



Case study

## Supporting reconciliation



### At a glance

- 142 First Nations businesses engaged across supply chain
- AU\$111 million spent with Indigenous businesses
- Stretch Reconciliation Action Plan (RAP) launched
- RAP Champions Network established
- 'Connect. Gather. Grow' programme launched

Laing O'Rourke Australia has a long and proud history of supporting Indigenous businesses and communities. FY24 marked the launch of our **Stretch Reconciliation Action Plan (RAP)**. The five strategic pillars of the plan drive how we work collaboratively with our clients, communities and each other to **increase participation with First Nations Peoples and communities across the country**.

Our projects have been engaging the local community, providing local opportunities for employment, utilising Indigenous businesses in our supply chain, increasing local partnerships to support the community's needs, and **building a lasting legacy** through the built environment.

### Employment, retention, and development

As at March 2024, 2.1 per cent of our employees identified as being Aboriginal and Torres Strait Islander People.

The MELconnx Morley to Ellenbrook project in Western Australia has been driving significant outcomes in this space. The project currently has six trainees, two are female and five identify as Indigenous employees. In FY24 one team member completed a traineeship in Certificate III in Business Administration, three Civil Construction trainees also completed their certificate, and a further two trainees are currently completing their final units to

finish a Certificate III in Civil Construction. All four trainees who have completed their studies have **progressed to full-time employment** with Laing O'Rourke.

### Legacy

The MELconnx Morley to Ellenbrook project in Western Australia engaged six Noongar artists who have been **providing cultural input** into the design, cultural context in place making at each station and creating public art opportunities. They have spent over **\$53.3 million with 52 Indigenous businesses engaged on the project** and provided employment opportunities through **traineeships in civil construction and business administration** as well as professional development.

### Indigenous Procurement

Throughout FY24, 142 First Nations businesses were engaged across our Australian supply chain, and AU\$111million was spent with Indigenous businesses, a \$44.3m increase on the previous year.

During FY24, we also launched our **'Connect, Gather, Grow' Indigenous Business Engagement Program in Western Australia**. The 12-month program aims to provide a structured pathway for Indigenous businesses to connect with Laing O'Rourke through four half day workshops.

Image:  
Western Australia  
Indigenous Business  
Program: Connect,  
Gather, Grow

## Case study continued

## Cultural Competency, Cultural Heritage and Community Engagement

Throughout FY24, we continued to educate our people through developing the Laing O'Rourke Indigenous Affairs Learning Space on our purpose-built learning platform, delivering Acknowledgement of Country workshops and Cultural Awareness Training across the country, hosting events for National Reconciliation Week and NAIDOC Week, and developed and delivered cultural heritage induction. We also established a RAP Champions Network who are contributing to raising the profile of reconciliation as an organisational priority and making a positive contribution to our relationships with Aboriginal and Torres Strait Islander individuals, organisations, supply chain partners, Elders and Leaders.

## Supply Nation Supplier Diversity Awards

Laing O'Rourke won Corporate Member of the Year at the Supply Nation Supplier Diversity Awards. The award acknowledges the strong procurement program we have with Supply Nation businesses, resulting in an 8.2% increase of the number of supply nation businesses engaged as well as 81% increase in the value of contracts in our supply chain from the previous year. Results

like this are made possible by focused effort and ongoing commitment in this space.

Nicholas Arcaro, Head of Diversity and Wellbeing, said,

“Results like this are made possible by focused effort and ongoing commitment in this space.”

Ryan Sims, Procurement Leader, won Procurement Professional of the Year. Ryan has demonstrated success in supplier diversity leadership and advocacy across our Western Australian projects by supporting growth in procurement spend with Perth based Supply Nation Indigenous businesses. He has supported sustainable approaches that increase supplier diversity in our supply chain.

Amanda Inman, Senior Indigenous Affairs and Social Inclusion Advisor, won Supplier Diversity Advocate of the Year. Amanda has developed and strengthened Laing O'Rourke's networks which increased supplier diversity both internally and externally. She led the development and delivery of Laing O'Rourke's 'Connect, Gather, Grow' Program which increased our local engagement with Perth based Indigenous businesses. Amanda also won the prestigious Dr Jean Jarrett Award.



Image:  
Award recipients at the  
Supply Nation Supplier  
Diversity Awards,  
Australia