



## Indigenous and Reconciliation

### VISION FOR RECONCILIATION

Our vision for reconciliation remains one that drives all our employees to acknowledge and celebrate the proud heritage of Australia's First Peoples and promotes opportunities for career development, sustainable business growth and economic participation of Aboriginal and Torres Strait Islander Australians.

Lendlease's second Reconciliation Action Plan (RAP), 'Building Respect: Past, Present, Future 2016 – 2018', expands on our commitment to Indigenous participation and has achieved an 'Elevate' status level by Reconciliation Australia. Our Elevate RAP applies three goals to our Australian operations:

- 1. All Lendlease employees in Australia will be invited to participate in cultural awareness and engagement learning.**
  - We are advanced in delivering face to face learning, and we are working towards achieving our 2018 goal of providing 100 per cent of Australian employees with cultural learning experiences through online and immersion opportunities.
  - We have supported the development of Arrilla Digital, an online cultural awareness and learning platform to be made available to all Australian employees to provide a baseline of cultural understanding.
- 2. We will increase the number of Aboriginal and Torres Strait Islander employees in our Australian business.**
  - Approximately two per cent of our Australian employees are Indigenous.
  - We have four formal partnerships with organisations that work to improve attendance and completion rates of young Indigenous people at school, university and other education institutions. This will help to create a future pipeline of Indigenous Lendlease employees.
- 3. We will increase procurement from, and support the development of, Aboriginal and Torres Strait Islander businesses in Australia.**
  - Lendlease was announced as a finalist in two categories of the 2017 Supply Nation National Indigenous Procurement Awards – Corporate Partner of the Year and Procurement Professional of the Year.
  - Procurement from certified Indigenous business (products and services) was in excess of \$26 million in FY17.



### **CareerTrackers**

CareerTrackers is a national not for profit organisation that creates internship opportunities for Indigenous university students. 74 CareerTrackers interns have worked at Lendlease since 2011. Of these interns, eight have completed their studies and converted to full time employment at Lendlease, 16 are working casually while studying and 10 have secured a place on our 2018 Graduate Program.

### **Bourke NSW Aboriginal Community**

We are working with the Bourke NSW Aboriginal Community as part of a collective collaboration, including the participation and support of the NSW Government, to prove that a justice reinvestment approach can prevent more young Aboriginal people from entering the justice system. The project aims to reduce the \$4 million annual cost to the NSW Government by incarcerating fewer young people from Bourke.

Lendlease Executive Lead for Indigenous Engagement and RAP, Cath Brokenborough, plays a pro-bono facilitation role working with the Bourke Aboriginal community to develop a design and delivery program of community-led housing. An initial two houses were designed, built and sold to Aboriginal families. Lendlease continues to work with the community to scope the next stage of the program.