



RAW
GROUP

CAPABILITY STATEMENT

EMPOWERMENT THROUGH ECONOMIC INDEPENDENCE

RAW-GROUP.COM.AU





MANAGING DIRECTOR/FOUNDER SUMMARY

As an Aboriginal man who has been involved in the education, training and employment arenas for all of my working life, I have a commitment to supporting my People to achieve equality in the workplace.

At the heart of moving forward and achieving employment equality is meaningful and respectful engagement. Partnerships are critical to realising these aspirations.

The key to the success in building stronger Aboriginal workforce participation is an ongoing focus on addressing all dimensions that impact on a person's working life, that is, a holistic approach that understands the complex inter-relatedness of broader life issues and their resulting impact on an individual's workforce development. This approach underpins all work undertaken by my company.

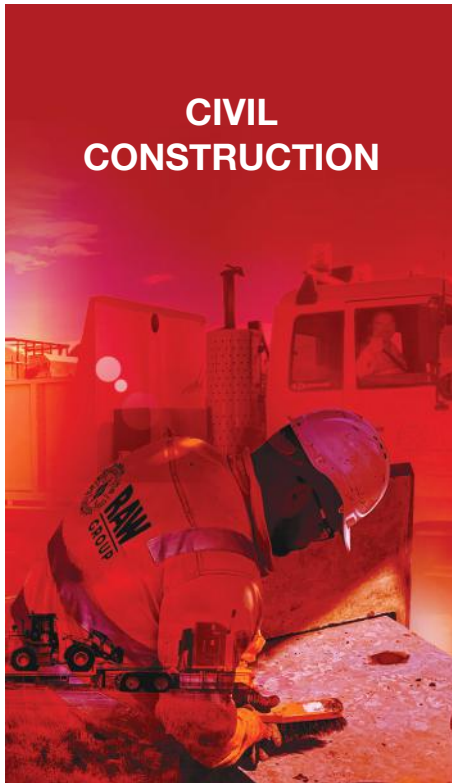
Ultimately, to address Aboriginal workforce development challenges, workforce development approaches need to be focussed on developing complementary supply side measures that aim to connect the Aboriginal workforce to industry demand, using methodologies that include:

- driving shifts about the qualitative perception of the Aboriginal workforce. In short, it means working with employers to see the value of 'employing Aboriginals'. This must not be done in isolation but in partnership with industry, enterprise and government.

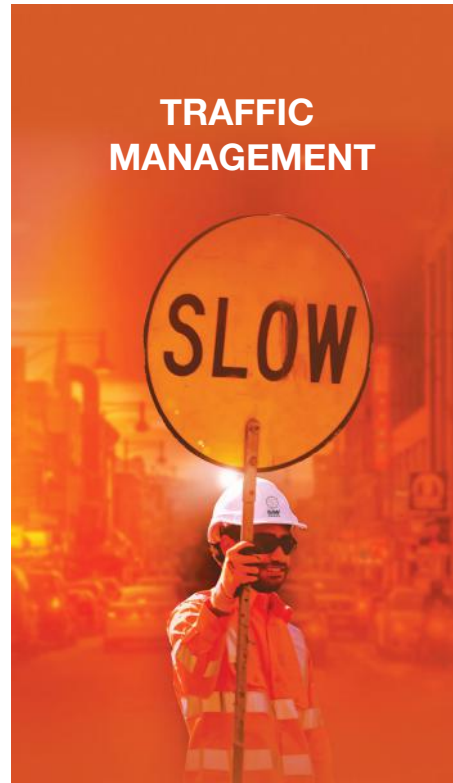
Fundamentally by addressing the workforce development challenges facing Aboriginal Australians, we go a long way towards creating an environment for industry and employers to work with a responsive and competitive workforce where Aboriginal people participating in the workplace becomes the norm rather than the exception.

Allan Jones
Managing Director

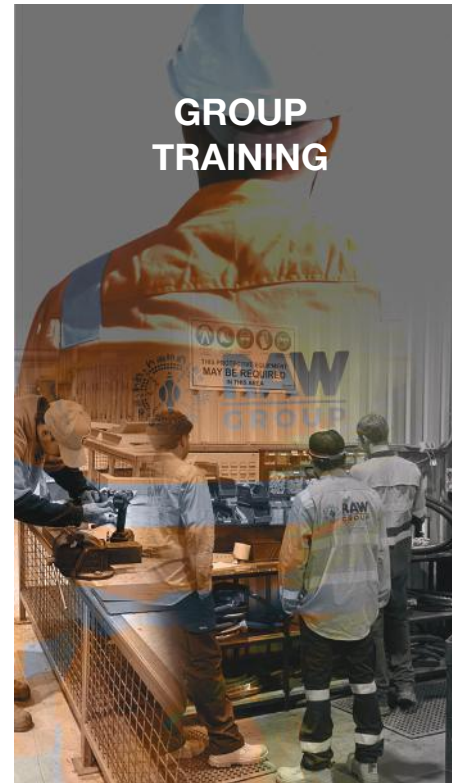
**CIVIL
CONSTRUCTION**



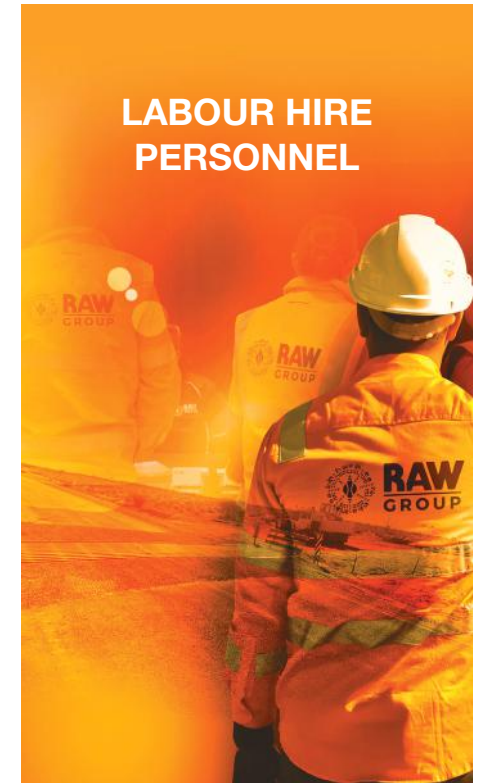
**TRAFFIC
MANAGEMENT**



**GROUP
TRAINING**



**LABOUR HIRE
PERSONNEL**



WHO IS THE RAW GROUP?

The RAW Group of Companies provides a national framework of award winning “best practice” Aboriginal economic and workplace solutions administered under the commercial guidance of an astute Advisory board.

The RAW Group is a 100% Aboriginal Owned and Managed Australian Company. Changing Lives by Empowerment Through Economic Independence is our Ethos.

Sustainable significant growth demonstrates the Group’s proven capability to develop meaningful partnerships with industry leaders and deliver commercially responsive and economically beneficial solutions, whilst creating national opportunities to increase Aboriginal workforce participation and inclusion.

**“AWARD WINNING
BEST PRACTICE
ABORIGINAL ECONOMIC
AND WORKPLACE
SOLUTIONS.”**

STRATEGIC PILLARS



**ABORIGINAL
AFFAIRS**



**PUBLIC
RELATIONS**



FINANCE



GOVERNANCE



**INDUSTRIAL
RELATIONS /
PEOPLE & CULTURE**

ADVISORY BOARD

The Advisory Board is to advise the executive management of the Group to assist it in developing recommendations for consideration, in relation to the governance and strategic direction of the Group and its individual subsidiaries.

THE GROUP'S BOARD PROVIDES ADVICE TO:



Purpose and values



Strategy, planning and policies



Sustainable strategic growth



Financial, legal and commercial risk challenges



Statutory reporting and obligations

CIVIL CONSTRUCTION

OUR TEAM'S PROVEN DELIVERY WITHIN TIER 1 AND 2 PROJECT GOVERNANCE HAS BEEN THE BASIS IN WHICH RAW CIVIL CONSTRUCTION HAS PROVIDED ITS SELF PERFORMING OUTCOMES TO DATE.

Dedicated project managers, together with proven operational field supervisors, has provided RAW Civil Construction with the opportunities to grow Aboriginal operators, leading hands, skilled labourers and expand its labour force to include 5 civil apprentices.

RAW Group's physical and cultural safety-first approach enhances our peoples' opportunities to grow in an environment that replicates care, compassion and empathy, whilst upholding corporate governance, direction and values.

RCC IS EXTREMELY PROUD TO ACHIEVE OVER

50%

workforce participation for hours performed by Aboriginal Traditional Owners (Narungga/Kaurna)*

*Glenunga High School Project

OUR SERVICES.



Bulk Earthworks: Bulk excavations, road embankment construction, retention and drainage basins, stop and levy banks.



Detailed Earthworks: Batters, swale construction, building pads, abutment fills, rock pitching and protection.



Concrete Works: Concrete pavements, building slabs, footpaths, retaining walls and stairs.



Stormwater: Concrete pits, box culvert, pipe installation and PVC installs.



Conduit Installation: Pit and pipe for electrical services and street lighting.



Roading and Pavements: Box out and installation of unbound and flexible pavements, road widenings and shoulder construction.



Pavements: Asphalt, spray seal, concrete, heavy duty and block paving.



Hard Landscaping: Street furniture, line marking, signage, timber boardwalks, water features and lighting.



Plant and Equipment Hire: Equipment for hire such as watercarts, tippers, excavators, augers & graders.



Demolition: Demolition works.

TRAFFIC MANAGEMENT

RAW TRAFFIC MANAGEMENT, A HIGHLY QUALIFIED AND EXPERIENCED LABOUR FORCE INCLUDING A TALENT POOL OF OVER 90 QUALIFIED AND RELIABLE TRAFFIC CONTROLLERS, WITH 80% BEING ABORIGINAL EMPLOYEES.

OUR SERVICES.



Infrastructure: Civil construction, public works, general building contracting and major projects.



Rail: Facilitating tight provisioning and services execution for rail asset managers to ensure maximum safety and productivity from their subcontractors.



Road Maintenance: Helping public and private road maintenance service providers meet their contractual programs and KPI's by positioning traffic management as a value adding service.



Government: Assisting the public sector deliver critical community infrastructure and services for the benefit of their constituencies.



Events: Providing event organisers with mission critical planning and execution services to ensure that every event is safe and successful.



Traffic Engineering: Bringing a unique understanding of traffic management services to each brief to help customers liberate efficiency + value from their projects.

GROUP TRAINING

RAW_{GTO} WAS SPECIFICALLY DESIGNED TO PROVIDE HOST EMPLOYERS AND ABORIGINAL JOB SEEKERS CULTURALLY SAFE EMPLOYMENT OPPORTUNITIES ACROSS CORPORATE AUSTRALIA.

It is our objective to provide a culturally appropriate framework that succeeds within the commercially driven guidelines across industry that exist today.

It's not our objective to just facilitate an employment and training arrangement between the Host and a candidate. This is the systematic approach to Aboriginal affairs that has failed Aboriginal people for such a long time.

The secret to ensuring sustained outcomes is a cross culture approach delivered through our dedicated 24/7 mentors and selection of likeminded Host partners. RAW_{GTO} recognises this and places a large emphasis on ensuring our candidates are supported at work and in their greater home environments.

FOR APPRENTICES.

- Mentoring on and off the job.
- Management of trade training using suitably qualified and culturally competent registered training providers.
- Access to all subsidies and financial supports.
- Provision of PPE uniforms and equipment.

OUR SERVICES.



Carefully select, vet and induct our apprentices to ensure their sustainability with Host employers.



Compile and lodge all the necessary paperwork, reducing the workload for Hosts.



Organise training, monitor progress, ensure compliance with licences and regulations, and provide insurance.



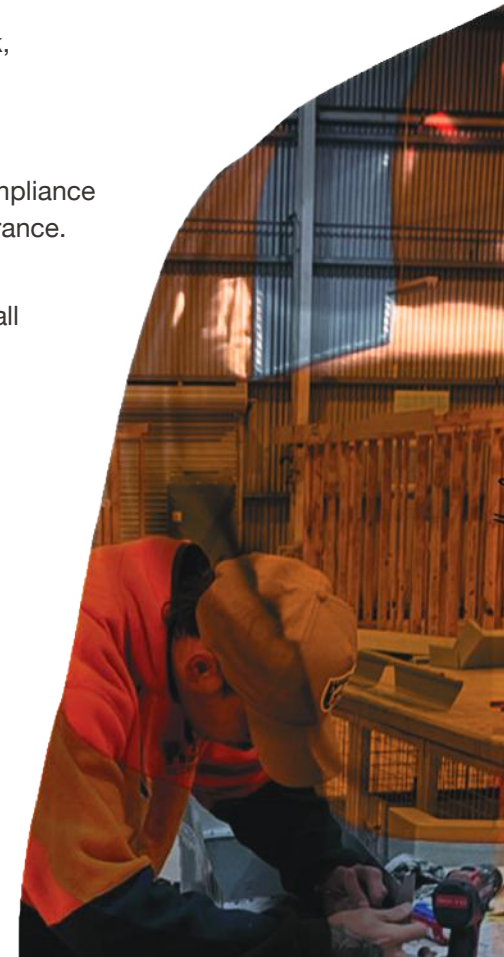
Provide a constant line of communication with all parties involved.



Ensure excellent WHS standards are achieved.

FOR EMPLOYERS.

- Management of all paperwork and trade school responsibilities.
- Culturally responsive training and mentoring.
- Advice and guidance on building a culturally responsive and safe workplace.



WHY USE RAW_{GTO}?

INCREASE DIVERSITY.

Using RAW_{GTO} can help to promote diversity within your workplace and increase:

- Innovation and Opportunities
- Cultural Awareness
- Brand and Service
- Productivity
- Creativity

REDUCE RISK.

We can help you manage risk through:

- Reducing your responsibilities
- Providing mentorship and HR management efficiency
- Providing qualified and effective staff
- Our proven experience and track record
- Our WHS excellence and monitored standards

BETTER VALUE.

We add value by:

- Providing competitive labour rates
- Providing mentoring and on-the-job support
- Helping you manage paperwork
- Assisting with culturally responsive training
- Providing comprehensive inductions and on-the-job support



RAW
GROUP

LABOUR HIRE / PERSONNEL

RAWPERSONNEL HAS A PROVEN INCLUSIVE AND RESPONSIVE LABOUR HIRE, TRAINING AND MENTORING METHODOLOGY THAT HAS RESULTED IN A SUCCESSFUL NATIONAL AWARD-WINNING LABOUR HIRE AND TRADE TRAINING SERVICES.

RAWPERSONNEL specialise in white collar and blue collar labour supply. RAWPERSONNEL has a skilled database of Aboriginal and non-Aboriginal skilled employees from entry level, apprentices, qualified trades, supervisors, administrators through to project managers.

RAWPERSONNEL takes the hassle out of your day by providing your organisation with blue and/or white collar, part-time and/or full-time labour hire staff.

RAWPERSONNEL understands the need to employ high quality and respected staff that have community linkages and the capacity to support employers.

SECURITY

WHEN YOU NEED TO PROTECT YOURSELF, YOUR PEOPLE, YOUR PROPERTY AND YOUR VALUABLE ASSETS – OR ENSURE THE SECURITY OF YOUR PARTY OR EVENT – YOU CAN'T SETTLE FOR SECOND BEST.

For reliable security services, including patrols and alarm response, security guards, event security, cash transit and electronic security.

A quality assured and locally-based security company.

INDUSTRIES WE SERVICE



Mining



Energy & Renewables



Defence



Infrastructure



Civil & Construction



Industrial & Manufacturing



Transport & Logistics

“SAFETY, EITHER PHYSICAL OR CULTURAL, IS OUR FIRST PRIORITY.”



THE STORY BEHIND THE RAW GROUP LOGO

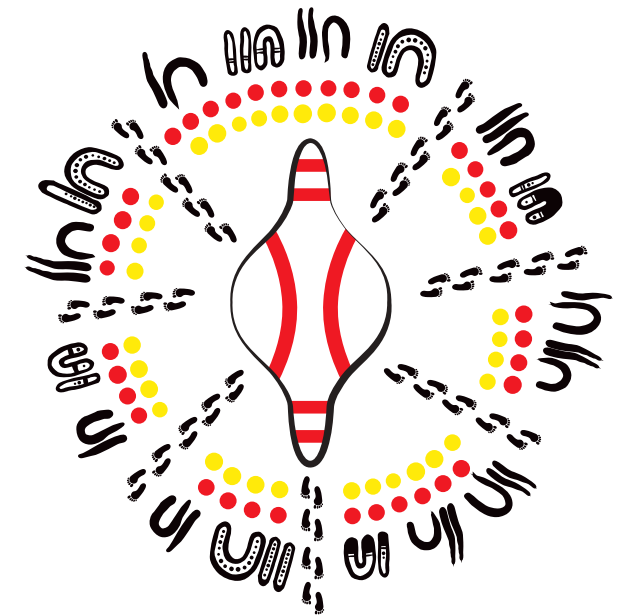
The Murlapaka Kurna shield shows strength in its design, protection in its history, connection of country in its image, and the spirit of its creator in its life.

The Murlapaka is the safety protector of our employees, our clients and the projects we work on. The Murlapaka protects us physically, mentally and spiritually.

The IIN and IN symbols representing both the women and men that work across the RAW Group of companies and our likeminded partners, the symbols represent the diversity within our workforce.

The dots represent the meeting places where we come together for reconciliation.

The footprints represent each individual's journey throughout the industry in which we operate, each day is a learning day for both Aboriginal and non-Aboriginal people working together for a common cause 'Empowerment through Economic Participation.



CHANGING LIVES THROUGH EMPLOYMENT

INDUSTRY PARTNERS

BUSINESS



AECOM



aurecon



BARDAVCOL

Built



HANSEN YUNCKEN



Jacobs



ventia

GOVERNMENT PARTNERS

LOCAL, STATE & COMMONWEALTH GOVERNMENTS



Australian Government
Department of Defence



Australian Government
Department of the Prime Minister
and Cabinet



COMMUNITY INVESTMENT



KAURNA NETBALL



KAURNA FOOTBALL



NARUNGA FOOTBALL



COMMUNITY INVESTMENT

OAKDEN NETBALL CLUB



KILBURN FOOTBALL CLUB



ADELAIDE 36ERS





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