

Innovate RAP Annual Highlights

March 2020–March 2021



Message from RAP Champion

I acknowledge the Traditional Owners of Country throughout Australia and recognise their continuing connection to lands, waters and communities. We pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders both past and present.

In 2020 we launched our second Innovate RAP, which built on the experiences and learnings from our 2017 Innovate RAP and our 2014 Reflect RAP.

Throughout the last year we have focussed on building relationships with local Aboriginal and Torres Strait Islander stakeholders in the communities where we operate. In early 2021 we undertook a program of engagement to explore opportunities to progress meaningful reconciliation initiatives in partnership with our local stakeholders.

We maintained strong partnerships with organisations in Melbourne, Sydney and Brisbane that support positive education and employment outcomes for Aboriginal and Torres Strait Islander students and young people.

We continued to provide cultural awareness training to all of our employees to increase awareness and understanding of First Nations cultures and histories within our workplace.

As a business we progressed initiatives to publicly acknowledge and celebrate Aboriginal culture and heritage including the installation of Acknowledgement of Country plaques in our offices, public art along the WestConnex corridor and the influence of Aboriginal culture and heritage in the Urban Design and Landscaping of the West Gate Tunnel Project.

Henry Bryne, Group Executive Victoria and Strategy

Transurban Reconciliation Action Plan Annual Highlights

March 2020

- We launched our second Innovate RAP in consultation with Reconciliation Australia
- Encouraged employees to undertake our online Cultural Awareness program

May 2020

- National Reconciliation Week 2020 In This Together
- Due to COVID 19 restrictions we were unable to hold physical events to celebrate NRW
- Instead we curated a week of content to encourage employee engagement
- Content included articles and videos aligning with the 2020 theme 'in this together'
- We encouraged our employees to participate in virtual events hosted by community organisations and our RAP partners Ventia and King Wood Mallesons
- RAP Working Group Members Mike and Nathan shared their reconciliation journey with our business through a video presentation

June 2020

- Partnerships maintained with organisations that support positive education and employment outcomes for Aboriginal and Torres Strait Islander students:
 - KARI Foundation (NSW)
 - New South Wales Aboriginal Education Consultative Group (NSW)
 - Clontarf Foundation (NSW)
 - Queensland Aboriginal and Torres Strait Islander Foundation (QLD)
 - Bubup Wilam (VIC)
 - Melbourne Indigenous Transition School (VIC)

July 2020

- WestConnex M8 opened
- 3.3% workforce Aboriginal and Torres Strait Islander people
- \$26,145,487 procured from Aboriginal and Torres Strait Islander business
- Three Aboriginal artists engaged to create artworks through the Canal to Creek Public Art Program
- Virtual Acknowledgement of Country developed through partnership with the KARI foundation to support the virtual opening
- STEM Drones to Boomerangs virtual tutorial presented by the NSW Aboriginal Education Consultative Group (NSW AECG)

August 2020

- Established the position of Social Inclusion Manager to drive the implementation of our RAP and broader social inclusion initiatives across our business

October 2020

- NorthConnex opened
- \$25,000,000 procured from Aboriginal and Torres Strait Islander business
- Delivered the Virtual Acknowledgement of Country recently developed with the KARI foundation, to support the virtual opening

November 2020

- NAIDOC Week (8 November–15 November 2020)
- * postponed to November due to COVID
- We installed Acknowledgement of Country plaques at our Head Offices in Brisbane and Sydney. We had to delay the installation of our Melbourne office due to restrictions

December 2020

- Received 'Commitment to Indigenous Excellence' Award from the KARI Foundation for the WestConnex Indigenous Driver Program

January 2021

- Commenced engagement with local Aboriginal and Torres Strait Islander stakeholders to
 - inform the development of guiding principles for future engagement
 - explore opportunities to strengthen relationships through future reconciliation initiatives





Relationships

Engaging through COVID-19

Restrictions implemented by State Governments as part of the COVID-19 pandemic response impacted our usual face-to-face engagement programs. Instead we used digital platforms to interact with our communities and stakeholders.



Engaging with Aboriginal and Torres Strait Islander stakeholders

We recognise that building and maintaining mutually beneficial relationships based on trust and respect takes time and requires ongoing engagement.

In early 2021 we embarked on a program of engagement with local Aboriginal and Torres Strait Islander stakeholders to inform the development of Guiding Principles for future engagement and to explore opportunities for future reconciliation initiatives. We focused our engagement on Traditional Owner groups and organisations that support Aboriginal and Torres Strait Islander people impacted by toll debt.

Due to restrictions all of the meetings had to be held virtually and engagement took longer than originally anticipated. The operations of some community organisations were impacted more heavily than others, with some operating at reduced capacity and others having to suspend operations entirely. This meant that engagement with some organisations has been put on hold until they are back to capacity.

Acknowledging Country and culture in the virtual opening of WestConnex M8 and NorthConnex

In Sydney we held virtual events to celebrate the opening of two of our major assets, WestConnex M8 and NorthConnex. Under normal circumstances we would have engaged Traditional Owners to perform a Welcome to Country to mark the opening of these events. Instead, we collaborated with our long-term partners the KARI Foundation and the New South Wales Education Consultative Group to ensure we acknowledged both country and culture in the virtual events.

- We engaged the KARI foundation to perform an Acknowledgement of Country for WestConnex M8 and NorthConnex. We filmed the performances on site then published them to our digital platforms to support the virtual opening events*
- We engaged facilitators from the New South Wales Aboriginal Education Consultative Group to develop a virtual STEM tutorial titled Drones to Boomerangs. The tutorial was uploaded to the WestConnex M8 STEM space to support the virtual opening*



Respect

Celebrating NAIDOC Week

We celebrated NAIDOC Week by publishing online content throughout the week based on the 2020 theme Always Was, Always Will Be. We encouraged our employees to learn about the Aboriginal and Torres Strait Islander culture and history of their local area by participating in events within their community.

Due to restrictions we were only able to hold a NAIDOC Week event at our Brisbane office. We engaged Traditional Owners to perform a Welcome to Country, unveiled our Acknowledgement of Country plaque and invited our partner QATSIF to provide an overview of our Paiban Karumba STEM Scholarship Program.

We lit up our assets to celebrate NAIDOC Week in consultation with the NAIDOC Committee and promoted via our social media channels.

Cultural safety

Respecting and celebrating Aboriginal and Torres Strait Islander cultures is an important part of the way we do business. We are committed to creating a workplace where Aboriginal and Torres Strait Islander employees feel comfortable expressing their heritage. As part of this commitment we have made online Cultural Competency training available to all of our employees to increase awareness and understanding of First Nations cultures and histories within our workplace. The program is provided by Aboriginal-owned business Arrilla and has been completed by about 30% of our employees so far. We also offered additional training to our RAP Working Group with one of our members completing a workshop through Aboriginal owned provider The Black Card.

Acknowledging Traditional Owners

Following consultation with Traditional Owner groups, we engaged Wathaurong Glass to design and create Acknowledgement of Country plaques for our head offices in Melbourne, Sydney and Brisbane. Wathaurong Glass is a not-for-profit business owned by Wathaurong Aboriginal Co-operative which is an Aboriginal community control organisation. The company is structured to ensure all profit flows back to the community of Wathaurong.

Due to restrictions we were unable to hold an event to unveil the plaque at our Sydney office and had to delay the installation of the plaque for our Melbourne office.





Respect

Supporting education and employment outcomes

We are committed to developing strong partnerships with organisations that support positive education and employment outcomes for Aboriginal and Torres Strait Islander people.

Throughout the year we continued to support our partners in Victoria, New South Wales and Queensland to deliver a range of community programs. We also supported three Aboriginal organisations through our grant program.

Some of our planned face-to-face activities were impacted or postponed due to COVID-19 restrictions.

Our partners:

- Bubup Wilam (VIC)
- New South Wales Aboriginal Education Consultative Group (NSW)
- KARI Foundation (NSW)
- Clontarf Foundation (NSW)
- Queensland Aboriginal and Torres Strait Islander Foundation (QLD)

STEM scholarships help students Dream Big

We developed the Paiabun Kurumba STEM Scholarship Program through our partnership with the Queensland Aboriginal and Torres Strait Islander Foundation (QATSIF). The program provides students with financial support to help remove barriers to completing high school as well unique work experience and mentoring opportunities in engineering and technology.

Paiabun Kurumba means 'Dream Big' in the local Yuggera language. Just like the name of the scholarship suggests, we want students to see where their future could lead them and have access to opportunities and experiences in the real world.

During FY20 we provided scholarships to 11 students through the program. The face-to-face work experience was impacted due to restrictions, so we held virtual Lunch and Learn events as an alternative.





Respect

Driving change

Having a driver's licence is a key to independence for many but it can also open up job, education and training opportunities.

That's why we partnered with the KARI Foundation to deliver the WestConnex Indigenous Driver Program for disadvantaged Aboriginal and Torres Strait Islander young people in Western Sydney.

The program provides access to a car and mentor, free supervised and professional driving lessons, as well as additional education and assistance to gain their licence.

Cianni, one of the program participants who obtained her provisional licence through the program said it would remove barriers to training and employment. "Having a driver's licence has allowed me to apply for and gain full-time employment. I'm incredibly grateful to the program and especially my mentor," she said.



Addressing the need

We know that Aboriginal and Torres Strait Islander people face multiple barriers in obtaining and retaining a driver licence. We are committed to investing in programs that assist in eliminating barriers that limit people's ability to connect to work, family and the community through transport.

- In 20-40% of Indigenous fatal crashes, the driver is unlicensed, a significantly higher number compared to the non-Indigenous population*
- The Forrest Review (2014) on addressing the social, legal and economic barriers in the lives of Australia's Indigenous people, recognised the importance of driver training and licensing as one of the most basic of work skills¹*

FY20 highlights

- Established a new video conference Learner Drivers Education program with the support of TAFE NSW*
- 25 youth gained their provisional licence*
- 36 youth gained their learner's licence*
- 410 driving lessons undertaken*
- 2,000 hours volunteered by KARI mentors to assist participants to obtain the necessary logbook hours required to take the provisional test*
- Developed a series of educational and promotional videos*

¹ National Road Safety Strategy 2021-30: Factsheet Indigenous Australians



Opportunities

Supporting the sustainable growth of Aboriginal and Torres Strait Islander businesses

Major projects provide a significant opportunity to support employment and training opportunities for Aboriginal and Torres Strait Islander people and sustainable procurement from Aboriginal and Torres Strait Islander businesses.

During the construction of the WestConnex M8 and NorthConnex projects over \$100 million was spent on Aboriginal and Torres Strait Islander business.

Supporting education and employment outcomes on our major projects

We champion learning and development opportunities for Aboriginal and Torres Strait Islander people on our major projects by providing structured training opportunities and transition to employment programs.

On the WestConnex Project, Aboriginal Employment Strategy (100% owned and operated Aboriginal business) was engaged to deliver a pre-employment program to provide Aboriginal and Torres Strait Islander people with support to transition into employment on the project.



WestConnex M8

\$26M

procured from Aboriginal and Torres Strait Islander business

3.3%

Aboriginal and Torres Strait Islander employment

NorthConnex

\$25M

procured from Aboriginal and Torres Strait Islander business

4.6%

Aboriginal and Torres Strait Islander employment

Indigenous businesses create enormous benefits for Indigenous people and local economies by empowering communities to generate their own economic wealth. These benefits are driven by the disproportionate number of jobs Indigenous businesses create for Indigenous People. They are over 100 times more likely to hire Indigenous workers than non-Indigenous businesses.¹

¹ Centre for Aboriginal Economic Policy Research