



Aboriginal Engagement Plan





Danielle Champion and Lenore Brooks

The Artist

Danielle Champion is a respected artist of the Marlinyu Ghoorlie people in the Goldfields Region of Western Australia. Her artwork delivers what it truly means to represent her culture in the Goldfields. With artwork showcased all around Kalgoorlie, Danielle has truly translated stories from elders to her paintings. Danielle is also the Chief Operations Officer of Olive Branch Resources striving to achieve her entrepreneurial gifts in the Aboriginal Cultural ways and lead the Aboriginal Community to believe they too can achieve great things and no dream is too small.

The Artwork

In 2022, Brooks commissioned Danielle to produce a piece of artwork for one of our trucks. We requested a piece that would compliment our existing branding. The piece that Danielle produced is called 'The Seven Sisters'

The Seven Sisters (below)

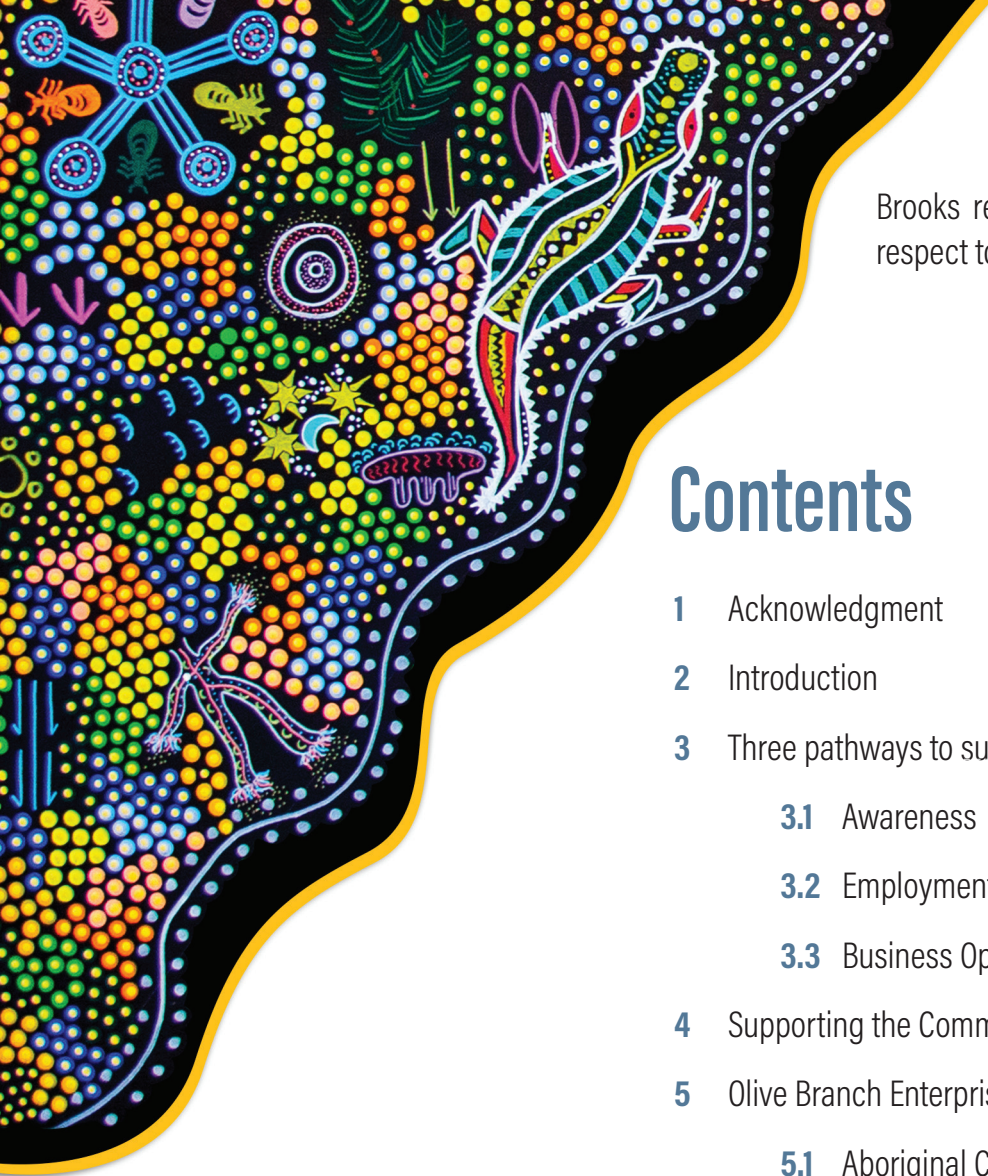
The Seven Sisters are the seven daughters which are named, Emu, Red Tailed Black Cockatoo, Parrot, Pink and Grey Galah, Wedge Tailed Eagle, Honey Eater, and Blue Bird. They travelled on a journey to find their father, but after many years of walking, shouting, and searching, they cannot seem to find him. Exhausted, the seven sisters end up in the desert with no water or proper food to help them on their journey, so therefore they die. Later during the year, their father finds them in the desert, and in sorrow, he buries his daughters in a very long ritual, vowing never to leave their sides again. The father's heart.



Seasons (above)

In 2023, Danielle Champion and the Champion family conducted cultural awareness training with the Brooks team. To greater understand Aboriginal seasons, Danielle and the Brooks team combined their talents to produce 'Seasons'. The artwork reflects the six Aboriginal seasons, Birak (December/January), Bunuru (February/March), Djeran (April/May), Makaru (June/July), Djlba (August/September), and Kambarang (October/November).





Brooks respectfully 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

Brooks is a 100% Australian family owned and operated business. Established in 1979 by Doug Brooks, the company has grown to become the largest privately owned equipment hire company in Australia.

Brooks has seven divisions offering services to all aspects of the mining and construction industries.

| | |
|-----------------------------|---|
| BROOKS HIRE | Earthmoving and Construction equipment hire |
| BROOKS MINING | Mining equipment hire |
| BROOKS EQUIPMENT | Mining and construction equipment sales |
| BROOKS ACCESS | Access equipment hire and sales |
| BROOKS CRANES | Crane hire |
| BROOKS SITE SERVICES | Site design, supply, and installation |
| BROOKS TRANSPORT | Heavy haulage Australia wide |
| BROOKS AIRWAYS | Corporate charters, FIFO flights, and medEvac flights |

Through our long-term involvement in the mining and construction industries, Brooks is well placed to make a meaningful difference for Aboriginal and Torres Strait Islander people.

In 2023, Brooks embarked on a joint venture (JV) with 100% Aboriginal owned mining service contractor, Olive Branch Resources (OBR). Registered as BROOKS OBR MAIA, the purpose of this joint venture is to give back to the Aboriginal community, and focus on the three success pathways for the traditional owners on country, to create a legacy for the next generation.

Three pathways to success: **AWARENESS - EMPLOYMENT - BUSINESS OPPORTUNITIES**

Awareness

Cultural awareness is an important step to building strong relationships, effective communication, and improved engagement. At Brooks, we recognise the importance of Australia's Aboriginal and Torres Strait Islander heritage and pay respect and understanding of their culture, history, and lifestyle.

Brooks is committed to incorporating Aboriginal culture, people, and businesses into all aspects of our company.

Awareness Deliverables

| ACTION | DELIVERABLE | TIMELINE |
|--|---|--|
| Commission Aboriginal Artwork Design | Engage an Aboriginal artist to design an artwork that compliments and enhances the Brooks brand. | Commenced Dec 2022 |
| Participate in cultural awareness activities | Brooks employees to participate in cultural awareness training. Recognition of significant Aboriginal dates and attendance at events. | Commenced Nov 2022 |
| Promote increased understanding of Aboriginal culture. | Produce engaging content in our quarterly magazine showcasing Aboriginal businesses. Electronic signatures to include Acknowledgement of Country. | Commenced Mar 2023 Commenced Oct 2023 |

Together We Roll

Brooks collaborates with Olive Branch Enterprise

Recently, Brooks commissioned the services of business indigenous artist Sister Danielle Chapman from Olive Branch Enterprise, to design an artwork for an new video game project. This marks the beginning of a relationship between the two entities.

What is Olive Branch Enterprise (OBE)?
Olive Branch Enterprise (OBE) is a 100% Aboriginal-owned business located in the Northern Territory. The company is a family business, owned by the family members of the late Mr. Charles Chapman.

The Division of OBE is owned by Charles Chapman (Chairman), Valerie Whaley (Secretary/Chairman), Bruce Chapman (Director), and Charles Chapman (Director). The company is a family business, owned by the family members of the late Mr. Charles Chapman.

Through private and independent, the advertisement is members of the Marjorie Chapman Group which comes and registers a large part of the business operations. The company is a family business, owned by the family members of the late Mr. Charles Chapman.

How was it created and what services do you offer?
Olive Branch Enterprise was registered in 2018 and is a family business, owned by the family members of the late Mr. Charles Chapman. The company is a family business, owned by the family members of the late Mr. Charles Chapman.

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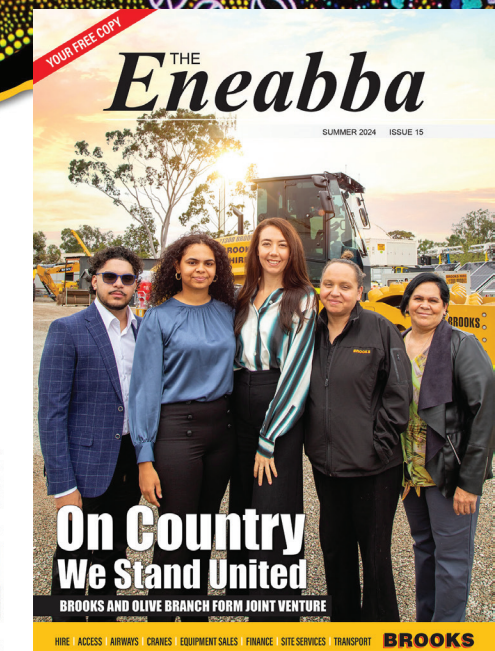
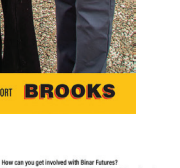
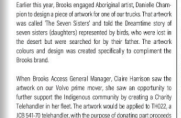
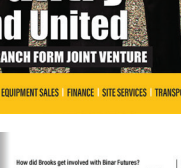
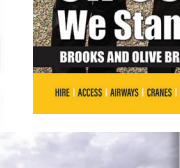
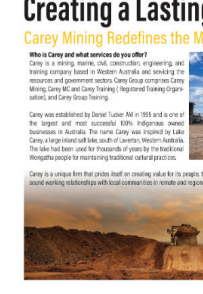
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BROOKS
OBR MAIA

Employment

By identifying and creating sustainable employment opportunities we can ensure that we build the capabilities of Brooks, and Aboriginal and Torres Strait Islander people.

Our stability of work gives our apprentices and trainees 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.

With the three year success plan still being developed, both Olive Branch Resources and Brooks joined forces to ensure we fulfill the three pathways of success - Awareness, Career, and Business Opportunities.

In this partnership, we envision and foresee:

- Rise in Aboriginal engagement through the Joint Venture
- Aboriginal apprentices in all Brooks locations
- Increase in Aboriginal employment in all Brooks locations

Employment Deliverables

| ACTION | DELIVERABLE | TIMELINE |
|--|---|---------------------|
| Create Employment Opportunities | Actively employ and create apprenticeship opportunities for Aboriginal people. | Commenced June 2023 |
| Maintain and support Aboriginal and Torres Strait Islander staff | Recognise that kinship roles within Aboriginal families are different to other cultures, and support these differences through Policies and Procedures. | Commenced Feb 2023 |
| Commit to increasing spend with Aboriginal businesses | Create more job placements within Aboriginal owned businesses by increasing our spend and utilisation of their services. | Commenced June 2022 |



"For this to work, there will come a day where I would love to see us all enter one room discussing and fighting for each other; where race, culture, profession or background isn't looked or blinked at."

GREAT LATE ELDER, TIMOTHY CHAMPION, FOUNDER OF OLIVE BRANCH ENTERPRISE

BROOKS
OBR MAIA

Business Opportunities

Brooks actively seeks out projects that add value to the advancement and empowerment of Aboriginal and Torres Strait Islander communities.

The Aboriginal Engagement Plan created by the Brooks OBR MAIA Joint Venture will be a living model for all other commercial entities to follow. Aboriginal communities will see success and growth in employment pathways and educational pathways (apprenticeships and internships); that will be available to them.

Aboriginal communities will also benefit by being a supplier to not only BROOKS OBR MAIA, but also the Brooks group of companies directly, which will enhance their skills to be self-sufficient in their life and community.



Business Opportunity Deliverables

| ACTION | DELIVERABLE | TIMELINE |
|--|--|--------------------|
| Create a Joint Venture with an Aboriginal owned company | Brooks will develop a business venture that will directly benefit Aboriginal owned businesses. | Commenced Jul 2023 |
| Support Aboriginal industry events, programs and services. | Brooks commits to sponsor and/or attend a minimum of 3 x Aboriginal industry events per year. | Commenced Dec 2022 |
| Facilitate the opportunity for Aboriginal groups to network in the industry. | Offer networking opportunities by extending invitations to Aboriginal people to attend industry events ensuring representation in the community. | Commenced Dec 2022 |
| Seek membership of Aboriginal and Torres Strait Islander industry groups. | Source Aboriginal and Torres Strait Islander suppliers through membership in relevant industry groups. | Commenced Nov 2019 |



Supporting the Community

Brooks is dedicated to supporting Aboriginal and Torres Strait Islander community groups.

By giving back to the Traditional Owners of the land, we can provide opportunities for success, empowerment, pride in culture, and a sense of connection.



Binar Futures

In April 2023, Brooks recognised an opportunity to offer ongoing support to the Aboriginal community by creating a charity machine in our fleet. We used Danielle Champion's artwork to decorate a telehandler, and asked Danielle to choose an Aboriginal charity that was close to her heart. Danielle chose Binar Futures. Binar Futures is an Aboriginal youth support program that brings young people into contact with their culture. A percentage of all profits earned by the telehandler goes directly to Binar Futures.



Malakai Champion

Malakai Champion is an up and coming AFL star. At the age of just 17 years old, Malakai was selected as a 'Future Stars' player. As one of the top 46 players in Australia, Malakai was given the opportunity to represent Western Australia at the 2023 AFL Futures match ahead of the 2023 Grand Final. Players were nominated by state talent programs, national selectors, and AFL clubs.

Brooks is a proud sponsor of Malakai, helping him achieve his AFL career goals.



Indigenous Emerging Business Forum 2023

The Indigenous Emerging Business Forum (IEBF) is a not-for-profit organisation that focuses on encouraging and assisting employment and business development opportunities for First Nations peoples. At the 2023 event, Brooks Hire was proud to be a VIP level table sponsor, enabling a table of 10 Aboriginal community members to attend.



Western Heat Indigenous Netball Team

Western Heat Indigenous State Netball Team is a community lead initiative that was started by Katrina and Winston Abraham in 2018. Western Heat is an all Aboriginal, travelling netball squad that participates in Indigenous interstate netball carnivals. In January 2023, Brooks proudly sponsored the supply of all team bibs for the Western Heat girls.



National Aboriginal and Torres Strait Islander Golf Championships

The National Aboriginal and Torres Strait Islander Championships is a 72-hole stroke event open to Aboriginal and/or Torres Strait Islander people. Brooks sponsored the 2023 event, covering various expenses, including venue rental, equipment, player transportation, accommodation, and awards ceremony arrangements.



Aboriginal Country under the Reigns of Olive Branch Enterprise

Country of Acknowledgment and Responsibility.

GOLDFIELDS

Kalgoorlie,
Coolgardie,
Southern-Cross,
Wiluna, Meekathara,
Menzies, Leonora,
Laverton, Katarra

- Marlinyu Ghoorlie Family (Champion / Tucker / Donaldson / Dimers)
- Ngadju Family (Graham / Schultz)
- Nyalpa Pirinku Family (O'Connor / Lynch / Graham / Brownly)
- Darlot Family (Narrier / Harris)

CENTRAL DESERT (Western Australia)

Yilka, Warburton
Patjarr, Tjirrkarli
Nullarbor, Mirning,
Eucla

- Ngaanyatjarra Lands (Harrison Family Group / Harris Family Group)
- Yilka Native Title (Wyatt Family / Colbung Family)
- Mirning Group
- Spinifex Group

SOUTH-WEST (Noongar and Wheatbelt)

Geraldton
Jurien Bay

- Noongar – Whadjuk (Yarran / Ford / Walley / Gartlet / Pickett)
- Noongar – Gnaala Karla Boodja (Walley / Eades / Eaves)
- Noongar – Southwest Boojarah (Colbung / Coleman)
- Noongar – Wagyl Kaip (Colbung / Coleman / Eades / Eaves)
- Noongar – Balladong (Yarran / Ford)
- Noongar – Kaartidjin
- Yamatji Noongar / Cullacabardee (Lewis)

QUEENSLAND AND SOUTH AUSTRALIA

Tombola
Tooroomba
Mount Isa
Mount Freda

Ceduna
Olympic Dam
Port Lincoln

- Story for QLD: Uncle James' first cousin married a respected elder who is now the group leader in Queensland, playing a significant role in community leadership and cultural preservation.
- Story for SA: During the Stolen Generations era, many members of the Champion family were taken to South Australian missions, where they and their descendants continue to live today, carrying forward a legacy of resilience and cultural strength.

PILBARA / KIMBERLEY / KARRATHA

Port Headland,
Marble Bar
Onslow, Coral Bay,
Newman,
Paraburdoo,
Coral Bay,
Exmouth,
Carnarvon, Kalbarri

- Westerman Family Group
- Parker Family Group
- Hayes Family Group
- Roberts Family Group
- Farmer Family Group
- Robertson Family Group
- Woodley Family Group

Olive Branch Enterprise was established in 2017 as a 100% Aboriginal-owned organisation, and officially registered in 2019 as a Mining Services Contractor.

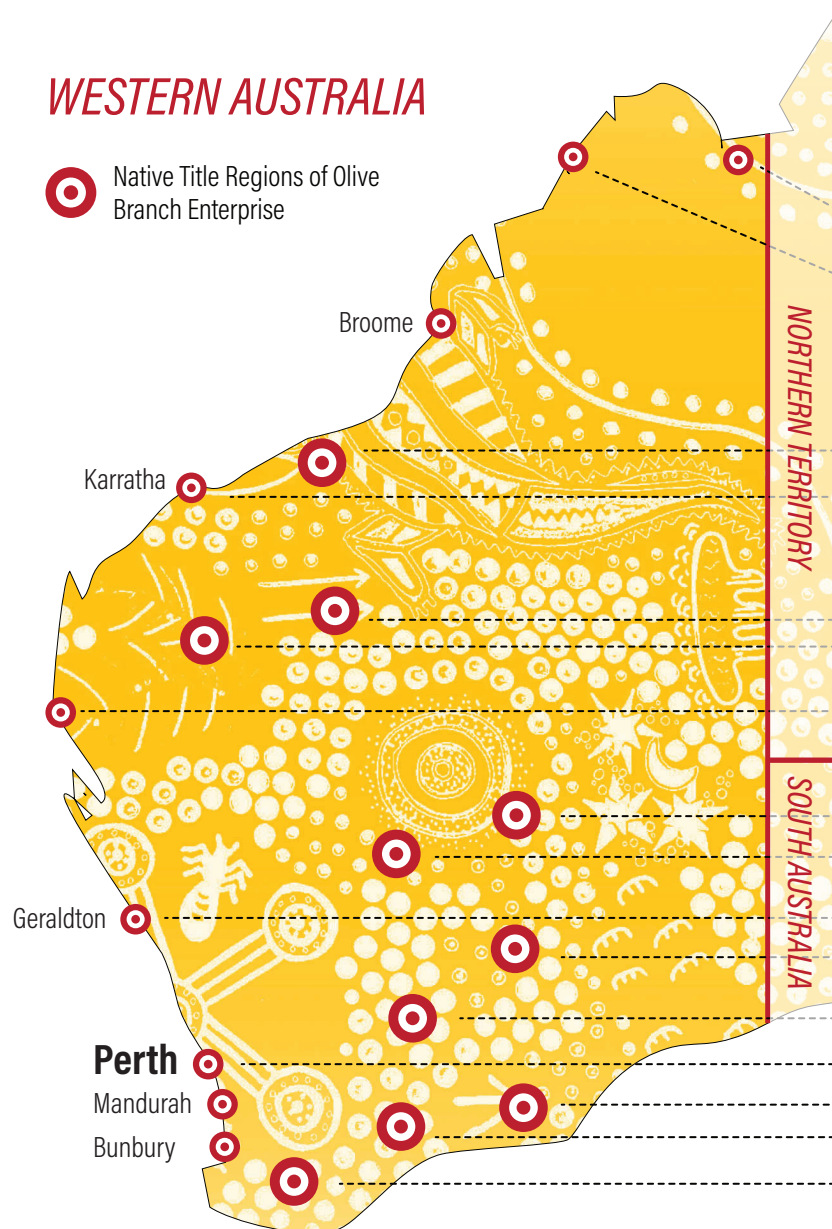
Since its registration, Olive Branch Enterprise has proudly partnered with and supported the leadership of Native Title Elders across Western Australia, South Australia, and Queensland - honouring cultural governance and strengthening community ties throughout the regions.



BROOKS
OBR MAIA

WESTERN AUSTRALIA

 Native Title Regions of Olive Branch Enterprise



NATIVE TITLE REGIONS REPRESENTED BY OLIVE BRANCH ENTERPRISE

Olive Branch Enterprise upholds a strict and respectful approach to representing Elders and navigating approval processes. We adhere to 'Cross-Tribal Activity' protocols, always seeking the necessary approvals prior to any endorsements or engagements. With endorsement letters and approval deeds in place, Olive Branch is able to assist and support across a wide range of locations.

Port Headland / Marble Bar / (Including) Derby and Kununurra

Karratha / Onslow / Exmouth / Wirrawandi / Mount Shiela

Newman / Telfar / Gascoyne / Paraburdoo

Meekathara / Mount Magnet / Wiluna

Carnarvon / Shark Bay / Murchison / Kalbarri

Warburton / Central Desert / Jameson

South Wiluna / Darlot / Nullarbor

Geraldton / Jurien Bay / Iluka / Yamatji / Cullacabardee

Menzies / Leonora / Laverton / Yilka

Kalgoorlie / Coolgardie / Southern Cross

Perth Metro / Northam / Kwinana / Fremantle

Norseman / Esperance

Albany

Busselton / Bunbury / Margaret River



olive branch
ENTERPRISE

BROOKS
OBR MAIA

Elders In Respect

The list of Key Elders working alongside Olive Branch Enterprise:

- Champion Family
- Graham Family
- Walley Family
- Yarran Family
- Woodley Family
- Pickett Family
- Westerman Family
- Robertson Family
- Harris Family
- Harrison Family
- Wyatt Family
- Blaszkiewicz
- Hayes Family
- Bellotti
- Farmer
- Brown
- Ford
- Tucker Family
- Colbung Family
- Lewis Family
- Narrier Family
- Dimer Family
- Eades Family

The following is a statement from the Late Timothy Champion Senior (d. 2022).

I, Timothy Champion (Senior), would like you to challenge the status quo & partner with our corporation & aim to give back to our land and my people/family by standing united with us for what was once flourishing with beauty & brilliance to help you shine on our country land. I not only ask, but challenge you to sit with my people and collaborate cultures... Whites, Asians, Africans or likewise other Indigenous tribes; Let us unite and succeed together on this God given fruitful land...



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