

Indigenous Participation plan

CEO's Message

With the construction of Inland Rail now underway, the Australian Rail Track Corporation (ARTC) is committed to maximising the participation of Indigenous communities in our projects.

The Inland Rail Indigenous Participation Plan sets out how we work with Indigenous communities, industry and government across the four key areas of Respect and Recognition, Cultural Heritage, Indigenous Employment and Indigenous Business.

Our commitment to Indigenous participation is supported by a high level of accountability with regular reporting on progress and outcomes.

Leadership is fundamental to our success. This Indigenous Participation Plan reflects my personal commitment, and that of the Inland Rail Leadership Team, towards achieving a high standard of Indigenous participation in the Inland Rail Program.

We are excited by the opportunities ahead, and look forward to working in partnership with Indigenous communities to achieve shared goals.

Richard Wankmuller
Chief Executive Officer



About Inland Rail

Inland Rail is a once-in-a-generation project that will enhance supply chains and complete the backbone of the national freight network between Melbourne and Brisbane via regional Victoria, New South Wales and Queensland.

Inland Rail will transform the way we move freight around the country, connect regional Australia to markets more efficiently, drive substantial cost savings for producers and consumers, and deliver significant economic benefits.

Comprising 13 individual projects and spanning more than 1,700km, Inland Rail is the largest freight rail infrastructure project in Australia and one of the most significant infrastructure projects in the world.

The Australian Government selected ARTC to deliver Inland Rail, in partnership with the private sector, and has committed \$9.3 billion towards its delivery.

With construction having started in late 2018, Inland Rail is expected to be fully operational from 2025, with one 1,800m double-stacked train operating on Inland Rail carrying the same volume of freight as 110 B-double trucks.

Better infrastructure and an effective national freight operation are key to delivering efficient supply chains, improving Australia's global competitiveness and lifting our nation's wealth and prosperity.

Working with Indigenous communities

Inland Rail will be built and operated on the traditional lands of many Indigenous Nations and their communities. We value our relationships with these Indigenous communities, recognising their ongoing connection to Country and Culture, and their place as important members of our regions and cities.

Why do we need an Indigenous Participation Plan?

We are working in partnership with Indigenous communities to create meaningful opportunities that deliver lasting benefits for individuals, their families and their communities.

This Indigenous Participation Plan explains ARTC's goals for Indigenous participation and how we will work with Indigenous communities to share in the benefits that Inland Rail will bring to Australia.

Respect and Recognition: Foundations for partnership

We understand that Indigenous communities are represented and make decisions in different ways. We also recognise there is much to learn about each community's culture, their goals and their aspirations.

In building partnerships we want to understand community strengths and any challenges we must overcome to increase the participation of Indigenous Australians and Indigenous businesses in Inland Rail.

We show our respect for Indigenous communities and the significance we place on our working relationships with them through the way we work across Inland Rail and in every aspect of our business.

To achieve our Respect and Recognition goals we will:

- ▶ proactively engage with Indigenous communities and their leadership, including Elders, to develop partnerships based on mutual respect and understanding
- ▶ make an Acknowledgement of Country at our meetings and events, and ensure there is a Welcome to Country for significant events
- ▶ encourage cross-cultural exchanges and cultural learning opportunities for all Inland Rail employees and contractors
- ▶ celebrate our Indigenous cultures at a local and regional level, supporting and participating in NAIDOC celebrations and other community events
- ▶ where practical, work with Traditional Owners to find suitable names in traditional language and incorporate Indigenous cultural design in key pieces of infrastructure
- ▶ encourage participation of Indigenous community members in our Community Consultative Committees.

Pathways to economic participation

Indigenous employment

We know from our conversations with Indigenous communities that providing employment opportunities is an important goal. ARTC is committed to creating opportunities for the development of skilled Indigenous workers through the construction and operation of Inland Rail.

Many of Inland Rail's Indigenous communities have a long and proud association with Australia's railways. In building Inland Rail, we want to create opportunities that will support a new generation of Indigenous Australians in the rail industry, providing lasting benefits to their communities.

Indigenous business in the supply chain

We know that Indigenous businesses are more likely to employ Aboriginal and Torres Strait Islander staff and bring a range of other social, cultural and economic benefits to Indigenous business owners, their families and communities.

We are committed to supporting Indigenous businesses to ensure they are prepared for and provided with opportunities to participate in Inland Rail.

We understand there may be challenges to overcome in achieving our Indigenous participation goals for Indigenous employment and business.

We know that success will take commitment, planning and strong partnerships with Indigenous communities, industry and government.

To achieve our goals for Indigenous Employment and Indigenous Business we will:

- ▶ provide information and access to support in a range of formats, including our website, industry and employment events and a network of regional and project offices
- ▶ work in project planning stages to understand the opportunities that will come from Inland Rail and the capacity of local Indigenous communities to take up these opportunities
- ▶ work with Indigenous communities, industry and government agencies to support the design and delivery of training and development programs to improve local capacity where this is needed
- ▶ work with key partners to link training and development programs with other projects and local industries to provide the greatest regional benefit
- ▶ ensure Indigenous participation is included as a key element of all tender assessments
- ▶ include Indigenous participation targets in our contracts and work with contractors to achieve agreed outcomes.

ARTC Inland Rail Indigenous Recruitment

ARTC employs a range of professions on the Inland Rail Program including engineering and project management, procurement and commercial, environment and sustainability, and communications and engagement.

One of our Indigenous participation goals is to increase the number of Indigenous people directly employed by ARTC on Inland Rail.

To support this goal, we will work closely with our Indigenous community networks to encourage applications and increase the number of Indigenous people applying for vacancies.

In conjunction with our Respect and Recognition goals, we provide a workplace that is inclusive and values the contributions of our Aboriginal and Torres Strait Islander employees.

Working with major contractors

For Inland Rail projects, ARTC engages a contractor to complete the design and construction stages. These are large contracts under which there are many sub-contractors and associated employees, particularly on "greenfield" projects where the construction of new rail provides a broad range of employment and business opportunities.

We look for opportunities to contract Indigenous businesses directly through our day-to-day operations, drawing on local networks and using Indigenous business directories such as Supply Nation. These procurements assist in meeting Indigenous participation goals, however the majority of contracting and employment opportunities are realised in the supply chains established by Inland Rail's major contractors.

We are working closely with our major contractors, to ensure that Indigenous participation targets are set and achieved.

Achieving these targets will be assisted by ongoing engagement with Indigenous communities, families and Elders to support Indigenous employees, underpinned by a high level of coordination between contributing programs and agencies.



Inland Rail Indigenous Artwork Story

The Inland Rail line is symbolised by the dual tracks diagonally spanning across Queensland, NSW and Victoria, connecting Brisbane to Melbourne. Travelling through Country, the three States of purple, green and blue intersect throughout many Indigenous communities reflected with the changing artistic patterned expressions. Providing lasting benefits, the connecting pathways intersect and engage with communities providing real employment opportunities for Indigenous Australians through the planning, construction and operation of Inland Rail.

This original artwork design was created by Marcus Lee. Marcus Lee Design is a certified supplier of Supply Nation.

Managing Cultural Heritage

ARTC is committed to achieving excellence in Cultural Heritage management. We recognise Indigenous peoples' inherent connection to their traditional lands, which includes their continuing responsibility of stewardship and caring for Country.

We are building positive working relationships with Indigenous cultural knowledge holders to promote understanding and help manage potential impacts to Indigenous heritage.

To achieve our Cultural Heritage goals we will:

- ▶ meet all statutory and regulatory obligations under relevant Cultural Heritage legislation
- ▶ where practical, manage Cultural Heritage by agreement with Aboriginal Cultural Heritage parties
- ▶ develop systems and processes to ensure ARTC's agreed heritage management commitments are met
- ▶ provide opportunities for ARTC Inland Rail employees and contractors to learn about our Indigenous communities' cultural heritage from Elders and other cultural knowledge holders.

Measuring and reporting on performance

We are committed to monitoring and measuring social performance to understand and manage social impacts and maximise the benefits associated with Inland Rail.

ARTC will publish quarterly Social Performance Reports for Inland Rail to track its social performance across the life of the Inland Rail Program.

Our reporting will include information about Indigenous employment, including (where people choose to tell us) the cultural association/identity of employees, retention and separation rates, and training or other qualifications achieved.

We will also report on the number and value of contracts with Indigenous businesses.

This information will enable us to build a better picture of the experience of Indigenous employees and businesses on Inland Rail and also be accountable to the Indigenous communities we are partnering with.

The Australian Government is delivering Inland Rail through the Australian Rail Track Corporation (ARTC), in partnership with the private sector.

ARTC uses the term Indigenous to describe the Aboriginal and Torres Strait Islander peoples of Australia. ARTC will consult with local communities and use preferred terms (such as Aboriginal) for each Inland Rail project.

Want to know more?

ARTC is committed to working with communities and landowners, state and local governments as a vital part of our planning and consultation work, and we value your input.

If you have any questions or comments please let us know.

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ARTC

The Australian Government
is delivering Inland Rail