

1. Introduction

The aim of this Aboriginal Participation Plan is to outline the minimum requirements that Buildcorp will incorporate into (Insert Project Name) Project. In developing this plan Buildcorp has consulted and reviewed the following sources:

- ▼ Aboriginal Procurement Policy (NSW)
- ▼ OCHRE Plan (NSW)
- ▼ DELWP Aboriginal Procurement Strategy (VIC)
- ▼ Queensland Indigenous Procurement Policy
- ▼ Queensland Government Building and Construction Training Policy
- ▼ Indigenous Procurement Policy (Commonwealth)
- ▼ Black Business Finder (QLD Only)
- ▼ Supply Nation Indigenous Business Direct
- ▼ Buildcorp Indigenous Participation Policy (2021)
- ▼ Buildcorp Cultural Protocols Guide (2021)
- ▼ Sleeping Giant: A Social Return on Investment Report on Supply Nation Certified Suppliers, Supply Nation (2020)
- ▼ Indigenous Business Growth: Working together to realise potential, Supply Nation and First Nations Capital (2018)

Commented [CP1]: Delete plans not relevant to this tender/state. For non-government tenders may need to include Client Policy as reference

1.1 Reconciliation Action Plan (RAP)

Our Reflect Reconciliation Action Plan provides opportunity through employment, partnering and cultural understanding. All Buildcorp employees are trained in Cultural Competency and we embrace Indigenous cultural practice on site and in our offices. We have 28% Indigenous participation in apprenticeships and over FY 21 we have seen a 300% increase in indigenous supplier spend through our membership of Supply Nation. Through our sponsorships we support and encourage Indigenous excellence in both the Arts and Sport. In 2021 The Ravenswood Australian Women's Art Prize was expanded to include 'Women's Indigenous Emerging Artist' category, and through our rugby partnerships we support programs that develop and recognise Aboriginal and/or Torres Strait Islander players.

1.2 Our commitments

Our commitment to reconciliation will be demonstrated on this project through collaboration to achieve a (Insert Project Target) % Indigenous participation target while delivering the following outcomes:

- ▼ Sustainable employment opportunities for Aboriginal and Torres Strait Islander peoples
- ▼ Sustainable growth and development of Aboriginal and Torres Strait Islander enterprises
- ▼ Increased understanding of Aboriginal and Torres Strait Islander culture on site through inclusion of Indigenous cultural practices and engagement with Traditional owners.
- ▼ Detailed measurement and reporting of Aboriginal and Torres Strait Participation.

Commented [CP2]: Use the language used by the client – alternatives are: First Nations peoples, Indigenous peoples

1.3 Our partnerships



2. Management Statement of Support

BUILDCORP PTY LTD

Level 4, 10 Mallett Street
CAMPERDOWN, NSW, 2050

BUILDCORP MANAGEMENT STATEMENT OF SUPPORT

Project Name

Contract No.

Aboriginal Participation Category

Date

Commented [CP3]: If relevant (NSW Category)

We, the undersigned, being the senior management of Buildcorp are committed to creating and extending opportunities for Aboriginal people and enterprises through undertaking this contract.

We have examined [the NSW Government Aboriginal Procurement Policy \(2021\)](#) and will ensure that we commit sufficient expertise and allocate the appropriately qualified personnel to develop, implement and monitor the [Aboriginal Participation Plan](#) for this project.

Commented [CP4]: Insert relevant policy

Commented [CP5]: Insert correct name –ie Indigenous vs Aboriginal

We recognise that honest engagement and true partnerships with Aboriginal communities and Aboriginal owned businesses are key to the success of initiatives developed within this Aboriginal Participation Plan; and recognise and respect the roles of Aboriginal leaders within their communities.

Buildcorp is committed to valuing workplace diversity, incorporating Aboriginal participation as a core function in the company's project management processes, and maintaining Aboriginal cultural awareness in the workplace.



Tony Sukkar
Group Managing Director
Buildcorp

3. Aboriginal Participation Plan

3.1. Project Details

Business unit
Name
Description
Contract Sum
Contract duration and completion date
Client name
Superintendent name

3.2. Overview

ABORIGINAL PARTICIPATION PLAN				
1. Project name				
2. Geographic location of project by postcode				
3. Project start date				
4. Expected project end date				
5. Supplier name and contact details		Buildcorp Group Pty Ltd		
6. Supplier ABN		85 091 336 168		
7. Contracting agency name and contact details				
8. Project category		☐ Category 1 – project primarily directed to one or more Aboriginal communities or where Aboriginal communities are the primary beneficiary/key user ☐ Category 2 – estimated value over \$10 million ☐ Category 3 – estimated value over \$1 million		
9. Estimated project value (\$)	Exclusions (\$)	Project spend \$ (estimated project value minus exclusions)	Percentage of project spend for Aboriginal participation (%)	Aboriginal participation (\$)
10. Are you an Aboriginal owned business?		☐ Yes (if complete to Question 14 only) ☒ No (if No, skip to Question 12 and complete the remaining questions and sections including Eligible Spend for Aboriginal Participation)		
11. Is your business recognised as an Aboriginal owned business?		☐ Supply Nation ☐ An Organisation representing Aboriginal owned businesses that is a member of the First Australians Chamber of Industry and Commerce ☐ Other		
12. Total number of employees		375		
13. Total number of Aboriginal employees		6 (1.6% - self disclosed)		
14. Projected number of Aboriginal Full-Time Employment (FTE) opportunities supported by the project		Project specific employees		
15. Frequency of reports		☐ Monthly – projects valued over \$10 million ☐ Quarterly – projects valued under \$10 million		

Commented [CP6]: In QLD use Indigenous instead of Aboriginal

Commented [CP7]: Categories will be state or possible client specific – this is NSW Govt Categories – delete if not relevant

Commented [CP8]: Change to Indigenous for QLD Govt

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4. Implementation

4.1. Our approach

Buildcorp is a project management-based construction company in which the majority of worksite activities are subcontracted. Our approach to Indigenous participation is primarily in supporting the sustainable growth of Indigenous businesses through subcontracting and mentoring.

We take this approach in recognition of where Buildcorp can have the greatest impact in increasing Indigenous participation in the construction sector. By engaging Indigenous businesses, we not only support a business directly but provide them with the ability to impact their communities financially. By harnessing the unique opportunity of Indigenous businesses, we are able to assist their sustainable growth that delivers significant benefits downstream including employment, economic investment in local communities and supporting the development of new Indigenous businesses.

While our key focus will be procurement through subcontracting, Buildcorp will also address Aboriginal Participation through employment, and education and engagement.

Benefits of Indigenous Business



100x more likely to hire Indigenous people



56%+ provide probono or mentoring advice and support



54% support local community sports and cultural activities



\$4.41 per \$1 spent Social Return on Investment

Sources: Centre for Aboriginal Economic Policy Research, ANU (2014); 'Indigenous employment and businesses: Whose business is it to employ indigenous workers?' Supply Nation (2020); Sleeping Giant: A Social Return on Investment Report on Supply Nation Certified Suppliers.

4.2. Procurement

Acknowledging there are many sources to find Indigenous businesses, as a Supply Nation member, we utilise Indigenous Business Direct to source our suppliers. Our intention is to work with the following trades to meet our addressable spend target of XXX % for the project.

Trade/Service	Forecast Spend	Company/Supplier	Supply Nation Status*
le. Office supplies	5,000	Kulbardi	Certified or registered? Certified
Total Addressable Spend	XXXX	% of Project Spend	XXXX
Social ROI = \$x4.41	XXXXX		

* Certified: 51%+ Indigenous owned business

Registered: 50% Indigenous owned business

Commented [CP10]: Insert target

Commented [CP11]: You can check this on Supply Nation IBD

4.3. Employment

Buildcorp is committed to providing opportunities for full time employment of Aboriginal and Torres Strait Islander employees. 28% of our Apprentices are Indigenous and we partner with Indigenous-owned companies such as Aboriginal Employment Services (AES) to provide suitable candidates to engage under labour hire agreements to meet our project needs. Within the last 12 months, we have had one Indigenous staff member successful transition from a labour hire arrangement into a full-time position with Buildcorp.

In addition to our Apprenticeships and use of labour hire services, we have long term relationships with non-Indigenous businesses who also have a commitment to providing employment opportunities to Indigenous people. Through these relationships we can further increase Indigenous participation in our projects through supplier subcontracting and labour hire.

(ADD any additional project specific content as needed)

4.4. Education and Engagement

4.4.1. Community consultation and engagement

When engaging in communities we adhere to [IPA2 Principles of Public Participation](#). Working partnership with [\(Insert Project/Client\)](#) Our aim is to understand the potential the project and our presence in the community may have – in particular the impact on the traditional owners of the land on which we are working.

Following our own terms of engagement outlined in the Buildcorp Cultural Protocols Guide, all communications with Aboriginal and Torres Strait Islander peoples will be respectful and culturally sensitive. The use of clear language will be prioritised; ensuring jargon, acronyms or technical terms are minimised and fully explained.

Opportunities for Engagement with the local indigenous community could include:

- ▼ Pre-construction information session
- ▼ Engaging Elders to provide a Welcome to Country
- ▼ Smoking Ceremonies and/or Cultural performances at key milestones
- ▼ Meet the Builder site tours followed by BBQ to meet our workers
- ▼ Engage local indigenous artists to design site shade cloth/hoarding for the project

We will utilise Local Area Land Councils and Local Council to provide introductions to the appropriate representatives and community groups and, with approval from the participants, we can promote these activities through the relevant indigenous media organisations as well as through our own communications channels.

4.4.2. Cultural competency

Buildcorp works with Supply Nation Certified [Evolve Communities](#) to deliver both online and face to face cultural competency training for all employees. This training supports a culture of inclusive workplaces in our offices and on our worksites. Developed in consultation with Evolve, our Cultural Protocols Guide (ref: Appendix 2) provides all employees with a framework to ensure respectful acknowledgement of the Traditional Custodians of the lands on which we work as well as respectful dialogue with Indigenous peoples across all stages of the project.

In addition to cultural competency, Acknowledgment of the ~~XXXX~~ People can be made through the following initiatives

- ▼ Site induction - including aboriginal heritage protection procedure
- ▼ Site signage
- ▼ Sharing of stories of local Indigenous culture at toolbox talks
- ▼ Training for subcontractors where operations have high cultural sensitivity
- ▼ FACCI vending machines - proceeds to be shared equally between [Buildcorp Foundation](#) and the [Healing Foundation](#).

Commented [CP12]: Find out who the traditional owners are (see Cultural protocols guide on how)

Commented [CP13]: Pending confirmation of charity

4.4.3. Education and training

Our strategy is to support and mentor Indigenous businesses to ensure that they, and their workforce are contract ready. We do this through participation in the [Supply Nation Jumpstart Program](#) where our staff volunteer to mentor Indigenous businesses to build capability where they most need it. As a result, as with non-Indigenous subcontractors, our expectation is that workers coming on to site are sufficiently trained and certified. If any gaps emerge in meeting this requirement, we will work with our subcontractors to deliver the necessary sustainable change. This could include, but not limited to:

- ▼ Training refreshers for safe use of EWP's
- ▼ Traffic Control training sessions
- ▼ Rescue and evacuation procedures
- ▼ Safe work at heights
- ▼ Quality training and review of systems

5. Measurement and reporting

Delivery of our Aboriginal Participation Plan is incorporated into our Project Performance and Reporting process where we track several diversity and inclusion metrics in addition to Indigenous Participation.

While workforce participation is tracked daily by our team, it is to requirement of our subcontractors to report this to us monthly against our participation targets. This enables us to ensure accuracy of our reporting and enables us to make any necessary adjustments to ensure that our targets are met.

In addition to these statistics our final APP report will include a full overview of additional initiatives undertaken.

Figure: Diversity & Inclusion tracking: Bondi Pavilion Restoration and Refurbishment Project 2021 (in progress)

Engagement & Participation Criteria

Item	This month	Cumulative total
Total project man hours	13942	98384
Aboriginal participation (as a \$ value)	81,041.00	988,319.00
Female participation (as number of hours)	506.00	12,315.00
Under 25s participation (as number of hours)	221.00	6,315.00
Long-term unemployed participation (as number of hours)		0.00
Apprenticeship participation (as number of hours)	221.00	3,882.00

Appendix 1 – Indigenous Participation Policy



Group Indigenous Participation Policy

Buildcorp supports Aboriginal and Torres Strait Islander (Indigenous) people to fully participate in, and benefit from, the economic advantages enjoyed by all Australians. We undertake these activities, not to tick a box, but because it is the right thing to do, ensuring our workforce reflects the country in which we operate.

Objectives

This policy provides the basis for:

- Increasing sustainable employment opportunities for Indigenous people within Buildcorp, including at senior management levels
- Employing Indigenous partners as contractors and more broadly across our supply chain
- Establishing new pathways for Indigenous people to participate in the construction industry

Commitments

To achieve these goals, our policy is to:

- Proactively encourage Indigenous employment via paid work experience, cadetships, permanent job placement and labour hire within Buildcorp
- Increase Buildcorp's engagement with Indigenous enterprises and work with them to develop skills for the construction industry
- Engage with the First Australians Chamber of Commerce and Supply Nation
- Support Indigenous education and training pathways into the construction industry
- Create a highly inclusive culture (see Diversity Policy)
- Use protocols to guide our employees to ensure their work acknowledges and respects Indigenous cultural beliefs and practices

Responsibility and Accountability

- The senior management group maintains overall responsibility for Indigenous participation, measured against our percentage of Indigenous employees and their retention rates.
- The Human Resources Department is responsible for ensuring all staff are aware of the Indigenous Participation policy and their obligations, responsibilities and rights, and for increasing organisational awareness of Indigenous culture.
- Buildcorp managers are responsible for supporting Indigenous participation in their parts of the business, and for setting an example by their own behaviour to encourage respect for Indigenous people and culture.
- Buildcorp employees and contractors are responsible for treating all colleagues with respect, fairness and professionalism, and for reporting to management any acts of discrimination they witness.

This policy will be reviewed at least annually and updated as required to take legislative changes into account.

Tony Sukkar AM
Group Managing Director
May 2020

Appendix 2 – Cultural Protocols Guide