

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), DjiJba (August/September), and Kambarang (October/November).





Acknowledgement of Country

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** Mining and construction 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**



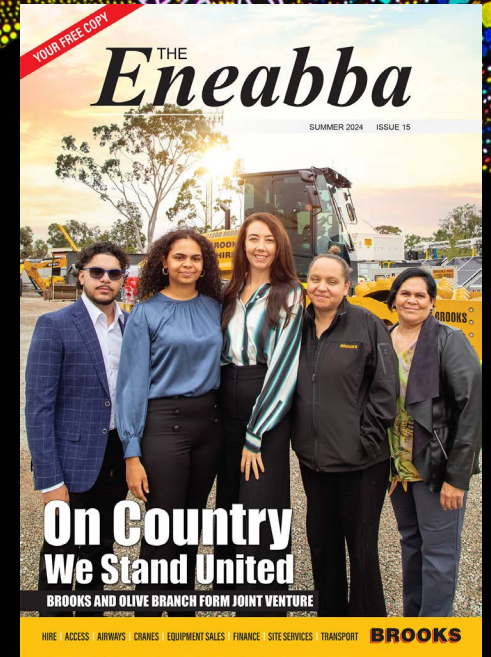
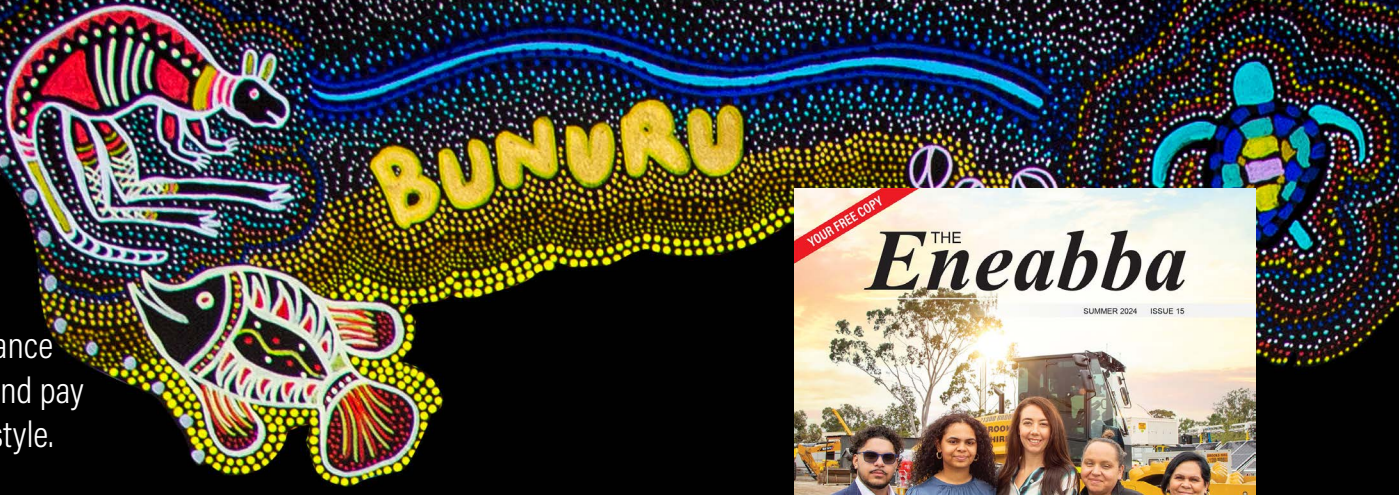
Awareness

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 renowned Indigenous artist Sister Danielle Champion from Olive Branch Enterprise, to design an artwork for our new Volvo penta truck. 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 based in Kalbarria WA by the family residing under Trinity Chamberlain.

The Director of OBE are James Chamberlain (Chairman), Yvonne Wilby (Secretary/Director), Bruce Chamberlain (Director), Fiona Chamberlain (Director), and Kelly Chamberlain (Finance Director). Management is led by Sister Olive Branch Enterprise Officer, Danielle Chamberlain (Chief Operations Officer) and Jonathan Day (Chief Strategy Officer).

Through private and independent, the identification was members of the Marriyoo Shooko Ombi Group which comprises representative groups of the local Indigenous community, local artists and designers from other country regions which is a blend of traditional and contemporary art styles.

How was it created and what services do you offer?
Olive Branch Enterprise was registered in 2016 and is available to provide a range of services, including but not limited to: business plan development, financial modelling, business valuation, and business strategy development. We also offer a range of services to support the growth and development of our clients, including business coaching, mentoring, and training.

At the centre of OBE is the Champion Family - can you tell us about your family involvement?
The Champion family have lived and thrived from the Goldfields Country for hundreds of years, working, mining, and caring for country. Olive Branch Enterprise has deep roots and strong relationships with all other Western Australian regions for success, so for all Aboriginal Elders, community members, and generations to come, we focus on the best of our values, goals, and dreams.

OBE Chief Operations Officer, Sister Danielle Champion is also a talented artist. How does Sister Danielle insert her art into the services that OBE provides?
Sister Danielle Champion has had a great reputation with her artwork within the Goldfields and Metropolitan regions. With qualifications in Fine Arts, a constant request for her work combined with some of the services we provide - especially 'Rent to Buy' machinery financing - she was inspired to design a range of art and delivered by entering the best artwork competition through artists and design.

Brooks selected Sister Danielle to design a piece that would carry the meaning of working together, and we were excited with the artwork she produced. The piece is called 'The Silver Shovel' and is a special Indigenous story behind it.
Sister Danielle Champion was also responsible for designing a very prominent piece for Northern Star Resources last year.

How did CEO Simon Dine, come to be involved with OBE?
Simon Dine started Olive Branch Enterprise with the intention of providing a range of services to the Goldfields region. He has a long history in the industry and has a strong passion for supporting the local community. He has a long history in the industry and has a strong passion for supporting the local community.

Who is Carey and what services do you offer?
Carey is a mining, mining, civil, construction, engineering, and training company based in Western Australia and serving the resources and government sectors. Carey Group comprises Carey Mining, Carey MC, and Carey Training (Registered Training Organisation) and Carey Group Training.

Carey was established by Daniel Taylor MAJ in 1992 and is one of the largest and most successful 100% Indigenous owned businesses in Australia. The name Carey was inspired by Lady Carey, a large land-owning and one of the first women in Australia. The idea had been used for thousands of years by the traditional Aboriginal people for maintaining traditional skills and practices.

Carey is a unique firm that provides an ongoing value for its people, the Aboriginal and local supply chain and has developed sound working relationships with local contractors in remote and regional Western Australia.

Creating a Lasting Legacy

Carey Mining Redefines the Mining Landscape

Who is Binar Futures and what services do you offer?
Binar Futures is an Aboriginal youth support program that provides a range of services to support the growth and development of our clients, including business coaching, mentoring, and training.

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A Bright Future

Binar Futures Shines a Light on Aboriginal Youth

Binar is the longest word for matter. The Durrupine play tells us that when both lines come to light, the Spirit Mother feeds her children high up in her arms where they would be safe as stars when her children on Earth are in need of help. The Spirit Mother works with children from a home of darkness.

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How did Brooks connect with Olive Branch?
Earlier this year, Brooks engaged Aboriginal artist, Danielle Champion to design a piece of artwork for our new Volvo penta truck. The artwork was called 'The Silver Shovel' and told the Indigenous story of a woman's (Danielle's) representation for lands which were not in the desert but were supported by their tribes. The artwork's colours and design was created specifically to complement the Brooks brand.

When Brooks Access General Manager, Claire Harrison saw the artwork on our Volvo penta truck, she was so impressed so she further supported the Indigenous community by creating a Charity Initiative in her name. The amount raised for OBE is \$10,000. The amount raised will be used to support OBE's initiatives with the purpose of creating a positive impact on the local Indigenous community.

We asked Danielle Champion to choose a charity that was close to her heart, and she chose Binar Futures. She is a very supporter of the Binar mission to engage Aboriginal youth, promote leadership, and develop more resilient and empowered young people who build positive futures.

Other ways to be involved are through corporate partnerships and donations to a registered charity, or donations to the Binar Foundation. If you'd like to know more about Binar Futures, and how you can get involved, visit www.binar.org.au.

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Brooks is committed to supporting the local community and is proud to be a part of the Binar Futures initiative. We are currently fundraising for the Binar Futures initiative and are looking for more people to get involved. If you'd like to know more about Binar Futures, and how you can get involved, visit www.binar.org.au.

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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.

