



WINSLOW GROUP INDIGENOUS ENGAGEMENT

“WALKING TOGETHER”



ACKNOWLEDGEMENT

Winslow shows our respect and acknowledges Aboriginal and Torres Strait Islander peoples who are the traditional owners and custodians of this land. We pay our respects to their Elders both past and present.





“WALKING TOGETHER”

‘Walking Together’ is Winslow’s roadmap for engagement with Indigenous Australians.

Winslow has a long history of genuinely working with Indigenous Australians. Winslow’s meaningful actions to advance Reconciliation has been and continues to be unwavering. Winslow provides tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples. We have developed relationships with Aboriginal and Torres Strait Islanders and continue to expand our sphere of influence.

We aspire to continually strengthen our interconnectedness with Aboriginal and Torres Strait Islander peoples and move forward together, mutually deepening our understanding of rich cultural values working in synergy for a better future.

Our engagement is informed by our ongoing interaction and engagement with Aboriginal and Torres Strait Islander peoples and contains high-level commitments that will provide more

opportunities for Aboriginal and Torres Strait Islander peoples, organisations, communities and customers to ‘walk together’ with us.

Winslow’s FACES and Business Pillars underpin our Indigenous engagement and genuine blending of Indigenous cultural learning and respect ensuring, as a business, we continue to increase our understanding, value and recognition of Aboriginal and Torres Strait Islander people.

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

Winslow Group Indigenous Engagement Appendix A provides highlights of Winslow ‘Walking Together’.



OUR BUSINESS – THE WINSLOW WAY

The Winslow Group is a leader in civil construction. Since 1986, we have developed into a national self-performing vertically integrated business that services the construction industry through our dedicated Business Units.

Each person at Winslow is empowered to make good decisions to look after each other as family, be accountable to each other and always operate safely. We are dedicated and passionate about doing our best and committed to doing it once and doing it right. This is seen every day on the projects and in our offices. It's what makes us so different from everyone else
– *It's The Winslow Way.*

OUR FOUNDATIONS – FACES AND BUSINESS PILLARS

FACES (Family, Accountability, Commitment, Empowerment, Safety) and Business Pillars (Safety, Environment, Quality, Productivity, Learning, Community) form the foundation of who we are and how we operate as a business.



BUSINESS PILLARS



SAFETY



ENVIRONMENT



QUALITY



PRODUCTIVITY



LEARNING



COMMUNITY

Our Community Business Pillar outlines the meaning of our external relationships and is important to us because:

- We have pride in the communities we have built.
- We live in communities, we build communities, we are a community, we care about our community.
- We collaborate with various groups to provide opportunities to different community groups.

Working with and giving back to the community is how we leave our footprint. Our employees always consider, the environment around us during operations on site, how we conduct ourselves and ensure we respect the community and cultural heritage of the land on which we work.

Winslow works in synergy with communities where we work leaving positive legacies and has a commitment to supporting local communities in an ethical, responsible, positive and sustainable manner for the future.

ABOUT THE ARTIST

Jenna Oldaker is a Wadawurrung Traditional Owner and Visual Artist creating works under 'Murrup Art'. 'Murrup' is the Wadawurrung word for spirit, which is fitting as Jenna's art comes from her ancestors and their spirits.

Through her art, Jenna expresses her deep connection and love for her Aboriginal culture, country, and heritage. Every piece created by Jenna comes from her heart and strong connection to Wadawurrung culture. Her passion is to create each work with its own individual story and meaning, and also to educate others about Wadawurrung culture and country.

Born and based in Ballarat on Wadawurrung Country, Jenna uses mostly bright, contemporary colours to create unique and detailed artworks. Her vibrant, multi-coloured artworks are largely inspired by the traditional marks and symbols from the dreamtime and also from Wadawurrung Country itself.

Working primarily with acrylic paints on canvas, Jenna enjoys creating new pieces using a variety of forms and dimensions.



THE ARTWORK

In 2022, Winslow embarked on a journey with talented Indigenous artist, Jenna Oldaker, to create a signature Indigenous artwork that reflected Indigenous culture and incorporated the Winslow Family values.



Jenna Oldaker

Koling wada-ngal (Let us Walk Together), 2022

Acrylic on canvas

This artwork illustrates family and community coming together as one, as we travel and learn together on Country. The centrepiece of this artwork symbolises community and meeting place – a place where we all come together to yarn and share stories and knowledge with one another. The classic U shapes symbolise people, whilst the concentric circles and lines in the centre illustrate journey paths and our continued connection to culture, spirits and land.

We are all connected to one another, and this is what gives us such power and unity. This is illustrated by the joining journey paths, all connecting and overlapping with one another as we walk together and pay our respects to our land and waters. The connecting lines and journey paths are also symbolic of community and family, as we all come together to help care for this beautiful Country land, we call home.

RESPECT

We empower our employees through Winslow learning and engagement opportunities. We embrace and encourage diversity and value the perspectives and knowledge it brings as we go about our day-to-day operations.

Item	Engagement
Increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Conduct regular reviews of the cultural learning needs within our organisation. Deliver ongoing cultural learning training for employees to increase cultural capability on commencement for new starters, and annually for existing staff. Continue Face to Face cultural training conducted with Senior Leaders and on project sites that includes how to manage cultural heritage and artifacts.
Acknowledge significant dates for Aboriginal and Torres Strait Islander community.	<ul style="list-style-type: none"> Provide ongoing cultural learning with topics including commemorative days, cultural education and language. Design and implement a national approach to celebrating Aboriginal and Torres Strait Islander dates of significance through the development of an annual Aboriginal and Torres Strait Islander event calendar. Building respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.
Support Indigenous initiatives as part of project social value campaigns and do so in partnership and collaboration with other key stakeholders.	<ul style="list-style-type: none"> Establish project engagement initiatives.
Provide opportunities for employees to engage with culture and community during NAIDOC Week.	<ul style="list-style-type: none"> Employees to be provided with opportunities to participate in Winslow led Aboriginal and Torres Strait Islander initiatives. Aboriginal and Torres Strait Islander s to showcase their culture through NAIDOC week initiatives. Inspire collaboration with our Aboriginal and Torres Strait Islander partners to celebrate and acknowledge significant events. Opportunities to invite Traditional Custodians and Aboriginal and Torres Strait Islander peoples, community, and organisations to share their knowledge, cultures, and perspectives at Winslow events.
Ensure strict, zero tolerance policies for discriminatory behaviours.	<ul style="list-style-type: none"> Continue to implement HR policies and procedures to identify any possible existing anti-discrimination provisions, and future needs. i.e., Indigenous policy. Ensure the provision of ongoing training on company policies and reinforce that Winslow is committed to providing respectful workplaces free of discrimination and harassment.

JOURNEY

Our Journey with the Aboriginal and Torres Strait Islander communities focuses on developing ongoing co-operative initiatives and exploring opportunities for sustainable economic outcomes by providing employment, training and contracting opportunities, utilising our procurement and genuine social value initiatives.

Item	Engagement
Support Indigenous businesses through both direct, and indirect employment.	<ul style="list-style-type: none">■ Create and develop partnerships with Indigenous businesses that will support the recruitment, training and development of employees.
Ensure relevant policies are developed	<ul style="list-style-type: none">■ Continue to implement relevant policies i.e., Social Procurement, Cultural Heritage Management, Protection of Archaeological Heritage Sites.
Actively seek Indigenous engagement through procurement of goods and services	<ul style="list-style-type: none">■ Winslow is always looking to stimulate Indigenous entrepreneurship and business development, by providing Indigenous Australians with more opportunities to engage with us either directly or indirectly with the outcome of driving sustainable growth for First Nations businesses.
Engage with Supply Nation and Kinaway when seeking suppliers	<ul style="list-style-type: none">■ Winslow has regular Supply Nation endorsed suppliers and refers to the Supply Nation database for suitable partners where appropriate, such as new work in new locations and new material/service requirements that our business needs from time to time.■ Winslow commits to continuing to engage Indigenous suppliers and increase opportunities throughout our supply chain, through our sphere of influence.■ Support the development of future Aboriginal and Torres Strait Islander leaders through opportunities in education, skills, experience. Develop partnerships with organisations that mentor and empower young Aboriginal and Torres Strait Islander people to achieve their full potential and thus live rewarding, fulfilling and independent lives.
Support the transition of Aboriginal and Torres Strait Islanders to the construction industry	<ul style="list-style-type: none">■ Winslow is recognised by employment service providers and facilitates employment opportunities.■ Winslow provides pre-employment programs (Hubs), building of resumes, development of interview techniques, visiting live worksites, organisation of safety awareness training on worksites.

COLLABORATION

We work with Aboriginal and Torres Strait Islander businesses by providing commercial and business guidance through a transfer of skills and experience, to build capability.

We acknowledge Indigenous Australian's holistic perspective to good health that includes physical, social, emotional, cultural, spiritual and ecological wellbeing, for both the individual and the community.

Winslow also has a strong connection to land and together we aim build mutually beneficial, trusted and meaningful long-term partnerships that enable Winslow to engage with Indigenous Elders and Leaders to help continue to us guide our reconciliation approach.

We leverage off our individual and combined skills for a better future together.

Item	Engagement
Adding value to Indigenous businesses through understanding their requirements, needs and preferences at a specific time in their journey	<ul style="list-style-type: none">■ Offer training, skills development to facilitate long term employment opportunities.■ Provide specialised business expertise that enables Indigenous companies the prospect for advancement.■ Winslow's stewardship initiatives in the construction industry are an opportunity to foster mutually beneficial outcomes.
Strengthening knowledge growth through working relationships	<ul style="list-style-type: none">■ Pursue holistic relationships that build respectful relations with Aboriginal and Torres Strait Islanders that broaden our way of thinking.
Understanding Aboriginal and Torres Strait Islander businesses	<ul style="list-style-type: none">■ Work with business leaders to understand the aims of the business and the desired outcomes.■ Understanding business opportunities that showcase Indigenous value.
Understanding Indigenous cultural heritage and land management	<ul style="list-style-type: none">■ Through working relationships, increase knowledge of the cultural significance of the protection and care of land

RELATIONSHIPS

We continue to facilitate open communication and start conversations to nurture our relationships with Aboriginal and Torres Strait Islander peoples and communities in areas where we work and operate.

Item	Engagement
Support Client Reconciliation Action Plans (RAP)	<ul style="list-style-type: none">■ Work with clients to understand how to best achieve their outcomes.
Building and strengthen mutually beneficial relationships with the local Aboriginal and Torres Strait Islanders stakeholder and organisations.	<ul style="list-style-type: none">■ Through our projects, skills & expertise, cross-cultural understanding, mutual trust, and respect.■ Attend expos and external construction industry opportunities.■ Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence
Recognising and working together with local Aboriginal and Torres Strait Islander cultures	<ul style="list-style-type: none">■ In conjunction with clients and property managers, engage local Traditional Owner groups for improved cultural understanding and engagement opportunities surrounding projects.
Developing meaningful long-term partnerships with the Traditional Custodians and their communities	<ul style="list-style-type: none">■ From the planning stage of projects and throughout the project lifecycle.
Promote Reconciliation through our sphere of influence.	<ul style="list-style-type: none">■ Communicate our commitment to Reconciliation to all employees.



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