars scattered throughout the painting.

The universe is ever changing, adapting and evolving which can also be said of Buildcorp's successful approach to business, it's employees and partnerships.

Built on honesty, respect and family values Buildcorp continues its journey of growth and success.



# About the Artist



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**Gavin Wanganeen** is an Australian Football League (AFL) legend, acclaimed contemporary Aboriginal artist, a businessman and an advocate for Indigenous empowerment.

## AFL Achievements

Two-time Premiership winner, member of the AFL Hall of Fame and Brownlow medalist, Gavin Wanganeen is respected for his significant contribution to the game.

Gavin's AFL career spanned 300 senior games at the Essendon and Port Adelaide Football Clubs, earning him countless accolades, including the dedication of a grandstand at Adelaide Oval in 2015, in recognition of his outstanding contribution to the game.

Gavin blazed a trail as the first Indigenous player to receive a Brownlow medal and reach 300 games. In February 2019 he again broke new ground with his appointment to the board of the Port Adelaide Football Club. This achievement makes him the first Aboriginal ex-AFL player ever to be elected to an AFL club board and the first Indigenous member of the Port Adelaide Football Club board in its 150 year history.

Having retired from the AFL over a decade ago, Gavin continues to inspire and innovate through his work as a contemporary Aboriginal artist.

"Football has not only provided me with wonderful opportunities, it's also instilled a strong sense of achievement and an understanding that role models can make a real difference to people's lives. I believe Indigenous kids need a range of role models. Yes sport plays an important role, but they also need exposure to leaders from a range of vocations: teachers, business leaders, medical professionals, researchers and artists."

## The Artist

Born in Mount Gambier, South Australia, Gavin is a proud descendent of the Kokatha Mula people of the Western Desert in South Australia. The Kokatha people hold the Tjukupa (lore) and have a strong connection to Country, the night sky and stories in the stars – a deep source of inspiration for Gavin's paintings.

Growing up, Gavin spent time on South Australia's west coast where his maternal great-grandfather, Dick Davey, was a respected leader of the people of Koonibba Mission and the community at large. Davey was one of the first Indigenous people to be "permitted" to purchase land, and was a talented footballer, playing for the Koonibba Football Club, today recognised as the country's oldest surviving Aboriginal football club.

From a young age, Gavin embraced a love of colour and storytelling through art. Yet it wasn't until his twenties, through a friendly competition with his Indigenous Port Adelaide Football Club teammates to produce an artwork from their respective regions, that Gavin made the life changing decision to start painting.

Gavin began exploring his ancestral links on canvas, recreating memories and capturing the beauty of the Australian outback. Today Gavin's astonishing natural talent continues to blossom, attracting national attention and acclaim and firmly establishing him as a contemporary Aboriginal artist to watch.

[www.gavinwanganeenart.com.au](http://www.gavinwanganeenart.com.au)

# A Message from Reconciliation Australia



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

Buildcorp 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 over 2.3 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 Buildcorp 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 Buildcorp, 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

# A Message from Buildcorp's Founders



Buildcorp acknowledges the Traditional Owners of all of the lands on which our offices are located and sites on which we work.

We pay our respect to Aboriginal and Torres Strait Islander peoples and to Elders, past, present and emerging.

We are proud to present Buildcorp's first Reflect Reconciliation Action Plan.

We have a deep respect for the over 70,000 years of continuous cultures and knowledge of Australia's Aboriginal and Torres Strait Islander peoples.

We deeply respect that these are the oldest continuing cultures in the world, and we are privileged to work alongside Aboriginal and Torres Strait Islander people within Buildcorp, our suppliers, clients and subcontractors.

Construction has been Buildcorp's core business for 31 years, however the evolution of our family owned business has differentiated us beyond just what we do. Our difference comes from who we are and what we stand for. How we treat our people, partners and community matters to each of us.

Whether it's a Project Manager proudly handing over another project defect-free, a Site Supervisor proactively ensuring their team make it home safe, or men and women in balanced teams finding the best solution, our values are put into action every day.

Respect, giving back and fair play is at the core of these values and we acknowledge and consider Aboriginal and Torres Strait Islander people as a fundamental part of our business community.

'The Buildcorp Way', formed by the collective, collaborative attitude of our people, is our real difference and our reward is three decades of positive impact on our communities, with whom we aim to align, serve and safeguard.

**Tony Sukkar AM and Josephine Sukkar AM**  
Buildcorp Founders

# Our Business

The Buildcorp Group provides commercial construction services in locations across Australia's east coast. Since 1990, the Group has grown to include four business units, each with its own specialisation, bringing great diversity, knowledge and stability to our business model.

With representation in New South Wales, Victoria and Queensland, each business has the capacity to independently deliver projects in its areas of specialty, whilst drawing on centralised group support systems and services.

These central systems provide quality, safety, and environmental management frameworks, which ensure the same high standard of project management across the group.

## Our Business Units

### New Build

Delivering large and complex new build and refurbishment projects in the health, industrial, commercial, government and education sectors.

### Fit-out & Refurbishment

Specialising in fit-out, refurbishment and commercial base building upgrade projects across a variety of sectors including workplace, retail and hospitality, hotels, and education.

### Remedial

Buildcorp's remedial team is a leading provider of remedial building and construction solutions to the mining, industrial, commercial and residential sectors.

### Euroline

Euroline is a Buildcorp-owned architectural joinery manufacturer who provides an end-to-end service from design, to manufacturing and installation. Their Sydney factory locally manufactures their in-demand joinery products using the latest technology, materials and techniques.





## Buildcorp is proud to employ over 350 people and one of our strengths is our diverse workforce.

We have never asked questions relating to heritage as we relied on our inclusive culture to organically diversify our people and partnerships, rather than numbers and targets.

Whilst this has helped us make progress, now is the right time to articulate how we will use our inclusive culture to create new opportunities for Australia's First Nations peoples.

Relying on self-disclosure, we currently employ six self-identified Aboriginal and/or Torres Strait Islander people.

Our Aboriginal and Torres Strait Islander apprenticeship participation rate is currently 28%, representing our two female apprentices.

As part of our reconciliation journey, we will endeavour to put culturally appropriate systems in place to better capture our diversity. However, we approach commitments of this kind from a place of authenticity and sustainable investment.

It's not enough for our people to pay lip services to something; we find ways that we can make a genuine difference by living our values.

We will bring all our people along the journey of developing our Reflect RAP and the initiatives that it drives.

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**It's not enough just to have a policy or a plan, we are firmly committed to ensuring our Reflect RAP becomes accredited and actioned for learning and impact.**

# Our Vision for Reconciliation

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Our vision for Reconciliation is that Aboriginal and Torres Strait Islander peoples will have equal opportunities in participation, employment and supplier diversity.

Through the implementation of our Reflect RAP, Buildcorp aims to be a 'uniting force for good' to help create a reconciled, just and equitable Australia.

To do this, we will build upon our 30 year history of providing equal opportunities for all Australians.

We aim to articulate and measure our commitment to existing initiatives on our construction projects and broaden our impact by creating further opportunities for participation throughout our business.

We are committed to expanding our understanding to deepen relationships with Aboriginal and Torres Strait Islander stakeholders.

To do this, we will formalise and extend our existing partnerships, governance and engagement strategies to introduce new focus and opportunity.

Over time, this will result in the long term tenure of additional Aboriginal and Torres Strait Islander employees and lasting partnerships with subcontractors and suppliers.



# Developing our Reconciliation Action Plan

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Throughout our history, our business has forged community partnerships to collaborate for greater impact on causes and issues that are important to our industry and stakeholders.

We understood our social responsibility long before 'Corporate Social Responsibility' became a widespread expectation and our underlying philosophy and commitment – 'We're with you' – has helped us create a variety of commercial and community contributions.

Buildcorp has been a long-standing supporter of reconciliation with Aboriginal and Torres Strait Islander peoples. We recognise the process of reconciliation is important to our business, our clients, our people, our subcontractors and the communities in which we work.

For this reason, we aim to create a unifying influence by drawing on the opportunities provided through our projects and partnerships to create meaningful outcomes in employment, procurement and cultural respect.

We recognise the process of reconciliation should be approached with sensitivity and respect.

We are committed to using our opportunities and reach to work with Aboriginal and Torres Strait Islander peoples. We are here to support First Nations peoples' voices and empower their own agency.

Our Engagement Committee and RAP working group will first work to understand where our support is best applied to make a sustainable positive impact and then measure our delivery on this commitment.



# Our RAP Working Group

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Buildcorp's commitment to reconciliation has unwavering support from the founders of the business.

At an implementation and integration level, our RAP is championed by Josephine Sukkar, Jason Folino and Mike Currie, supported by the RAP Working Group, with representation from across the business.

Aboriginal and Torres Strait Islander employees are a fundamental part of the RAP Working Group.



**Jordan Sukkar**  
Head of RAP  
Working Group



**Justine Roberts**  
Group People &  
Culture Manager



**Nick Brady**  
Senior Project  
Manager



**Fiona McEwan**  
Marketing Manager



**Carmen Prince**  
CSR Manager

# Our Partnerships



*Jordan Sukkar, Josephine Sukkar and First Nations Rugby Player Lincoln Whitely from the 2016 Sydney University Rugby Club Awards night, where Jordan and Lincoln were jointly awarded Clubman of the Year.*

Our founders Josephine and Tony Sukkar are both proud advocates for social cultural inclusion and have ensured Buildcorp was a 'sponsor for change' since 1992, when our support for grassroots rugby union began.

Today, Buildcorp is the major sponsor of men's and women's rugby teams at the Universities of Sydney, Melbourne, Newcastle and Queensland.

Buildcorp is also the naming rights sponsor of the Buildcorp Super W (national women's 15s competition, launched in 2018), and the major sponsor of the national women's 15s team, the Buildcorp Wallaroos.

In 2020 Buildcorp became the inaugural sponsor of the International Rugby Academy (IRAA) which is developing next generation male and female players and leaders in rugby.

Ultimately the sponsorships align with Buildcorp's own aims to support balanced and diverse teams and provide development opportunities for men and women at different stages of their careers.

Many of these clubs and governing bodies such as Rugby Australia have programs in place to support, develop and recognise Aboriginal and/or Torres Strait Islander players in their squads. Their programs cover talent identification, pathway development, competitions, scholarships, culture collaborations and education.

# Aboriginal & Torres Strait Islander Support in Rugby



Sydney University Rugby Club team members wearing their Indigenous artwork jersey designed by Club Member and Wiradjuri man Liam Coe.

## Sydney University Football Club

Since 2018 the Sydney University Football Club 1st Grade Team have dedicated rounds wearing the Club's first ever Indigenous jersey, designed by player Liam Coe. The design of the jersey follows the three rivers of the Wiradjuri Nation of central to Southwest NSW.

Players Liam Coe and the Whiteley Brothers, Lincoln and Mitch are Wiradjuri men that hail from within its borders of the Lachlan river, Murrumbidgee and the Murray.

Wiradjuri country is a popular site for tree carvings that are linear in shape, involving the solid stokes and triangular patterns that feature on the shoulders.

Wiradjuri men believe the rivers were carved by Baime's messenger the rainbow serpent, as the rivers form in the wake of its path which you can see along the front of the jersey.

The bora rings lie along the river as meeting places, sacred sites and ceremony and represent the three sections of the club: Colts, Grade and the Women.

# Aboriginal & Torres Strait Islander Support in Rugby



*Buildcorp Wallaroos with the winning Indigenous jersey artwork design by Seantelle Walsh, a Noongar Yorga artist from Perth.*

## Buildcorp Wallaroos

For the 2021 season, the Buildcorp Wallaroos developed their first Indigenous jersey design.

Twenty nine designs were submitted and Wallaroos skipper Grace Hamilton and Kamilaroi fullback and role model Mahalia Murphy were on a three-person judging panel, along with Rugby Australia's head of women's rugby Jilly Collins.

The design was created by Seantelle Walsh, a Noongar Yorga artist from Perth.

# Our Off-Field Partnership



Imelda Wood Melamurrk – 'My Sister's Birth on a Full Moon'  
2021 Ravenswood Australian Women's Art Prize Indigenous Emerging Artist Prize Winner  
For more details see: [www.ravenswoodartprize.com.au/artprize/home](http://www.ravenswoodartprize.com.au/artprize/home)

## Ravenswood Australian Women's Art Prize

Off the field, Buildcorp is also a Silver Sponsor of the Ravenswood Australian Women's Art Prize.

This is Australia's largest art prize for women and supports emerging and established female artists.

With support from sponsors, the opportunity for Aboriginal and/or Torres Strait Islander female artists was expanded in 2020 with the creation of a new category for the 'Women's Indigenous Emerging Artist Prize'.

We understand that this is Australia's only dedicated prize of this kind.

# Our Partnerships in Action

Our construction projects are often about problem solving and finding solutions to enable a successful build for our partners.

For the Bondi Pavilion Restoration and Conservation Project, we identified that the 90 year old facility was not only listed on the State Heritage Register, it houses what appears to be the first example of Aboriginal mosaics in Australia.

These works recognise the original peoples of Bondi, providing an invaluable cultural importance to the whole community.

Buildcorp committed to protect, restore and retain the mosaics within the building.

To help realise Waverley Council's vision for reconciliation and acknowledgement of the Bidjigal and Gadigal people, Buildcorp also committed to providing local Aboriginal and/or Torres Strait Islander peoples, communities, suppliers and businesses with opportunities for employment and procurement.

This is measured using the reporting requirements specified for local government construction with a target of 3%, as at May 2021, the team were on track to achieve almost double this.



Members of Buildcorp's Bondi Pavilion team with Indigenous-owned project partners Ironmark.



# Relationships

| Action                                                                                                                                         | Deliverable                                                                                                                               | Timeline             | Responsibility                 |
|------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------------------|
| <b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations</b> | Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence                | July 2021            | CSR Manager                    |
|                                                                                                                                                | Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations | October 2021         | CSR Manager                    |
|                                                                                                                                                | Continue the establishment of the relationship with the Australian Indigenous Education Foundation                                        | October 2021         | Group People & Culture Manager |
| <b>2. Build relationships through celebrating National Reconciliation Week</b>                                                                 | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff                                              | May 2022             | CSR Manager                    |
|                                                                                                                                                | RAP Working Group members to participate in an external NRW event                                                                         | 27 May - 3 June 2022 | CSR Manager                    |
|                                                                                                                                                | Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW               | 27 May - 3 June 2022 | CSR Manager                    |
| <b>3. Promote reconciliation through our sphere of influence</b>                                                                               | Communicate our commitment to reconciliation to all staff                                                                                 | July 2021            | Managing Director              |
|                                                                                                                                                | Identify external stakeholders that our organisation can engage with on our reconciliation journey                                        | January 2022         | CSR Manager                    |
|                                                                                                                                                | Identify RAP and other like minded organisations that we could approach to collaborate with on our reconciliation journey                 | November 2021        | Managing Director              |
| <b>4. Promote positive race relations through anti-discrimination strategies</b>                                                               | Research best practice and policies in areas of race relations and anti-discrimination                                                    | July 2021            | Group People & Culture Manager |
|                                                                                                                                                | Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs                      | August 2021          | Group People & Culture Manager |
|                                                                                                                                                | Host a screening of the Final Quarter for all staff and facilitate a discussion following the film utilising associated resources         | May 2022             | Managing Director              |



## Respect

| Action                                                                                                                                                               | Deliverable                                                                                                                                                                            | Timeline       | Responsibility    |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------------------|
| <b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning</b> | Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation | November 2021  | CSR Manager       |
|                                                                                                                                                                      | Conduct a review of cultural learning needs within our organisation                                                                                                                    | September 2021 | CSR Manager       |
| <b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols</b>                                                       | Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area                                              | August 2021    | CSR Manager       |
|                                                                                                                                                                      | Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols                        | August 2021    | CSR Manager       |
| <b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week</b>                                                  | Increase our employee's knowledge and share information about the meaning of NAIDOC Week                                                                                               | July 2021      | CSR Manager       |
|                                                                                                                                                                      | Introduce our staff to NAIDOC Week by promoting external events in our local areas                                                                                                     | July 2021      | CSR Manager       |
|                                                                                                                                                                      | RAP Working Group to participate in an external NAIDOC Week event                                                                                                                      | July 2021      | Managing Director |



## Opportunities

| Action                                                                                                                                        | Deliverable                                                                                                                                            | Timeline      | Responsibility                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------------------------------|
| <b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development</b> | Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation                                                   | August 2021   | CSR Manager                    |
|                                                                                                                                               | Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities   | October 2021  | CSR Manager                    |
|                                                                                                                                               | Maintain Aboriginal and Torres Strait Islander apprenticeship participation above the current rate of 28%                                              | October 2021  | Euroline General Manager       |
|                                                                                                                                               | Work with Australian Indigenous Education Foundation to promote opportunities for Aboriginal and Torres Strait Islander Cadetships and Apprenticeships | January 2022  | Group People & Culture Manager |
|                                                                                                                                               | Utilise Aboriginal and Torres Strait Islander job ad placement websites or First People Recruitment Services to source candidates                      | June 2022     | Group People & Culture Manager |
| <b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes</b>                  | Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses                                                    | November 2021 | CSR Manager                    |
|                                                                                                                                               | Investigate Supply Nation Membership                                                                                                                   | July 2021     | CSR Manager                    |



## Governance

| Action                                                                                                                                       | Deliverable                                                                                                      | Timeline              | Responsibility                 |
|----------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|-----------------------|--------------------------------|
| <b>10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP</b>                                        | Maintain a Reconciliation Action Plan Working Group to govern Reconciliation Action Plan implementation          | July 2021             | Head of RAP Working Group      |
|                                                                                                                                              | Draft a Terms of Reference for the Reconciliation Action Plan Working Group                                      | July 2021             | Group People & Culture Manager |
|                                                                                                                                              | Maintain Aboriginal and Torres Strait Islander representation on the Reconciliation Action Plan Working Group    | September 2021        | Head of RAP Working Group      |
| <b>11. Provide appropriate support for effective implementation of RAP commitments</b>                                                       | Define resource needs for Reconciliation Action Plan implementation                                              | July 2021             | CSR Manager                    |
|                                                                                                                                              | Engage senior leaders in the delivery of Reconciliation Action Plan commitments                                  | July 2021             | CSR Manager                    |
|                                                                                                                                              | Define appropriate systems and capability to track, measure and report on Reconciliation Action Plan commitments | August 2021           | CSR Manager                    |
| <b>12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally</b> | Report to Reconciliation Australia within the annual required timeframe of 30 September                          | September 2021 & 2022 | CSR Manager                    |
| <b>13. Continue our reconciliation journey by developing our next RAP</b>                                                                    | Register via Reconciliation Australia's website to begin developing our next Reconciliation Action Plan          | September 2022        | CSR Manager                    |

# For Any Enquiries



**Please contact:**

Carmen Prince  
Corporate Social Responsibility Manager

Justine Roberts  
Group People & Culture Manager

02 9565 0000



Proudly designed by Spirit Creative Agency, a majority Indigenous owned business registered with Supply Nation.

Buildcorp