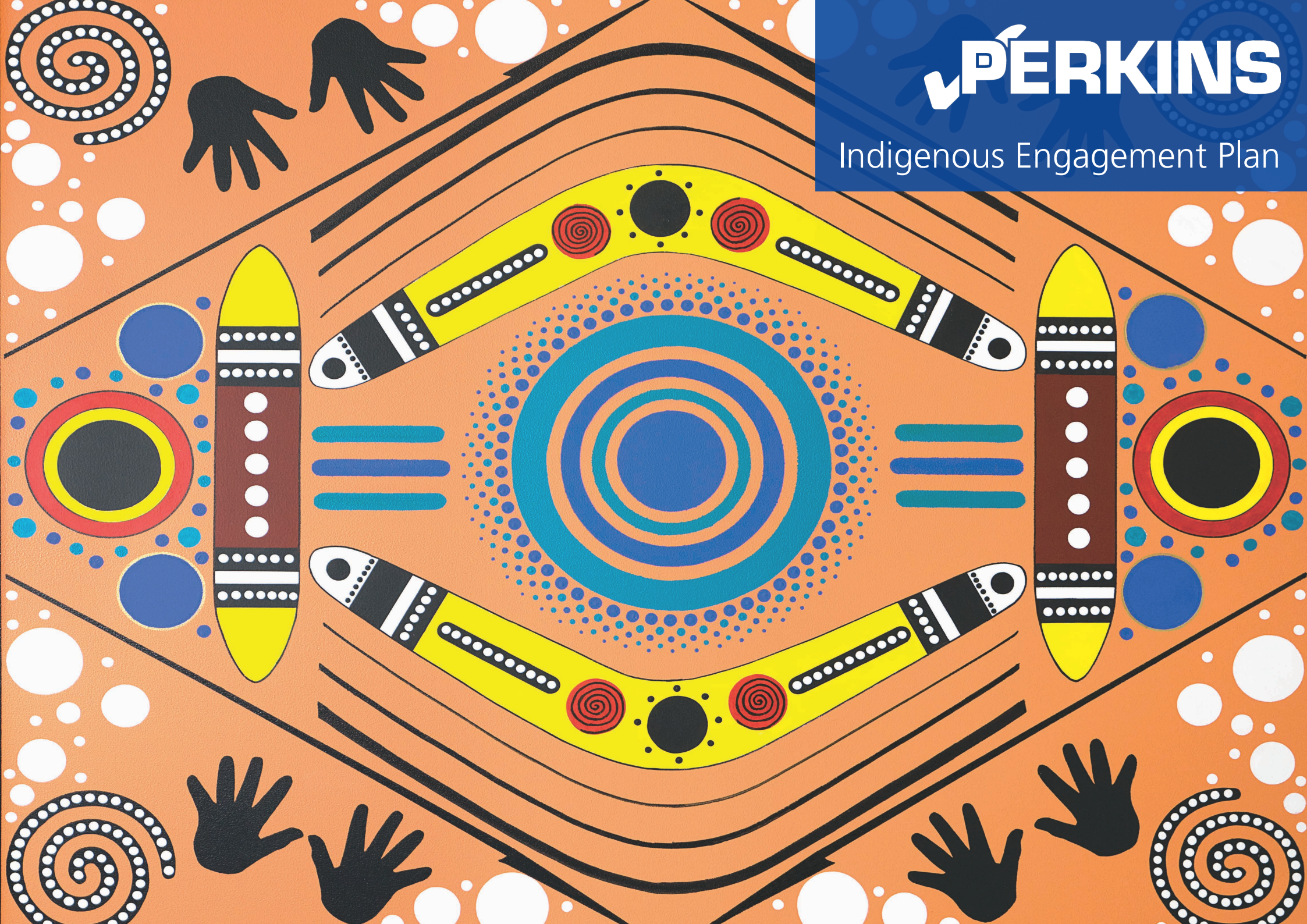





Indigenous Engagement Plan





Perkins (WA) Pty Ltd, T/A Perkins Builders acknowledge and pay respect to the Noongar People, the Traditional Owners of the land on which we are based in Bunbury and Perth.

We pay our respects to all Aboriginal First Nations who have contributed to and continue to contribute to the state of Western Australia and of Australia itself, as we pay our respects to their Elders past, present and emerging. We respect and pay homage to all the First Nations lands on which we operate.

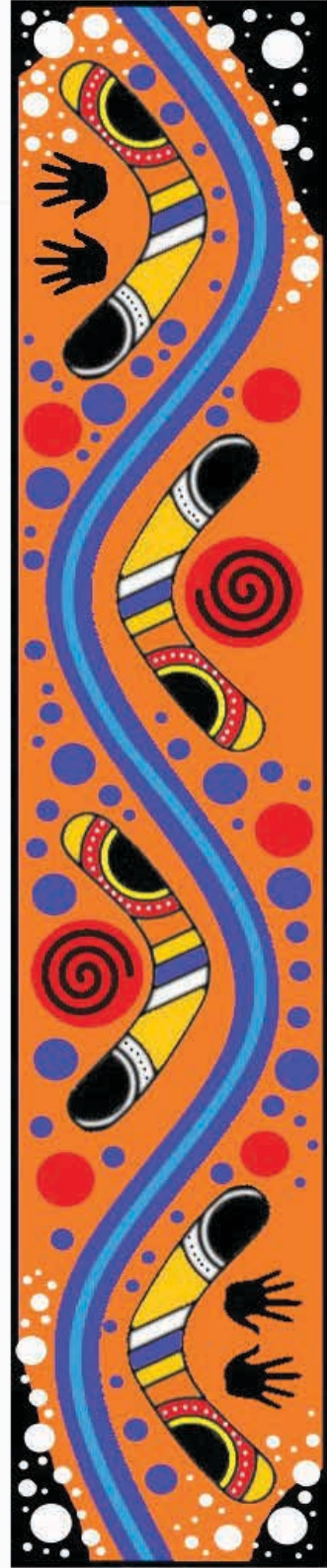
A word from the Managing Director

Perkins believes in fairness, equality, and justice for all providing the opportunity of employment, training, and a sustainable career in construction to all members of the community. These qualities have been and continue to be the core of Perkins culture and shall remain a central component into the future.

We at Perkins Builders are honoured and pleased to present the Perkins Indigenous Engagement Plan. Since our establishment in 1965 in the South West of Western Australia on Noongar (Boodjar) Land, we have always recognized and acknowledged the remarkable and rich heritage of the Noongar people and their culture along with all the First Nations Cultures throughout Australia.

The Perkins Indigenous Engagement Plan is a demonstration of our commitment in assisting in closing the Gap on Indigenous Disadvantage, with an aim to make a tangible and notable difference in line with our values.

Dan Perkins
Managing Director



Our Business

Perkins Builders are your commercial construction partner, proven to deliver an award winning, diverse range of commercial, industrial, education, health, and civil projects throughout Western Australia.

Founded in 1965 by brothers Jim and Neville Perkins, the company began as a Bunbury-based contractor pursuing a diverse range of commercial, industrial and civil engineering projects throughout the South West of Western Australia.

In 1983 Neville's son Dan joined the company as an Apprentice Carpenter. Progressing through the roles of Foreman, Site Manager and Contracts Manager, he was appointed Managing Director in 1995. Under his stewardship, Perkins has grown into one of Western Australia's major commercial builders, with offices in Bunbury and Perth, working on projects across the country with an annual turnover now over \$150m.



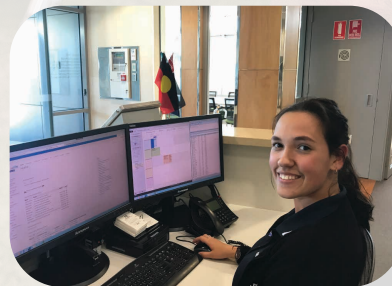
Our Journey

Ever conscious of the diversity within our community Perkins has been developing inclusiveness strategies that are ingrained into our business and have been for many years. As a values and family-based business, we welcome people from all over the world and from various socioeconomic backgrounds.

Developing and implementing the Perkins Indigenous Engagement Plan was a natural progression of the organic growth of Perkins Corporate Social Responsibility approach to First Nations Australia. We took the first steps in our journey in 2017, creating our first partnerships.

In 2018, Perkins took on our first aboriginal direct indentured apprentice, the first of several indigenous direct employees and we officially launched the Perkins Indigenous Engagement Plan with a celebration held at our Head Office in Bunbury. We were honoured to have support from a Local Elder, Welcoming us to Country and students from the Clontarf Academy performing a traditional dance.

Fast forward to today and Perkins continues partnering with reputable and like-minded organisations in order to meet our responsibilities in a meaningful and innovative way.



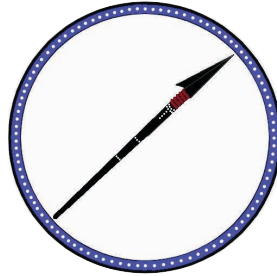
Our Commitment

Perkins has committed to adopt the values of Respect, Relationships and Opportunities as the foundation of our Indigenous Engagement.



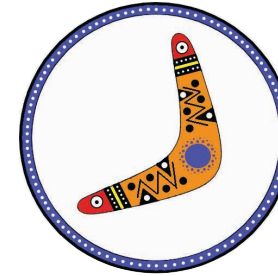
'Boornoo Wangkiny' (Message Stick) Respect (BW)

Understanding the past in order to strive for a brighter and healthier future for all; where a greater appreciation of everyone's background and culture is shared through respectful dialogue and interaction.



'Gidgi' (Spear) Opportunities (G)

Partnering and working collaboratively with First Nation Australians where together great achievements can be realised through commitment, hard work and agreed outcomes that are sustainable, swift and targeted for the long term.



'Kylee' (Boomerang) Relationships (K)

Developing relationships with First Nation Australians and other Australians based on integrity and respect.

Perkins Builders is committed to engaging with First Nations people in more meaningful ways. Throughout our operations, Perkins will:

- Acknowledge and respect the different values and beliefs of First Nations people.
- Seek to make a tangible difference in engagement with First Nations people.
- Engage with local Indigenous communities and organisations.
- Positively promote the engagement of Indigenous people seeking work.
- Use Indigenous Business Registers (such as Supply Nation), local knowledge, experience, and associations to identify businesses capable of providing the services and/or materials required.
- Provide First Nations businesses with equal opportunity to bid on any subcontractor packages.
- Encourage suitable First Nations businesses to bid on appropriate subcontract packages, where capacity and capability exists to deliver scopes to the required quality, safely and within time and cost requirements.



Living by the values of Relationships, Respect and Opportunity helps us achieve our goals of Diversity, Flexibility, and Inclusivity in every aspect of our business.



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About the Artwork

Throughout the Perkins Indigenous Engagement Plan a piece of Aboriginal artwork is featured. This specially commissioned piece, created by Indigenous artist A.B Collard tells the story of Perkins Builders; the journey of two brothers who had a dream to start a building company and the journey they took to create it. The colours in the artwork represent the water, the land, the highway, and meeting places along the coast.

This artwork was formally unveiled at our Perkins Indigenous Engagement Plan Launch event and can be found proudly displayed in our Head Office in Bunbury.

The symbols representing Our Values in our journey towards reconciliation and closing the gap are another specially commissioned piece by A.B Collard.

