



WINSLOW GROUP INDIGENOUS ENGAGEMENT

APPENDIX A “WALKING TOGETHER” - IN ACTION

Version 1

Winslow's Indigenous engagement is structured around the key elements that activate our approach to 'Walking Together' being Respect, Journey, Collaboration and Relationships.

RESPECT

Winslow raises awareness and shares information amongst employees through our employee engagement activities:

WINSLOW'S INDIGENOUS ARTWORK — LET US WALK TOGETHER (KOLING WADA-NGAL).

The creation of the signature Indigenous artwork and ensuring its ongoing significance to our employees is through endorsed copies of the artwork located in all State Head Offices with the design also infused into office designs.



INDIGENOUS HOODIE LAUNCH AND SALE TO EMPLOYEES

Winslow designed a 'special edition' hoodie that is based on the Winslow's Indigenous artwork and was made available for purchase by our employees, their families and our community partners.

The hoodie was procured through an Indigenous supplier and launched during NAIDOC Week 2022 and sales of the hoodie raised a total of **\$22,610.00** and all proceeds were donated by Winslow employees to Ganbina.



COLOURING IN COMPETITION – BASED ON WINSLOW'S INDIGENOUS ARTWORK – LET US WALK TOGETHER (KOLING WADA-NGAL).

We focused on embracing Winslow's Indigenous artwork and continue to raise Indigenous cultural awareness and share its meaning with employees through a special colouring-in competition.

We invited all employees and their families from across The Winslow Group to complete a colouring-in sheet, which was created especially for NAIDOC Week to reflect our Indigenous artwork - *Koling wada-ngal (Let Us Walk Together)*.

The winning entries from each office in Victoria received a family ticket to the Melbourne Museum and Bunjilaka Aboriginal Cultural Centre. In Queensland and NSW winners were awarded a family ticket to Currumbin Wildlife sanctuary to see the Aboriginal Culture Show.

JOURNEY

WINSLOW DONATION TO ASSIST INDIGENOUS YOUTH LEADERSHIP PROGRAM.

In 2023, Winslow, via the Allenby Foundation, donated \$22,610.00 to Ganbina, an organisation that matches Winslow's values of encouraging the growth and development of young people.

Ganbina runs Australia's most successful Aboriginal school-to-work transition program Jobs4U2, which helps ATSI children and youth aged from five to 25 years old stay engaged in mainstream education, training and employment.

Winslow's donation will support the Ganbina Aboriginal Youth Leadership Program, which gives participants an insight into leadership and to expose them to the skills and commitment required to be leaders.

The program aligns with Winslow's values where each person is empowered to make good decisions to look after each other as family, be accountable to each other and be committed to operating safely.



WINSLOW INFRASTRUCTURE PROJECTS EXCEED VICTORIAN GOVERNMENT TARGETS.

Winslow's Infrastructure business unit has exceeded Victoria Government targets on key 'Big Build' Major Road Projects Victoria projects.



Item	Engagement Target
Social Procurement spend	Minimum of 1.5% of project value being made up by Aboriginal business expenditure.
Opportunities for Victorian ATSI people	Minimum 1.5 % of project spend with Aboriginal businesses (certified by Kinaway and/or Supply Nation) Minimum 3% of actual project hours performed by ATSI people

Winslow Infrastructure projects exceeding all MRPV Indigenous targets:

Project and Completion Rate (as at November 2023)	Aboriginal Employment	Aboriginal Spend
Lathams Road Upgrade (100%)	5.51%	4.44%
Sunbury Road Upgrade (83.4%)	4.40%	4.60%

WINSLOW AND INDIGENOUS SUPPLIERS.

Winslow procures Indigenous suppliers to support administration, operations and projects needs such as labour hire companies, traffic control companies, cleaning services, stationery supplier, and training providers.

Winslow's Site Leadership Training program has engaged the Wurundjeri Woi-wurrung, Cultural Heritage Aboriginal Corporation to facilitate specific training modules.

COLLABORATION

- Winslow provides opportunities to Indigenous civil construction companies by offering their employees long term stable employment through Winslow projects.
- Winslow offers training, and skills development to facilitate long term career opportunities.
- Winslow's Infrastructure business unit partners with Indigenous civil construction companies as a joint venture partner to tender for projects.
- Winslow offers business skills and acumen to start up initiatives.
- Winslow supports the training of Indigenous apprentices.
- Winslow facilitates access to Winslow training coordinators and Government assessors.
- Winslow works with Indigenous civil construction companies to assist with the development of training strategies.
- Winslow has a 'live local, work local' philosophy where we provide opportunities for people to work close to home.





YORTA YORTA NATION ABORIGINAL CORPORATION (YNAC)

In 2019, Elders of the Yorta Yorta Nation Aboriginal Corporation (YYNAC), senior management from Winslow Constructors and representatives from Major Road Projects Victoria joined together for a ceremony to acknowledge the partnership formed as part of works on Stage 2 - Warren Street upgrade in Echuca.

In recognition of this valuable partnership, the Yorta Yorta and Winslow produced artwork for the fencing around our site compound which represented our respect and recognition for the Yorta Yorta people, the traditional owners of this land we were re-shaping. The artwork was created by Clive "Bidja" Atkinson, a descendant of the Yorta Yorta and notable Indigenous artist.

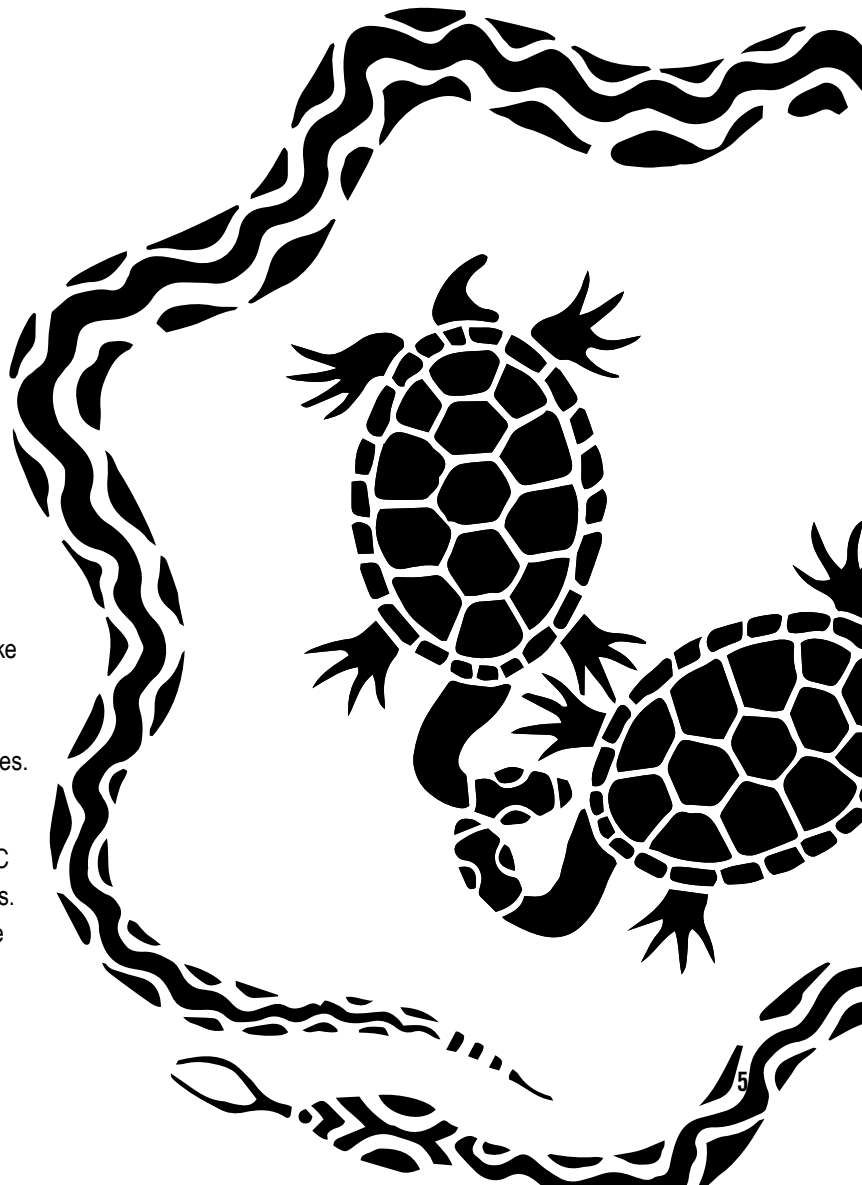
RELATIONSHIPS

INDIGENOUS SPONSORSHIP

Providing sponsorship to our Indigenous employees to attend the 2023 National Aboriginal and Torres Strait Islander Golf Championships in Darwin. The event enabled Indigenous competitors to network and enjoy knowledge sharing as Indigenous people.

Providing sponsorship to the Lismore Rugby Club, NSW, Inaugural Indigenous Round, for the creation and production of bespoke playing jerseys. The design is inspired by Widjabul Wia-bal dreaming of the Bundjalung Nation, which includes the creation story of the Goanna (Dirawong) and the Rainbow Snake as well as three Warrior Brothers. Winslow donated \$1500.00 for the this jersey, designed by 1st Grade team member Calijah Craig, and the club raised \$4000.00 for local indigenous charities.

Providing sponsorship for the Taringa Rovers Soccer Club, Queensland, for the creation and production of the 2023 NAIDOC Week round bespoke jerseys designed by local Indigenous artists. The artwork captures the core values and community spirit of the soccer club as well as paying respects to First Nations culture.





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