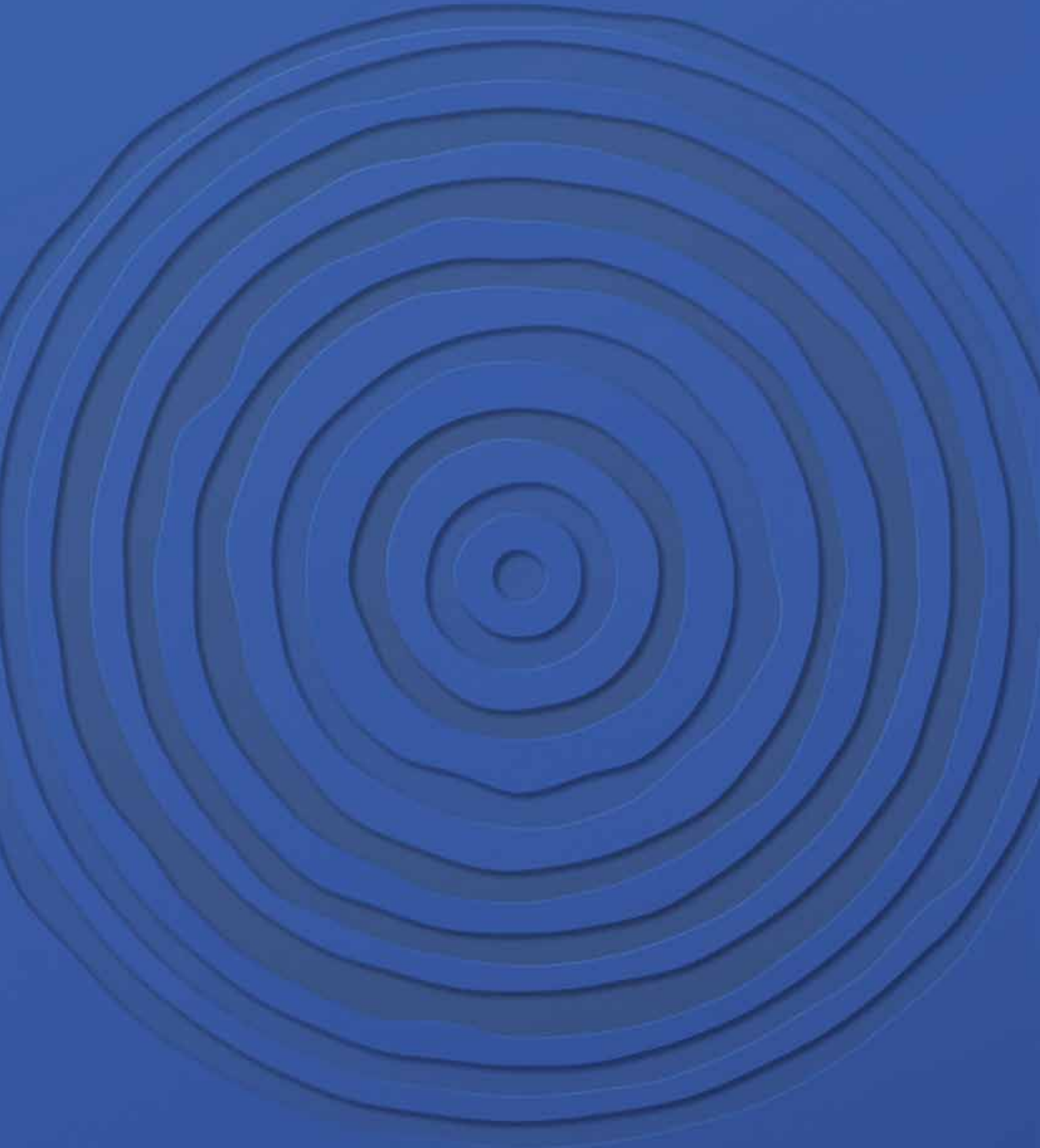


Our Capabilities. Our Impact.



MARAWAR

BUILDING SERVICES





**WE'RE CONSTRUCTION MANAGERS. APPRENTICES. SUPERVISORS.
PAINTERS. ELECTRICIANS. PLUMBERS. CONTRACT ADMINISTRATORS.
CARPENTERS. PROJECT MANAGERS. FABRICATORS. SAFETY
MANAGERS. TILERS. SITE MANAGERS. BRICKLAYERS.
BOILERMAKERS. CRANE OPERATORS. LANDSCAPERS. JOINERS.
PROCUREMENT MANAGERS. CLEANERS. HAZARDOUS MATERIALS
REMOVERS. ROOFERS. DEVELOPERS. CONCRETTERS. EXCAVATORS.
MAINTENANCE ENGINEERS. CEILING INSTALLERS. SURVEYORS.
FLOORING INSTALLERS. DESIGNERS. ESTIMATORS. MAINTENANCE
MANAGERS. FIELD ENGINEERS. GLAZIERS. INSULATION INSTALLERS.
PLASTERERS. SCHEDULERS. WELDERS. PIPE FITTERS.
POSITIVE CHANGE-MAKERS.**

ACKNOWLEDGEMENT

At Marawar, we recognise the unique and important position of Australia's First Peoples and pay respect to Aboriginal and Torres Strait Islander Traditional Owners and Elders, past and present. We acknowledge their cultures are complex and diverse and the vital contribution their traditions and cultures have made, and continue to make, to this country.

WE ARE MARAWAR.

**We're more than a building services company.
And this is more than a capability statement.**

MARAWAR MEANS ‘WEST’ IN NYOONGAR, THE LANGUAGE SPOKEN BY THE ABORIGINAL PEOPLES OF THE SOUTH-WEST OF WESTERN AUSTRALIA.



Gerard Matera
NYOONGAR TRADITIONAL LANDOWNER &
DIRECTOR, MARAWAR.

“I want to be a benchmark in Aboriginal participation in employment and I want to be the biggest employer of Aboriginal apprentices in the state.

“Every single apprentice I have has been long-term unemployed. It’s not that they don’t want to come to work, it’s just they haven’t been given an opportunity to take up an apprenticeship or a traineeship. Marawar is a business that looks at those challenges and says that we can take that on and embrace it. I see myself in these kids. I really do. And I think the more struggles they have, the more I want to help.

“It’s the ripple effect – which we talk about a lot in Marawar – it only has to start small to create a big opportunity.”



As a Western Australian based building services company, we deliver integrated design, construction, civil works and maintenance services for commercial and public sector clients across WA.

But as an Aboriginal-owned enterprise on a mission to transform Indigenous lives, we do so much more. For our clients. For our community. For Western Australia.

OUR STORY.

When we look back at how far we’ve come – the projects we’ve completed, the clients we work with – it’s surprising to think Marawar has only been in business since 2018.

Under the leadership of entrepreneur and Nyoongar Traditional Landowner Gerard Matera, Marawar has become a state-wide force in the commercial, residential and civil construction and maintenance industry.

And as we’ve done so, we’ve started a ripple effect that’s transforming our industry and the lives, prospects and potential of Aboriginal people and communities throughout WA.

OUR VISION.

To provide a strong, sustainable future for Aboriginal people, culture and country by being a market leader in the building and maintenance industry.

OUR MISSION.

To deliver design, construction and maintenance services that are second to none and employment, training and outreach programs that create tangible economic, health and social benefits for Indigenous people.



OUR MOTIVATION AND INSPIRATION.

The adoption of Reconciliation Action Plans (RAPs) in the business community tells us that there is a growing and, no doubt, genuine desire for reconciliation. Many businesses want to take meaningful action to overcome the social and institutional barriers to Aboriginal employment.

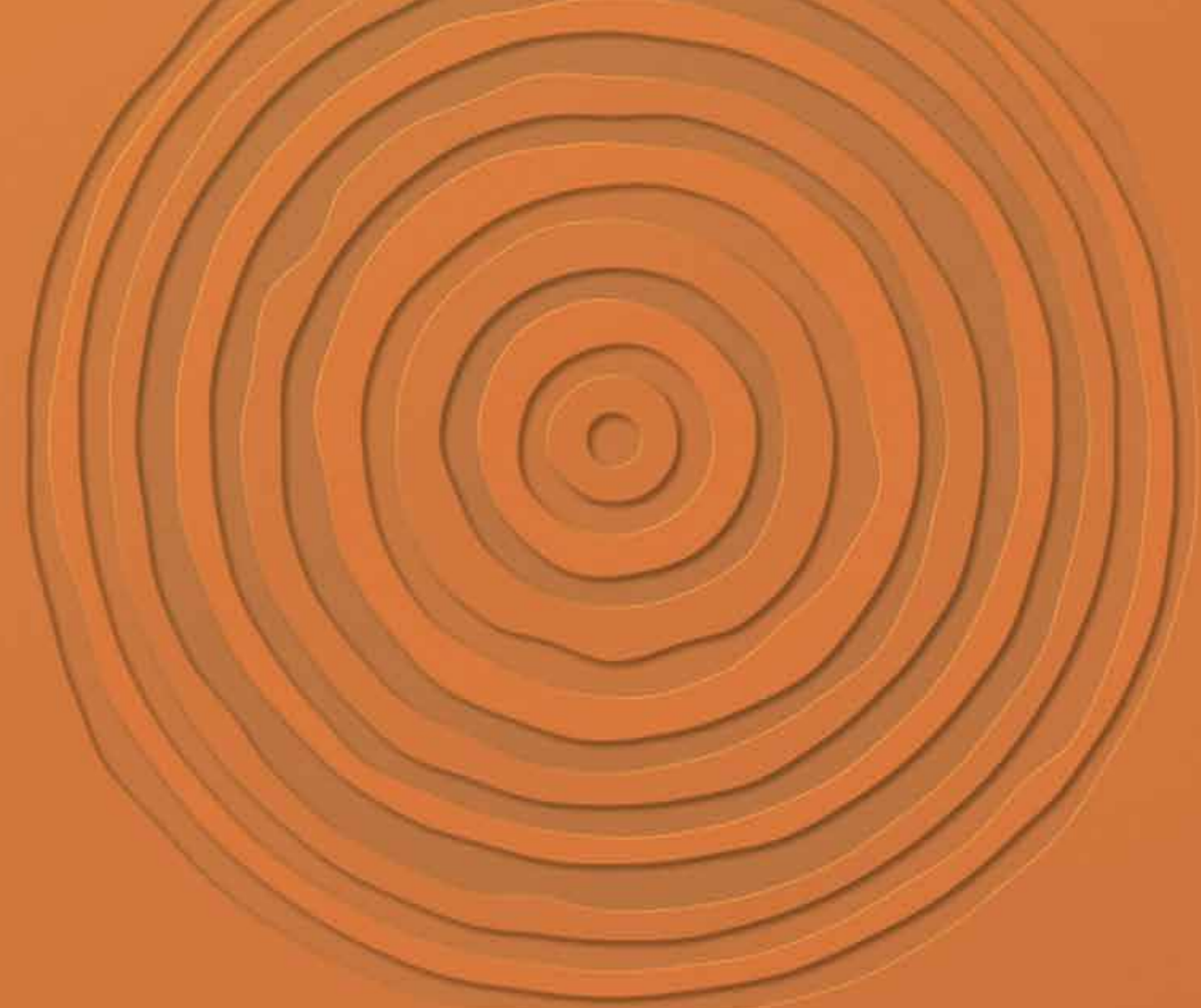
But the truth is, Aboriginal people are still excluded. The construction industry is a case in point.



Michael Chester
HEAD OF SERVICE OPERATIONS, UNITING WA.

“As part of our commitment to reconciliation, Uniting WA has a Reconciliation Action Plan which is focused around the principles of respect, relationships and opportunities. So in the opportunity space, it’s about Uniting being very intentional in seeking out Aboriginal partners to either deliver services or to procure services from.

“One of the great benefits that we see about using Marawar across our housing services is the role-modelling opportunities that Marawar offers to the people that we support.”



**HIGHER ABORIGINAL
EMPLOYMENT
RATES MEAN
LOWER ABORIGINAL
POVERTY,
INCARCERATION,
MORTALITY AND
SUICIDE RATES.**

THE INDUSTRY IN 2018.

When we established Marawar, the number of Aboriginal people in the industry was shockingly low. In WA, there were approximately 33,000 apprentices in training. 741 were Aboriginal. Of those in Perth and the South West, fewer than 90 Aboriginal people were learning building trades.

A SELF-PERPETUATING CYCLE OF UNDERACHIEVEMENT.

A lack of understanding, support and Aboriginal role models in the construction industry meant that very few Aboriginal people even considered employment in our industry. And without Aboriginal people joining the industry, the lack of understanding and negative perceptions of Aboriginal people would continue.

BREAKING THE CIRCUIT FROM THE INSIDE.

There’s a gap between our industry’s best intentions and positive outcomes for the Indigenous community. This is what motivates us. And the people who are excluded are our inspiration. For everyone at Marawar, it’s all about bridging the gap to create opportunities for Aboriginal people. Outcomes that change or even save lives. Outcomes that transform communities.



Byran McGarry
PROGRAM MANAGER, WIRRPANDA
FOUNDATION.

“Employers and people who engage with us maybe don’t quite understand the space. Sometimes people have a standard or an expectation that doesn’t always fit, because everyone comes from a different place – every person is different.

“Each individual might need some guidance, some coaching, belief that they can do it, and then the support to do it. If someone has a little bit of a barrier, I think anyone, if they are really willing to learn, with the right support, they can get through that.

“Having people in your corner like Marawar, Gerry and the team, they’re very, very supportive. They’re doing amazing work. They deliver a great service and they’re really passionate about passing that on.”

OUR CORE COMMITMENTS.

We have three set-in-stone commitments that have fueled our rapid growth. They ensure we maximise repeat business and referrals. And they’re the foundation for enduring client relationships, which enable us to deliver greater long-term value. For our clients, but also our community.

- **We deliver on our promises.**
We always provide fully registered and certified tradespeople and contractors. We always fulfill our project obligations, on time and on budget. We never compromise quality or safety – our health, safety and quality management systems underpin our impeccable reputation.
- **We’re constantly innovating.**
We’re always looking for better, more efficient ways of working. Our level of service and solutions have to be at least as good as our non-Aboriginal competitors, so we never stop searching for better ways to deliver even more value for our clients.
- **We collaborate openly and productively in partnership.**
With our clients. With our partners. With our contractors. With the Indigenous community. We share our vision, both as a business and an agent for social change, reconciliation and equality. We share our progress in driving Aboriginal engagement and employment, so our clients and partners not only actively contribute to our successes but feel that they own them.

OUR PARTNERSHIPS AND PROGRAMS.

Just as we work closely with our clients to achieve the best outcomes for their construction and building maintenance projects, we also work with them – and other like-minded organisations – to open up exciting new opportunities for Aboriginal people, communities and businesses.

Most obviously, our business collaborations create more Aboriginal apprenticeship opportunities and recruit, train and retain new Aboriginal employees.

But we also partner with an array of Indigenous recruiters, businesses and organisations – including Supply Nation, the Wirrpanda Foundation and the Matora Foundation – to develop new employee interest, vocational, training and apprenticeship programs across Western Australia.

RISE TO THE CHALLENGE

OUR PEOPLE.

At Marawar, we're as dedicated to exceeding our clients' expectations as we are to creating economic opportunities and improving health and social outcomes for Aboriginal communities.

We've embedded these commitments in our quality management systems, business strategy and culture. And you can see them everywhere. In our work. In our team. At all levels across our business.



Lloyd Clark
MANAGING DIRECTOR, M/GROUP.

"M/Group's RAP was an important step for the company to demonstrate its philosophy for equal opportunity and ensures we partake in Aboriginal engagement activities. This opened the door to a partnership opportunity that would introduce a new building services company.

"The introduction of Marawar has not only been embraced by the Perth business sector, it has also engendered a sense of purpose within our staff environment. Suddenly our work has taken on a greater significance and there is a new level of pride in what we are achieving."



WHEN WE STARTED OUT IN 2018, 25% OF OUR WORKFORCE WAS OF ABORIGINAL HERITAGE. THIS GREW TO 40% IN 2019, 55% IN 2020 AND IN 2021...

OUR BOARD.

Marawar was co-founded by businessman and Nyoongar Traditional Landowner Gerard Matera and renowned property group M/Group, who bring with them over 20 years of industry experience. This partnership is at the heart of our cultural DNA. And it's the reason you'll find a wealth of Aboriginal, business and industry knowledge on our experienced board.

OUR EMPLOYEES.

We're diverse in every sense. With a growing number of Aboriginal employees, our team is truly multicultural. And as you can tell from our capabilities, our workforce is multidisciplinary, spanning and integrating myriad skillsets – skills that we regularly evaluate and nurture through ongoing training.

OUR APPRENTICES.

We believe we have an obligation to develop the next generation of Australian construction professionals and tradespeople, so our apprenticeship program is a key focus for us. It's also fundamental to our mission to bring more Aboriginal people into our business and industry. And the more we're able to pair Aboriginal apprentices with Aboriginal tradies, the greater our impact.

OUR CONTRACTOR NETWORK.

As we expand our project portfolio across Western Australia, we expand our extended family of trusted, accredited contractors and sub-contractors – local professionals, tradies and businesses who share our passion for quality, consistent service delivery and most importantly equality.

MEET GERARD MATERA.

Nyoongar Traditional Landowner.
Co-founder and Director of Marawar.

As a passionate advocate for Aboriginal affairs, Gerard has founded a number of successful Aboriginal-owned businesses, while working with the broader business community to create meaningful, sustainable, positive change for Indigenous Western Australians. To develop solutions and strategies that give Aboriginal people the opportunity to realise their potential. To inspire a new generation of socially responsible businesses serving Australian industry, Aboriginal communities and the greater good. And it's this mission – to create positive change – that drives everything we do.



Dylan Southcott
APPRENTICE PAINTER, MARAWAR.

“Working for an Aboriginal company has had a positive effect on me, as I’m very family orientated and they’re very understanding of this. They can relate to a lot as well, which has given me the opportunity to better my career and to work with some good people.”

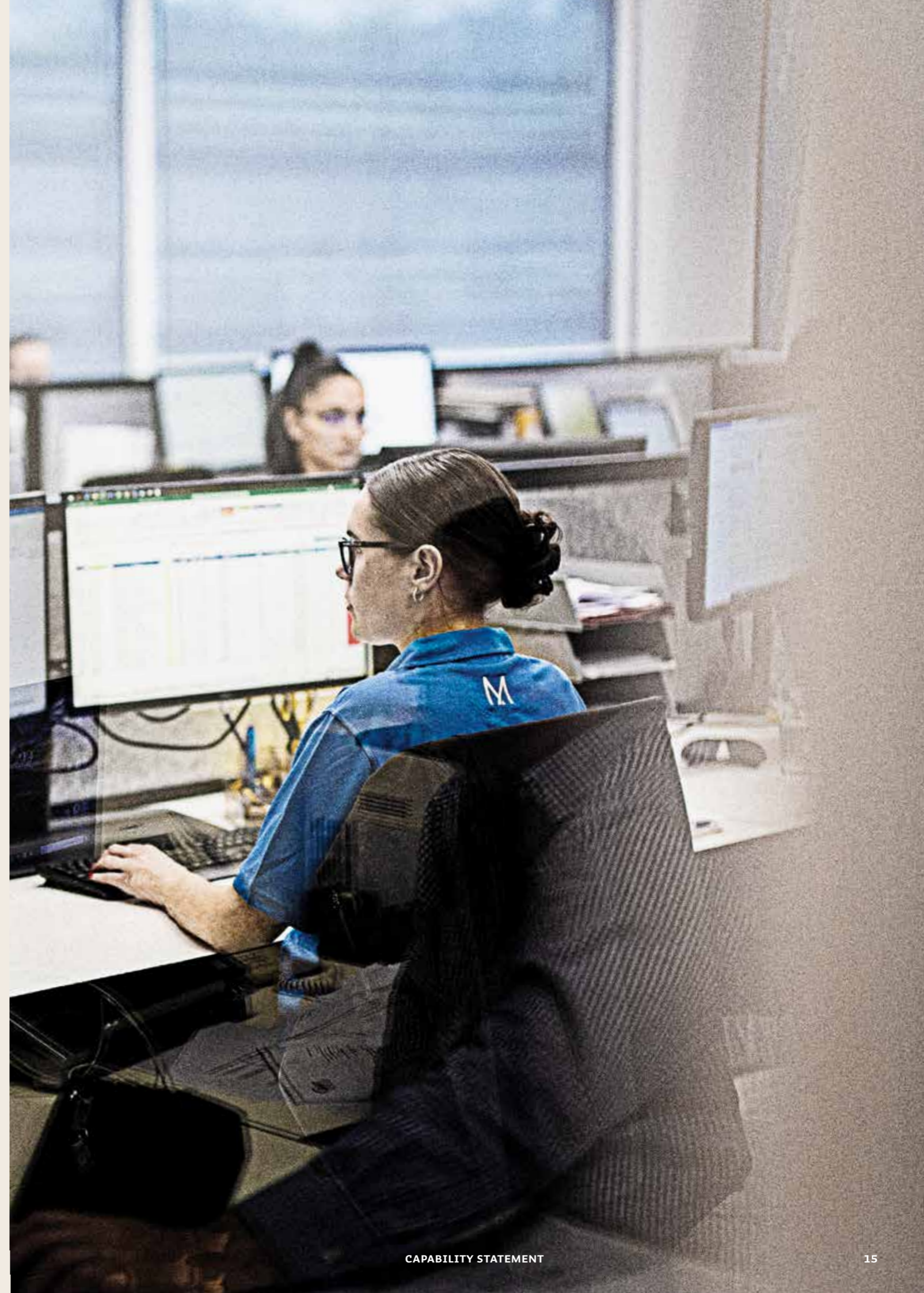


Keiara Grantham
ADMINISTRATOR, MARAWAR.

“I’m really lucky. I’m only 22 and I come to work every day and love what I do. It’s very rare that you come by that.

“After being at Marawar I’ve finally found that construction and maintenance is my niche, and I really love it. I want to eventually be the first Indigenous project manager – who also happens to be a female in a very dominant male environment – so, I’m studying a Cert 4 in Project Management as well as working.

“I’m still learning and evolving, and I’m learning so much about myself. The person I was four years ago is not who I am today, and a lot of that, I have to thank M/Group for, even before Marawar came on board. They’ve taught me so much about perseverance: don’t give up, trust your instincts, but also take constructive criticism and take it on to grow. I’ve got to thank M/Group for giving me the tools that have helped me then blossom in Marawar.”



OUR CAPABILITIES.



FROM GOVERNMENT BUILDINGS AND PUBLIC FACILITIES TO COMMERCIAL, RETAIL AND OFFICE BUILDINGS TO MULTI-RESIDENTIAL DWELLINGS.

From commercial clients to public sector clients. From design to construction to ongoing maintenance. From ad-hoc services to integrated concept-to-completion construction projects.

Whatever the challenge, the breadth of capability and specialist expertise we have within our accredited team means we're able to deliver on our promises.

Our promise to work closely and collaboratively with you.

Our promise to explore new technologies, methodologies and materials to minimise your project costs without compromising quality.

Our promise to complete your project to the highest project management and safety standards.

Quickly, safely and efficiently. On budget. Without fail.

MAJOR WORKS.

Think full design-and-construct solutions for major building works. We work with architects and developers during planning to optimise designs, streamline project management and identify efficiencies and cost-savings at every stage of construction.

And we apply the same unwavering commitment to quality and delivery throughout the construction process.

MINOR WORKS.

Building upgrades and repairs. Small-scale refurbishments. Ongoing building maintenance. In short, any minor building and refurbishment works required to extend the life of your property.

Our minor works capabilities include bricklaying, fabrication, paving, concreting, tiling, roofing, joinery, ceilings, plastering, painting, plumbing, waterproofing, electrical work and asbestos removal.

MAINTENANCE.

Minimum disruption. Maximum value for money.

Our multidisciplinary building maintenance team offers emergency, after-hours and regular scheduled services that take unnecessary costs, delays and operational risk out of the maintenance of your building.

Whether it's a commercial, residential or municipal building, we'll help you extend the life of your property, keeping your building open and your maintenance costs down.

TRADES.

Our in-house team of registered and accredited painters, plumbers and carpenters has proven experience across the decoration, maintenance and construction spectrum, ranging from small ad-hoc projects through to large or ongoing contracts.

No matter what the situation and no matter how complex the challenge, our knowledgeable team will work with you to ensure any disruption is kept to a minimum.

CIVIL.

We have the broad range of civil construction expertise needed to tackle an equally broad range of civil construction projects, whether it's a small-scale landscaping contract, a large-scale urban development project or major road, rail, transport or public infrastructure programs.

What's more, our breadth of planning, mobilisation and logistical capability ensures a seamless transition between project phases, which ultimately translates into the best outcomes.

ZERO HARM. EVERY PRECAUTION.

HEALTH, SAFETY, QUALITY AND THE ENVIRONMENT.

Just as we maintain the highest quality standards in everything we do, we have an uncompromising approach to looking after our people, our community and the environment.

Our safety policies, procedures and WHS management plans are under constant review by our HSEQ & OHS Committee. The committee also conducts regular workplace inspections and audits, as well as incident investigations, if required.

This watchful approach to continual improvement, combined with our commitment to the education and training of our people, is the reason why our HSEQ reputation is second to none.





**THE MORE WE'RE
ABLE TO PAIR
ABORIGINAL
APPRENTICES WITH
ABORIGINAL TRADIES,
THE GREATER OUR
IMPACT.**



Yarran Leslie
QUALIFIED PAINTER, MARAWAR.

"They're real supportive, if there's ever a problem or anything like that they've always got your back. Much more understanding of issues, if you ever have an issue, you can just feel comfortable going up to Gerry or Anthony and discussing it with them. I know I have a secure job for as long as I keep doing good work."



Sophie Websdale
APPRENTICE PAINTER, MARAWAR.

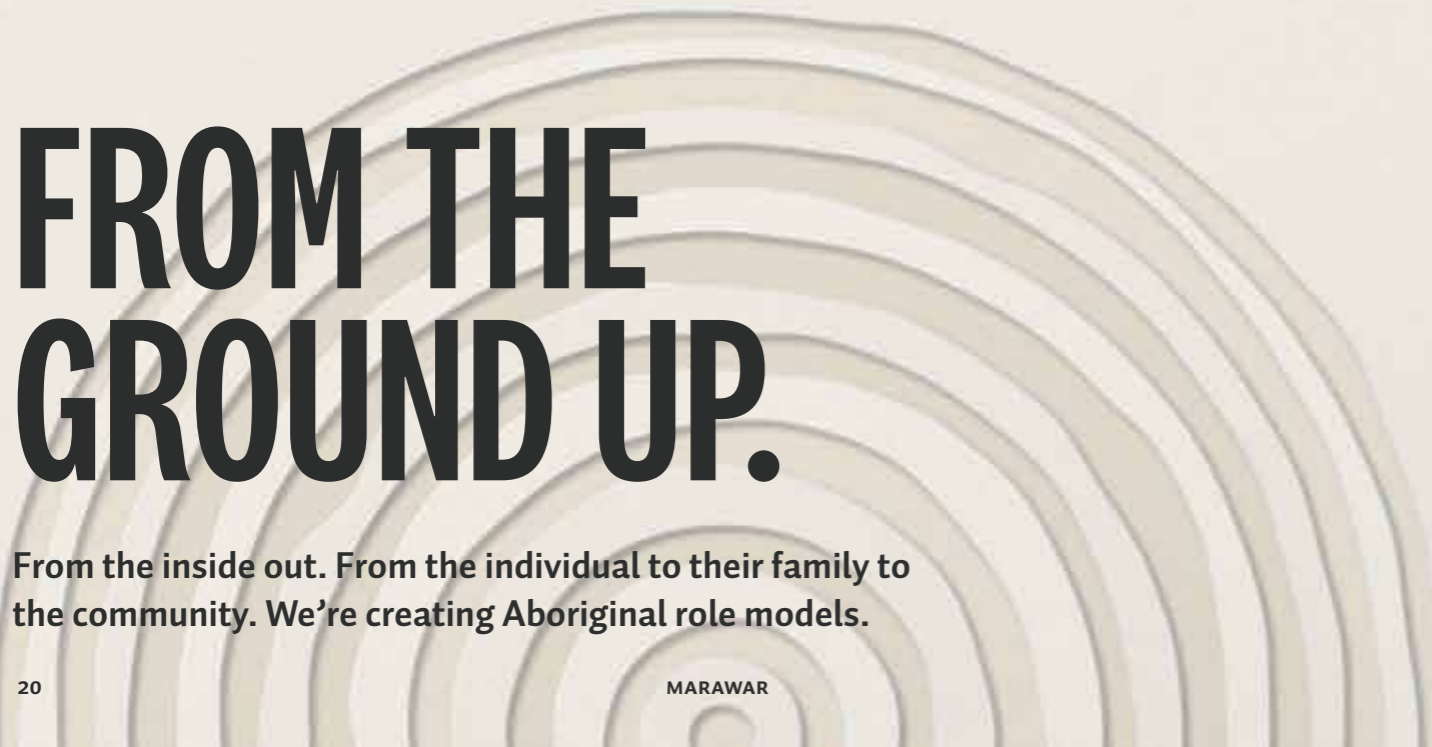
"I feel very welcomed in here and I love working for Marawar... I'm just really happy to be working here, and the way that they urge me to work harder, be a better version of myself at work. That's how they support me and I'm absolutely enjoying it because I haven't really had that before. Now that I do, I don't really want to leave it."

OUR IMPACT.

CHANGING EVERYTHING.

FROM THE GROUND UP.

From the inside out. From the individual to their family to the community. We're creating Aboriginal role models.



Mitch Matera
DIRECTOR & BUSINESS DEVELOPMENT
MANAGER, MAALI GROUP.

"I could see an opportunity to give Indigenous employees the ability to make themselves, give them that mobility out of their career – do a four year apprenticeship and walk away knowing they can go anywhere with that trade, do anything, and have that confidence.

"I've been very lucky that everyone that's come on has been super excited. I think that companies like Maali Group and Marawar, and Aboriginal businesses that I've been exposed to, they've all got a unique story. They've all got just an amazing team behind them that all have synergy, with the same value and are all working towards the same cause."



Jason Clayton
APPRENTICE CARPENTER, MARAWAR.

"I moved to Perth about three years ago. I wasn't doing nothing and then my job provider set me up with the Matera Foundation and I did that eight-week course there – they get you job-ready.

"I was only there for three weeks and then Anthony called me and offered me a job. I was excited. It was the first job I'd had in years so I was keen to get back into it. You learn new things every day, so it's good."

Breaking down barriers to Indigenous employment. Supporting Aboriginal-owned suppliers and contractors. Helping clients fulfil their RAP obligations. And shattering myths and misconceptions about Aboriginal workers and businesses. This is our mission. This is our ripple effect.

CREATING MEANINGFUL, POSITIVE CHANGE FROM THE INSIDE OUT.

Under the directorship of our founder and Nyoongar Traditional Landowner Gerard Matera, we set bold targets for Aboriginal employment and Indigenous business and community engagement.

The framework for achieving them is set out in our Aboriginal Engagement Strategy, our Aboriginal Supplier Development & Subcontracting Strategy and the Marawar Local Content Policy (LCP).

But what does all this mean? It means more opportunities for Aboriginal people and businesses.

More opportunities for Aboriginal people to work. To grow. To build careers and businesses. To challenge misconceptions. To break the circuit and bridge the gap.

IT STARTS WITH INDIGENOUS EMPLOYMENT.

Since Marawar's inception in 2018, starting with just one Indigenous employee, we've employed more and more Aboriginal people every year. And we're talking about careers, not the short-term, tokenistic employment Aboriginal people have traditionally had to accept.

What's more, through our training programs, engagement initiatives and partnerships with Supply Nation, the Wirrpanda Foundation and the Matera Foundation, we're boosting Indigenous employment outside our business. Even outside our industry.

IT FLOWS ON TO ABORIGINAL-OWNED SUPPLIERS AND CONTRACTORS.

Our management strategies ensure we provide full, fair and reasonable opportunities for local Aboriginal businesses and communities to participate in our projects. In other words, we engage Aboriginal-owned suppliers and businesses wherever practicable. And with our support, our contracting partners expand their business and the positive effect they have on their local communities.

IT MEANS WE CAN HELP OUR CLIENTS FULFIL THEIR RAP OBLIGATIONS.

Beyond our construction and building maintenance capabilities, as an Aboriginal-owned business we're experts in developing effective Aboriginal employment and engagement strategies.

This means we're uniquely qualified to advise our clients on how to make their Reconciliation Action Plans (RAPs) work, so they can engage with Indigenous people and communities in an authentic and meaningful way. Not only for the benefit of Aboriginal people, but their businesses.

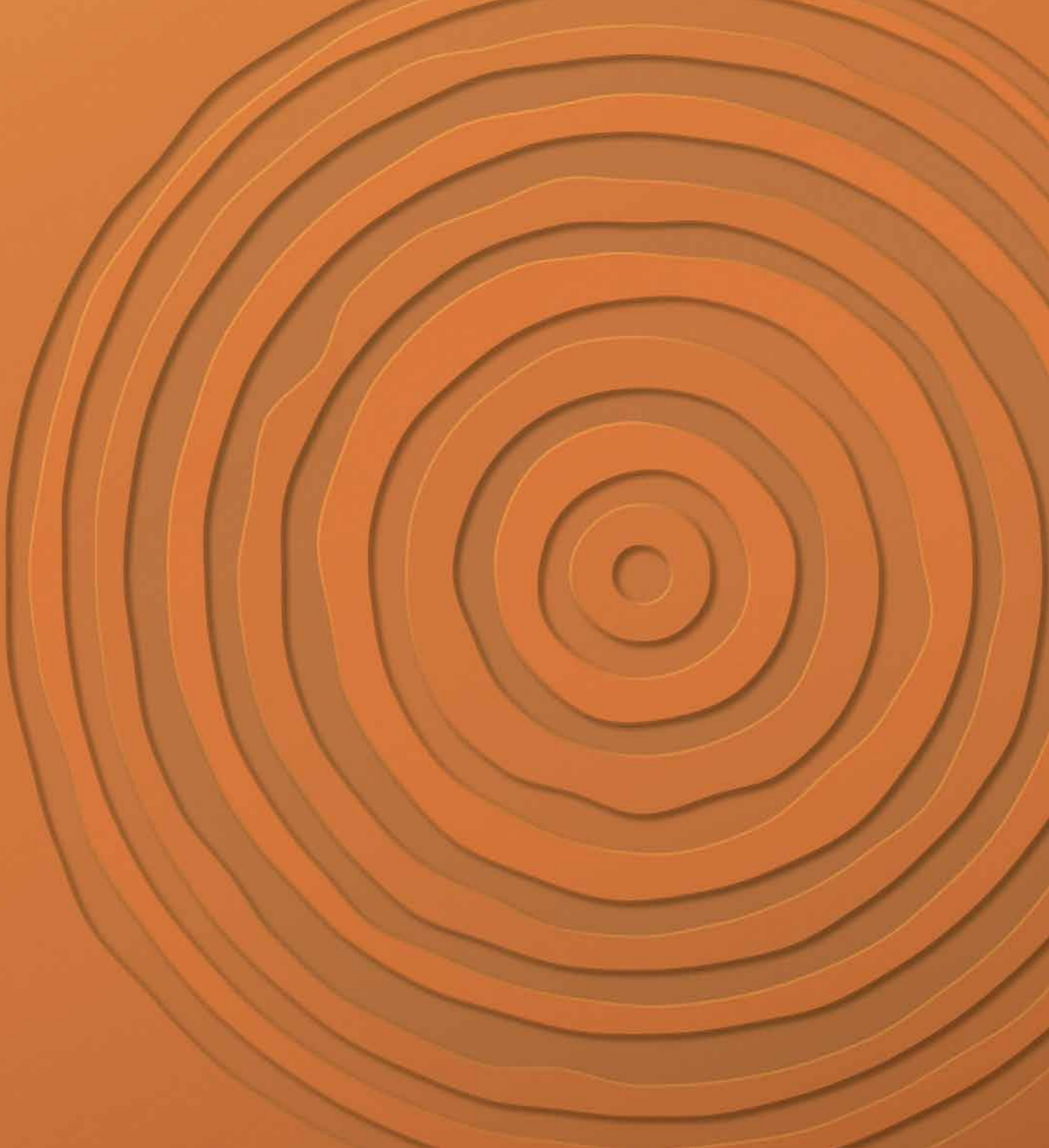
IT ENABLES US TO SHATTER DAMAGING MISCONCEPTIONS. TOGETHER.

By winning long-term contracts, by creating employment for more Aboriginal people, by consistently meeting and exceeding our clients' expectations, and by working collaboratively to earn our clients' trust and their repeat business, we're changing and challenging everything.

We're changing the way businesses think about Aboriginal employees and businesses. We're changing the way Aboriginal people think about themselves and their place in Australia. And that changes everything, for everyone, for the better.



**REDEFINING PERCEPTIONS
AND CHALLENGING
MISCONCEPTIONS. THIS
IS, PERHAPS, OUR MOST
SIGNIFICANT IMPACT ON WA'S
CONSTRUCTION INDUSTRY.
AN INDUSTRY THAT'S NOW
MORE READY, WILLING AND
ABLE TO ENGAGE WITH AND
EMPLOY ABORIGINAL PEOPLE
THAN EVER BEFORE.**



**LET'S TALK. LET'S WORK TOGETHER.
LET'S CHANGE THINGS FOR THE BETTER.**

For more information about specific services and our
integrated capabilities, please contact us:

Office: **(08) 6380 0456**

Email: **info@marawar.com.au**

After Hours Emergency Response Team: **1300 685 685**

Marawar Pty Ltd ACN 623 062 199

BC 102844

marawar.com.au

MARAWAR
BUILDING SERVICES

