

Reconciliation Action Plan

Acknowledgement of Country	03
Statement from CEO of Reconciliation Australia	04
A Message from our Directors Duncan McPherson and Peter Rahilly	05
About 2Construct	06
About the Reflect RAP	07
About the Art and Artist: Ngalya Atkinson	08
Our Partnerships and Current Activities	09
Deliverables	10

Acknowledgement of Country

2Construct proudly acknowledges the Boonwurrung People of the Kulin Nation as the Traditional Owners and Custodians of this land, and we pay our respect to their Elders, past and present and emerging.

Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes 2Construct to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

2Construct joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types - Reflect, Innovate, Stretch and Elevate - allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables 2Construct to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations 2Construct, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





A Message from our Directors Duncan McPherson and Peter Rahilly



2Construct is committed to playing its part in building a more reconciled Australia. This newly launched Reconciliation Action Plan (RAP) sets the course for our future actions and ongoing commitment. We are dedicated to fostering a more equitable future by closing the gap between Aboriginal and Torres Strait Islander peoples. We recognise the disparities in employment, education, and training, and believe addressing these will have an effect, positively.

Our approach focuses on:

- **Educating staff:** Equipping our workforce with a deeper understanding of reconciliation through training opportunities.
- **Aboriginal and Torres Strait Islander employment:** Providing meaningful employment opportunities within the construction industry for Aboriginal and Torres Strait Islander peoples.

Developing a Reflect Reconciliation Action Plan (RAP) is more than just a formality. It allows us to:

- **Formalise our commitment to equality:** Embedded policies in providing equal opportunities for Aboriginal and Torres Strait Islander peoples.
- **Strengthen diversity:** Foster a diverse and inclusive workplace that reflects the richness of Australian society.

Benefits beyond Reconciliation:

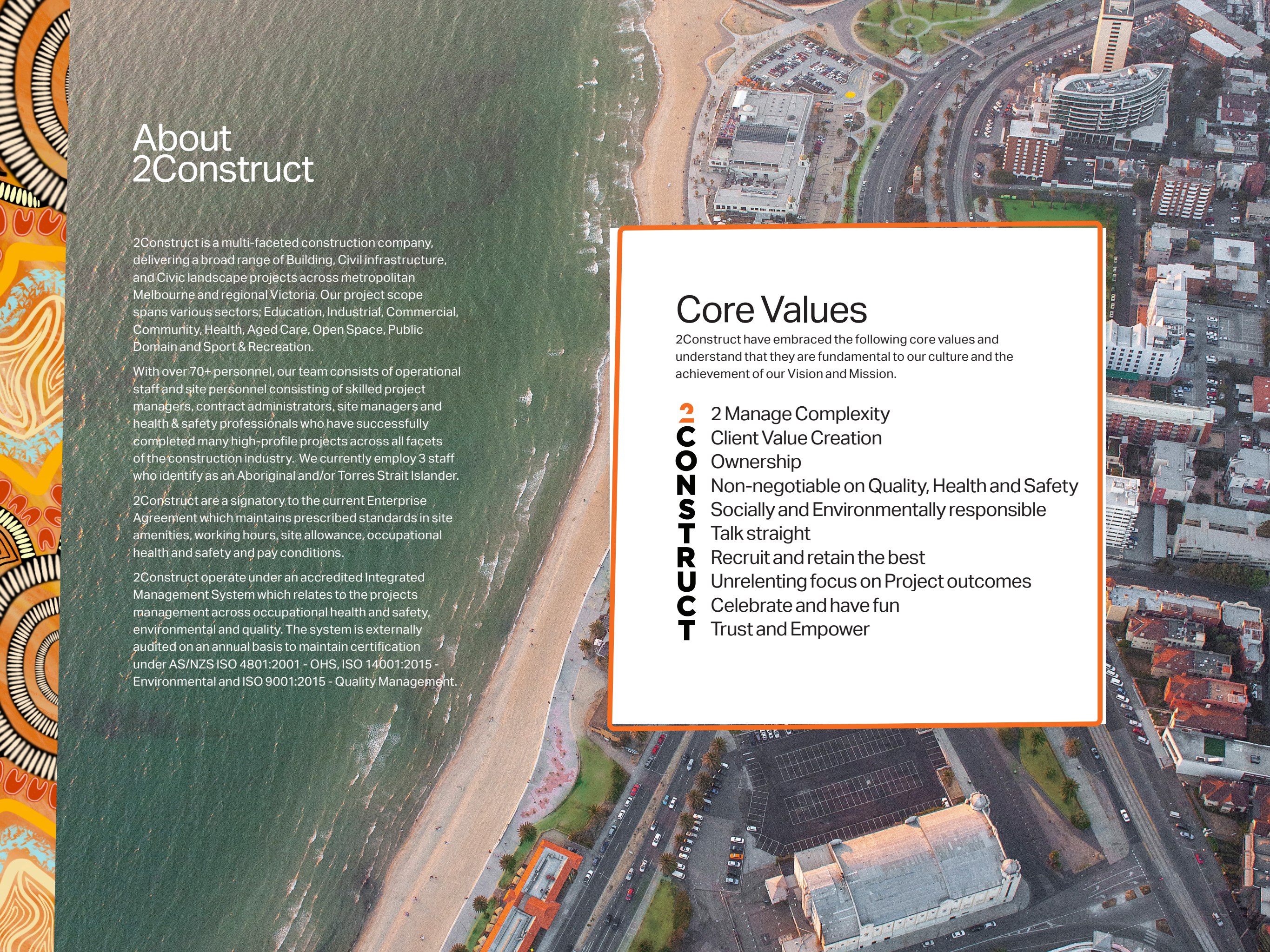
- **Business growth:** A RAP strategy enhances compliance, supplier diversity, and customer satisfaction, meeting evolving procurement preferences.
- **Employee engagement:** Building cultural awareness fosters a more engaged and positive work environment.
- **Supporting Aboriginal and Torres Strait Islander Businesses:** Our commitment extends to helping other Aboriginal and Torres Strait Islander businesses thrive.

2Construct's Reflect RAP:

- **Focuses on long-term sustainability:** We prioritise education and employment initiatives that create mutual benefit for both the community and our organisation.
- **Measurable actions:** Our RAP outlines a clear strategy for implementing and measuring actionable steps that build strong relationships and promote sustainable opportunities for Aboriginal and Torres Strait Islander peoples.

Community partnerships: Through targeted initiatives outlined in our RAP implementation plan, we will continue to build and strengthen community and business partnerships.

Commitment to Implementation: We are fully committed to fulfilling the actions outlined in our RAP. Over the next year, we will position our business to implement a program that is both effective and mutually beneficial, serving as a strong foundation for future Reconciliation Action Plans.



About 2Construct

2Construct is a multi-faceted construction company, delivering a broad range of Building, Civil infrastructure, and Civic landscape projects across metropolitan Melbourne and regional Victoria. Our project scope spans various sectors; Education, Industrial, Commercial, Community, Health, Aged Care, Open Space, Public Domain and Sport & Recreation.

With over 70+ personnel, our team consists of operational staff and site personnel consisting of skilled project managers, contract administrators, site managers and health & safety professionals who have successfully completed many high-profile projects across all facets of the construction industry. We currently employ 3 staff who identify as an Aboriginal and/or Torres Strait Islander.

2Construct are a signatory to the current Enterprise Agreement which maintains prescribed standards in site amenities, working hours, site allowance, occupational health and safety and pay conditions.

2Construct operate under an accredited Integrated Management System which relates to the projects management across occupational health and safety, environmental and quality. The system is externally audited on an annual basis to maintain certification under AS/NZS ISO 4801:2001 - OHS, ISO 14001:2015 - Environmental and ISO 9001:2015 - Quality Management.

Core Values

2Construct have embraced the following core values and understand that they are fundamental to our culture and the achievement of our Vision and Mission.

- 2**
C
O
N
S
T
R
U
C
T
- 2 Manage Complexity
 - Client Value Creation
 - Ownership
 - Non-negotiable on Quality, Health and Safety
 - Socially and Environmentally responsible
 - Talk straight
 - Recruit and retain the best
 - Unrelenting focus on Project outcomes
 - Celebrate and have fun
 - Trust and Empower



About The Reflect RAP

The Reconciliation Action Plan (RAP) program facilitates the opportunity for organisations to realise their vision for reconciliation. There are four different RAP types, each providing a framework for increased engagement with reconciliation through building relationships, demonstrating respect, and developing opportunities with Aboriginal and Torres Strait Islander peoples.

Our RAP represents an agreed strategy of how 2Construct will implement and measure practical actions. The RAP will create and build upon meaningful relationships that enhance the respect and promotion of sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

In developing this Reflect RAP, 2Construct is committed to completing the set actions outlined in our RAP implementation deliverables, and over the next 12/18 months we will ensure the positioning of the business to implement an effective and mutually beneficial program to form part of our future Reconciliation Action Plans.

This Reflect RAP will drive 2Construct to focus on building relationships both internally and externally, and raise awareness with our stakeholders to ensure there is shared understanding and ownership of the RAP within our organisation.

Development of our future RAPs will involve consultation with staff across our organisation including Aboriginal and Torres Strait Islander staff and / or stakeholders to achieve our vision for reconciliation.

A dedicated team, including Key Management, HR Manager, Marketing Manager, and HSE Manager, will form the RAP Working Group. This group will be responsible for promoting and raising awareness of the RAP within our organisation.

About the Art and Artist:

Ngalnya Atkinson



Ngalnya is a proud Yorta Yorta artist originally from Shepparton, but now calling Naarm home since 2021. Her journey as an artist has been deeply intertwined with her cultural heritage, a legacy passed down by elders throughout generations. This connection to her artwork isn't just a creative pursuit; it's a vital link to her community and a cherished avenue for bonding with family. Ngalnya's artwork provides a platform for her to express her thoughts, share the stories of her people, and celebrate her connection to mob. Ngalnya's art serves as more than just visual expression - it's a bridge between generations, a testament to a personal journey, a vibrant reflection of Yorta Yorta culture and a way to connect with the world.

Artwork: Reconciliation

The artwork represents and aligns with 2Construct's core values and business processes. This piece captures the essence of the company's mission to create a better built environment across Melbourne, emphasising sustainability, connectivity, and community involvement.

Elements of the Artwork

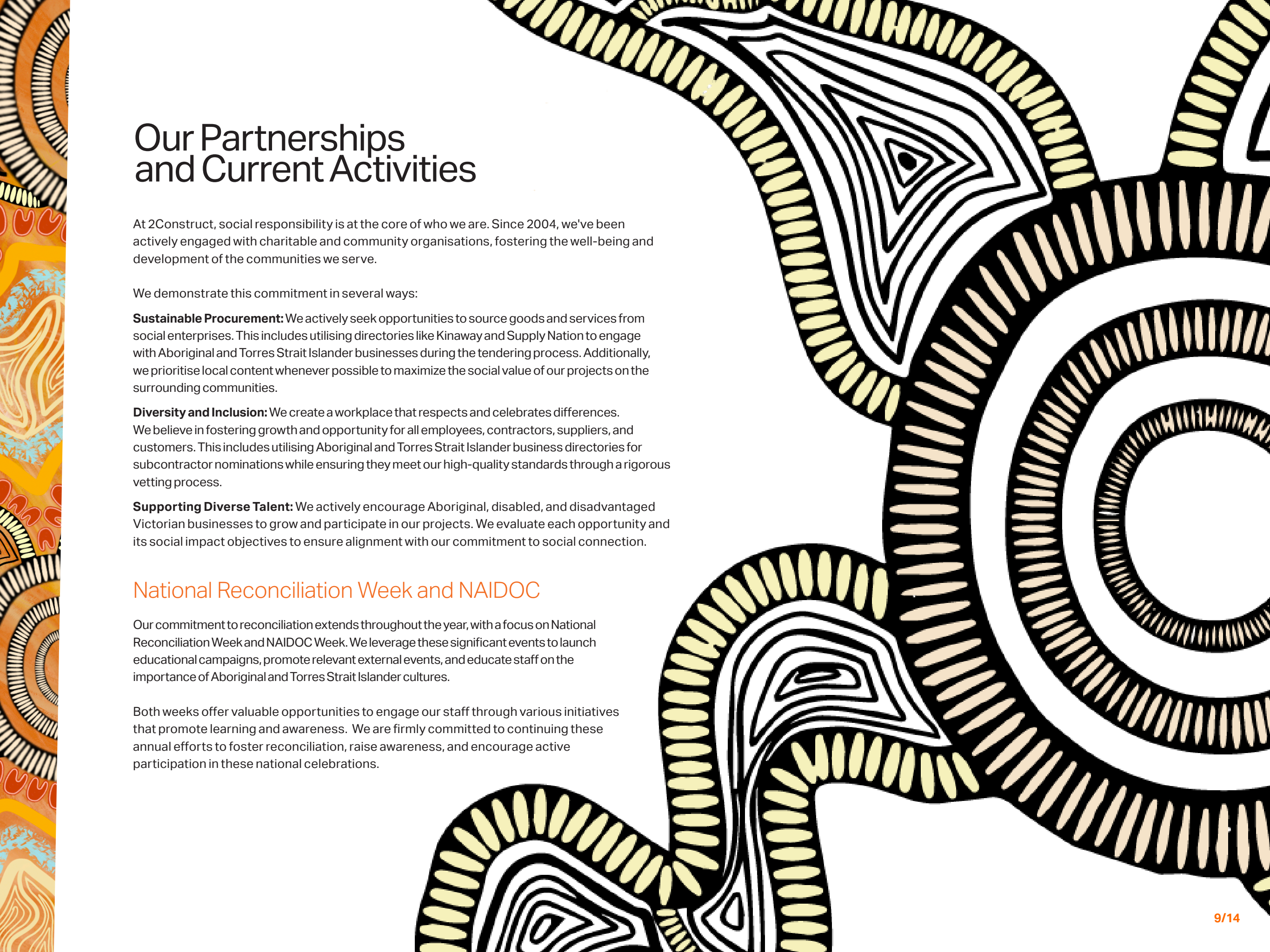
Circles of Country: The circles depicted throughout the artwork symbolise the various areas of Melbourne, highlighting the locations where 2Construct's projects are underway. Each circle is filled with rich, detailed linework representing the materials, time, and labor invested into building vital community, educational, and sports facilities. These facilities are not just structures but pivotal spaces for social interaction, cultural exchange, and health enhancement, fostering a sense of belonging among diverse groups.

Pathways of Connection: The black lines interconnecting the circles illustrate the roads and pathways between these project sites. These paths signify the journey of resources and people, crucial to the successful completion of each project. The meticulous detail within these pathways reflects the careful planning and logistics involved in moving materials and resources, ensuring that each project adheres to best practices in quality, time, and cost-effectiveness.

People

Element: The red symbols bordering the pathways represent the human aspect of 2Construct's operations. Each symbol stands for the company's employees, whose collective efforts and dedication are integral to realising the vision of a better-built environment. This element underscores the idea that every individual within the company contributes to the overarching goal of sustainable and inclusive growth.

Landscape and Sustainability: The various textures and colors within the artwork, including yellow lines, blue textures, and cream networks, symbolise both the diverse landforms of Melbourne and the materials used in 2Construct's projects. These elements are a nod to the company's commitment to sustainability, emphasising that their efforts extend beyond environmental benefits to encompass economic development and social enrichment.



Our Partnerships and Current Activities

At 2Construct, social responsibility is at the core of who we are. Since 2004, we've been actively engaged with charitable and community organisations, fostering the well-being and development of the communities we serve.

We demonstrate this commitment in several ways:

Sustainable Procurement: We actively seek opportunities to source goods and services from social enterprises. This includes utilising directories like Kinaway and Supply Nation to engage with Aboriginal and Torres Strait Islander businesses during the tendering process. Additionally, we prioritise local content whenever possible to maximize the social value of our projects on the surrounding communities.

Diversity and Inclusion: We create a workplace that respects and celebrates differences. We believe in fostering growth and opportunity for all employees, contractors, suppliers, and customers. This includes utilising Aboriginal and Torres Strait Islander business directories for subcontractor nominations while ensuring they meet our high-quality standards through a rigorous vetting process.

Supporting Diverse Talent: We actively encourage Aboriginal, disabled, and disadvantaged Victorian businesses to grow and participate in our projects. We evaluate each opportunity and its social impact objectives to ensure alignment with our commitment to social connection.

National Reconciliation Week and NAIDOC

Our commitment to reconciliation extends throughout the year, with a focus on National Reconciliation Week and NAIDOC Week. We leverage these significant events to launch educational campaigns, promote relevant external events, and educate staff on the importance of Aboriginal and Torres Strait Islander cultures.

Both weeks offer valuable opportunities to engage our staff through various initiatives that promote learning and awareness. We are firmly committed to continuing these annual efforts to foster reconciliation, raise awareness, and encourage active participation in these national celebrations.

Relationships



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Oct 2024	HR Manager Marketing Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Feb 2025	HR Manager Marketing Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Office Manager Marketing Manager
	RAP Working Group members to participate in an external NRW event.	27 May - 3 Jun 2025	Marketing Manager HSEQ Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2025	Office Manager Marketing Manager
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	May 2025	Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Feb 2025	HR Manager Marketing Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Feb 2025	HR Manager Marketing Manager
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Aug 2025	HR Manager HSEQ Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Aug 2025	HR Manager

Respect



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Oct 2025	Business Development
	Conduct a review of cultural learning needs within our organisation.	Nov 2025	HR Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	May 2025	Marketing Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2025	HR Manager Office Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	Jun 2025	Marketing Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	Jun 2025	Marketing Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week of Jul 2025	Office Manager Marketing Manager

Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Nov 2025	HR Manager Management
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Nov 2025	HR Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Nov 2024	Business Development Estimating Manager
	Investigate Supply Nation membership.	Nov 2024	Business Development Estimating Manager

Governance



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	Sep 2024	HR Manager Marketing Manager
	Draft a Terms of Reference for the RWG.	Sep 2024	Marketing Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Sep 2024	HR Manager Marketing Manager
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Nov 2024	Marketing Manager Management
	Engage senior leaders in the delivery of RAP commitments.	Nov 2024	Director
	Appoint a senior leader to champion our RAP internally.	Nov 2024	Marketing Manager Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Nov 2024	Marketing Manager Management
12. Build accountability and transparency through reporting RAP	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	Sep 2024	Marketing Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	Jul 2025	Marketing Manager
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Aug 2025	Marketing Manager
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Jan 2026	Marketing Manager



Brighton Office
Level 2, 36 Carpenter St,

(03) 9519 0333
info@2construct.com.au

2Construct Pty Ltd proudly acknowledges the Boonwurrung People of the Kulin Nation as the Traditional Owners and Custodians of this land, and we pay our respect to their Elders, past and present and emerging.

Brad Rae, Bid and Marketing Manager
03 9519 0333