Our commitment to Reconciliation

Wood has operated in Australia for forty years and we are committed to playing our part in addressing the disadvantage that Australia’s First Peoples continue to experience. With this statement, we declare our commitment to advancing Reconciliation in Australia and hold ourselves accountable to translate our words into action and outcomes, and to make a positive difference in the locations and communities in which we work.

Our Vision
Our vision for Reconciliation is to realise Aboriginal and Torres Strait Islander aspirations through real understanding, real partnerships and real opportunities.

Our Purpose
Our commitment statement is supported by three pillars:

- **Educate** our People
- **Engage** with Indigenous Communities and utilise Indigenous businesses
- **Employ** Indigenous people.

Our actions will be guided by these key pillars.
Educate

Our commitment:

To listen, learn and ask questions in our conversations with Aboriginal and Torres Strait Islander peoples.

- Understand who the Traditional Owners are of the lands on which we work
- Listen to and learn the history and current-day truth of the challenges faced by Indigenous communities
- Learn from Elders and Community how best to support their aspirations for success and self-determination
- Plan and promote cultural engagement opportunities throughout the year via our Working Groups
- Encourage and support our staff to participate in community engagement events of significance
- Provide a minimum of 100 employees with Cultural Awareness training and Cultural Competency training per annum
Engage

Our commitment:

To develop lasting and meaningful relationships with the Indigenous community through a scholarship, partnership and procurement.

- Set up an annual scholarship for an Indigenous student with the aim to grow our pipeline of future employees
- Actively seek Indigenous business partners to grow Wood’s business
- Create a culture of utilising Indigenous businesses for procurement and service needs with a target of A$150,000 per annum
- Redesign our Community support to focus on local programs for local people, creating multiple investment opportunities in smaller projects, with an annual target of A$30,000
- Share positive outcomes and stories through our internal and external networks
- Work with our Customers to support them in achieving their own Reconciliation goals
Pillar 3: Employ

Our commitment:

To increase workforce representation of Aboriginal and Torres Strait Islander peoples to a target of 15 by 2025.

- Meet annually with local Indigenous communities to promote our career pathways
- Provide industry experience internships for Indigenous students
- Set annual commitments to recruit Indigenous candidates
- Adopt a supportive approach to recruitment, removing barriers to employment
- Have a conversation with every identified Indigenous person who applies for a role within Wood
- Access development funding from Government to enable a supportive transition for new employees
- Facilitate additional and negotiable extended Cultural Leave
Our leadership commitment

As representatives of Wood in Australia, we are trusted to deliver our collective commitment to current and future Indigenous employees and partners in our community.

Left to right:

Greg Hayes  
Vice President, for and on behalf of Projects

Enda O’Sullivan  
Vice President, for and on behalf of Consulting

Ralph Ellis  
President, for and on behalf of Operations

Progress against our commitments will be reviewed quarterly at Executive Committee meetings and shared externally via an Annual Report. Success will be measured through demonstrated and quantified actions aligned to the three pillars within this document.