



MCR

Aboriginal Participation Plan

MCR Acknowledgement of Country

MCR would like to acknowledge the tradition custodians of the land on which we work and live. We acknowledge the rich and ancient culture of Aboriginal and Torres Strait Islanders, and their continued cultural and spiritual connection to land, rivers and the sea.

We pay would like to honour and pay our full respects to Elders both past and present and thank them for their continued leadership and guidance. They continue to provide strong leadership and support to their communities, and fight for respectful inclusion and representation of Aboriginal people across the country.

About MCR

MCR is an industry-leading rail services company servicing over 450 clients across all rail sectors.

We are the largest supplier of rail safe working staff nationally, employing over 400 specialised staff, we turn our experience, knowledge and innovation into making tasks simpler and safe.

In everything we do, the health and safety of our people and communities is always our top priority, MCR prides itself on having an established sustainability culture. We achieve this through strong leadership focused on a commitment to all employees and accountability to all our stakeholders.

MCR is excited for the positive outcomes that MCR's Aboriginal Participation Plan will create and we look forward to continuing to further develop our relationships with the Aboriginal community.

Message from General Manager – Leigh Twigg



Aboriginal Owned Business – as defined in the NSW Government's Aboriginal Procurement Policy (May 2018) or has been recorded as being an Aboriginal owned business on eTenders, ProcurePoint or other NSW Government registers in relation to existing contracts and prequalification schemes.

MCR Aboriginal Participation Targets

- MCR's procurement activity will be guided by business needs ranging from minor purchases in PPE and general offices supplies through to more significant purchases in any specialised plant or equipment as required. The supply of major purchases by MCR are to ensure consistent supply and industry standard equipment for staff and contractors. MCR acknowledges that where there is capacity in small to medium purchases and business engagement, we will investigate and pursue Aboriginal-owned businesses as the preferred provider.
- MCR will identify potential new Aboriginal- owned suppliers who can meet the needs of MCR services utilising registers such as Supply Nation.
- MCR also commits to developing strong community engagement strategic work to support community organisations and sole providers in addition to registered users of Supply Nation.



"CONNECTION"

This artwork symbolises the connected relationships that MCR has as a business. A connection with the locations, the people and most importantly, the communities. The three large meeting place symbols represent the connection to the locations in which they operate across. These meeting place symbols also depict the four key principals that drives MCR's core business – "Integrity, Accountability, Innovation and Quality".

The swirling journey lines that are connected to the three meeting place symbols, demonstrate the connection to other community partners and people. As seen in the artwork, these journey lines are interconnected and highlight the multilayered relationships that MCR has within the communities they service. The smaller meeting place symbols represent the community partners and the 'U' shaped symbols represent the people that are in those communities.

This artwork reflects MCR's vision to grow their connections with the people they stand with and strengthen the communities they service.

Artwork by Stewart James – Wiradjuri Gibir, Narrangdhura Marrambidya Bila Mayiny.

(Wiradjuri Man, Narrandera Murrumbidgee River People)

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Implementation Method

To deliver on the above identified goals, MCR will undertake the following activities to ensure our active participation and contribution to growing our nation's First Economy.

Commitments to the MCR APP is an entire organisational commitment, with primary responsibility resting with the General Manager.

| Initiative | Key Deliverable | What Success Looks Like |
|--|---|--|
| Increase our organisations knowledge of Aboriginal supply opportunities. | Relevant staff within MCR to understand, identify and procure from Aboriginal owned businesses where feasible. | Access and membership to Supply Nation. Information shared across Management Staff. |
| Meet mandatory reporting obligations for contracts awarded to Aboriginal owned businesses valued over \$50k (ex. GST) | Review and update existing reporting templates across the organisation to ensure all required information is captured and accurately reported. | Templates updated and made available to responsible staff. Existing processes capture requirements to report contracts valued \$50k and over. Creation of internal supplier register with all known Aboriginal businesses utilised by MCR. |
| Embed Aboriginal Procurement Policy into all relevant MCR Policies, procedures, guidelines and templates. | Review and update MCR Policies, procedures and reporting templates to reflect APP obligations. | Staff made aware of new templates and location. |
| Increased engagement with Aboriginal businesses and community organisations by 10% annually. | MCR developed register of localised suppliers and services. | Register available to staff for small to medium suppliers. |
| Create a workplace culture of respectful inclusion and safety. | Deliver Aboriginal Cultural Inclusion (ACI) training to management staff, fostering understanding of Aboriginal culture and initiatives supported by MCR. | Annual ACI training for management staff utilising Aboriginal suppliers. |