

MELCHOR  
CONTRACTING

ABORIGINAL  
**ENGAGEMENT**  
PLAN 2022-2024





## About the Artist

Kevin Bynder

Kevin Bynder was born in Perth in 1975 to a Whadjuk-Yuet Nyoongar Mother and a Widi-Badimia Yamatji Father. He started painting at the age of 23 in Fitzroy Crossing before moving to Broome where he had his first art studio. In February 2020, Kevin made the decision to become a fulltime working artist and opened a studio/shop at Yagan Square in Perth. From here, he creates his art and speaks about his culture. His artwork has appeared on the sporting guernseys of Australia's leading sporting codes, and in the childrens book, The Magic Coat.

## The Artwork

**Commissioned by Melchor Contracting in 2022, artist Kevin Bynder has drawn on Melchor Contracting's journey of growth, our values, and the communities we engage with.**

The large, central circle is the gathering campfire, representing Melchor Contracting and its team. The alternating semi-circles around the campfire represent the diversity of the workforce. Following the pathways from the campfire, four smaller circles are linked, which symbolise the company's core values: Safety, Accountability, Flexibility, and Empathy. Above the campfire is an extensive collection of dots, which represent the people of Melchor Contracting, past and present. All have played a part in making Melchor Contracting what it is today.

Songlines trace journeys and provide important knowledge, cultural values and wisdom. Aboriginal people have been using song lines for thousands of years for travelling. The nine black circles and dots that connect each other are the songlines of Melchor Contracting. They mark the journey the company has undertaken and provide guidance for future works to follow. The white tracks above the songlines are the Yonga (kangaroo) tracks hopping away from the waterhole. The very top circles represent the families of the workers, as they too are a part of the Melchor Contracting moort (family). The small, light orange markings are the sandhills of the Pilbara and Goldfields desert area, where Melchor Contracting has, and continues to work.

At the bottom of the artwork is the Derbal Yerrigan (Swan River). The Waagyl (Rainbow Serpent) created the river when she was looking for fertile land to lay her eggs. The blue circles along the river are the lakes in which the Waagyl created. Travelling underground, she would emerge her head from the ground to look for fertile land, and after sliding back beneath the surface the holes filled with water to create the lakes. The head office of Melchor Contracting resides by one of these lakes, Lake Monger.

Above the Derbal Yerrigan, the artwork depicts KattaMorda (Darling Range). When the Waagyl finished creating the land, she laid down between two tribal lands, Whadjuk Boorloo (Perth) and Balaadong (Avon). There she lays resting, her body forming KattaMorda.



### SAFETY

Work safe, home safe.



### ACCOUNTABILITY

The glue that ties commitment to results.



### FLEXIBILITY

Change what you can, manage what you can't.



### EMPATHY

The human element.

CORE VALUES



## Acknowledgment of Country

Melchor Contracting proudly acknowledges the Traditional Owners of the land on which we work, and pay respect to their Elders past, present and emerging.

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## Introduction

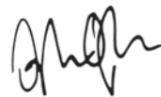
Melchor Contracting is a West Australian owned and operated civil construction company that offers an innovative method to delivering large infrastructure and industrial projects in Perth Metro and remote locations. Since our establishment in 2017, we have focused on operational excellence, continuous improvement, and a dedication to nurturing long-lasting relationships within our business, and with our project stakeholders and the greater community.

Through our place in the Western Australian Construction industry, Melchor Contracting recognise we can make positive changes through education, employment, and business opportunities for Aboriginal and Torres Strait Islander people.

This Aboriginal and Torres Strait Islander Engagement Plan is a demonstration of our commitment to make tangible and lasting outcomes.



**Chairman**  
Ric Buratto



**GM Operations - Director**  
Dylan Ogilvie



**GM Pre-Contracts - Director**  
Martin Headd



**Aboriginal Engagement Advisor**  
Ralph Mogridge

## Our Commitment

Melchor Contracting is committed to growing a socially responsible business and creating a culturally inclusive workforce.

In line with our company mission to create a sustainable and progressive work environment for our people, clients, and the communities we are a part of, Melchor Contracting aims to improve the outcomes for Aboriginal and Torres Strait Islander people. Through our work, Melchor Contracting will seek to engage in a meaningful and timely manner with Aboriginal and Torres Strait Islander People, Businesses and Communities to create change and empower our First Nations Peoples.

We are committed to creating an inspiring, diverse, and inclusive workplace and culture and making lasting change. As we advance with our Aboriginal and Torres Strait Islander Engagement Plan, we invite our team and suppliers to join our journey as we continue to build cultural awareness and empower sustainable, collaborative relationships.

## Five Pillars for Meaningful Impact

Accountability is a core value at Melchor Contracting. We show up and set out to accomplish the things we say we will. Melchor Contracting has developed the following five pillars to aid in the punctual delivery of our Aboriginal and Torres Strait Islander Engagement Plan.

When devising the pillars, we looked for ways to create transformational impact.



# PILLAR 1: AWARENESS

## OUR COMMITMENT

To allow employees to communicate effectively with each other, build stronger relationships, and improve engagement, Melchor Contracting believes cultural awareness is key. Melchor Contracting will incorporate Aboriginal and Torres Strait Islander businesses and people into the way Melchor Contracting does business by continuously raising cultural awareness amongst Melchor Contracting’s employees and supply partners.

We will achieve this by providing opportunities for greater awareness and understanding of Aboriginal and Torres Strait Islander culture, history, and lifestyle, and demonstrating respect and recognition in all aspects of our work.

## AWARENESS DELIVERABLES

ACTION	DELIVERABLE	TIMELINE
<b>Promote increased understanding and value of Aboriginal and Torres Strait Island cultures</b>	Ensure 100 % of Melchor Contracting employees complete cultural awareness training within 3 months of starting with the company.	<b>Commenced</b> October 2022
<b>Develop First Nations book collection</b>	Melchor Contracting will collate a diverse range of literature, offering a rich variety of Aboriginal and Torres Strait Islander history, experience, and culture for employees and their families to read.	<b>Commenced</b> October 2022
<b>Participate in cultural activities and events</b>	Recognition of significant dates and attendance of important events on the Aboriginal and Torres Strait Islander calendar.	<b>Commenced</b> October 2022
<b>Incorporate use of Acknowledgement of Country</b>	Electronic signature taglines to include Traditional owner statements for all staff.	<b>Commenced</b> October 2022
	Acknowledgment of Country visible on all Melchor Contracting projects.	<b>Scheduled</b> March 2023
<b>Commission Aboriginal Artwork Design</b>	Engage an Aboriginal or Torres Strait Islander artist to develop a design that will capture Melchor Contracting’s values and identity	<b>Complete</b> November 2022

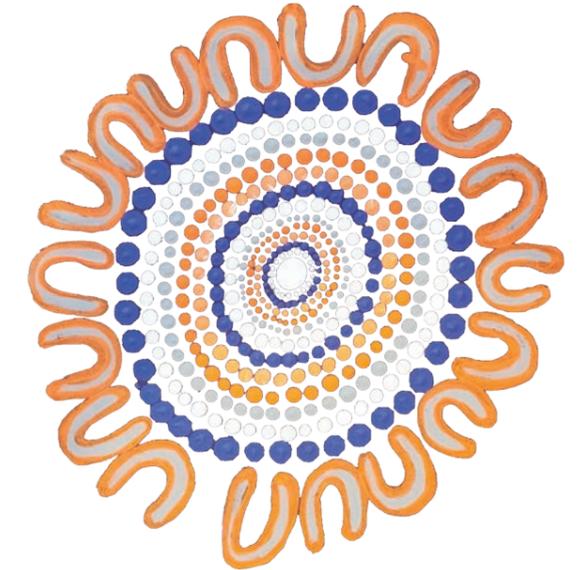
# PILLAR 2: DEVELOPMENT

## OUR COMMITMENT

Melchor Contracting will support emerging Aboriginal and Torres Strait Islander businesses. By acting as an incubator and business mentor, we will help Aboriginal and Torres Strait Islander businesses seeking assistance to grow and develop their systems and processes within the construction industry.

## DEVELOPMENT DELIVERABLES

ACTION	DELIVERABLE	TIMELINE
<b>Offer business and mentoring opportunities to Aboriginal and Torres Strait Islander people</b>	Melchor Contracting to engage with Aboriginal and Torres Strait Islander owned and/or operated businesses to assist in their ongoing organisational development of systems and business practices.	<b>Scheduled</b> July 2023
<b>Commit to increasing spend with Aboriginal and Torres Strait Islander suppliers</b>	Development of financial tool to track and grow expenditure with Aboriginal and Torres Strait Islander businesses.	<b>Scheduled</b> January 2023
<b>Seek membership of Aboriginal and Torres Strait Islander business directories</b>	Explore and source Aboriginal and Torres Strait Islander businesses through platforms such as Supply Nation and the Noongar Chamber of Commerce to establish mutually beneficial partnerships.	<b>Scheduled</b> January 2023



## PILLAR 3: TRAINING

### OUR COMMITMENT

By identifying and creating sustainable training pathways, traineeship and apprenticeship opportunities we can ensure that we build the capabilities of Melchor Contracting and Aboriginal and Torres Strait Islander people. Our stable pipeline of work gives our apprentices certainty in achieving their goal of qualifying as a tradesperson. We are helping to future-proof the local market and communities by training the next generation.

### TRAINING DELIVERABLES

ACTION	DELIVERABLE	TIMELINE
<b>Create employment opportunities</b>	Development of Aboriginal and Torres Strait Islander inclusive statements outlining our commitment to become an employer of choice for Aboriginal and Torres Strait Islander people and communities.	<b>Scheduled</b> December 2022
<b>Maintain and support apprenticeship and traineeship opportunities</b>	Melchor Contracting will ensure that a minimum of 15% of our apprenticeships and traineeships are held by Aboriginal or Torres Strait Islander Peoples. All apprentices will have access to in-house mentoring support.	<b>Commenced</b> October 2022
<b>Create school-based employment pathways</b>	Seek out partnerships with schools and colleges with the view to creating opportunities for school-to-work Aboriginal and Torres Strait Islander employment pathways.	<b>Scheduled</b> January 2023

## PILLAR 4: COLLABORATION

### OUR COMMITMENT

Melchor Contracting will actively seek out programs and projects that add value to the advancement and empowerment of Aboriginal and Torres Strait Islander communities within our footprint of Osborne Park & Karratha.

### COLLABORATION DELIVERABLES

ACTION	DELIVERABLE	TIMELINE
<b>Support Aboriginal and Torres Strait Islander community events, programs and services</b>	Melchor Contracting support initiatives companies which empower Aboriginal and Torres Strait Islander communities. We will commit to active participation in a minimum of 3 activities/ventures per year.	<b>Scheduled</b> July 2023
<b>Facilitate opportunities for Aboriginal and Torres Strait Islander groups to network in the industry</b>	Establish networking opportunities for local Aboriginal and Torres Strait Islander groups by extending more invitations to industry events to ensure representation in the local community.	<b>Scheduled</b> January 2024

# PILLAR 5: SUSTAINABILITY

## OUR COMMITMENT

By promoting understanding and inclusion, we will use our position to support our supply chain and key stakeholders to strengthen and grow their own cultural awareness initiatives and Aboriginal and Torres Strait Islander engagement goals.

## SUSTAINABILITY DELIVERABLES

ACTION	DELIVERABLE	TIMELINE
Employ an Aboriginal Engagement Partner for ongoing growth and development	Continuously grow and develop our Aboriginal and Torres Strait Islander Engagement Plan through the knowledge of our Aboriginal Engagement Partner.	Commenced October 2022
Deliver Cultural Awareness Training to our sub-contract partners on all projects	Provide sub-contract partners with Cultural Awareness Training for Melchor Contracting construction projects.	Scheduled March 2023

# FULFILLING OUR COMMITMENT

## ENGAGEMENT COMMITTEE

Our plan will be driven by an Engagement Committee, made up of representatives from an Executive Leadership Team, Human Resources, Communications, Project/Site Management and the Aboriginal Engagement Partner. We encourage any Melchor Contracting team member to join the committee, as we strive to empower employees to contribute to the process.

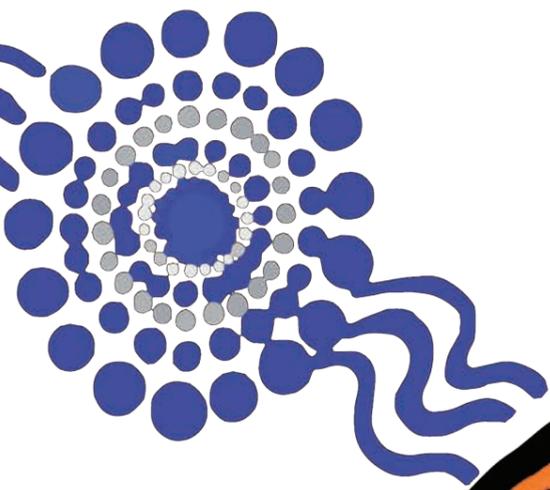
## REGIONAL AGILITY

Melchor Contracting recognise that deliverables are not a one-size-fits -all solution and may change from region-to-region. Each region would be encouraged to pursue activities that is tailored to best suit their regional requirements and local community needs.

## REPORTING

The Engagement Committee will meet monthly to ensure the team is engaged, motivated and tracking for success. Internal reports will be compiled each quarter to track progress made against each of the actions and deliverables as set out in this plan to ensure that Melchor Contracting is meeting its commitments.

Melchor Contracting will publish an annual report at the conclusion of each financial year.



## CONTACT US

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