



RECONCILIATION ACTION PLAN

Launched: May 2024

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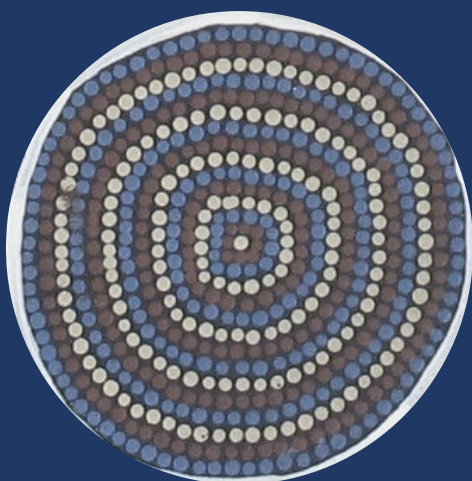
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ARTWORK

Dawn Sandy is a Yindjibarndi artist from Roebourne who began painting in 2006. She is the daughter of the late Yindjibarndi artist Celia Sandy, and niece to prominent artists Aileen and Allery Sandy, with who Dawn credits with first teaching her to mix her distinctive colours. She has exhibited her artworks in the Pilbara, Perth and Sydney; and has won the Cossack Art Award for Painting by a Western Australian Indigenous Artist (2010).

Artwork is supplied royalty-free from pixabay.com (user_id:534895 Pilbara11)



Acknowledgement of Country

In the spirit of reconciliation, Freyssinet Australia acknowledges the traditional Custodians of Country throughout Australia and their connections to land, sea, sky, and community. We pay our respect to all Elders past and present. We extend that respect to all Aboriginal and Torres Strait Islander peoples today.

MD's MESSAGE

Freyssinet Australia recognises its employees first and foremost for their expertise, capability and potential in advancing the goals of our business as an engineering company offering highly specialised services to our clients.

In so doing we are proud to be represented by a workforce that is sourced from all over the world and is truly diverse and multicultural. It therefore very is important that we welcome and embrace representatives from the Australian First Nations into our Freyssinet family in order to inform and enhance the contribution we make to the communities within which we work.

This Reconciliation Action Plan represents a tangible commitment to

- Show respect by listening to and learning from First Nations communities and representatives, about their culture, perspective and aspirations within Australian society.
- Take steps to become a preferred employer of First Nations representatives
- Enable First Nations individuals and businesses to fully integrate and participate both economically, socially and psychologically into our company and our modern Australian society.

I truly believe that having a Reconciliation Action Plan in place will enable us to hold ourselves accountable through the goals we set, the learning we undertake and the effort we make, to broaden our perspective and develop closer, more constructive relationships with the First Nations Communities.

It is the Freyssinet Way that we will be considered and careful about our commitments and actions, in order to ensure incremental progress and commitments that become embedded into our company habits and behaviours.

John Marchese
Managing Director



OUR BUSINESS

Freyssinet is a versatile contractor specializing in structure remediation and specialized civil engineering for repair and new construction projects. With a strong reputation as a preferred partner in its target markets, the company offers innovative solutions to a diverse range of clients. The company's expertise spans two main engineering sectors:

Specialist Construction and Engineering Solutions: Freyssinet excels in providing products and solutions related to bridges and various structures. These solutions encompass specialized methods such as post-tensioning, prestressing, seismic control, and other innovative engineering techniques.

Repair and Maintenance: Freyssinet is adept at repairing and maintaining different structures, utilizing techniques like hydro-blasting, temporary access works, cathodic protection, coatings, and rope access methods.

Part of the larger VINCI Group, the world's largest engineering and construction company outside of China, Freyssinet benefits from a global presence and the strength of a vast network. While it maintains a global reach, its operations in Australia and New Zealand reflect a tight-knit, family-oriented atmosphere. The company values diversity and sources talent globally to foster local capability.



THE RECONCILIATION PROCESS

1. Promoting Social Cohesion

Reconciliation fosters a sense of belonging and social cohesion by recognizing the unique cultural heritage and contributions of Indigenous Australians.

2. Supporting Economic Growth

Meaningful engagement with Indigenous communities can lead to economic opportunities and partnerships. Supporting Indigenous businesses, employment, and procurement can contribute to sustainable economic growth and development.



3. Enhancing Corporate Social Responsibility

Businesses play a crucial role in shaping society. By actively engaging in reconciliation efforts, businesses demonstrate their commitment to social responsibility and ethical practices. This fosters trust among stakeholders and enhances their reputation as responsible corporate citizens.

4. Addressing Past Injustices


Reconciliation acknowledges the historical injustices faced by Indigenous Australians and seeks to address the legacy of intergenerational trauma. By taking steps towards reconciliation, society acknowledges the need for healing and justice.

5. Fostering National Identity

The reconciliation process is an essential part of defining Australia's national identity. It recognizes the importance of Indigenous cultures and histories in shaping the country's identity and helps build a shared vision for the future.

6. Strengthening Relationships

Reconciliation builds stronger and more respectful relationships between Indigenous and non-Indigenous Australians. This promotes collaboration, understanding, and a sense of shared responsibility in shaping the nation's future.



"At its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians."

FREYSSINET RECONCILIATION ACTION PLAN

As a result of our partnerships with First Nations people and communities, our overarching and tangible objective is to establish and nurture stronger connections and engagement with First Nation communities. We are committed to building authentic relationships that go beyond superficial interactions, focusing on fostering trust, mutual respect, and understanding.

Our Action Plan will be informed by values, our culture and our DNA as a specialist engineering company. We will identify and work towards achievable goals with a view to review, refresh and refine our approach as we become better informed and educated on the agenda and aspirations of the communities in which we work. By setting these specific and measurable targets, we ensure accountability and transparency in our efforts to build meaningful relationships with Indigenous communities. Regular monitoring and reporting will enable us to assess our progress, identify areas for improvement, and celebrate successes. Our commitment to these objectives reflects our dedication to reconciliation and making a positive difference in the lives of First Nations people and communities

In the first instance, our energy will be directed to quick wins that can be achieved through the Action Plan below.

Procurement

Source and include Indigenous Suppliers and Providers onto the Freyssinet Australia and New Zealand Procurement panel where they can support the aims of our business.

Employment

Employ and develop motivated indigenous applicants to achieve success within our company environment.

Stakeholders

Maintain long-standing relationships with communities by showing respect and acknowledgement of the historical context within which we operate.

Culture

Create an environment within our company which encourages all staff to learn about and show respect for Aboriginal and First Nations culture and context.





RELATIONSHIPS

Action	Deliverable (KRA)	Timeline	Responsibility	Progress
1. Establish and maintain an effective RAP Working Group to drive Reconciliation Action Plan	<ul style="list-style-type: none"> ✓ Invitation will go out to all staff ✓ The RAP Working Group will be nominated by end of September ✓ The Group will meet at least four times per year. 	<ul style="list-style-type: none"> Group to be identified by end of September 23 	SC/DM/FL.	
2. Establish and maintain strength-based relationships with First Nation leaders, stakeholders, and organisations.	<ul style="list-style-type: none"> Meet with local First Nation stakeholders focusing communities on nominated projects to identify opportunities for engagement 	<ul style="list-style-type: none"> Phil Thompson is our current First Nations Consultant across the business. Talk to Project Reps to identify where this is relevant and can be progressed. 	ALL	
3. Build relationships by celebrating <ul style="list-style-type: none"> a. National Reconciliation Week b. NAIDOC Week c. integrate days of significance into the company's calendar of events 	<ul style="list-style-type: none"> Proactively promote and communicate the events. Share resource materials and reconciliation information with staff Encourage staff to participate in reconciliation events Establish a RAP working group to participate in NRW events either online or in person 	<p>Commence February 2024 with initial meeting and plan for May-July events.</p> <p>Decide on launch approach by Friday 23 Feb for circulation to the group</p> <p>National Reconciliation Week 27 May – 3 June NAIDOC Week – 1st Week of July</p>	<p>All</p> <p>FL</p> <p>All</p>	



4. Promote reconciliation	<ul style="list-style-type: none">• Renew and refresh the RAP regularly to ensure its relevance• Set achievable RAP deliverables and monitor for progress• Engage with external stakeholders and relevant agencies to share stories and drive reconciliation outcomes	Ongoing process	ALL	
5. Promote positive relations through anti-discrimination strategies	<ul style="list-style-type: none">• Conduct a review of all policies and procedures to promote inclusivity of Australian First Nations People.• Executive/leadership team to promote positive and inclusion relations with Australian First Nations People	By End of March	FL ALL	

OPPORTUNITIES

Action	Deliverable (KRA)	Timeline	Responsibility	Progress
6. Increase First Nation supply chain to support improved economic and social outcomes	<ul style="list-style-type: none">• Develop a First Nation Supply Chain register• Join Supply Nation or Indigenous Chamber of Commerce (each state)• Identify and promote the presence of First Nations providers on the Company Procurement list.• Develop and maintain First Nation commercial relationships	Progress by next meeting in March	FL/All	



	<ul style="list-style-type: none">Develop tendering questionnaire /partnerships framework/guidelines for First Nation business			
7. Improve employment outcomes by sourcing indigenous labour hire providers	<ul style="list-style-type: none">Increase the presence of First Nations workforce as part of our labour hire arrangementCreate culturally safe work environments for indigenous workers	Viv Roberts (WA) uses Steelworks and KARAK who are Indigenous employment Agencies	FL/All HR / ALL	

RESPECT

Action	Deliverable (KRA)	Timeline	Responsibility	
8. Artworks	<ul style="list-style-type: none">Commission artwork for RAP and other chosen internal documents and marketing		All	
9. Cultural awareness/competency training	<ul style="list-style-type: none">Engage and participate in First Nations cultural competency/immersion training through a local and national lens		FL	
10. Acknowledgement to country	<ul style="list-style-type: none">Develop protocols of when to make acknowledgements	By Friday 23 February for circulation to the group	PL	



GOVERNANCE

Action	Deliverable (KRA)	Timeline	Responsibility	Progress
11. Provide support for effective implementation of RAP commitments	<ul style="list-style-type: none">Identify and define resource needs for RAP implementation.Engage senior leaders in the delivery of RAP commitments.Define appropriate systems and capability to track, measure and report on RAP commitments.		ALL/ ongoing All / Scott (leadership) Peter	
12. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	<ul style="list-style-type: none">Report RAP progress to all staff and senior leaders quarterly.		Scott to take to LT, and then Peter to advise employees	



STEPS TO ENGAGEMENT

Purpose

The purpose of our Reconciliation Action Plan (RAP) is to actively participate in the national campaign for reconciliation, engaging our employees and the wider community in fostering awareness, appreciation, and incisiveness of the unique cultures and contributions of First Nations People.

Through targeted education initiatives and collaborative efforts internally, our RAP aims to create an inclusive and culturally respectful environment that acknowledges the significance of Indigenous heritage. By embracing this commitment to reconciliation, we seek to build strong, lasting relationships with Indigenous communities while working together towards a more harmonious and united future.

Key Messages

At Freyssinet, our core values reflect a profound appreciation for all cultures, with a sincere acknowledgment of the historical and present significance of the Aboriginal community.

We are committed to fostering a collaborative environment where we work hand in hand, embracing diversity and inclusivity to build a united future.

Our dedication to equal opportunity ensures that everyone has a fair chance to thrive and contribute their unique talents and perspectives.

Together, we strive for a harmonious and equitable society, celebrating the richness of our shared heritage and promoting a better tomorrow for all.

Our Story

The Freyssinet story is a truly inspiring one and reflects the dedication of passionate and committed individuals who have applied themselves to challenging and complex issues in the pursuit of advancing engineering solutions for communities. This in turn has advanced the social and economic infrastructure for those communities globally. It is time we formally turned our attention and our efforts to do the same in partnership with the First Nations People.

And so, through our Reconciliation Action Plan (RAP), we will dedicate effort and application to the matter of inclusion and self-determination within the First Nations Communities. We wish to leave a legacy which has a positive impact in the communities we work with. Through this transformative process, we aim to build capacity within Indigenous communities, fostering growth, empowerment and cohesion for future generations. An essential aspect of our legacy is the increased representation of Indigenous employees and service providers within our company.



Throughout our RAP journey, we are committed to opening our minds and learning from the Indigenous communities we interact with, developing mutual respect as a core value of our organisation. By nurturing these connections, we aspire to create a harmonious and collaborative environment that benefits everyone involved. Our success stories will be a testament to the transformative power of reconciliation, which we will proudly promote to our staff and the wider community.

Moreover, we seek to forge strong ties with the local Aboriginal community, actively engaging with them in meaningful ways. Whether through material or labour opportunities, we are committed to contributing positively to the regional communities in which we operate.

We believe that real time engagement at the inception of our engineering and construction projects regionally, will enable mutual knowledge-sharing and capability- building between the company and the community. By nurturing these relationships we look forward to celebrating many successes as well as foster a collective commitment to a more culturally aware society.

Ultimately, our RAP journey will leave a legacy of positive change, creating a more united, respectful, and prosperous future for all. We firmly believe that through our ongoing efforts and dedication to reconciliation, we can make a significant difference in the lives of individuals, communities, and the broader society.

Audience

The Reconciliation Action Plan (RAP) is designed to engage and benefit a diverse range of audiences, fostering a collective commitment to reconciliation and creating a more inclusive and culturally respectful environment. The following key audiences are at the heart of our RAP:

First Nations Communities:

Our primary audience and valued partners are the First Nations communities in which we operate. Through meaningful engagement and collaboration, we aim to build strong and lasting relationships, acknowledging the significance of their cultural heritage, histories, and contributions.

Staff:

Our employees play a crucial role in driving the success of our RAP. We seek to empower our staff through education and awareness initiatives, promoting a workplace culture that values diversity and inclusion. By involving our employees, we aim to foster a sense of shared responsibility towards reconciliation.

Clients:

We are dedicated to creating a positive impact on our clients by promoting an inclusive business environment. By highlighting our commitment to reconciliation, we aim to engage clients in a meaningful dialogue, encouraging them to embrace cultural diversity and join us on our journey.

Suppliers:



Our suppliers are vital partners in our pursuit of reconciliation. We actively seek to collaborate with suppliers who share our values and commitment to creating positive social change. By working together, we can drive a more significant impact in Indigenous communities and beyond.

Local Communities:

The local communities in which we operate play an integral role in our RAP journey. We aspire to connect with and contribute positively to these communities, fostering mutual understanding and respect while creating opportunities for growth and collaboration.

Other Stakeholders:

Our RAP also extends to various stakeholders, including government entities, advocacy groups, and industry partners. By involving these stakeholders, we can amplify the impact of our efforts and drive systemic change for a more inclusive society.

Inclusivity, respect, and collaboration are at the core of our RAP, and we are committed to engaging all audiences in this transformative journey towards reconciliation. Together, we can create a legacy of positive change that benefits not only our organisation but also the wider community and future generations.

Call to Action

We want to make meaningful difference as we actively participate in reconciliation efforts with First Nations communities. Together, we can shape a brighter future by taking the following actions:

- **Supporting Local Indigenous Businesses:** Embrace the power of economic empowerment by integrating the products and services of local Indigenous businesses into our company systems and networks. By doing this we aim to contribute towards sustainable growth and prosperity within Indigenous communities.
- **Targeted Procurement:** Align your procurement practices with our commitment to reconciliation. Seek opportunities to engage Indigenous suppliers and contractors, promoting fair business practices that empower Indigenous entrepreneurs.
- **Leaving a Legacy:** Contribute to a lasting legacy of positive change by engaging in collaborative initiatives with First Nations communities. Our combined efforts can create meaningful social, environmental, and economic impacts for generations to come.
- **Celebrating National Reconciliation Week:** Embrace the spirit of reconciliation by actively participating in National Reconciliation Week events and activities. Let us come together to celebrate the richness of Indigenous cultures and histories.
- **Empowering Indigenous Employment:** Support our efforts to increase Indigenous workforce representation. By providing employment opportunities and fostering career development, we can create a more diverse and inclusive workplace.

- **Engaging with First Nations Representatives:** Take the initiative to meet and engage with First Nations representatives in local areas or project sites. Listening to their perspectives and aspirations can guide our actions towards more meaningful and respectful partnerships.

People and Places

We will establish a RAP Working Group with key company representatives ~~from each state~~ to ensure we develop networks and relationships across our key projects ~~in those states~~. Where present we will invite First Nations employees to inform our approach towards our RAP Goals.

Every key Project will nominate a RAP Champion to explore opportunities for engagement with the communities in which the project is operating. We will seek out historical context in those communities and aspire to raise awareness and comfort with the history of the community.

Campaign

Promoting our partnerships with First Nations people and communities will be a multifaceted approach, ensuring widespread visibility and understanding across our organisation and stakeholders. Here's how we plan to do it:

Information Sessions

We will run targeted training and information sessions in each state to discuss the launch of the Reconciliation Action Plan.

Site Toolbox Meetings:

We will integrate discussions on our partnerships with First Nations people and communities into our site toolbox meetings. These regular gatherings will serve as a platform to share updates, success stories, and progress made in collaboration with Indigenous partners. By including this topic in our toolbox meetings, we aim to foster awareness and engagement among our on-site teams.

Company Website/SharePoint:

Our company website and SharePoint will be essential channels for showcasing our partnerships with First Nations communities. We will create dedicated sections that highlight the initiatives, projects, and collaborative efforts we undertake with Indigenous partners. This online presence will not only increase awareness but also demonstrate our commitment to transparency and accountability.

LinkedIn:

Utilizing the power of social media, we will leverage LinkedIn to share stories, events, and achievements related to our partnerships with First Nations people and communities. By regularly updating our LinkedIn audience, which includes y the reach of our initiatives and engage with a broader network of stakeholders.

Internal Communications:

Effective internal communication is crucial in promoting our partnerships. We will use various communication channels, such as newsletters, emails, and intranet announcements, to keep our



employees informed about our collaborations with First Nations communities. Regular updates will foster a sense of ownership and pride among our workforce, encouraging active participation and support.

Context, Awareness, and Education:

In addition to disseminating information, we will emphasize context, awareness, and education throughout our promotional efforts. We will provide resources, workshops, and training programs to deepen the understanding of Indigenous histories, cultures, and contributions. By empowering our employees with knowledge, we can build more meaningful and respectful relationships with our Indigenous partners.



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