

After 10 years, the following represent just a few key highlights of our RAP journey to date*



7/8

members of our RAP Expert Panel are First Nations leaders with a 50 per cent gender split.

Since 2011,
117

First Nations university interns have come through our CareerTrackers partnership.

26 Alumni have secured full-time roles.

By 2018, we launched Welcome to Country and Acknowledgement of Country protocols; installed Acknowledgement of Country signage in offices, projects and retail centres; and displayed Aboriginal flags on worksites and in offices.

These modest, incremental actions by RAP champions have been noted by our First Nations community partners.

Since 2017, RAP champions have organised

229

NRW and NAIDOC events and activities.

Since 2011, more than

6,030

employees nationally have completed face-to-face or online cultural awareness learning.

106

employees, including executive managers and Board members, have engaged in cultural immersion opportunities on Country.

The Arrilla Digital cultural learning program is mandatory for new employees.

In 2010, three employees openly identified their Aboriginal and/or Torres Strait Islander heritage.

In 2020,

99 employees

identified their First Nations heritage through our new reporting platform created to track retention, promotion and development.

Lendlease spent more than

AUD \$168m

with First Nations businesses (Supply Nation certified or registered) as reported in FY18, FY19 and FY20.

Our industry-leading Gynea First Nations supplier program (launched 2017) has introduced

128

First Nations businesses into our supply chain.



In July 2013, we supported constitutional recognition of Australia's First Nations peoples through the Recognise campaign. In May 2019, we joined 13 other Elevate RAP organisations to support the Uluru Statement from the Heart.

Since 2010, we have invested

\$10m

in partnerships with First Nations communities and organisations.



17/19

members of our RAP Working Group are First Nations employees.



In 2019, our Procurement, People and Culture, and Digital teams developed an industry-leading, quarterly data dashboard to inform our procurement, employment and cultural learning RAP goals and strategies.