

INDIGENOUS ENGAGEMENT PLAN 2025-2028



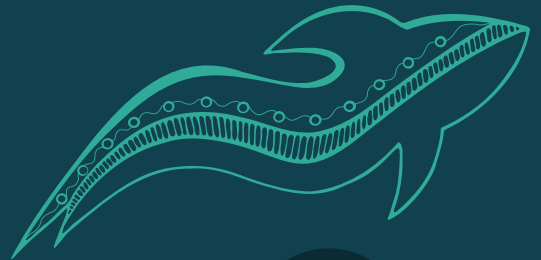
OUR COMMITMENT

Birdon is committed to being a company where Indigenous peoples are respected and valued partners in our journey towards shared success. Founded on Birpai Country nearly 50 years ago, on the banks of the Hastings River, we recognise the

deep cultural significance and enduring connection of the Birpai people to the land, waters and skies where our story began. We extend this respect to the Traditional Custodians of all the lands where Birdon operates across Australia.

OUR STRATEGY

Birdon's Indigenous Engagement Strategy is centred on three priorities:



Respectful Engagement

Building genuine, place-based relationships with Indigenous communities through ongoing consultation, cultural exchange and transparent reporting.



Employment

Creating culturally safe pathways into meaningful careers, apprenticeships and leadership development for Indigenous peoples.



Economic Inclusion

Increasing procurement from Indigenous-owned businesses and building sustainable supplier partnerships.

WHAT WE'RE DOING



Cultural Awareness Training

Partnering with Culture Across Time to deliver immersive cultural awareness sessions including Yarning Circles and truth-telling exercises, with online training certified by Supply Nation rolling out to all Australian staff.



Indigenous Recruitment

Working with local Indigenous employment agencies and community programs to co-design accessible, culturally sensitive recruitment - with a focus on apprenticeship and graduate pathways.



Indigenous Procurement

Growing partnerships with Indigenous-owned suppliers endorsed by Supply Nation and Indigenous Chambers of Commerce, guided by capability, value and long-term relationship potential.



Community Partnerships

Engaging with local Aboriginal Land Councils and Elders across Birpai (Port Macquarie), Gadigal (Sydney), Murujuga (Dampier) and Whadjuk Noongar Boojar (Henderson).



Governance

An Indigenous Engagement Working Group including Indigenous voices, with clear monitoring, evaluation and quarterly reporting to senior leadership

OUR GOALS

Goal	Target
Indigenous workforce	Increase from 2.6% to 2.9%
Indigenous supplier spend	Increase from 1.72% to 2.8%
Cultural Awareness Training (face-to-face)	30 employees by 30 June 2027
Cultural Awareness Training (online)	90% of employees by 30 June 2027
Cultural safety perception	10% increase (internal survey)

HOW WE MEASURE SUCCESS



We track our progress through Indigenous workforce and procurement growth, cultural training participation, staff survey results on

cultural safety and inclusion, relationships established with local Elders and Land Councils, and earned media recognition.

We
**DESIGN
BUILD
OPERATE
MAINTAIN
REMEDiate
DECOMMISSION**



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