

GFG Alliance



Reflect Reconciliation Action Plan

1 January 2023 – 31 December 2024



Acknowledgement of Country

GFG Alliance acknowledges First Peoples and recognises their role as the Traditional Owners of the lands and waters across Australia. We are honoured and grateful to work across all parts of Australia and we pay our respects to all Elders past, present and emerging.

Aboriginal and Torres Strait Islander Peoples should be aware that this document may contain images and names of people who may have since passed away.

Contents

About the Artwork.....	1
About the Artist.....	2
Message from Our Chairman.....	3
Letter from Reconciliation Australia.....	4
Our Business	5
Our RAP	6
Our Partnerships and Current Activities	7
Our Stories	
- <i>Walga Mining Services</i>	11
- <i>Preserving Local Heritage in Tahmoor</i>	12
- <i>Partnering with Our First Nations People</i>	13
- <i>Shooting Stars Partnership</i>	14
- <i>InfraBuild Supporting Local Business to Build a Sustainable Future</i>	15



About the Artwork

Gavin invites you to imagine you are sitting in the highest point of the universe looking down through the stars, and the Milky Way, to Country. From this vantage point, you will see a base colour populated by stars, and floating forms representing the Milky Way, along with GFG Alliance's global footprint. GFG's intergenerational approach to its people and partners, is demonstrated by the inclusion of symbols by Sanjeev and Nicola Gupta's three children, showcasing a collaborative and respectful approach to achieve harmonious and positive outcomes. Ochre collected from GFG's Whyalla mine site, the birthplace of steel in Australia, have been scattered within the painting, further deepening the connection between the artwork, Barngarla Country and GFG's transformation to Green iron and steel – it all starts with magnetite. The colour palette makes the visual connection to a clean and sustainable future even more striking.



About the Artist

Gavin Wanganeen



Gavin Wanganeen is an Australian Football League (AFL) legend, acclaimed contemporary Aboriginal artist, a businessman and an advocate for Indigenous empowerment.

Born in Mount Gambier, South Australia, Gavin is a proud descendent of the Kokatha Mula people of the Western Desert in South Australia.

The Kokatha people hold the Tjukupa (lore) and have a strong connection to country, the night sky and stories in the stars – a deep source of inspiration for Gavin's paintings.

Growing up, Gavin spent time on South Australia's west coast where his maternal great-grandfather, Dick Davey, was a respected leader of the people of Koonibba Mission and the community at large. Davey was one of the first Indigenous people to be "permitted" to purchase land, and was a talented footballer, playing for the Koonibba Football Club, today recognised as the country's oldest surviving Aboriginal football club.

From a young age, Gavin embraced a love of colour and storytelling through art. Yet it wasn't until his twenties, through a friendly competition with his Indigenous Port Adelaide Football Club teammates to produce an artwork from their respective regions, that Gavin made the life changing decision to start painting. Gavin began exploring his ancestral links on canvas, recreating memories and capturing the beauty of the Australian outback.

Today Gavin's astonishing natural talent continues to blossom, attracting national attention and acclaim and firmly establishing him as a contemporary Aboriginal artist to watch.

Message from Our Chairman



One of the truly great moments for the GFG Alliance (GFG) was when we began our Australian operations in 2017. On a personal note, my family and I were introduced to the beauty of this land, the spirit of the people, and the rich and incredible culture of the nation's First Peoples.

Our operations extend right across the country, and some of our businesses have been in existence for more than 100 years. We operate in communities in major cities, in country and coastal towns, and in regional areas. Our work relies on Australia's great natural resources, and in developing sustainable solutions to ensure we recycle and reuse those resources for the benefit of all. Our mills and mines are set in exquisite locations. Standing atop our Iron Knob site in Whyalla on Barngarla country and looking out across the expanse – the colours, the seemingly endless horizon – it is incredibly moving.

Operating in areas like this has long meant that our people have had relationships with traditional owners. But we know there is much more work to be done to achieve reconciliation, and this first Reflect RAP is our acknowledgement of that fact, and a genuine commitment to do what it takes to ensure we, as a nation, achieve it.

As a company, we're committed to driving Change. It's one of GFG's core values. Equally, we know the real power of change is the opportunity it affords us to reflect on our own practices, to learn, and ultimately, to be better. With this RAP we will reflect upon what we have done, and what more we can do to include and support Aboriginal and Torres Strait Islander peoples.

Our second value, Family, is a genuine belief that our employees, customers, stakeholders, and communities should always be treated with the respect, compassion, and fairness with which we would treat our own flesh and blood. In that sense, we must embrace those we interact with every day as family. Just as we would

if we witness injustice within our own family, we must join hands with our First Peoples in the pursuit of reconciliation.

And finally, Sustainability. Our vision at GFG is to create a sustainable future for industry and society, and when I reflect upon what is required to operate sustainably, I immediately think about the First Peoples - for centuries they lived sustainably here in Australia. In their interactions with nature, cultivated by observing and understanding their environment, they proved themselves to be incredible stewards. The essence of what they did was to preserve their environment for generations to come. They were considerate of future generations. There is much that we can learn from their example and their ways of thinking and approaching challenges.

With this RAP we will build upon the foundations we have established with First Peoples and work to develop stronger relationships, help foster greater respect through our sphere of influence, increase Indigenous employment within GFG, and ultimately, play our part in achieving reconciliation.

I am excited to see what difference GFG can make over the course of the next 18 months.

Thank you,

A stylized, handwritten signature in blue ink that reads "Sanjeev".

Sanjeev Gupta
Executive Chairman

Statement from Reconciliation Australia

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



GFG Alliance 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 three 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.



RECONCILIATION
ACTION PLAN

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 GFG Alliance 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 GFG Alliance, 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

Our Business



GFG Alliance is a collection of global businesses and investments owned by Mr Sanjeev Gupta and his family. GFG has three core industry groups: LIBERTY Steel, ALVANCE Aluminium, and SIMEC Energy. GFG has a presence in more than 30 countries.

In Australia, GFG is headquartered in Sydney and has more than 150 sites across the country, including mining operations, metal recycling, steel manufacturing, and steel distribution businesses. GFG employs more than 6,700 people in Australia across the GFG brands known as InfraBuild, LIBERTY Primary Steel and SIMEC Mining – all of which are part of the LIBERTY Steel group. GFG has been unable to establish how many of our workforce identify as Aboriginal and/or Torres Strait Islander people. As part of this Reflect RAP, we will endeavour to answer this question in culturally appropriate ways.

InfraBuild is Australia's leading vertically integrated steel manufacturing, distribution and recycling business, providing solutions for commercial and residential construction, large scale nation-building infrastructure, and the rural sector. It includes an integrated domestic supply chain of 26 scrap metal recycling sites across Australia, along with recycling facilities in the US and Poland. We have an integrated steelmaking and manufacturing network in Rooty Hill (Sydney) and Laverton (Melbourne), and eight product manufacturing mills (bar, rod, rolling, tubular, and wire) in Laverton, Geelong, Rooty Hill, Newcastle, and Brisbane. We have a significant national footprint through our network of 113 retail and processing sites

and provide quality products and technical expertise to partners in the Australian construction industry (residential, commercial, and civil infrastructure), as well as mining, transport, manufacturing, and agricultural industries.

Our integrated primary steel and mining operations are made up of the steelworks located in Whyalla about 400 km north-west of Adelaide (South Australia) and iron ore mines in the nearby Middleback Ranges. The hematite and magnetite iron ore are used as a feedstock for the steelmaking operations in Whyalla. It produces rail and structural steel products for a predominantly Australian market as well as common and special grade billet for rolling in other GFG manufacturing sites. It also includes metallurgical coal operations located at Tahmoor, south-west of Sydney (New South Wales), and the LIBERTY Bell Bay smelter facility in northern Tasmania which has the capacity to produce around 150 kilo-tonnes per annum of high carbon ferromanganese and 120 kilo-tonnes per annum of silicomanganese used to produce steel.

Our Executive Chairman, Mr Sanjeev Gupta, is based in Dubai and also has an office and residence in Australia.

Our RAP

Our vision is an Australia that respects and appreciates First Nations cultures. One that celebrates their contributions, especially their principles for sustainable use of land, and that champions equal opportunity, inclusion, and representation at all levels.

In this RAP, we commit to further strengthening our relationships with First Nations communities and stakeholders by building on our existing efforts and implementing new initiatives and partnerships. In short, we are developing this RAP because:

- » *It's the right thing to do*
- » *There are wrongs to right, and we can contribute to understanding and actioning reconciliation*
- » *We want to support unity, equality, and historical acceptance of First Nations peoples.*

There is an appreciation that implementing a Reflect RAP will require strong leadership to drive internal engagement across the organisation. Sanjeev Gupta, Executive Chairman of GFG Alliance, will himself be championing the RAP process.

With such an extensive network of sites and diverse operations, spanning many traditional lands, we acknowledge there is no "one size fits all". We recognise

there are differences in traditions, lore, and language. Wherever we operate, we will endeavour to engage with the Traditional Custodians to seek their acceptance within their community and will partner with them to learn and understand from those who have a connection to Country.

Implementation of the Reflect RAP will be approached through the lens of our GFG core values: Change, Family and Sustainability.

Change – we will be courageous, maintain an open mindset, and continually challenge the status quo

- » There are wrongs to right – we recognise we must make amends for past transgressions
- » The future is bright, and we want to share in its prosperity
- » We give an undertaking to be a responsible operator and cause no further harm
- » We want to work with the right people in a collaborative and cooperative approach.

Family – we seek to be welcomed like Family by Traditional Custodians

- » GFG is on a journey to listen and learn – we want to understand and better appreciate connection to Country
- » We have a shared history and shared stories post-colonisation, but we can't forget about pre-colonisation
- » We will approach our Reflect RAP in the spirit of collaboration
- » It is critical that our employees develop an understanding of First Nations cultures. We will encourage and support those who want to learn more and those who want to be agents of change. We will actively encourage employees to recognise and embrace First Nations cultures, particularly as it relates to the country on which they live and work.

Sustainability – we will operate our business for the long term and build a legacy for the future

- » We will take onboard the principles of sustainable land use adopted by First Nations peoples
- » The RAP will act as an anchor guiding our approach to sustainability
- » We can co-create a sustainable future in our shared communities.

Our Partnerships and Current Activities



We have been facilitating a series of workshops to build our awareness and appreciation of Country and First Nations peoples. The workshops have included storytelling by local Elders and representatives, and open discussions with participants. We are committed to running further workshops in other States during this Reflect RAP period. We see this as an opportunity to reflect upon what we're already doing and work together to identify ways we can do more. Above all, we want to listen and learn.

At our Whyalla Operations in South Australia (SA), we acknowledge the Barngarla people as the Traditional Custodians of the land on which it is located and give thanks for its use. Our formal engagement with the Barngarla Determination Aboriginal Corporation (BDAC) is underpinned by an agreed Indigenous Land Use Agreement (ILUA) which guides the way mining is undertaken in the Middleback Ranges SA. We keep the BDAC Board informed of planned developments to ensure awareness and understanding of our activities.

Protection of Aboriginal heritage is an important aspect of land stewardship which GFG takes very seriously. GFG has protocols in place for the land on which we operate, and before development occurs heritage surveys are conducted and

documented. If work needs to take place near identified sites of significance, then in addition to internal controls and procedures, experienced monitors – appropriately authorised by Traditional Owners – are asked to be present during such works as an additional safeguard.

Engagement with local First Nations communities has commenced in Melbourne, Adelaide, Whyalla SA, Bell Bay Tasmania, and Sydney. Along this journey we have been communicating our progress with employees across Australia. The Port Adelaide Football Club, whom we sponsor, has been particularly supportive and collaborative. More broadly, the business has begun recognising and celebrating National Reconciliation Week and NAIDOC Week.

Relationships

At GFG, we believe in Family – it is one of our core values. We are committed to caring for each other, our partners, and our communities in practical ways. We support, respect, and help each other, making integrity and transparency the foundations for our relationships. We are inclusive, nurturing, and embrace diversity to drive performance and collectively build on our success. We believe that by partnering with First Nations peoples and communities we will be better informed to implement initiatives that deliver change in an effective and culturally appropriate way.

Action	Deliverable	Timeline	Responsibility
1. <i>Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</i>	» Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2024	» External Affairs Manager
	» Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2024	» Group Manager Environment, Regulatory & Stakeholder » Training & Quality Coordinator » External Affairs Manager
2. <i>Build relationships through celebrating National Reconciliation Week (NRW) as outlined in GFG's Celebration and Engagement plan.</i>	» Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	» Head of Communications & Brand
	» RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2024	» Head of Communications & Brand
	» Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2024	» Head of Communications & Brand
	» Invite Local Elders, or community representatives, to speak at some of the NRW events being held across our businesses.	May - June 2024	» External Affairs Manager with Regional Managers
3. <i>Promote reconciliation through our sphere of influence.</i>	» Communicate our commitment to reconciliation to all staff.	March, June, September, December 2024	» Head of Communications & Brand
	» Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2024	» COO, GFG Foundation
	» Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	January 2024	» External Affairs Manager
	» Promote the GFG RAP on our company websites, social media platforms, and GFG podcast.	March, June, September, December 2024	» Head of Communications & Brand
4. <i>Promote positive race relations through anti-discrimination strategies.</i>	» Research best practice and policies in areas of race relations and anti-discrimination.	June 2024	» Head of External Affairs
	» Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2024	» National HR Manager - Manufacturing

Respect

Across Australia, GFG operates on traditional lands. We acknowledge this and as such, we are committed to demonstrating and nurturing respect. This is a long-term commitment and aligns with our core value of Sustainability. We want to actively listen to, and learn from, First Nations peoples – especially when it comes to the land and resources held within. We believe we can grow from hearing stories and that we can show respect through our words and our actions.

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.	June 2024	» External Affairs Manager
	» Conduct a review of cultural learning needs within our organisation.	March 2024	» National HR Manager – Manufacturing
	» Run employee RAP workshops with local Elders and First Nations peoples in states or regions to learn more about the histories, cultures, and achievements of Aboriginal and Torres Strait Islander peoples.	June, September, December 2024	» External Affairs Manager
	» Regularly write stories that both celebrate First Nations cultures and educate employees on the past. To be published in internal publications both printed and online.	August 2024	» Head of Communications & Brand
	» Working Group members to take part in a First Nations immersion program which touch on sustainability practices, cultures, and learning.	October 2024	» External Affairs 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 and where an employee lives.	June 2024	» External Affairs Manager with Regional Managers
	» Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May, August, October, December, 2024	» External Affairs Manager
	» Invite Local Elders, or representatives, to share their stories with our employees.	June 2024	» External Affairs Manager with Regional Managers
	» Include Acknowledgment of Country on employee email signatures.	January 2024	» Head of Communications & Brand
	» Introduce Cultural Ceremonies to significant site events/celebrations for our businesses along with a Welcome to Country by Local Elders or community representative.	August 2024	» External Affairs Manager
	» On key sites with flag poles, fly the Aboriginal and/or Torres Strait Islander flags.	June 2024	» Head of External Affairs
	» In consultation with Local Elders, rename meeting rooms in our national and state offices with the names of the Country on which their sites are based and/or celebrated individuals in that community and/or the local language.	December 2024	» Head of Communications & Brand
	» Include posters, plaques, photos or artefacts that tell the story of the Country and the Traditional Owners at key sites.	December 2024	» Head of Communications & Brand
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week and other cultural events as outlined in GFG's Celebration and Engagement plan.	» Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2024	» Head of Communications & Brand
	» Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	» Head of Communications & Brand
	» RAP Working Group to participate in an external NAIDOC Week event.	July 2024	» External Affairs Manager
	» Invite Local Elders or representatives to speak at some of the NAIDOC events being held across our businesses.	June 2024	» External Affairs Manager with Regional Managers
	» Sponsor First Nations performers at Fringe Adelaide and Fringe Whyalla festivals.	February, March 2024	» Head of External Affairs

Opportunities

GFG has businesses in all states and territories across Australia. As a large employer, customer, and supplier, we know that we have many opportunities to support First Nations peoples. In our first RAP, we commit to better understanding employment and procurement challenges and opportunities for developing effective strategies to ensure our workplace reflects the diversity of the communities in which we operate. We want to right past wrongs and effect change for the better, this aligns with our core value of Change.

Action	Deliverable	Timeline	Responsibility
8. <i>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</i>	» Develop a strategy for Aboriginal and Torres Strait Islander employment within our organisation which includes a policy that tackles direct recruitment, recruitment via Agency, and graduate program/internship/mentoring.	March 2024	» National HR Manager - Manufacturing
	» Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2024	» National HR Manager - Manufacturing
	» Engage with First Nations Employment Agencies to uncover the opportunities in the labour market – consider employing a resident Elder to oversee onboarding.	December 2024	» National HR Manager - Manufacturing
	» GFG Foundation to invite at least two First Nations students from across our participating High Schools to be part of the GFG Foundation Program which has a STEM focus.	October 2024	» COO, GFG Foundation
9. <i>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</i>	» Develop a business case for procurement from Aboriginal and Torres Strait Islander-owned businesses.	March 2024	» External Affairs Manager
	» Investigate Supply Nation membership.	January 2024	» External Affairs Manager
	» Undergo a supply-chain review to identify potential, mutually beneficial, opportunities.	March 2024	» Training & Quality Coordinator

Governance

Importantly, we appreciate that in conjunction with conviction and passion, we need to implement with rigour an inclusive and broadly experienced governance group to ensure we stay focused on our goal to support and realise reconciliation.

Action	Deliverable	Timeline	Responsibility
10. <i>Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</i>	• Form a RWG to govern RAP implementation.	January 2024	» External Affairs Manager
	• Draft a Terms of Reference for the RWG.	January 2024	» External Affairs Manager
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	January 2024	» External Affairs Manager
11. <i>Provide appropriate support for effective implementation of RAP commitments.</i>	• Define resource needs for RAP implementation i.e. support manual for regional managers.	January 2024	» External Affairs Manager
	• Engage senior leaders in the delivery of RAP commitments.	January 2024	» Head of External Affairs
	• Maintain a senior leader to champion our RAP internally as well as a RAP champion in each state.	January 2024	» Head of External Affairs » External Affairs Manager
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2024	» External Affairs Manager
12. <i>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</i>	• 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.	June annually	» External Affairs Manager
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	» External Affairs Manager
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	» External Affairs Manager
13. <i>Continue our reconciliation journey by developing our next RAP.</i>	• Register via Reconciliation Australia's website to begin developing our next RAP.	September 2024	» External Affairs Manager

Our Stories

Walga Mining Services

Respecting difference and acknowledging we are stronger together is part of our organisational DNA.

It goes in hand with our value of family – we treat all stakeholders as members of our extended ‘GFG family’.

It will consolidate and formalise our long-running approach to partnering with Indigenous nations, people and businesses, like Walga Mining Services in Whyalla, in regional South Australia.

Walga Mining Services, a 100 per cent Aboriginal-owned and controlled company employs a number of employees from the Barngarla nation and has long provided contracted services to SIMEC Mining as part

of our extended workforce. Walga aims to upskill local Aboriginal people into key leadership roles within the company and assists in training and education for Indigenous youth to become self-supporting. It has set a target to have 40 per cent Indigenous employment by 2025.

Led by executive director Elliott McNamara, Walga provides crushing and screening, material handling and train loading activities at our South Australian Iron Knob site, a region rich in Aboriginal heritage.

“The relationship that we’ve built and still have with SIMEC on site is great,” Karina McNamara, General Manager Walga, says. “People may wear different shirts, but everyone’s working for the same team.”

Jacqui Higgins, SIMEC Mining’s Executive General Manager of Iron Ore Operations, says the partnership has been mutually beneficial and echoes Karina’s view about the strong sense of teamwork.

“It’s been great to work with the Walga team over the last few years and also see the capability of the Walga business and its people,” Jacqui says. “They’ve gone from crushing and screening to taking on beneficiation plants in the last 18 months and developing capability for load and haul applications.

“I’m really looking forward to working with the Walga business as we develop the Iron Knob mining operations over the coming years.”

Good business practice is particularly evident in Walga’s excellent workplace safety, with the company receiving a SIMEC Safety Excellence Award for recording two years without a lost-time injury.



Our Stories

Preserving Local Heritage in Tahmoor

SIMEC Mining's Tahmoor Colliery worked closely with local traditional owners during 2022 to preserve a culturally significant scar tree.

SIMEC Mining liaises with the Tharawal Local Aboriginal Land Council, Cubbitch Barta Native Title Claimants, and the Aboriginal Cultural Heritage Advisory Committee (ACHAC) about our mining operations.

Each year, our apprentices undertake a special community project. The 2022 project was initiated following an approach by NSW National Parks and Wildlife Service and an onsite meeting with Dharawal Elder Aunty Glenda.

The scar tree, located in the Thirlmere Lakes National Park, is one of only two known trees in the area. In 2019, the tree was struck by lightning resulting in a large split down its entire trunk. Heavy branches were lopped from the tree to prevent it toppling over.

As part of the project, our apprentices sourced engineered bands to brace the tree and will later undertake landscaping around the site.

Aunty Glenda said that traditionally, bark taken from the trees was used to fashion shields, coolamon (bowls) and in some cases to carry infants. Preserving the tree meant that in time, it would return to the earth naturally and in its own time.

While the exact age of the scarring was difficult to know, Aunty Glenda estimated the scarring could date back to pre-colonisation times. The tree represents a long-held connection to country of the Dharawal people and traditional cultural practises.

Our Executive General Manager of Coal Operations, Peter Vale, said the work being completed was aligned with our first Reconciliation Action Plan (RAP).

"We are committed to further strengthening our relationships with local Aboriginal communities and stakeholders by building on our existing efforts and implementing new initiatives and partnerships," he said.

"These partnerships will better inform us to identify and implement initiatives that are impactful, culturally appropriate, and deliver change.

"This project is not only helping to preserve a culturally and historically important site in the area but is fostering greater understanding and respect of First Nations people and culture."



Our Stories

Partnering with Our First Nations People

The Australian Reinforcing Company (ARC), which is a brand of InfraBuild is a proud partner of NRL Cowboys House in Townsville.

Opened in 2017, NRL Cowboys House provides supported accommodation for over 100 young Aboriginal and Torres Strait Islander students from some of North Queensland's most remote and educationally disadvantaged communities, enabling them to access quality secondary education opportunities in Townsville.

The partnership supports secondary students who board at NRL Cowboys House while attending schools in Townsville and are also given access to employment and training opportunities in the manufacturing, sales and distribution sectors.

As part of the partnership, we recently hosted two of the program's students on a work placement

where they got an insight into life at the Australian Reinforcing Company (ARC).

Through the partnership the students, Bruce and Keelin (pictured), spent five days experiencing various roles within ARC, with business leaders saying they showed 'real promise'.

Their on-job training ranged from handling, packaging and tying manufactured steel to acting as Offside Machine Operators and learning important safety measures.

While on site, our customers, GTK Concreting and Hutchinson Builders, also played an important role in helping teach the students about the cycle of builder's plans, manufacturing, picking, assembling, loading and delivering.

Partnerships such as this are an important part of our RAP and reaffirm our commitment to improve employment outcomes for First Nations people by better identifying employment opportunities and developing real strategies to ensure our workplace reflects the diversity of the communities in which we operate.

The partnership is a great opportunity for our Townsville Australian Reinforcing Company team to play an active role in supporting a local community organisation.



Our Stories

Shooting Stars Partnership

In June 2022, GFG Alliance partnered with Shooting Stars, an organisation that supports young Aboriginal girls to increase their school attendance and engagement and helps strengthen their confidence, cultural identity, and positive attitudes.

The GFG Alliance partnership supports the Shooting Stars' expansion into South Australia, working with girls living on Barngarla country - where our primary South Australian operations are located - empowering them throughout their education journey.

In line with Shooting Stars' work to help participants grow their capacity and resources to make informed decisions for themselves, GFG has hosted students at its Adelaide Office



on their trips to Adelaide to provide them with an insight into how businesses like ours operate.

On their most recent visit, Regional Manager for Shooting Stars in Whyalla, Stacey Gray said some of the students had never been to Adelaide before so the visit to the GFG office and a subsequent visit to a netball match was an 'amazing experience' for them.

"Shooting Stars exposes these students to a wider world than they've ever known and enables them to think larger than they ever have," Stacey said.

"It sparks motivation, confidence and inspiration that they can do things outside their comfort zone but well within their capabilities."

The next activity under the partnership is an on-site tour of our Whyalla steelworks, providing the students more opportunities to interact with our female leaders.

"Through these visits to GFG sites, these girls are seeing role models and having experiences that money can't buy," Stacey said.

"They are seeing women who have made their way in business, and they see examples they can follow to encourage them to stay in school, build their confidence and self-esteem, grow a strong sense of identity and then make informed decisions about their pathway forward in life."

Our Stories

InfraBuild Supporting Local Business to Build a Sustainable Future

Since February 2021, InfraBuild has worked with Indigenous Supply Australia (ISA), partnering with them to supply steel casings to drilling teams servicing the mining sector.



The initiative is a mentoring program that is helping build business capability and securing a sustainable future for a local Indigenous company.

Established in 2020, ISA is a majority indigenous-owned and operated Australian business, supplying industrial consumables and services such as transport to the mining, oil and gas and construction sectors. ISA is also assisting companies with cultural awareness and sensitivity training and how to build capability and capacity in local communities and indigenous businesses.

With 100 years continuous operations and Australia's largest vertically integrated long steel products manufacturer, we have been sharing our extensive knowledge and experience with ISA on things such as pricing structures, managing supply chain and inventory demands and marketing their products and services. InfraBuild is also assisting ISA by connecting them to other companies in the sector to enable them to offer a more complete package.

InfraBuild Steel Centre State Manager (SA and NT), Barry Kelly, said the strategic partnership with ISA aligns with InfraBuild's Reconciliation Action Plan to strengthen relationships with First Nations communities and support new initiatives and partnerships.

"Our support of ISA extends beyond a commercial arrangement as we are supporting their aspiration to deliver long-term growth and sustainability – developing career pathways and improving economic outcomes," he said.

"This flows on to support local communities through programs aimed at improving health and education outcomes – something that is important to both of us."



Contact details:

Mo Abdo | RAP Co-Chair
mo.abdo@gfgalliance.com

