

INNOVATE

Reconciliation Action Plan

Annual Report 2025/26



RECONCILIATION
ACTION PLAN

INNOVATE



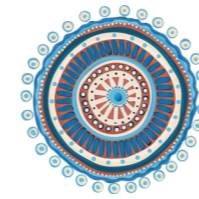
RAP Artwork:
"Growth in Unity"



Acknowledgement of Country

We acknowledge the Traditional Custodians of the land on which we live and work. We pay our respects to Aboriginal and Torres Strait Islander peoples, their cultures, and their Elders past and present. Let us walk forward together as one, honouring our past and embracing a future enriched by unity and respect.

We recognise it is our collective efforts and responsibility as individuals, communities and businesses to ensure equality, recognition and advancement of Aboriginal and Torres Strait Islander peoples across all aspects of society and everyday life.



Executive summary

As we mark the completion of our 2024–26 Innovate Reconciliation Action Plan (RAP), the first undertaken as Webuild in Australia, we reflect on the progress we've made as a group and the strong foundations we have built for the journey ahead.

Our RAP achievements over this period reflect our continued commitment to deliver meaningful employment opportunities and business partnerships, as well as employee engagement and education opportunities that strengthen relationships with First Nations communities, expand on our cultural awareness, and make purposeful strides in our journey toward reconciliation.

Key highlights include:

- Growing relationships with Aboriginal Corporations at our project sites.
- Increasing our procurement spend with Indigenous businesses and engaging with First Nations suppliers.
- Successful engagement and learning opportunities with Indigenous-owned businesses through our Skilled Volunteer Program.
- Marking significant dates such as NAIDOC Week and National Reconciliation Week with meaningful events and participation.

These achievements have been made possible through the collaborative efforts of our workforce, and the leadership of our RAP Working Group, who have championed our goals throughout the business.

We are inspired by the contributions and voices of our Aboriginal and Torres Strait Islander employees and partners and remain grateful for their guidance.

While we are proud of our progress, we recognise the path to reconciliation is enduring and there is still much work to be done.

As we look to the years ahead and our next Innovate RAP, we remain focused on deepening our impact, listening and learning, and building a consistent approach to First Nations engagement to ensure our actions support sustainable outcomes at every level.

Our vision for reconciliation is to enable equal participation for Aboriginal and Torres Strait Islander peoples across the nation-building projects we deliver. We will achieve this by delivering meaningful opportunities and pathways to employment, enhancing supplier diversity, and fostering a workforce and environment that embraces, respects, and celebrates the diverse cultures of First Nations peoples.



Timeline

July 2025

- We were honoured to attend Coodanup College's NAIDOC Assembly, celebrating the rich histories, cultures and achievements of Aboriginal and Torres Strait Islander Peoples.



- We were fortunate to attend the Business News Indigenous Business Lunch, which explored the ways businesses can better integrate Aboriginal and Torres Strait Islander businesses into their operations.



- The Project Ceres team welcomed Vince Adams, a proud Yindjibarndi man to site where he shared a moving Acknowledgement of Country, cultural knowledge of bush tucker and traditional medicines, and cooked a traditional meal of kangaroo tail stew and damper for the team.



- Webuild renewed its long-standing community partnership with Clontarf Foundation - empowering their mission to enhance the education, discipline, life skills, self-esteem, and employment prospects of young Aboriginal and Torres Strait Islander men around Australia.



August 2025

- For the first time, all three national flags were raised across the Snowy 2.0 sites. At Lobs Hole, a special ceremony was held to mark the occasion led by Torres Strait Islander employees and Traditional Owners.



- The Dampier Bulk Handling Facility project team hosted an inspiring site visit with Ashburton Aboriginal Corporation, welcoming a group of aspiring women in construction to tour the site and explore careers in construction and port services.



September 2025

- The Project Ceres team supported the Karratha Clontarf Foundation Academy - West Pilbara Basketball Carnival which brought together young men from across the Pilbara for a day of teamwork, competition and connection.



- The Darwin Ship Lift project team joined Stars Foundation - Australia's 2025 Darwin Futures Forum at the Darwin Port Cruise Ship Terminal. The event connected more than 50 Year 12 Stars students from six Darwin partner schools with over 30 Stars partners and local exhibitors.



- To mark Supplier Diversity month we celebrated our continued relationship with Karnaji - a First Nations-owned electrical material supply company providing the critical cabling that powers the Tunnel Boring Machines on the North East Link Project.



- Webuild renewed its community partnership with Stars Foundation, empowering their mission to support improved education, health and employment outcomes for First Nations young women.



October 2025

- The Project Ceres team partnered with Biparn, an Indigenous-owned business providing advanced CCTV solutions tailored to the needs of large-scale projects.



- We hosted a smoking ceremony led by Elder Tina Hayden at the new Women and Babies Hospital site to acknowledge Country and pay respect to the traditional custodians of the Whadjuk Noongar people.



November 2025

- The Spark North East Link team's Skilled Volunteering Program brought together employees, social enterprises, and Aboriginal businesses to collaborate on practical solutions that drive lasting social impact.



- We hosted an exciting site visit for a group of talented young women from Stars Foundation to explore Project Ceres!



December 2025

- We met with Connor Walsh, Webuild Indigenous Engineering Scholarship recipient at the University of Queensland to find out how he is progressing with the first year of his studies.



- The Project Ceres team is supporting Ngartliyarndu Bindirri Aboriginal Corporation (NBAC) in re-establishing the Roebourne Post Office.



February 2026

- The Dampier Bulk Handling Facility Project held a Cultural Awareness Day onsite. A series of workshops were delivered by four Rangers from the Murujuga Aboriginal Corporation.



March 2026

- Our Women and Babies Hospital project team were welcomed more than 60 team members and partners to a Welcome to Country and smoking ceremony at the project's Osborne Park Hospital site.



- We attended the Clontarf Foundation Cup Football Carnival at Langley Park, where more than 200 young Aboriginal and Torres Strait Islander men from Clontarf Academies across Western Australia came together to compete for the coveted annual trophy.



April 2026

- The Suburban Rail Loop (SRL) East Project signed its largest First Nations business partnership to-date, a social procurement contract with Yurringa Energy for the supply of renewable energy.





Relationships

Action	Deliverable	Status	Outcome
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Collaborate with local Aboriginal and Torres Strait Islander stakeholders and organisations to continue to improve guiding principles for engagement.	Achieved	Across our corporate offices and project locations, we have proactively engaged with a broad range of Aboriginal and Torres Strait Islander stakeholders to strengthen relationships and contribute to positive community outcomes. These engagements span national bodies, Indigenous business networks, Aboriginal Corporations, and specialist advisors who have supported the development of community-focused initiatives and capability-building programs.
	Review, update and implement an engagement plan to define how we work with Aboriginal and Torres Strait Islander stakeholders and organisations across our corporate offices and projects.	Achieved	Aboriginal and Torres Strait Islander engagement has been formally embedded as a key pillar within our company-wide engagement plan, ensuring a consistent and strategic approach across the business. At the project level, each site has developed and implemented a tailored engagement plan that reflects the specific requirements of the relevant Traditional Owners, project scope, and project duration. This approach ensures that engagement activities are responsive, culturally appropriate and aligned with local expectations and contexts.
	Promote and maintain formal partnerships with at least 3 organisations to invest in future Aboriginal and Torres Strait Islander success.	Achieved	We have continued our partnership with Clontarf Foundation since 2014, Startlight Foundation Healthier Futures Initiative since 2017 and the Stars Foundation since 2021.
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	Achieved	Email announcements were sent each year promoting NRW resources and community events in each of the states we operate in.
	RAP Working Group members to participate in an external NRW event.	Achieved	External NRW events were promoted through RAP Working Group meetings, supported by email announcements in both 2024 and 2025 that shared Reconciliation Australia's event calendar and highlighted local activities across our office locations to encourage community participation. In 2024, our team took part in the Walk for Reconciliation in Perth, and our Ceres team joined a local Walk for Reconciliation commencing in Ngajarli. In 2025, our team on Snowy 2.0 continued this commitment by participating in the Cooma Walk for Reconciliation.
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	Achieved	
	Organise a NRW event in each of our regions each year.	Achieved	In 2024, we celebrated NRW with a 'Lunch and Learn' screening of the documentary In My Blood It Runs in our Perth and Brisbane offices. Our team on Snowy 2.0 participated in cultural awareness training delivered by Shane Herrington from Wolgalu Footprints, complemented by two on-site smoking ceremonies. In 2025, we hosted a NRW webinar, Bridging Now to Next – Reflections and Actions for Allies, delivered by Evolve Communities. This was followed by morning teas and lunches across our offices, catered by local Aboriginal-owned businesses. Our team on the Sydney Metro – Western Sydney Airport Line (SSTOM) project hosted a cultural understanding workshop with Jake Thomson, Head of First Nations Consultation and Engagement at the Reserve Bank of Australia.
	Register all our NRW events on Reconciliation Australia's NRW website.	Achieved	Events were registered on the Reconciliation Australia NRW website in both 2024 and 2025.

Action	Deliverable	Status	Outcome
Promote reconciliation through our sphere of influence.	Review, update and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Achieved	Our staff engagement strategy embeds reconciliation across the organisation. Reconciliation messaging is integrated into regular internal communications and supported by a central RAP Hub on our Intranet, giving employees easy access to key information and resources. At the project level, tailored engagement approaches were introduced to reflect local Traditional Owner expectations and ensure culturally appropriate engagement across all regions.
	Communicate our commitment to reconciliation publicly.	Achieved	Reconciliation is promoted through targeted communications highlighting RAP events, key milestones and significant dates, supported by Community News stories showcasing partnerships such as Clontarf and Stars Foundation. A dedicated RAP Hub on the intranet and the prominent display of RAP artwork across offices, uniforms, plant and equipment strengthen visibility and embed reconciliation across the business.
	Promote an annual RAP calendar that recognises dates and events of significance to Aboriginal and Torres Strait Islander Peoples.	Achieved	A dedicated RAP calendar is featured on our intranet to highlight key dates and events of significance to Aboriginal and Torres Strait Islander Peoples. Awareness is reinforced through internal communications and social media acknowledgements for significant dates such as Indigenous Literacy Day, National Sorry Day and National Close the Gap Day, supporting workforce education and participation.
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Achieved	We influenced external stakeholders by promoting supplier diversity, sharing Indigenous supplier case studies, and engaging clients, subcontractors and vendors through forums and industry events. Participation in initiatives such as Supply Nation CONNECT, Yarpa workshops and local Aboriginal business forums strengthened partnerships and supported broader reconciliation outcomes.
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	Achieved	We collaborated with like-minded organisations through events and knowledge-sharing with groups including Minderoo Foundation, Diversity Council Australia, Waalitj Foundation and Supply Nation. In 2025, the Ceres project partnered with the Ngarliyarndu Bindirri Aboriginal Corporation to re-establish the Roebourne Post Office, delivering a community-led reconciliation initiative that improved access to essential services and created a lasting regional legacy.
Promote positive race relations through anti-discrimination strategies.	Continue to review and improve HR policies and procedures concerned with anti-discrimination.	Achieved	We continued to review and improve our HR policies and procedures related to anti-discrimination.
	Review and communicate our Workplace Behaviour Policy which encompasses our anti-discrimination policy for our organisation.	Achieved	The Appropriate Workplace Behaviour and Fair Treatment Guideline was reviewed by an external consultant and internal stakeholders to ensure it meets anti-discrimination requirements and was communicated to employees via an organisation-wide announcement reinforcing our commitment to a safe and respectful workplace. A Workplace Behaviours training package will be rolled out before the end of this RAP to further communicate expectations and support consistent understanding across the business.
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our Workplace Behaviour Policy.	Achieved	
	Provide ongoing education to our senior leaders on the effects of racism.	Achieved	We provided ongoing education to our senior leaders on the effects of racism by integrating this content into our Cultural Awareness Training and our Code of Ethics training packages. In 2025, we further supported inclusive leadership by promoting a Diversity, Equity and Inclusion learning pathway on LinkedIn Learning to encourage employees to build inclusive behaviours and strengthen their skills as effective allies and advocates.
	Continue to publicly support anti-discrimination campaigns and initiatives.	Achieved	We continued to publicly support anti-discrimination campaigns and initiatives by sharing organisation-wide communications that reinforced key messages, including recognising the International Day for the Elimination of Racial Discrimination.



Respect

Action	Deliverable	Status	Outcome
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	Achieved	We conducted a review of our cultural learning needs as part of the development of our Cultural Awareness Training (CAT) strategy for 2024–26.
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a company wide cultural learning strategy.	Achieved	We worked with Aboriginal and Torres Strait Islander advisors and consultants, including Bradlee Consulting and Evolve Communities, to inform the development and implementation of our Cultural Awareness Training strategy, ensuring it was culturally appropriate.
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors and cascade a cultural learning program relevant for each of our projects.	Achieved	Across our projects, Traditional Owners and Aboriginal and Torres Strait Islander advisors were engaged to tailor cultural learning programs to local contexts. Projects worked directly with local knowledge holders to ensure cultural learning was relevant to each project's location, scope and community.
	Review, implement and communicate a cultural learning strategy for our staff.	Achieved	We implemented a CAT strategy aligned with our RAP to address identified cultural learning needs and support a culturally safe workplace. The strategy delivers structured, consistent cultural learning across the business and was communicated organisation-wide through RAP announcements to ensure awareness and uptake.
	Provide cultural learning to all new staff as part of the onboarding process.	Achieved	The online cultural awareness training module forms part of the onboarding requirements for new employees. It has been completed by 790 employees throughout this RAP.
	Provide opportunities for RAP Working Group members, HR Managers and senior leaders to participate in formal and structured cultural learning.	Achieved	In November 2024, we partnered with Bradlee Commins from Aboriginal owned business BC Consulting to deliver Cultural Confidence workshops across our operations. 7 face to face sessions were held in Perth, Brisbane and Sydney offices, and 2 virtual sessions to maximise accessibility for RAP Working Group members, senior leaders and employees. In total, 287 employees participated in this training.
	Create opportunities to develop the cultural competency of our staff through provision of learning activities and participation in events that focus on understanding and respecting the different values, attitudes, beliefs across cultures.	Achieved	We delivered targeted cultural learning initiatives to build understanding and allyship across the organisation including Cultural Confidence workshops delivered by Aboriginal owned BC Consulting. We also supported learning through film screenings, cultural awareness training and smoking ceremonies, as well as a national webinar delivered by Evolve Communities in 2025. At a project level, teams delivered locally tailored initiatives in partnership with Traditional Owners and First Nations educators, including on Country learning, flag raising activities and cultural ceremonies.
	Provide opportunities to educate our staff about the significance in managing Country respectfully and appropriately.	Achieved	In January 2026, cultural awareness workshops delivered on the Dampier Bulk Handling Facility project site by the Murujuga Aboriginal Corporation provided staff with on Country learning about the cultural and spiritual significance of the Burrup Peninsula and respectful management of Country.
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase our staff's understanding of the purpose and significance of cultural protocols by hosting learning activities and Acknowledgement of Country Workshops.	Achieved	On the New Women and Babies Hospital Project in Perth, we delivered a leadership workshop facilitated by a Noongar Advisor to build understanding of cultural protocols and support the delivery of a genuine and authentic Acknowledgement of Country. On the Project Ceres site, the team hosted a cultural talk focusing on Heritage, rock art and Dreaming stories, followed by a traditional Roo Tail stew and damper prepared by Elders.

Action	Deliverable	Status	Outcome
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Review and communicate our cultural protocols document, which includes protocols for Welcome to Country and Acknowledgement of Country to all staff.	Achieved	Our Cultural Protocols document was reviewed by First Nations Advisors and last updated in November 2025. It is now available on our intranet site.
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Achieved	We invited local Traditional Custodians to deliver Welcome to Country and other cultural protocols at significant corporate and project events throughout the RAP period, including RAP launches, town halls, and National Reconciliation Week and NAIDOC Week activities. As part of our RAP launch in 2024, a Welcome to Country was delivered by Simon Forrest, Wadjuk Noongar Elder in Perth and Tribal Experiences in Brisbane. In 2025, we held smoking ceremony at the New Women and Babies Hospital project site to recognise the commencement of work.
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings and events.	Achieved	We support the inclusion of an Acknowledgement of Country at the commencement of important meetings and events by embedding a dedicated Acknowledgement of Country slide with guidance into our PowerPoint templates.
	Include Acknowledgement of Country and information about local Aboriginal and Torres Strait Islander Peoples and history in all Project Inductions.	Achieved	In addition to our online cultural awareness module, our project inductions include content about the local Traditional Owners on which the project is located.
	Source and display Aboriginal and Torres Strait Islander Artwork from regions where our projects are located.	Achieved	Our RAP artwork by Mayi woman Leah Cummins, titled Growth in Unity, is displayed in our Brisbane office and featured on our RAP polo shirts. Our team on the Suburban Rail Loop project engaged a local Wurundjeri artist to create artwork that is displayed on the TBM cutterheads. Shane Herrington of Wolgalu Footprints led an art workshop for the Snowy 2.0 team at Lobs Hole, where they made individual artworks as well as a collaborative piece.
	Display an Acknowledgement of Country plaque at all new and existing office locations.	Achieved	In 2025, an Acknowledgement of Country plaque was installed in the Melbourne office reception area, with plaques already in place at our Perth, Sydney and Brisbane offices.
	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	Achieved
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Achieved	Our Leave Procedure includes a section on Cultural and Religious Leave which includes participation in NAIDOC week activities. Our projects also encouraged employee participation by hosting events during NAIDOC week.	
Promote and encourage staff to participate in external NAIDOC events through our intranet, website and social media.	Achieved	We promoted and encouraged staff participation in external NAIDOC Week events through communications on our intranet, website and social media channels. These communications highlighted community led celebrations and shared examples of employee participation across projects, reinforcing awareness of NAIDOC Week and supporting meaningful engagement.	
Investigate supporting a local Aboriginal and Torres Strait Islander community NAIDOC event.	Achieved	In 2025 we sponsored the NAIDOC awards at Coondanup College, strengthening relationships with the communities in which we operate. As part of the event, Webuild presented the NAIDOC Awards recognising students who demonstrated the NAIDOC spirit.	

Action	Deliverable	Status	Outcome
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Achieved	Aboriginal and Torres Strait Islander participation reporting is completed on a monthly basis to track current progress and identify future engagement and development opportunities.
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	Achieved	We consulted with Aboriginal and Torres Strait Islander advisors and consultants to inform our approach to recruitment, retention and professional development.
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy that supports projects to meet participation targets.	Achieved	The strategy is developed and implemented at a project level to reflect local context and supported by targeted recruitment pathways, culturally safe practices and ongoing workforce reporting to monitor progress.
	Promote job vacancies using a range of strategies including networks, job fairs and partnerships to effectively reach Aboriginal and Torres Strait Islander jobseekers.	Achieved	We regularly participate in local employment and education events through our partnerships with Stars Foundation and Clontarf Foundation. The Darwin Ship Lift project team participated in the Stars Foundation Australia 2025 Darwin Futures Forum, connecting more than 50 Year 12 Aboriginal and Torres Strait Islander students from six local schools with employers and training providers to support future employment pathways.
	Review our HR and recruitment process to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Achieved	We reviewed our HR and recruitment policies to remove barriers and support Aboriginal and Torres Strait Islander participation, including Cultural and Religious Leave, flexible work arrangements, inclusive job advertising and the ability for candidates to identify during recruitment.
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce to 2.5%.	Achieved	We reached our Aboriginal and Torres Strait Islander participation target, with current direct hire representation at 2.6%.
Build pathways for Aboriginal and Torres Strait Islander Peoples to progress into Leadership roles.	Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in a mentor or coaching program to develop leadership skills.	Achieved	We support Aboriginal and Torres Strait Islander leadership development through company wide mentoring initiatives delivered at both a corporate and project level. One example of this is the Nanga Mai Aboriginal Mentoring Program implemented by our team on the SSTOM project, which includes yarning circles, workshops and guest speakers to support cultural connection, personal growth and progression into future leadership roles.
	Provide learning and development opportunities for Aboriginal and Torres Strait Islander employees to develop leadership skills.	Achieved	We provided Aboriginal and Torres Strait Islander employees with access to leadership development opportunities through national learning partnerships offering a broad range of professional and leadership programs. We also invest in future Indigenous leaders through the We Build Future Leaders: Aboriginal and Torres Strait Islander Scholarship in partnership with Western Sydney University, and the Webuild Indigenous Engineering Scholarship delivered with The University of Queensland.

Action	Deliverable	Status	Outcome
Actively promote initiatives to increase Aboriginal and Torres Strait Islander employment prospects and development opportunities within the communities in which we operate.	Establish relationships with secondary schools, universities and organisations to promote work experience and internship opportunities for Aboriginal and Torres Strait Islander students.	Achieved	We established partnerships with schools, universities and community organisations to support early career pathways for Aboriginal and Torres Strait Islander students, including Indigenous school-based traineeships. This included hosting over 100 students for site visits, such as Clontarf Academy students from Geraldton visiting the Waitsia Gas Project to learn about career pathways and on-site work environments, and an Indigenous school-based trainee completing a site visit to the Woodman Point Project to gain firsthand exposure to project operations.
	Investigate the implementation of an Aboriginal and Torres Strait Islander Apprenticeship Programs to provide employment and development opportunities.	Achieved	Our team on North East Link has progressed apprenticeship pathways through the Willan pre-employment program, supporting Aboriginal and Torres Strait Islander participants to complete a Certificate II in Civil Construction Pathways, with all graduates offered employment with project subcontractors. On the SSTOM project, our team launched the We Build Bright Futures program, delivered in partnership with Aboriginal training providers to support Aboriginal job-seekers through pre-employment training, nationally recognised qualifications and practical on-project experience, with access to guaranteed employment opportunities.
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement a group wide Aboriginal and Torres Strait Islander procurement strategy.	Partially Achieved	We are currently finalising the alignment of our Aboriginal and Torres Strait Islander Procurement Strategy to ensure it is applied consistently across all projects and business units.
	Encourage and educate our supply chain to promote supplier diversity and meet procurement spend targets.	Achieved	Our Supply Chain team participated in learning sessions with Supply Nation and attended Social Traders presentations to strengthen understanding of Indigenous procurement pathways. We also improved our vendor registration process to clearly identify Aboriginal and Torres Strait Islander owned businesses, making it easier for project teams to source and engage certified suppliers across all regions.
	Increase annual procurement spend with Aboriginal and Torres Strait Islander businesses.	Achieved	Annual procurement spend with Aboriginal and Torres Strait Islander businesses increased substantially over the RAP period, with direct spend exceeding \$16 million in FY2024 and rising to more than \$75 million in FY2025.
	Establish and maintain memberships with key Aboriginal and Torres Strait Islander organisations including Supply Nations to promote procurement opportunities.	Achieved	We have maintained our membership with Supply Nation throughout the duration of this RAP and expanded our engagement by joining Social Traders and local organisations such as Kinaway to promote procurement opportunities and strengthen relationships with Aboriginal and Torres Strait Islander businesses. On the New Women and Babies Hospital project, our team partnered with Waalitj and Noongar CCI to deliver two major industry forums, supporting greater visibility and connection for local Aboriginal businesses.
Participate in trade events to investigate new opportunities to engage Aboriginal and Torres Strait Islander suppliers.	Achieved	Our teams engaged in key trade events to strengthen relationships with Aboriginal and Torres Strait Islander suppliers, including Supply Nation CONNECT (Brisbane 2024, Sydney 2025), the Indigenous Business Lunch hosted by Business News (Perth 2025), and Supply Nation's Indigenous Business Trade Fair (November 2025), expanding our supplier network and identifying emerging businesses.	



Opportunities

Action	Deliverable	Status	Outcome
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses across our projects.	Achieved	Procurement opportunities for Aboriginal and Torres Strait Islander businesses were communicated through active engagement with local organisations across our project regions, including KDCCI, Waalitj, Yarpa Hub, Kinaway, Larrakia Development Corporation, the NSW Indigenous Chamber of Commerce and local Aboriginal Corporations. Indigenous Business Month was also recognised through the promotion of Aboriginal-owned business case studies to increase visibility and awareness of procurement opportunities.
	Audit the procurement process to remove barriers to procuring from Aboriginal and Torres Strait Islander Businesses.	Achieved	A review of the procurement process identified opportunities to strengthen support for engaging Aboriginal and Torres Strait Islander businesses. System enhancements were implemented, including the introduction of Aboriginal ownership flags within vendor profiles, improving visibility and enabling more informed procurement decisions.
	Develop at least six new commercial relationships with Aboriginal and/or Torres Strait Islander businesses each year.	Achieved	This deliverable has been achieved with over 70 Aboriginal and/or Torres Strait Islander businesses engaged throughout the RAP.
	Provide support and mentoring to Aboriginal and Torres Strait Islander owned businesses to develop their business capability.	Achieved	Across our projects, we supported Aboriginal owned businesses through targeted capability building initiatives. The SSTOM team partnered with the Yarpa Hub to deliver a Capability Statement workshops, supporting business readiness for procurement opportunities. Ceres team contributed to KDCCI and Waalitj Hub Business Builder Workshops, sharing procurement insights to strengthen business capability and industry connections. The Suburban Rail Loop team delivered a Kinaway led workshop to identify barriers for Aboriginal businesses in major projects, alongside an internal toolbox talk to build team awareness of the local Aboriginal business sector. The North East Link project team provided skilled volunteering support across safety, procurement, commercial, marketing and sustainability to deliver practical solutions and lasting social impact.



NAIDOC Week, Project Ceres, WA



Governance

Action	Deliverable	Status	Outcome
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group.	Achieved	We have maintained representation on our RAP Working Group throughout the RAP period.
	Review and update a Terms of Reference for the RAP Working Group.	Achieved	We reviewed and updated our RAP Working Group Charter to maintain representation across key functional and operational areas and strengthen accountability for delivering RAP commitments.
	Meet at least four times per year to drive and monitor RAP implementation.	Achieved	The RAP Working Group has formally met nine times over the period of the RAP.
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Achieved	An updated RAP Implementation Plan was developed each year, supported by an approved budget to ensure appropriate resources were allocated to deliver on our RAP commitments.
	Engage our senior leaders and other staff in the delivery of RAP commitments.	Achieved	We have appointed operational representatives across all of our regions to drive senior leader and employee engagement and accountability for RAP commitments.
	Review and maintain appropriate systems to track, measure and report on RAP commitments.	Achieved	A RAP Implementation Plan was developed and maintained at each RAP Working Group meeting to track and measure progress against our RAP commitments. Progress against key metrics, including participation and procurement spend targets, is monitored, tracked, and reported regularly.
	Appoint and maintain an internal RAP Champion from senior management.	Achieved	John Galvin, Chief Bidding & Engineering Officer, is our current Executive Sponsor and Chair of the RAP Working Group. Our RAP Working Group also maintains senior leadership representation across key areas of influence within the company.
	Establish an Employee Reconciliation Network that represents our office and project locations to support the implementation of RAP commitments across all of our operations.	Partially Achieved	We have established Aboriginal and Torres Strait Islander Employee Groups on a number of our projects, led by dedicated team members. However, we have found that sustaining these groups requires ongoing resourcing and consistent leadership. As team members have moved on, participation and momentum have declined. Further work is needed to strengthen the structure, support, and continuity of these groups to ensure they remain effective and meaningful over time.

Action	Deliverable	Status	Outcome
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	Achieved	Primary and Secondary contacts were last updated with Reconciliation Australia as part of the RAP Registration process in January 2026.
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	Achieved	The RAP Impact Measurement Questionnaire was submitted to Reconciliation Australia in September of 2024 and 2025.
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Achieved	
	Report RAP progress to all staff and senior leaders quarterly.	Achieved	Progress against targets are reported as part of the quarterly reports. A summary of key actions and achievements is presented to the RAP Working Group quarterly.
	Publicly report our RAP achievements, challenges and learnings, annually.	Achieved	A final report of our second Innovate RAP was published in May 2024 and was communicated to all employees, external stakeholders and made available on the Intranet and website. The results included in the report represent the achievements and lessons learned in the four pillars of the RAP: relationships, respect, opportunities, and governance. We recognised one year of this Innovate RAP in July 2025 by sharing our highlights, creating a presentation celebrating partnerships and opportunities.
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Achieved	We investigated participating in Reconciliation Australia's biennial Workplace RAP Barometer however we did not participate in the 2024 survey as its timing coincided with our Employee Engagement Survey. To avoid survey fatigue and ensure meaningful employee participation, we prioritised the engagement survey during that period.
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Achieved	This report will be submitted to Reconciliation Australia to highlight how we have progressed against our RAP commitments. Overall we have achieved 70 out of 72 deliverables.
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Achieved	We have applied to register the development of our 2026 RAP with Reconciliation Australia in Jan 2026.



Delivering meaningful opportunities and pathways to employment

Dampier Bulk Handling Facility hosts all woman cohort from Ashburn Aboriginal Corporation

The Dampier Bulk Handling Facility project team hosted an inspiring site visit with Ashburton Aboriginal Corporation, welcoming an all-women cohort to the project.

The group of aspiring women in construction visited the site with the shared goal of either entering or continuing careers in construction and port services.

Webuild is incredibly grateful to partner with Pilbara Ports supporting Ashburton Aboriginal Corporation on this important initiative. Their ongoing support and commitment to creating real employment pathways for Indigenous women has been instrumental.

The day began with a visit to Pilbara Ports marine office, where the cohort had the opportunity to meet Harbour Master Mike Minogue, along with several Deputy Harbour Masters. The team provided a detailed and engaging explanation of the many facets of marine traffic management, offering insight into the complexities of overseeing marine operations at the Port of Dampier.

The group was then taken through the Vessel Traffic Services (VTS) Control Room, where the importance of VTS in the safe and efficient management of the Port was demonstrated.

At the Landside Office, the operations team generously shared their time, explaining the inner workings of port

logistics and stevedoring. They spoke passionately about the wide range of career paths available within landslide operations and fielded a host of questions from the group, who were eager to learn.

Next, the cohort visited the Dampier Cargo Wharf, where they observed live operations up close before heading over to the DBHF construction site. There, the group was warmly welcomed by the local team from Globe Construction, who shared insights into the diverse range of opportunities available in construction, highlighting how the industry welcomes women from all backgrounds, with various skill sets, interests, and career goals.

Following this, an Austral team member provided a detailed overview of their scope of work, including marine piling, vessel handling, equipment operation and maintenance, and more. This session offered a great technical snapshot of what it takes to deliver on a complex marine infrastructure project.

The day concluded with a guided site walk, showcasing completed works and upcoming construction activities, and finally a Q&A session with the group who are keen and motivated to take the next steps in their careers.

We look forward to continuing our work together with Pilbara Ports and Ashburton Aboriginal Corporation to delivering meaningful pathways for more Indigenous women in construction.



Ashburton Aboriginal Corporation Site Visit, Dampier Bulk Handling Facility, WA

Meet Connor Walsh | Webuild and University of Queensland Indigenous Engineering Scholarship Recipient

Meet Connor Walsh, Webuild Indigenous Engineering Scholarship Recipient at the University of Queensland.

Launched in 2022, this Webuild scholarship program was designed to support and inspire the next generation of Aboriginal and Torres Strait Islander engineers. We are proud to have awarded one of these scholarships to Connor, who is currently undertaking a Bachelor of Engineering (Honours) and Master of Engineering at The University of Queensland.

“As I finish my first year, I’m still deciding which major to pursue, most likely civil or mechanical, but I’m really enjoying engineering so far. It’s challenging in all the best ways, and I’m excited to continue through the degree.

“I’ve always been drawn to maths and physics, and when I studied engineering in high school, it quickly became clear that this was what I wanted to do. The idea of being able to design, calculate, and build equipment,

infrastructure, and systems that help people and improve society is incredibly exciting to me.

“When I found out I’d been selected as a Webuild Scholar, I was honestly shocked, and extremely honoured. I’m very grateful for the opportunity and determined to make the most of the scholarship and am interested in the possibility of doing some engineering work with Webuild.

“The support from the scholarship has been incredibly helpful. It’s taken a lot of financial pressure off, which means I can focus more on my studies. It has also given me opportunities to form valuable connections and dive even deeper into engineering and expanding my knowledge.

“In the next few years, I hope to have completed an internship or secured work at an engineering firm so I can build practical skills and strengthen my resume.

Ultimately, I want to contribute to designing and constructing projects that improve lives and benefit communities. Creating positive change and helping make the world a better place is what drives me.

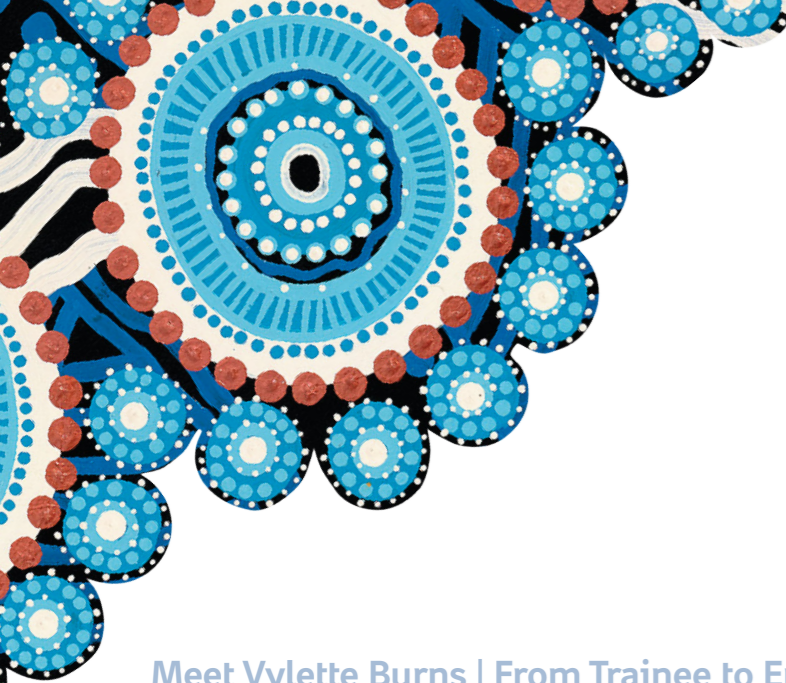
“Being a Webuild Scholar means a lot to me. Being connected to a large organisation that plays such an important role around the world makes me feel extremely privileged and motivated. I’m grateful to be part of it, and I hope to continue this journey in the years ahead.”

The Webuild Indigenous Engineering Scholarship forms part of Webuild’s broader commitment to STEM education and reconciliation. The Group in Australia is focused on enabling equal participation of First Nations Peoples in the nation-building infrastructure projects delivered across Australia.



Connor Walsh, Scholarship Recipient





Meet Vylette Burns | From Trainee to Employee

Meet Vylette Burns, Webuild Community and Stakeholder Engagement Administration Assistant working on the New Women and Babies Hospital Project.

Vylette joined Webuild in 2024 as a School-Based Trainee through our partnership with the Stars Foundation, working towards her Certificate II in Workplace Skills. Throughout her traineeship, she embraced every opportunity, rotating through administration, reception, facilities, and the Learning and Development team.

During her time at school, Vylette shone as a Senior Cultural Leader, mentoring younger students, delivering Acknowledgements of Country in both Noongar and English, designing NAIDOC artwork, and supporting Aboriginal dance performances of Kwoobidak Yorga Middas.

In 2025, Vylette completed Year 12 at Coodanup College, achieved her Certificate II with Webuild, and earned significant recognition for her dedication and achievements. She was awarded the Maxima School-Based Trainee of the Year 2025. Vylette was also a

finalist for the School-Based Trainee of the Year at the 2025 Apprentice Employment Network WA Awards, and Trainee, Apprentice or Student of the Year at the NAWIC WA Awards for Excellence.

These well-deserved achievements highlight Vylette's commitment to continuous growth and her ability to take on new challenges, develop new skills, and adapt to different ways of working, qualities that serve her well in her new role with Webuild working on the New Women and Babies Hospital Project.

Webuild is proud to support the Stars Foundation by providing work experience opportunities, hosting open days to encourage interest in STEM careers, and attending Stars' career forums and events.

As we continue our reconciliation journey, our vision is to enable equal participation for Aboriginal and Torres Strait Islander Peoples across the nation-building projects we deliver.

Our partnership with Stars helps bring this vision to life by creating meaningful pathways and opportunities for young women and inspiring their engagement in STEM fields and careers.



Vylette Burns, Trainee to Employee



Charlotte Arnold, Scholarship Recipient

Meet Charlotte Arnold | We Build Future Leaders Scholarship Recipient

Webuild, in partnership with the Parklife Metro Consortium and Western Sydney University, is delivering the We Build Future Leaders: Aboriginal and Torres Strait Islander Scholarship initiative.

Meet Charlotte Arnold, one of the scholarship's first recipients! Charlotte a proud Darug woman from the Hawkesbury region. Find out how the support has shaped her journey studying a Bachelor of Architectural Design.

"I'm a proud Darug woman currently studying a Bachelor of Architectural Design at Western Sydney University. The scholarship has impacted my life in ways that not only take the financial burden off my life, but the ability to achieve my goals and my long-term goals is to one day give back to my community, especially in remote and regional areas."

"I received an internship last March, and I was actually there when I found out. So, I had to act cool, calm and collected. When I found out, I immediately rang my family. I was overwhelmed with joy and gratitude. I just rang them straight away. They were just as happy for me as I was for myself. Just because they say the long hot hours and the blood, sweat and tears that goes into this course."

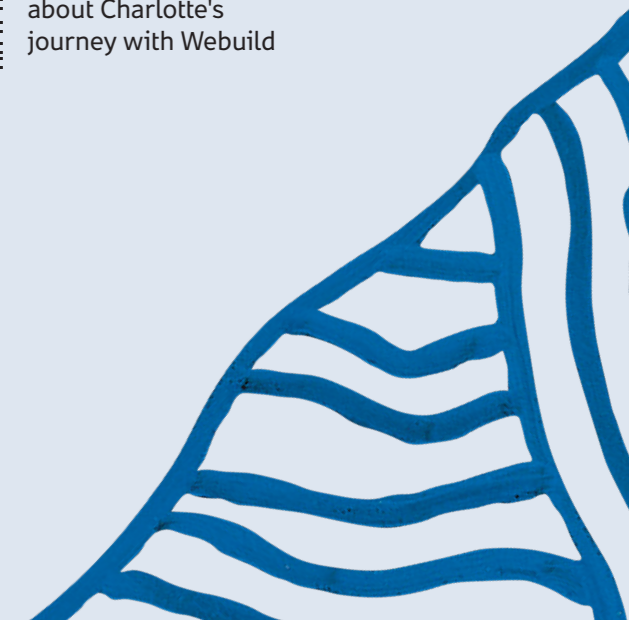
"I was lucky enough to receive a scholarship off Parklife Metro. If they were here today, I would just thank them from the bottom of my heart for giving me this opportunity. As a young Indigenous woman that is really showed the rest of the world, it can show the rest of the world that, you know, anything's possible."

The We Build Future Leaders: Aboriginal and Torres Strait Islander Scholarship provides support to undergraduate students pursuing disciplines within the School of Engineering, Design, and Built Environment at Western Sydney University.

Webuild and Parklife Metro's partnership with Western Sydney University will extend beyond the scholarship. This collaboration opens avenues for additional STEM initiatives and opportunities for enhancing Aboriginal and Torres Strait Islander participation in STEM fields.



Scan the learn more about Charlotte's journey with Webuild





Yurringa Partnership, North East Link Project, Victoria



Enhancing Supplier Diversity

Supplier Spotlight: Powering ahead with Karnaji

The Spark North East Link Tunnels D&C team has invested more than \$115 million in social procurement, driving long-term social and economic change in the community.

One of the project's partnerships is with Karnaji, a First Nations-owned electrical material supply company providing the critical cabling that powers the Tunnel Boring Machines (TBMs).

Karnaji is part of the Yurringa Group, which leads a range of commercial ventures including Yurringa Energy, Australia's first Indigenous renewable energy retailer. Yurringa Energy is supplying 100% renewable energy to the North East Link TBMs, helping to deliver this city-shaping project sustainably. A huge thank you to our partners for making a positive impact every day.

Collaborating for Community: Spark North East Link Skilled Volunteering Program

Building skills, creating impact - The Spark North East Link Tunnels D&C team's Skilled Volunteering Program brought together employees, social enterprises, and Aboriginal businesses to collaborate on practical solutions that drive lasting social impact.

Through the program, skilled volunteers tackled real-world challenges across safety, procurement, commercial, marketing, and sustainability, sharing expertise while learning from diverse perspectives.

This two-way learning experience not only strengthened connections with social benefit traders but also gave our people valuable insights into how these businesses are creating positive change in the community.



Scan the learn more about the Skilled Volunteering Program



Skilled Volunteering Program, North East Link Project, Victoria



Supplier Spotlight: Biparn - Strengthening Site Security

Security is critical to keeping our people, assets and operations safe. To deliver these services at Project Ceres, Saipem Clough Joint Venture (SCJV) has partnered with Biparn, an Indigenous-owned business providing advanced CCTV solutions tailored to the needs of large-scale projects.

Biparn has been instrumental in enhancing the project's site security through the supply and management of CCTV systems. Their technology provides real-time monitoring across key operational areas, helping the team maintain a safe and secure work environment.

Beyond the technology, Biparn also offers responsive support, ensuring any issues are addressed quickly to minimise disruption.

Working with Biparn not only strengthens the project's security framework but also reflects Saipem Clough Joint Venture commitment to supporting Indigenous suppliers. Biparn are committed to making a positive impact on Indigenous communities, prioritising local employment opportunities for Aboriginal peoples and fostering inclusivity and diversity in the workforce.

By engaging Indigenous businesses in meaningful roles, the project creates opportunities that build capability, foster long-term partnerships, and contribute to positive outcomes for local communities.

Biparn's contribution is another example of how collaboration with local and Indigenous suppliers is driving the success of the Perdaman project.



Supporting Business News' Indigenous Business Lunch 2025

We were fortunate to attend the 'Indigenous Business Lunch' event organised by Business News to better understand how businesses can better integrate Aboriginal and Torres Strait Islander businesses into their operations.

The event featured a diverse panel featuring leading Indigenous corporations and private entrepreneurs, who provided insight into the future of Indigenous enterprise in WA and the challenges they've overcome to reach the levels of success they have achieved.

Keynote speaker, Hon. Don Punch MLA, Minister for Aboriginal Affairs and the panel discussed valuable insights on the strategies that have been fuelling the last decade of success and growth for Indigenous businesses in WA, as the region looks to implement new strategies to support Indigenous business representation.



Embracing, respecting and celebrating first nations peoples and cultures

Celebrating Culture and Connection for NAIDOC Week

Our teams across Australia proudly came together to celebrate NAIDOC Week through a series of meaningful events that honoured Aboriginal and Torres Strait Islander cultures, voices, and stories.

For the first time, all three national flags were raised across the Snowy 2.0 sites. At Lobs Hole during a special ceremony that was led by Torres Strait Islander employees and Traditional Owners.

Murrundaya Yepengna Dance Troupe joined Spark North East Link Tunnels D&C team at Manningham as part of their celebrations.

Our team in Naarm (Melbourne) attended the FW NAIDOC Week Lunch Event, and had the honour of hearing from a lineup of inspiring First Nations women.

Our team in Boorloo (Perth) attended Business News' Indigenous Business Lunch.

The Perdaman Project Ceres team welcomed proud Yindjibarndi man, Vince Adams, to site - he shared a moving Acknowledgement of Country, cultural knowledge of bush tucker and traditional medicines, and cooked a traditional meal of kangaroo tail stew and damper for the team.

These events reflected our ongoing commitment to reconciliation, recognition, and respect. Thank you to everyone who participated and helped make NAIDOC Week one to remember.



NAIDOC Week, Snowy 2.0 Project, NSW

Building the New Women and Babies Hospital with Respect

We had the honour of holding a smoking ceremony at the New Women and Babies Hospital Project site to acknowledge Country and pay respect to the traditional custodians of the land we are working on, the Whadjuk Noongar people.

Led by Elder Tina Hayden, the ceremony offered a powerful moment of reflection, connection, and respect, setting the tone for a safe and mindful journey ahead.

Thank you to everyone who joined us to mark this important milestone. We're proud to begin this project grounded in culture and community.



Smoking Ceremony, New Women and Babies Hospital Project, WA



NAIDOC Week, Project Ceres, WA

Cultural Awareness Day at the Dampier Bulk Handling Facility Project

The Dampier Bulk Handling Project Team hosted a Cultural Awareness Day onsite, delivered by four Rangers from the Murujuga Aboriginal Corporation.

The Rangers shared powerful insights into the cultural and spiritual significance of the Burrup Peninsula and the surrounding Pilbara region, reflecting on more than 60,000 years of continuous human habitation. A key theme was the importance of collaboration between Traditional Owners and industry to ensure sacred cultural sites are respected and protected, recognising their significance not only to Indigenous communities, but to humanity more broadly.

Feedback from attendees was extremely positive, with many expressing a deeper appreciation of the cultural landscape in which we are working. The sessions were professional, engaging and highly valued by the workforce.





Community partners

Proud partners of Clontarf Foundation

Webuild renewed its long-standing community partnership with Clontarf Foundation – empowering their mission to enhance the education, discipline, life skills, self-esteem, and employment prospects of young Aboriginal and Torres Strait Islander men around Australia.

This partnership renewal showcases our success in creating positive impacts in our community and aligns with our guiding vision to enable equal participation for Aboriginal and Torres Strait Islander Peoples across the nation-building projects we deliver.

Last year was our tenth year of partnership with Clontarf Foundation, and we had the opportunity to get involved in many Clontarf initiatives including the Clontarf Cup Football Carnival in WA, Karratha High School Football Session, hosting students on a site visit at the Waitsia Gas Project site, attending the Year 12 Leadership Morning Tea, and Clontarf Northwest Employment Forum.

Since 2014, the business has actively supported Clontarf Foundation, engaging with students at events, Open Days and project site visits to encourage their interest in STEM careers and the engineering and construction industries.

Marco Assorati, Senior Executive Vice President Operations Oceania Webuild said: "Through our longstanding partnership with Clontarf we have been privileged to create positive impacts in the lives of many young Aboriginal and Torres Strait Islander men. Clontarf's growth is testament to their commitment to these young men, and this three-year partnership agreement represents our belief in their program."

Gerard Neesham, CEO Clontarf Foundation, said: "Strong partnerships are vital to our program's success. They not only provide our young men with exposure to real-world career pathways, but also reinforce the value of commitment, teamwork and discipline. We're deeply thankful for Webuild's long-

term support, and for the opportunities they help create for our Academy members."

Clontarf Foundation now have over 12,000 participants and 162 Academies operating across six states/territories in Australia, employing over 600 dedicated staff members.

Clontarf Foundation has been successful in supporting young Aboriginal and Torres Strait Islander men to improve their self-esteem and confidence through supportive relationships, a welcoming environment, and a diverse range of activities, enabling them to engage positively in education, employment, and society.



Clontarf Cup Football Carnival, WA

Proud partners of Stars Foundation

Webuild renewed its community partnership with Stars Foundation, empowering their mission to support improved education, health and employment outcomes for First Nations young women.

Since 2021, the organisation has actively supported Stars Foundation, engaging students with work experience opportunities, hosting Open Days to encourage their interest in STEM careers, and attending Stars' careers forum and events.

This partnership aligns with our reconciliation vision, to enable equal participation for Aboriginal and Torres Strait Islander Peoples across the nation-building projects we deliver and has been a truly impactful collaboration, creating many positive outcomes in our community.

Marco Assorati, Senior Executive Vice President Operations Oceania Webuild, said: Extending our long-standing partnership with Stars for another three years underscores our support for the programs they offer and the important work they do to enable a more equitable future for First Nations women.

Stars Founder and CEO, Andrea Goddard said: At the heart of the Stars Foundation is a commitment to ensuring Aboriginal and Torres Strait Islander girls and young women have the same opportunities as boys, with direct access to school-based Mentors and education programs that are built around supporting student wellbeing and cultural pride.

Funding through partnerships with Webuild and Clough allows Stars Foundation to continue offering holistic, wrap-around support that equip our First Nations girls and young women with the tools to succeed at school and make active choices about their future, said Andrea Goddard.

We understand that education breeds resilience and it gives us great satisfaction knowing our support is helping First Nations girls and young women take charge of their futures, not only for themselves, but also for their families and their communities.

Stars began their journey 10 years ago in September 2015, operating the first programs in the Northern Territory, and since, they have seen incredible improvements in education and health outcomes for their students.

The holistic program Stars has developed is based on strong, trusting relationships, providing culturally safe environments where the girls and young women in the program feel nurtured and inspired.

Full-time Mentors provide a diverse range of activities to support Stars' students to develop the self-esteem, confidence and life skills they need to successfully participate in school and transition into a positive and independent future.



Stars Foundation Students, NT



Stars Foundation Visit, Project Ceres, WA

Stars Foundation Visits Project Ceres

Empowering the next gen of women in construction – We hosted an exciting site visit for a group of talented young women from Stars Foundation to explore Project Ceres! Our partnership with Stars is key in our commitment to inspiring young women to pursue career pathways across engineering, environment, operations, and leadership.

Highlights from the day included:

- A hearty breakfast and tour of The Ranges Camp – a big thank you to our friends at ESS for the warm hospitality!
- Site inductions
- Hands-on with water quality testing with our Environment team

- A site tour of Project Ceres
- A visit to Dampier Port – we heard all about the opportunities that large-scale infrastructure projects in the Pilbara deliver
- A well-earned ice cream stop to finish the day – always a crowd favourite!

Our partnership with Stars Foundation is central to empowering First Nations young women, supporting improved education, health, and employment outcomes. Together, we're building pathways for the next generation to thrive in construction and beyond.

Proud partners of the Starlight Foundation's Healthier Futures Initiative

Webuild renewed its community partnership with Starlight Children's Foundation, supporting the Healthier Futures Initiative across Western Australia and Queensland.

Starlight's Healthier Futures Initiative works to enhance healthcare experiences for children and families in Aboriginal and Torres Strait Islander communities. Through engaging visits from Captain Starlight, the initiative helps reduce anxiety around medical treatments and encourages greater participation in essential healthcare services.

By making clinic visits more positive through fun and play, Starlight fosters stronger connections between families and healthcare providers, ensuring more children from remote communities receive the vital medical attention they need.

Louise Baxter, Starlight CEO, said: "Since 2013, our Starlight Healthier Futures Initiative has been working with healthcare professionals to create positive healthcare experiences for children and their families in regional and remote Australia. By encouraging clinic participation through positive distraction and play, there is greater opportunity for early intervention and treatment of preventable diseases. And this improves health outcomes. We cannot do what we do without community support, so we are delighted for Webuild's ongoing commitment to helping us bring happiness and joy to seriously ill children and support the wellbeing and resilience of all children right around Australia."

Marco Assorati, Executive Director of Webuild in Australia, said: "I am thrilled for the Webuild Group to continue its long-standing community partnership with Starlight Children's Foundation to champion the Healthier Futures Initiative. As we deliver our third Reconciliation Action Plan, our commitment to this initiative reflects our dedication to improving health outcomes for Aboriginal and Torres Strait Islander Peoples. By partnering with Starlight's Healthier Future's Initiative, we are not only enhancing the clinic experience for children and families but also strengthening community connections and supporting a more accessible healthcare system."

One focus of this initiative is addressing the prevalence of chronic middle ear disease, which disproportionately affects Indigenous children. One of the core implications of the disease is its impediment to education – this can have detrimental effects on children and communities, contributing to learning difficulties, social disadvantage, and entrenched poverty.



Captain Starlight, Starlight Healthier Futures Initiative



Further Information

For further information, to download a copy of our reports, or to keep up-to-date on our RAP actions, visit <https://www.webuild-group.com.au/en/our-priorities/inclusion-diversity/our-reconciliation-journey/>

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