



## Relationships

Our business is built on relationships - people coming together, forming teams and each contributing their own unique wisdom, knowledge and experience. This diversity is fundamental to our success, and we are committed to developing strong, trusting and respectful relationships with Aboriginal and Torres Strait Islander peoples for our shared benefit.



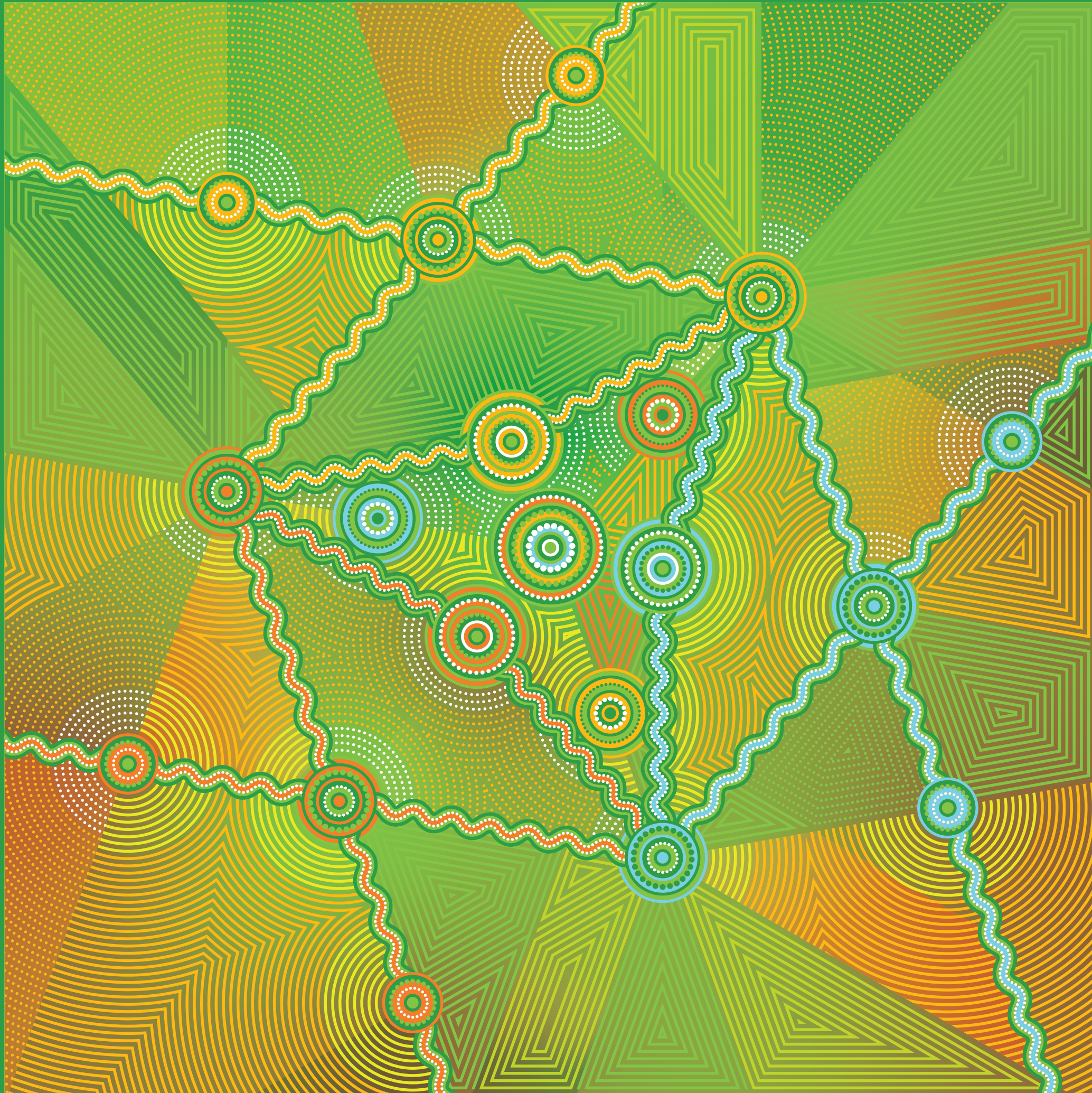
## Respect

Construction can result in significant change to the natural environment. The quality, integrity and legacy of our work is enhanced by our understanding and respect for Aboriginal and Torres Strait Islander culture and their connection with the land and waters on which we build.



## Opportunities

Our purpose is to provide a better life and we do that through the projects that we build and the equal opportunity we provide for all, including Aboriginal and Torres Strait Islander peoples.



## Acknowledgement of Country

McConnell Dowell acknowledges the Traditional Aboriginal Custodians of the land and waterways on Country throughout Australia and pays respect to elders past and present and to the ongoing living culture of Aboriginal and Torres Strait Islander people.

## Artwork Story

The design depicts a bird's eye view of the Australian landscape, in recognition of Aboriginal and Torres Strait Islander peoples' continuous connection to land, waters and culture.

The central circular ring represents a 'stake in the ground', the start of McConnell Dowell's reconciliation journey. The three surrounding circular rings relate to the three governing pillars of reconciliation: Relationships, Respect and Opportunities. The nine surrounding circular rings represent McConnell Dowell's specialist capabilities.

The six outer circular formations depict Aboriginal and Torres Strait Islander communities connected by journey pathways, representing inclusiveness and diversity within McConnell Dowell.

This original artwork was created by Marcus Lee, a proud Aboriginal descendant of the Karajarri people in WA.

Use the QR code to read McConnell Dowell's Reconciliation Action Plan.

