



Reconciliation Action Plan

March 2022 - March 2023



RECONCILIATION
ACTION PLAN

REFLECT



Message from Reconciliation Australia CEO

Reconciliation Australia welcomes Global Civil and Mining (GCM) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

GCM 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 close to 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 GCM 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 GCM, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

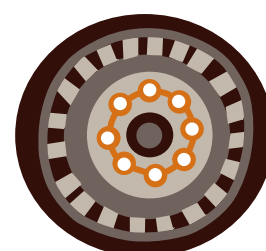
Karen Mundine
Chief Executive Officer
Reconciliation Australia



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GCM acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners of all lands throughout Australia on which we do business, and we pay our respects to Elders, past, present and emerging.



Our Business

Global Civil and Mining (GCM) is Australia's leading surface mining contractor and has continually been at the forefront of the development of surface mining technology; driving lower costs, better results, unique project benefits and providing major safety and environmental benefits to mining and civil operations both in Australia and around the world.

GCM provides the complete surface mining package: Technologically advanced machines, experienced project managers, operators, maintenance crews, a robust rebuilds and spares supply chain, and an ongoing research and development program. Our success integrating surface mining technology into both new and existing operations has provided us with the experience necessary to ensure consistent, reliable service delivery. Clients are able to maximise their resource by taking advantage of our expertise and experience.

Global Civil and Mining's head office is in Perth, WA, with

additional premises in the Pilbara region of WA, the Hunter Valley and Brisbane CBD. GCM's projects are Australia wide, with some past projects taking the team overseas to locations including Bahrain and east Africa.

At GCM the safety and welfare of our people come first, and we believe this is key to our success. We have built a comprehensive management system around our safety culture, and by closely following this and our client's requirements, we know we can get the most from our machines and people, safely. We continually review our strategies and performance, always looking for ways to improve, and are committed to increasing the skill levels of our workers by providing ongoing training at both management and operational levels.

Global Civil and Mining are certified to ISO 9001 Quality Management System, ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System.

Our RAP

This 2021/22 Reflect Reconciliation Action Plan has been developed to provide our team and stakeholders a clear pathway for GCM to engage in an effective reconciliation process. To date the process has been ad-hoc with different initiatives being explored as the opportunities have arisen on individual projects. This document is expected to assist the team to have a cohesive approach and create effective outcomes.

GCM's position in the industry as a specialist contractor means that this business will not typically be a head contractor, but instead have opportunities to partner with various organisations, boosting the partners offering while allowing GCM to provide value to the partnership through its core business of Surface Mining technology.

This Reflect Reconciliation Action Plan has been fully endorsed by the GCM Board. The Board receipt of monthly progress reports for the RAP actions, ensuring the business remains on target.

Our RAP working group will be led jointly by Kane Blackburn; Director, Integration Manager and Working Group Leader as well as Michelle Satie; Quality Manager, whose roles are to be ambassadors and advocates for reconciliation both internally and externally. Both Kane and Michelle initiated the RAP journey for GCM and are motivated to ensure GCM is a responsible Australian business which contributes to reconciliation. Our team will contribute in different capacities to different initiatives we have committed to in this RAP depending on their role in our business.

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Clients are able to maximise their resource by taking advantage of our expertise & experience

We continually review our strategies & performance, always looking for ways to improve

Our partnerships/ current activities

GCM is Small-Medium business, and to date the community partnerships specifically in the area of reconciliation and Aboriginal and Torres Strait Islander peoples has been limited. The GCM business does have a long track record of broader community support including:

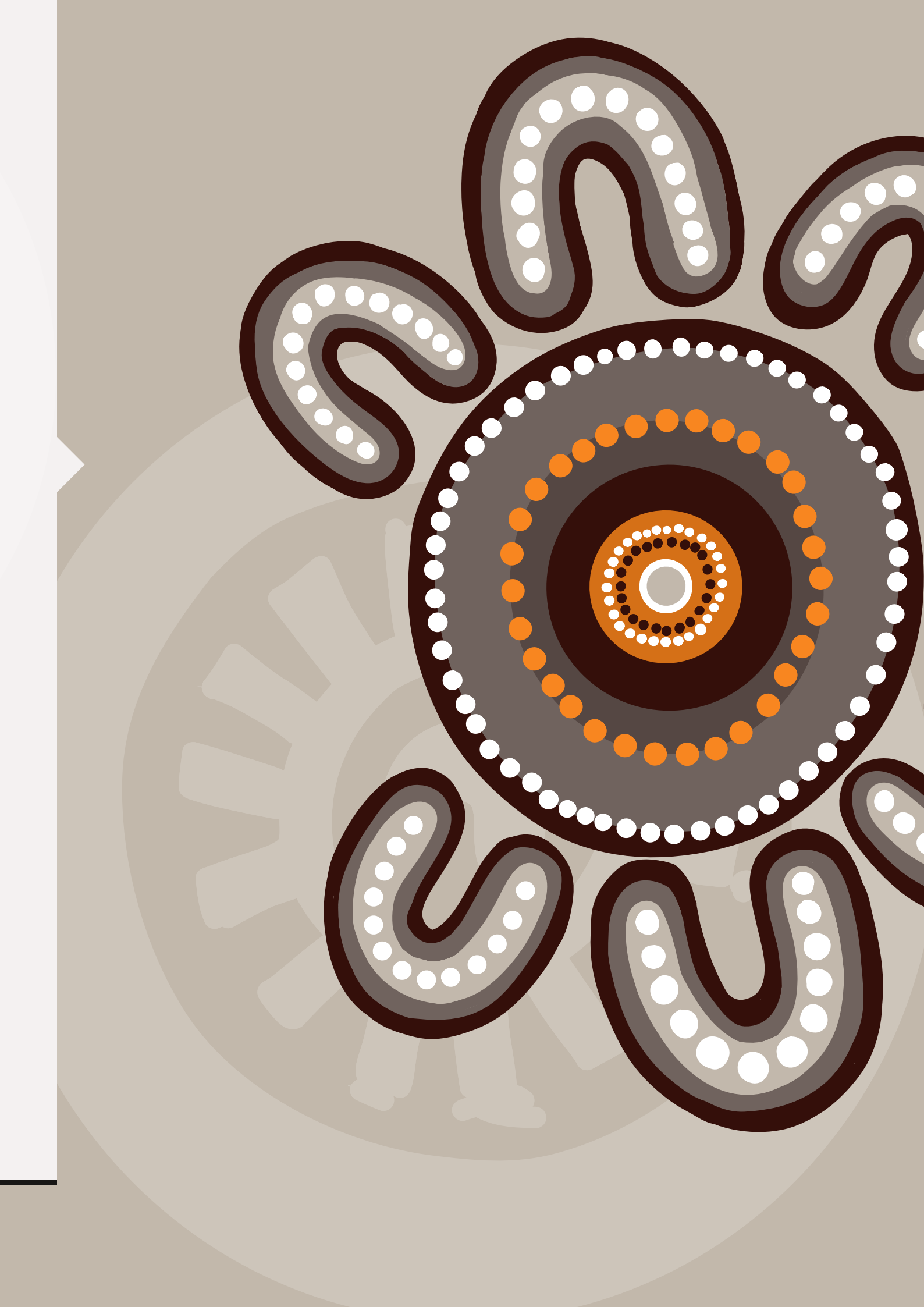
Hands Across the World – funds for Cambodian Primary schools
Solaris Red Sky Ride – raising funds for Cancer patient support services
Perkins 200 Ride – raising funds for Cancer Research
Royal Flying Doctors service – providing funds to maintain this essential regional service
And many more over the years

Recently GCM have signed an Agreement with an Indigenous Business and registered Charity, Third Space Indigenous Corporation (TSIC). TSIC is a Social Enterprise that aims to provide well supported, skilled Human Resources in the Construction industry across the Kimberley region.

This is done by Leveraging Industry partnerships to provide value to the customer and positive outcomes for the community. to work with this business in the civil and mining sector across the Kimberley region.

The goal for this Agreement is to:

Deliver on TSIC's charitable aims to – "Encourage self-support and economic independence for people in communities in which operations are conducted" Grow TSIC capabilities to have a sustained positive impact on the region. Local focus – Partnership creates positive local impacts





Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April, 2022	General Manager (GM)
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May, 2022	RAP Working Group Leader (RAP WGL)
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2022	Quality Manager (QM)
	RAP Working Group members to participate in an external NRW event.	27 May-3 June, 2022	RAP Working Group Leader (RAP WGL)
	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	Managing Director (MD)
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	March, 2022	Managing Director (MD)
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April, 2022	General Manager (GM)
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May, 2022	RAP Working Group Leader (RAP WGL)
	Update company induction to include materials and information from endorsed GCM RAP.	May, 2022	Quality Manager (QM)
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	July, 2022	Quality Manager (QM)
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July, 2022	Quality Manager (QM)



Respect

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Aug, 2022	RAP Working Group Leader (RAP WGL)
	Conduct a review of cultural learning needs within our organisation.	April, 2022	RAP Working Group Leader (RAP WGL)
	Identify and Share online documentaries and movies for further learnings. Maintain ongoing process.	May, 2022	RAP Working Group Leader (RAP WGL)
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	July, 2022	RAP Working Group Leader (RAP WGL)
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July, 2022	General Manager (GM)
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June, 2022	Quality Manager (QM)
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June, 2022	Quality Manager (QM)
	RAP Working Group to participate in an external NAIDOC Week event	First week in July, 2022	RAP Working Group Leader (RAP WGL)



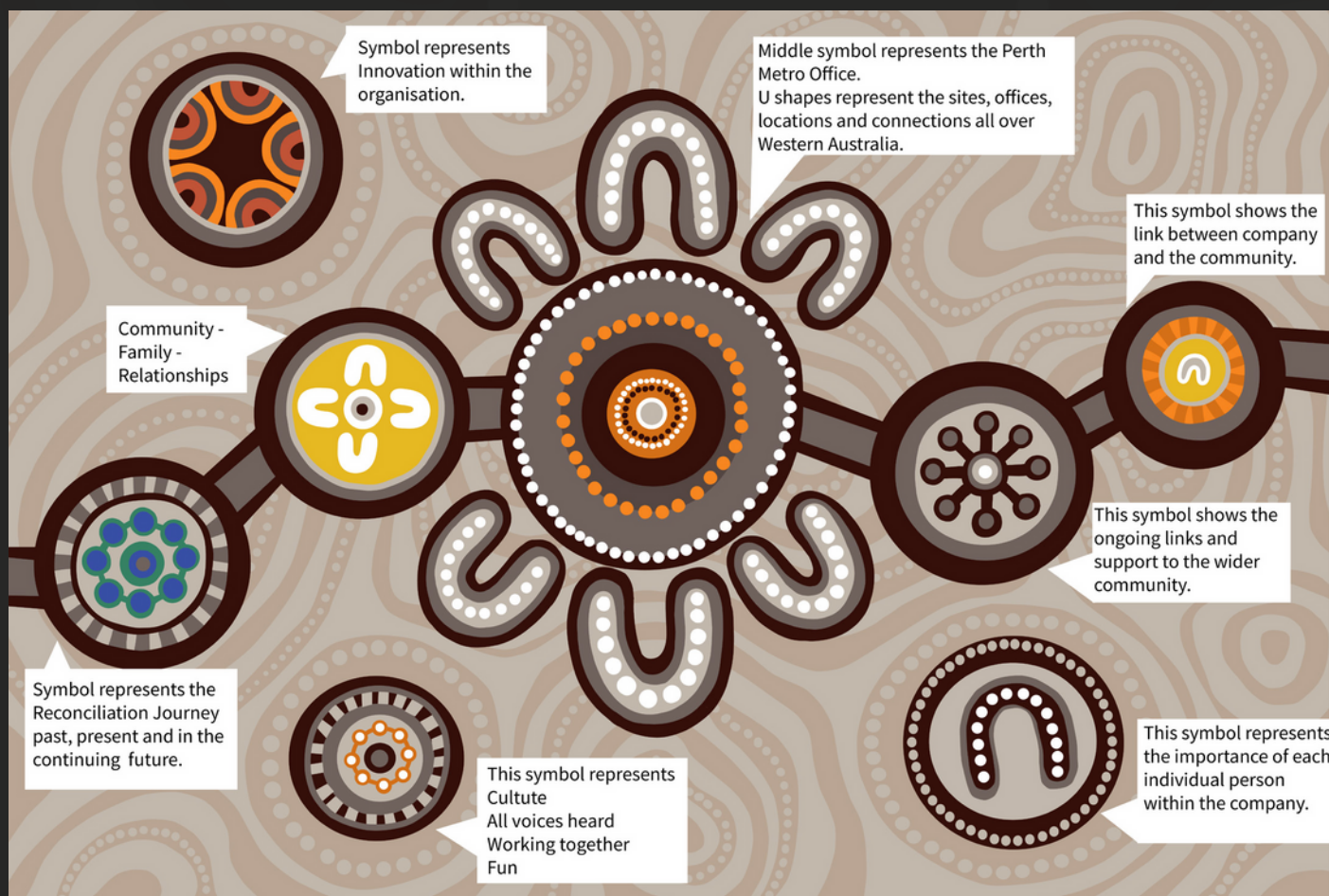
Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Oct, 2022	CFO
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June, 2022	Quality Manager (QM)
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Aug, 2022	CFO
	Investigate Supply Nation membership (and alternatives).	June, 2022	Quality Manager (QM)

Governance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	Mar, 2022	RAP Working Group Leader (RAP WGL)
	Draft a Terms of Reference for the RWG.	Mar, 2022	RAP Working Group Leader (RAP WGL)
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Mar, 2022	Quality Manager (QM)
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April, 2022	RAP Working Group Leader (RAP WGL)
	Engage senior leaders in the delivery of RAP commitments.	April, 2022	RAP Working Group Leader (RAP WGL)
	Define appropriate systems and capability to track, measure and report on RAP commitments.	April, 2022	Quality Manager (QM)
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Feb, 2023	Quality Manager (QM)
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Nov, 2022	Quality Manager (QM)

Our Artist



BUFFIE CORUNNA - NOONGAR YORGA - ABORIGINAL WOMAN OF THE NOONGAR NATION, BORN IN ALBANY, WESTERN AUSTRALIA.

Buffie's family connections are from Gnowangerup, a small town in Western Australia. She was raised in Perth and considers Perth her home.

She loves spending time with those she loves and has a strong bond with her family. Much of Buffie's work is greatly influenced by family, cultural connections, spirituality and relationships

Buffie can express herself wholeheartedly through her artwork. She believes art is one of the greatest tools to help with any mental and emotional issues. Buffie has always loved painting, drawing and experimenting in a variety of art mediums. Through art, she is especially drawn to the challenge of conveying to others how she is influenced by her spirituality, my culture and my life experiences. Buffie uses art as a platform for storytelling.

We all have a story to tell and art is one of the most creative forms to share our stories.



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