

Innovate RAP Summary



Message from the CEO

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.

As a long-term owner-operator of road infrastructure in Australia, with operations in Melbourne, Sydney and Brisbane, Transurban is committed to shaping road projects, leaving a positive legacy through everything we do.

I am pleased to report on the progress made through our Innovate RAP. Over the past four years, we—as individuals, and as a business—have learnt about the experience of Aboriginal and Torres Strait Islander peoples in Australia, and the role businesses like ours can play in the shared journey towards reconciliation. I am proud of what we have achieved with our Reflect and Innovate RAPs, but know we can do more. For this reason, and in consultation with Reconciliation Australia, we have decided to embark on a second Innovate RAP, to ensure we create meaningful, integrated and lasting cultural and systemic change through our business.

Scott Charlton, Chief Executive Officer

Message from RAP Champion



Henry Bryne, Group Executive, Corporate Affairs

In 2014, we launched our Reflect RAP. Through participating in National Reconciliation Week ceremonies, we increased awareness of Aboriginal and Torres Strait Islander culture and the importance of engaging in the journey towards reconciliation. We also explored career and educational partnerships to help increase Aboriginal and Torres Strait Islander participation in the workforce.

Building on the experiences and learnings from our Reflect RAP, we launched our Innovate RAP in 2017. Through our Innovate RAP we sought to continue to develop cultural awareness across the business, deepen relationships with Indigenous organisations and communities and ensure Transurban was contributing to positive education and employment outcomes for Aboriginal and Torres Strait Islander peoples.

In parallel, we've shifted our internal approach from Diversity and Inclusion to a broader focus on Belonging and Wellbeing. By doing this we want to create a real sense of connectedness, belonging and wellbeing for all our people through conscious inclusion. It's about embracing and drawing on the diverse skills, backgrounds and experiences of all our people, and inviting them to bring their whole self to work.

We hope this new approach provides a solid foundation for our second Innovate RAP to thrive, and for people throughout the business to feel empowered to take action and create change.

As we harmonise the Transurban reconciliation efforts with the WestConnex business, which we acquired in 2018, we are committed to reflecting our shared learnings from previous RAPs and incorporating these into our second Innovate RAP.



Our RAP journey so far



← ACPA performance at National Reconciliation Week in Queensland



← 2017-18 summer interns from CareerTrackers



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↓ Adam Magennis, of Bunurong People, performing a smoking ceremony at Monash Freeway Upgrade site

Employment

Transurban has recently developed a Sustainable Procurement Strategy and a revised Supplier Sustainability Code of Practice. A key objective to strengthen our community by leveraging our annual procurement spend, in particular by encouraging positive Aboriginal and Torres Strait Islander Procurement outcomes.

Our major projects are an opportunity to drive local training and employment outcomes, and Aboriginal and Torres Strait Islander employment targets are required for our major construction projects in Australia. We work with our government and delivery partners to look for opportunities to embed Aboriginal and Torres Strait Islander employment pathway and training programs into construction projects.