

'Reimagining Country' by Riki Salam, Creative Director and artist of We Are 27. Elements and symbols that appear on this report were all created by Riki as representation of Mirvac's commitment to find innovative and respectful ways to develop, collaborate and connect with Aboriginal and Torres Strait Islander peoples in new and reimagined spaces.

Reconciliation at Mirvac

FY21-FY23 Innovate RAP Review



As a leading Australian asset creator, we strive to reimagine urban life, leaving a positive legacy by creating unique precincts and thriving communities.

We have a duty and a desire to respect, engage, learn from, and collaborate with the Traditional Custodians of the lands on which we live, gather, and play.

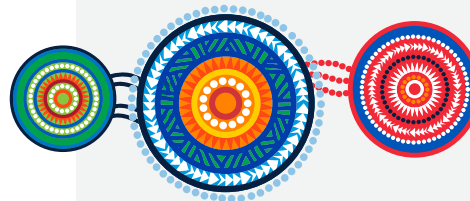
Our sustainability strategy, *This Changes Everything*, guides us in making responsible choices, using our influence for good.

When it comes to the communities in which we operate, we use our buying power responsibly and deliver social infrastructure to foster a strong sense of belonging.

We believe that we all have a role to play in creating a more just and reconciled Australia, and we have been working to meaningfully embed reconciliation in the way we do business. Through our [FY21-23 Innovate Reconciliation Action Plan](#) (RAP), we have made progress. We recognise there is more to do, and we are committed to continuous improvement – reviewing and enhancing our strategies, practices, and performance.

Looking back at what we've done so far helps us to grow as a business. We're proud of the projects and relationships we've built with the community over the past two years. The completion of our current RAP also highlights areas where we can improve in working with First Nations peoples. As we create our next Innovate RAP, we'll focus on our five guiding reconciliation principles to better inform our employees and stakeholders and continue to embed respect and celebration of Aboriginal and Torres Strait Islander peoples and cultures.

Campbell Hanan
Group Chief Executive Officer
& Managing Director



Outcomes from our five driving principles

Understanding



Building awareness and cultural competence in our people so we can act with knowledge and respect through our work and personal lives.

Achievements

We are committed supporters of the Uluru Statement from the Heart and ran information sessions for our workforce to increase awareness on what the invitation means.

Multiple workforce-wide guest speaker sessions and a comprehensive resource hub was developed to inform our team about the importance of the Referendum and Voice to Parliament.

Our executive team broadened their knowledge and understanding in a cultural immersion experience on the Larapinta Trail, home of the Arrernte people.

First Nations leaders from sectors across education, health and heritage addressed our workforce during NAIDOC week celebrations.

Economic partnerships



Through our purchasing power, we accelerate the economic development of Aboriginal and Torres Strait Islander businesses and communities.

2021 – \$3M spend across 29 businesses
2022 – \$10M spend across 33 businesses
2023 – \$6M spend across 51 businesses

Member of Supply Nation since 2017



We are driving supplier diversity by setting project-based social procurement targets, which will increase our procurement from a wide range of Indigenous-owned businesses, ranging from design services to catering.

Respectful development



Reimagining our projects to reflect and include local Aboriginal and Torres Strait Islander histories and communities.

Some of our largest developments have been engaging with local community representatives, giving us a better understanding of histories and cultural significance of the land we develop. Learning and listening directly from community leaders and members is improving our sensitivity to weave the learnings into our placemaking.

- > Henley Brook in Noongar Country, WA,
- > Heritage Lanes in Turrbal Country, QLD
- > 55 Pitt Street and Harbourside on Gadigal Country, NSW

Our reconciliation principles were embedded into both our community development and stakeholder frameworks, applying to the majority of our assets and project teams.

Many of our developments have an Acknowledgement of Country plaque or artwork displayed that has been created by a First Nation's artist.



IndigiGrow, NAIDOC Week activation partner



The Mirvac Executive Leadership Team on Country in the Anmatjere Region, listening to a Ti Tree Elder, 2022

Outcomes from our five driving principles

Spaces for connection



Creating spaces that encourage dialogue for greater cultural competence in Australia

Achievements

Every year we execute and support many NAIDOC week events and activations across NSW, VIC, QLD, and WA. Celebrating the theme and increasing understanding of history, culture and community at the centre of each occasion.

We engaged with multiple artists, design consultants and community groups across our projects to install art that shared stories of connection with country and history:

- > Rachael Sarra's 'Guidance from the Stars' at Heritage Lanes, Brisbane, displayed on Turrbal Country.
- > Students from Moorditj Community College created pieces of art which reflect flora and fauna native to Whadjuk Noongar boodja. These are displayed at Wongin Park at our Henley Brook community in WA on Noongar Country.
- > Simone Thomson's 'Baan Biik, Water Country' art reflects the Yarra river that our Riverside Quay building overlooks, on Wurundjeri Country, Melbourne. Simone's 'Songline's, Beneath the Earth' artwork and totem Emu feather wall piece 'Bigardumdga, Emu Dreaming' are also on display in our headquarters.
- > Nadeena Dixon 'Budjeri Narrami' woven piece at Green Square, Sydney, on Gadigal Country.

Talent & employment



Improving representation of Aboriginal and Torres Strait Islander people in our workforce and ensuring we are a culturally safe place

We increased the number of our employees sharing their Aboriginal and Torres Strait Islander heritage.

Creation of our Aboriginal and Torres Strait Islander Employment & Engagement plan, including greater engagement with our suppliers, identifying how we can positively impact employment opportunities through our partners.

Review of our inclusion policy to increase cultural safety practices for our current and future Indigenous workforce.

Probono assistance to Aboriginal and Torres Strait Islander organisations

Last year **~130 employees** volunteered and supported Indigenous organisations for **~988 hours**

RAP Working Group

Minimum of **20 representatives** from across Mirvac served on the RAP Working Group across our 21-23 Innovate RAP.

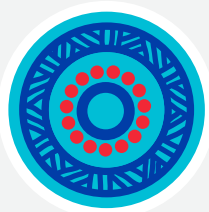
Reformation of the RAP Working Group into targeted focus groups will enable us to work faster in driving our five principles and better navigate the challenges of reconciliation work.



NAIDOC Week activation at Broadway Shopping Centre, Gadigal Country



Mabu Mabu Catering at our Melbourne HQ during NAIDOC Week 2022





Community Engagement at Henley Brook, Noongar Country, Western Australia

With a focus on respectful development, our team at Henley Brook in Western Australia took a considered approach to engaging with the Traditional Custodians, the Whadjuk-Noongar people, on whose land the project is located.

Guiding the team were three key objectives: garner an understanding of the cultural heritage of the site and surrounding areas; foster a meaningful relationship with the Traditional Custodians and local school community; and to actively listen to how the project team could ensure a culturally safe and respectful development.



Henley Brook launch event, Noongar Country, WA



Wongin Park, Henley Brook, Noongar Country, WA

The engagement workshop gave our team the opportunity to listen to the stories and knowledge of the Traditional Custodians, Elders and community members.

Just one of the many ideas that stemmed from the workshop was helping to preserve cultural knowledge and allowing students from the Moortidj Noongar Community College to create art and language elements that were then integrated into the project.

As a result of building a relationship with the community and school, Wongin Park now proudly displays artwork from the students within the garden and future plans for more installations as students move through the school.



Student artwork Wongin Park, Henley Brook, Noongar Country, WA

Making Science Deadly

DeadlyScience is a not-for-profit Indigenous charity helping students discover science, technology, engineering and maths pathways through education.

We've been supporting their mission to provide resources to regional and remote schools for a number of years.

It all started back in 2021 with seed funding from our South Eveleigh development, which expanded to promotions within our shopping centres. Our retail team ran a social media campaign that raised over \$50,000 and put on a special film screening to lift awareness for DeadlyScience programs and Rheumatic Heart Disease.

In FY22 we contributed to a campaign to send 5,000 Australian Geographic DeadlyScience books to 625 Aboriginal and Torres Strait Islander learners in classrooms across Australia to inspire a passion for STEM.

More recently in FY23, we have continued to build our relationship by investing in DeadlyScience to help them grow the capacity of their people through professional development and improvement of their operational systems.



Student proudly displays Deadly Science book set and Lego



Simone Thomson and Auntie Zeta Thomson pictured with Jaynaya Winmar in front of her emu feather totem piece, 'Bigardumdga, Emu Dreaming', on display at our Melbourne HQ

Learning the 7 Kulin Seasons, Wurundjeri Country, Victoria

We engaged Jaynaya Winmar from Blakbone Sista hood to guide us in respectfully connecting with culture in the creation of our new head office in Naarm (Melbourne).

Our meeting rooms and gathering spaces have been named after Indigenous seasons in Victoria and natural landmarks associated with the location of our office in the Wurundjeri Woi Wurrung and Gariwerd languages, and is now used every day by our team.

Jaynaya also connected us with local Wurundjeri artist Simone Thomson, from whom we sourced artwork that speaks to the river (Baan Biik) and the land (Songlines). Her totem the emu is represented as a custom emu feather piece 'Bigardumdga, Emu Dreaming' that hangs proud in the Naarm Head Office.



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