

BROOKS
OBR MAIA

Aboriginal Engagement Plan





Danielle Champion and Lenore Brooks

The Artist

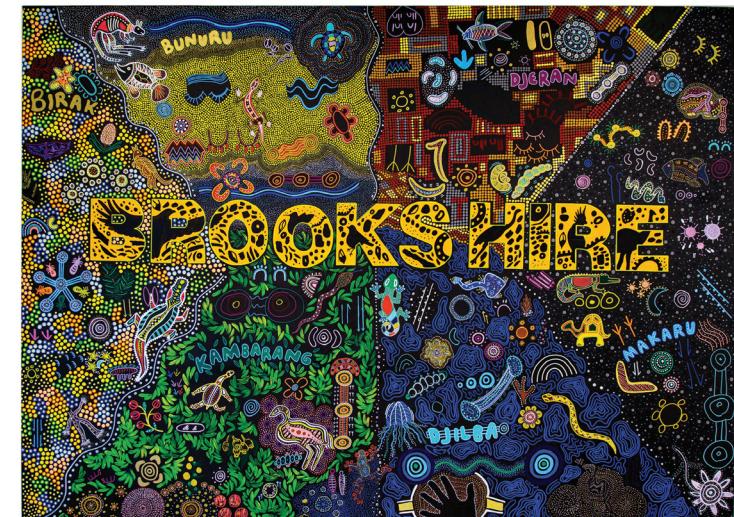
Danielle Champion is a respected artist of the Marlinyu Ghoorlie people in the Goldfields Region of Western Australia. Her artwork delivers what it truly means to represent her culture in the Goldfields. With artwork showcased all around Kalgoorlie, Danielle has truly translated stories from elders to 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), Djilba (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**

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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

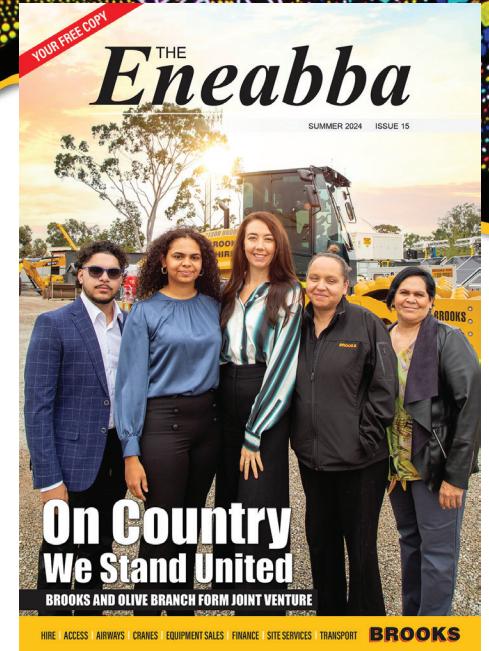
ACTION	DELIVERABLE	TIMELINE
Commission Aboriginal Artwork Design	Engage an Aboriginal artist to design an artwork that complements and enhances the Brooks brand.	Commenced Dec 2022
Participate in cultural awareness activities	Brooks employees to participate in cultural awareness training. Recognition 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



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THE Eneabba

SUMMER 2024 ISSUE 15



On Country We Stand United
BROOKS & OLIVE BRANCH FORM JOINT VENTURE

HIRE | ACCESS | AIRWAYS | CRANES | EQUIPMENT SALES | FINANCE | SITE SERVICES | TRANSPORT **BROOKS**



Together We Roll

Brooks collaborates with Olive Branch Enterprise

Recently, Brooks commissioned the services of talented Indigenous artist Sister Danielle Champion from Olive Branch Enterprise, to design an artwork for our Value prime mixer. 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, founded by Kanguana WA, by the family, regaled under Timothy Champion, Chairman.

The Director of OBE are Janee Champion (Chairman), Jennifer Valley (Secretary), Bruce Champion (Directer), Renae Champion (Directer) and Felicity Champion (Chair of Operations). The business also includes, Danielle Champion (Chief Operations Officer), and Jonathan Odey (Chief Strategy Officer).

Through our partnership, the stakeholders involved are members of the Matilda Brooks Group which comes to represent a large part of the Goldfields region. Seven others and descendants of the original founders have joined the group since this marriage and originate from both sides.

How was it started and what services do you offer?

Olive Branch Enterprise was registered July 2019 with a vision to educate and decrease crime rates, drug and alcohol abuse, increase employment rates, and graduate society. We do this by improving and designing better educational pathways, career pathways and entrepreneurial pathways for all our community and OBE.

[View more](#)

Who are the Stakeholders?

Brooks has contracted the services of OBE to provide mining services for mining operations.

The services that OBE can provide include:

• Mine Closure Projects (mine rehabilitation/characterisation)

• Civil Operations / Construction (earthworks / operations / maintenance)

• Engineering (mining / R&D / plant maintenance / Fleet Management)

• Health and Safety

• Project Management

• Quality Assurance

• Risk Management

• Site Services

• Training

• Workforce Management

• Workforce Planning

• Workforce Recruitment

• Workforce Selection

• Workforce Training

• Workforce Welfare

• Workforce Wellbeing

• Workforce Workforce

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

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

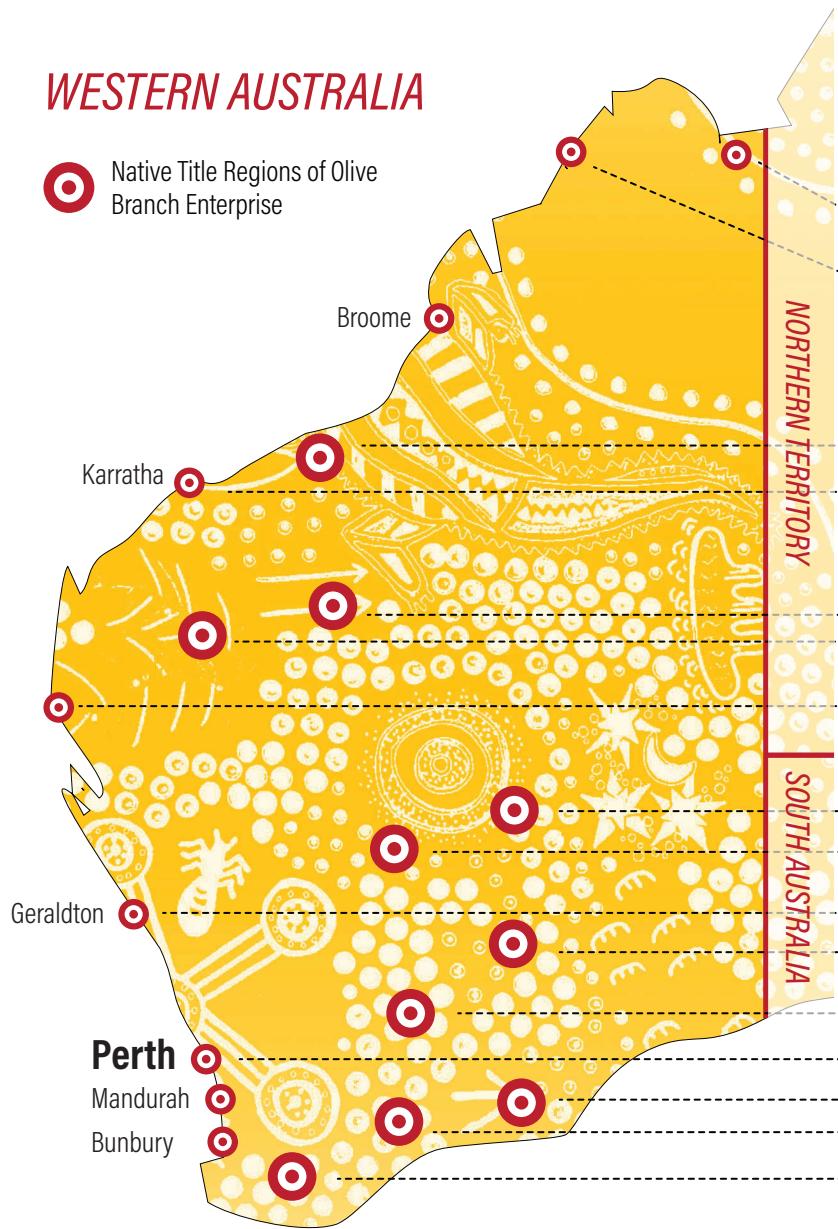
Country of Acknowledgment and Responsibility.

GOLDFIELDS		CENTRAL DESERT (Western Australia)	
Kalgoorlie, Coolgardie, Southern-Cross, Wiluna, Meekathara, Menzies, Leonora, Laverton, Kakarra	<ul style="list-style-type: none"> ■ Marlinyu Ghoorlie Family (Champion / Tucker / Donaldson / Dimers) ■ Ngadju Family (Graham / Schultz) ■ Nyalpa Pirinku Family (O'Connor / Lynch / Graham / Brownly) ■ Darlot Family (Narrier / Harris) 	Yilka, Warburton Patjarr, Tjirrikarli Nullarbor, Mirning, Eucla	<ul style="list-style-type: none"> ■ Ngaanyatjarra Lands (Harrison Family Group / Harris Family Group) ■ Yilka Native Title (Wyatt Family / Colbung Family) ■ Mirning Group ■ Spinifex Group
SOUTH-WEST (Noongar and Wheatbelt)		QUEENSLAND AND SOUTH AUSTRALIA	
Geraldton Jurien Bay	<ul style="list-style-type: none"> ■ 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) 	Tombola Tooroomba Mount Isa Mount Freda Ceduna Olympic Dam Port Lincoln	<ul style="list-style-type: none"> ■ 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		<p>Olive Branch Enterprise was established in 2017 as a 100% Aboriginal-owned organisation, and officially registered in 2019 as a Mining Services Contractor.</p> <p>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.</p> 	
Port Headland, Marble Bar Onslow, Coral Bay, Newman, Paraburdoo, Coral Bay, Exmouth, Carnarvon, Kalbarri	<ul style="list-style-type: none"> ■ Westerman Family Group ■ Parker Family Group ■ Hayes Family Group ■ Roberts Family Group ■ Farmer Family Group ■ Robertson Family Group ■ Woodley Family Group 		



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
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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...

