

First Nations Peoples Statement

Macmahon Holdings Limited (“Macmahon”) is committed to building strong, respectful relationships with First Nations communities connected to our workplaces.

We recognise Aboriginal and Torres Strait Islander Peoples as the Traditional Owners of the lands and waterways on which our Australian-based operations are located, and we pay our respect to their continuing connection to land, culture and community.

Macmahon works in partnership with First Nations Peoples to support sustainable, positive outcomes in the communities where we operate. Our approach is grounded in respect, meaningful two-way communication, genuine consultation and partnerships that drive mutual benefit.

In practice, Macmahon is committed to the following actions:

- Engage in meaningful consultation to build shared understanding of concerns, priorities and aspirations.
- Promote employment, education and training opportunities for First Nations Peoples.
- Understand and respect the cultural responsibilities held by First Nations Peoples and support partnership approaches that do not hinder those responsibilities.
- Support First Nations Peoples to identify economic development opportunities and, where appropriate, work together to develop and implement partnerships.
- Develop and deliver First Nations awareness education to help employees understand and respect local cultures and contexts.
- Foster a culturally safe, inclusive and supportive working environment for all employees.