



BlueScope Australia First Nations Framework

2022 - 2024

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BlueScope Steel Limited
ABN: 16 000 011 058



Our Purpose

We create and inspire smart solutions in steel, to strengthen our communities for the future.

Our Purpose is why we exist, our reason for being.

It sets the course for BlueScope and gives us the courage and confidence to deliver what matters to our communities around the world, and to help attract and retain the very best people to enable us to get there.

Our Bond

Our Bond outlines the guiding principles strengthening our business.

It identifies our key stakeholders, guides how we work together and conduct ourselves, and continues to be our benchmark for success and choosing to do what is right.

Our Customers are our partners

Our success depends on our customers and suppliers choosing us. Our strength lies in working closely with them to create value and trust, together with superior products, service and ideas.

Our People are our strength

Our success comes from our people. We work in a safe and satisfying environment. We choose to treat each other with trust and respect and maintain a healthy balance between work and family life. Our experience, teamwork and ability to deliver steel inspired solutions are our most valued and rewarded strengths.

Our Shareholders are our foundations

Our success is made possible by the shareholders and lenders who choose to invest in us. In return, we commit to continuing profitability and growth in value, which together make us all stronger.

Our Local Communities are our homes

Our success relies on communities supporting our business and products. In turn, we care for the environment, create wealth, respect local values and encourage involvement. Our strength is in choosing to do what is right.

Acknowledgement of Country

BlueScope acknowledges the Traditional Custodians of the land on which we work, live and operate.

We recognise our First Nations Peoples who have inhabited Australia for millennia, their enduring connection to Country, sky, and waterways and their rich and vital cultures.

We acknowledge the many different Nations across this ancient continent, from rural and remote communities to our cities and suburban streets.

We honour and pay respect to Ancestors, Elders, and their future leaders as the Custodians of this Country. It is through the Ancestral knowledge and stories of local Peoples that we can more fully know and understand Country and the unique ways in which Country connects us all.

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Preface

We acknowledge that our First Nations Peoples have inhabited Australia for millennia, and their cultures, laws, ceremonies, and connection to the land is sacred and enduring.

As a business that makes steel and many value-added products from steel, we respect that there is a very real connection between the “earth” of this Country, its people, and the products that we make. We are committed to ensuring our operations and supply chains respect this connection, as we create products that underpin sustainable development, and that can be infinitely recycled for future generations.

Appreciating this, and our commitment to strengthening our communities for the future, we see BlueScope's First Nations Framework as our way to impact change and address the gap between Indigenous and non-Indigenous Australians, and better represent the communities in which we live and work.

About BlueScope

BlueScope is a provider of innovative steel materials, products, systems, and technologies, headquartered in Australia with operations spread across North America, Australia, New Zealand, Pacific Islands and throughout Asia.

We are one of the world's leading manufacturers of painted and coated steel products, and with our strong expertise in steel we provide vital components for houses, buildings, structures, automobiles and more. Over many years, BlueScope has built a strong foundation for growth with a diverse portfolio of businesses in some of the largest and fastest growing economies of the world. With more than 160 operations and sales offices across 17 countries, we employ over 14,800 people and serve thousands of customers every day.

Our Australian Steel Products (ASP) business employs around 6,000 employees at more than 50 facilities and over 50 distribution centres across Australia. The steelworks at Port Kembla - in New South Wales' Illawarra region - is the largest steel production facility in Australia. With an annual production capacity of approximately 3.0 million tonnes of steel it manufactures slab, hot rolled coil and plate products. Our strong partnerships and networks are built on BlueScope's most loved and recognised product brands, such as COLORBOND® and ZINCALUME® steels, and the LYSAGHT® range of steel building products.

Strengthening the Future

At BlueScope, we have a responsibility to one another, and to our families, customers, shareholders and the broader community, to build a sustainable business that contributes to protecting all of our futures. As a global organisation with thousands of employees who share passion and expertise in one of the world's most useful materials, steel, we see an opportunity for BlueScope to contribute and make a real difference.

Our Purpose sets the course for BlueScope and gives us the courage and confidence to deliver what matters to our communities around the world, and to attract and retain the very best people to enable us to get there. We want to see our people thrive on the opportunity Our Purpose presents, working together to inspire our customers, meeting our sustainability commitments, delivering value to our shareholders and strengthening all our communities for the future.

Together, **Our Purpose**, **Our Bond** and **Strategy** define the way BlueScope develops, manufactures and sells steel products and solutions, while building our own resilience and capacity to drive a sustainable future.

ASP Inclusion and Diversity Strategy

BlueScope recognises the value that different skills, experiences, perspectives and backgrounds bring to our company. We have a strong commitment to a diverse and inclusive culture and see this as a key strategic business driver. We want all our employees to enjoy a sense of belonging that comes from working with people who genuinely look out for one another.

Our ASP Inclusion and Diversity efforts focus on three key strategic themes:

- Diversity
- Inclusion
- Cultures & Communities

They embody our commitment to reflect the communities in which we operate.

A specific focus area within the Cultures and Communities theme is Indigenous Engagement. The objective is the development of an Indigenous Engagement strategy which aims to shape our efforts in contributing positively to our First Nations communities in a targeted manner.

Our Vision and Approach

As BlueScope, Our Purpose is to create and inspire smart solutions in steel to strengthen our communities for the future. In alignment to this purpose, we see a future where our First Nations Peoples grow in economic prosperity, good health and connection to Country, and together with all Australians, celebrate the richness of their history, traditions and achievements.

Starting with the intent of respect and understanding, we will work towards growing and supporting the representation and empowerment of First Nations Peoples within our business, supply chains and communities.

The development of our own unique approach to First Nations engagement through our Framework is grounded in the belief that developing the sustainable relationships that are specific to our business will take time, as we build trust and mutual respect with our First Nations communities.

As such, we know that **how** we go about this is equally as important as **what** we do. Accordingly;

- We will take the time to listen because it's important to understand
 - We acknowledge this work is new for us, and we have much to learn.
- We choose to listen respectfully with an open heart and an open mind
 - We will seek to grow in understanding and develop relationships with our First Nations employees and communities.
- We will reflect on what we learn and work hand in hand
 - We will progressively build on this Framework as we gain deeper insights on those areas where we can work together to make a difference

As our initiatives mature, we will grow our focus on measuring the impact of our efforts on local communities and our people. Our progress will be reported upon on a regular basis, and this framework document will be updated on a biennial basis, to encompass the evolution in our approach.

The Framework



Community

Driving local initiatives informed by strong relationships, ongoing dialogue and consultation with local Aboriginal & Torres Strait Islander communities



Employment

Supporting sustainable employment opportunities to strengthen capability and drive career growth, as we strive to reflect the communities in which we operate



Employee Engagement

Engaging our employees in continuous cultural learning, with recognition of local Nation and customs, to grow mutual respect and understanding



Supply Chain

Growing and developing sustainable opportunities for First Nations owned and culturally sensitive businesses within our supply chains



Community

Our Intent

At BlueScope our communities are our homes.

We will seek to build trust and understanding to develop lasting relationships with our First Nations communities.

We recognise the importance of consulting and working alongside First Nations community groups to understand what really matters.

We will provide support in ways that seek to empower communities to create positive change.

Objectives

- Develop strong relationships, ongoing dialogue and consultation with our local Aboriginal & Torres Strait Islander communities
- Grow our employees' awareness, understanding and respect of their local First Nations communities
- Engage in a manner which fosters change through empowerment and self-determination
- Empower sites and employees to support their local Aboriginal & Torres Strait Islander communities

Initiatives

- Jawun Corporate Partnership - leverage this relationship to strengthen both the communities and organisations it supports and grow our own respect and understanding of First Nations Peoples
- Identify, celebrate and record existing formal and informal community relationships which have developed independently of this framework
- Leverage our *Strengthening our Local Communities* Framework to identify opportunities to support local communities e.g. product donations, in-kind support
- Development of Community Engagement Framework to guide employee engagement efforts

Priority Initiative – Consultation

We acknowledge that meaningful dialogue with First Nations communities is critical in informing and shaping this strategy. As a priority we will build relationships with First Nations representatives, and from this establish a Community Advisory Network

Measures

- Establishment of First Nations Community Advisory Network
- Communication of Community Engagement Framework to key personnel
- Growth in the number of First Nations community interactions, connections and partnerships

Case Study

Jawun Indigenous Partnership

The Jawun Indigenous Partnership provides BlueScope employees in Australia the opportunity to participate in a six-week secondment in Central Australia working with Indigenous communities.

Since 2017, over 30 BlueScope employees have worked on projects with Indigenous organisations which enable them to support Aboriginal communities in Central Australia.

An active group of Jawun alumni work to champion the ongoing success of the program, build a support network for new secondees and contribute directly to BlueScope's First Nations initiatives.





Employment

Our Intent

We recognise that one of the cornerstones of economic and social growth is stable and meaningful employment. We also believe that a community of employees rich in diversity is a strong and successful one.

We will support sustainable employment and opportunities to strengthen the capability and career opportunities of First Nations Peoples as we strive to reflect the communities in which we operate.

Objectives

- Grow the representation of First Nations Peoples in our workforce
- Provide employment experiences and career insight opportunities to strengthen and grow capability at entry level
- To support this, we will:
 - Review and capture learnings from current employment initiatives
 - Engage with First Nations communities and specialist third parties to ensure our employment process and workplaces are inclusive and supportive of First Nations applicants
 - Ensure our workplace provides a culturally safe environment where First Nations Peoples feel understood and respected

Initiatives

- Develop a First Nations Employment Strategy to guide our approach. This Strategy will:
 - Build on and learn from recent and current employment initiatives
 - Be informed by best practice and research into First Nations recruitment practices and programs
 - Identify an approach to piloting First Nations employment programs and recruitment campaigns
 - Include a focus on developing partnerships with key Universities and their Indigenous Centres to provide advice, in-kind support and exposure to BlueScope opportunities
 - Leverage current and future STEM initiatives to include a First Nations focus

Measures

- Development of First Nations Employment Strategy
- Growing the number of First Nations job applicants against our baseline
 - Applicant Baseline as at Q1 FY22: 2%
- Increasing First Nations representation in our workforce¹ against our baseline
 - Representation Baseline at Q1 FY22: 3%
- Ensuring retention of Aboriginal & Torres Strait Islander First Nations employees

Case Study

From Intern to Laboratory Technician

Through an Indigenous Internship, Letitia Holmes Napaltjarri has had the opportunity to work in our Product Innovation & Technology team in Port Kembla, applying her studies in medical and radiation physics. After two ten-week placements, Letitia had the opportunity to apply for a role in our Product Innovation & Technology Department where she now works as a Laboratory Technician.



¹ Percentage of employees who volunteer this information



Employee Engagement

Our Intent

Our strength comes from our people. We recognise that many First Nations Peoples have strong connections to culture and Country. We will engage with our employees in continuous cultural learning to grow mutual respect and understanding.

We will encourage this to begin at a local level, with an understanding and recognition of the local Nation and customs where we work, live and operate.

Objectives

- Develop a deeper cultural awareness and mutual respect across our employees and our First Nations Peoples
- Engage through formal and informal cultural activities to build a strong sense of community at a local level
- Participate in activities that demonstrate and promote unity for all Australians

Initiatives

Cultural Awareness

- Develop a Cultural Awareness Education Plan which outlines:
 - Cultural learning opportunities which are appropriate at both a business and local level
 - Cultural learning opportunities which are appropriate for key cohorts
 - Accessible methods (including digital platforms) to share and celebrate Aboriginal & Torres Strait Islander culture and knowledge

Community

- Support Inclusion and Diversity networks in each state to promote Aboriginal & Torres Strait Islander cultural learning experiences
- Promote and support employee participation in the Jawun Partnership Program
- Empower Jawun alumni to build on their experience and play an active role in enabling this strategy
- ASP Lead Team participation in one community cultural immersion activity per year

Unity

- Include Acknowledgment of Country by leaders for significant events
- Consider Welcome to Country delivered by Indigenous leaders where appropriate
- Support NAIDOC Week annually
- Support Reconciliation Week annually

Measures

- Development of Cultural Awareness Education Plan, identifying training needs for key cohorts
- Employee feedback which indicates evidence of growing respect and understanding
- Evidence of employee engagement via internal digital platforms to promote learning and mutual understanding, particularly during NAIDOC and Reconciliation week
- Guidance developed on delivering an Acknowledgment of Country



Supply Chain

Our Intent

We recognise that our partnerships with suppliers play an important part in creating a strong, sustainable future for our communities.

We will grow and develop sustainable opportunities for First Nations owned and culturally sensitive businesses within our supply chains.

Objectives

- Demonstrate our commitment to growing the representation of First Nations owned businesses in our supply chain through Membership of Supply Nation and utilisation of their program offerings
- Grow our current network of First Nations suppliers and identify new spend opportunities
- Challenge our existing processes and business requirements to ensure First Nations businesses have an opportunity to compete in competitive market processes
- Support and grow First Nations business capability through partnership arrangements as appropriate
- Send clear signals to the market on the importance of First Nations engagement by including standard questions in Request for Tender documents

Initiatives

- Progress partnership with Supply Nation and utilise their partnership tools
- Undertake an analysis to determine baseline, spend and First Nations representation across current suppliers
- Develop a First Nations Procurement Strategy to enable continued growth of established supplier network for spend opportunities which will include:
 - A review of key procurement processes, communication and training to support this strategy
 - Proactive engagement with First Nations businesses to participate in new sourcing opportunities
 - Sourcing opportunities with culturally sensitive and First Nations businesses to be prioritised
 - Set expectations with labour hire suppliers to grow First Nations representation
 - Showcasing of First Nations businesses to BlueScope Procurement community in key regional locations
- Explore opportunities to provide commercial mentoring to First Nations businesses

Measures

- Percentage of ASP spend: Improvement against baseline First Nations spend
 - Baseline as at FY21: \$5.9m annual spend with First Nations businesses
- Number of First Nations businesses transacted with: Growth against baseline
 - 20 First Nation's suppliers transacted with in FY2021

Case Study

Supply Nation

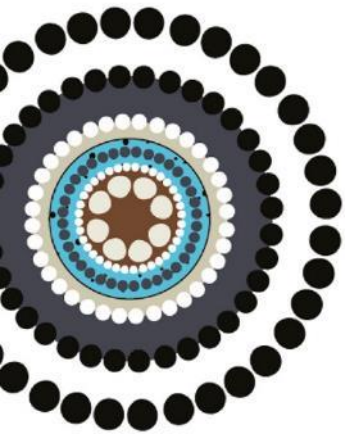
BlueScope has joined Supply Nation, a leader in supplier diversity bringing together the biggest national database of Aboriginal and Torres Strait Islander businesses with the procurement teams of Australia's leading organisations, to help them engage, create relationships and do more business.

Supply Nation's database provides an additional resource to introduce verified Aboriginal and Torres Strait Islander suppliers into our procurement processes and grow the diversity of our supply chain. Our membership with Supply Nation reinforces our commitment to diversity both within our workplaces and supply chains.





Consultation and Governance



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BlueScope Australia
First Nations Framework



Approach to Consultation

We acknowledge that meaningful dialogue with First Nations communities and employees is critical in informing and shaping this strategy. Our intent is that we take the time to build these relationships based on trust and mutual respect.

Our Objectives

- We will aim to build relationships with key First Nations representatives, commencing in the Illawarra, and from this establish a network of Advisors in key Metropolitan centres
- This First Nations Community Advisory Network will inform and provide input on key focus areas relevant to First Nations communities
- An internal First Nations Working Group will be established comprising BlueScope specialist functional support and First Nations employee representatives whose role it will be to oversee the implementation of this Framework
- We will provide guidance to our sites in regional areas on how to engage First Nations communities so that specific initiatives have local relevance

Our Approach

Our approach to consultation will be guided by mutual understanding and co design:

- We will take the time to listen because it's important to understand,
- We choose to listen respectfully with an open heart and an open mind,
- We will reflect on what we learn and work hand in hand

Governance and Accountability

Accountability for the implementation of the First Nations Framework rests with the Australian Steel Products Inclusion and Diversity Council. The execution and implementation of the initiatives will be overseen by a BlueScope First Nations Working Group.

This group will evolve from the First Nations Project Team and include First Nations employee representatives and business representatives, supported by functional specialists supporting the four strategic pillars. Functional specialists will be accountable for work streams and projects associated with their relevant strategic pillar.

The Working Group will be informed progressively by the First Nations Community Advisory Network as relationships develop and initiatives are co-created.



Foundational Actions

The objectives and initiatives outlined in this Framework will be actioned within the next two years and supported by a plan managed by the First Nations Working Group. Progress on foundational actions will be reported at least biannually to the ASP Inclusion and Diversity Council and communicated with employees.

The following key actions will provide the foundations for this plan:

Pillar	Initiative
Community	<ul style="list-style-type: none">• Deployment of Community Engagement Framework• Establishment of First Nations Community Advisory Network
Employment	<ul style="list-style-type: none">• Development of First Nations Employment Strategy
Employee Engagement	<ul style="list-style-type: none">• Development of Cultural Awareness Education Plan
Supply Chain	<ul style="list-style-type: none">• Development of First Nations Procurement Strategy• Progress partnership with Supply Nation and utilise their partnership tools
Governance	<ul style="list-style-type: none">• Establishment of a BlueScope First Nations Working Group with First Nations employee representation

Acknowledgement

Embarking on this journey, we started from a place of uninformed ignorance, and acknowledge we still have much to learn. BlueScope wishes to acknowledge the many individuals and organisations, who have helped grow our understanding, shape this approach, and have provided guidance, feedback and encouragement as we take our first steps on this path. We look forward to strengthening these connections into the future.

Case Study

Building Sustainable Strategies – Starting Local

With the support of the National Indigenous Australian Agency, BlueScope has been fortunate to work with Julie Moore, Principal of Koorimunication, to guide our engagement and facilitate consultation between BlueScope and Illawarra/Shoalhaven Indigenous communities.

These relationships and dialogue will inform our approach to Employment and Procurement. We are committed to taking the necessary time to build genuine relationships to ensure that local Community has a voice in shaping these Strategies. What we learn locally will inform our approach in other regions.



Case Study

Port Kembla Master Plan – Culture, Community and Country Coming Together

BlueScope is currently undertaking a long term project exploring the use of its non core land holdings in Port Kembla. It involves the reimagining of some 200 hectares of greenfield and industrial lands adjacent to Australia's largest steelmaking facility. Traditional Owners are playing a key role in ensuring the site's future will be grounded in cultural respect, connection to Country and opportunities for the local Aboriginal community.





‘MURU’

DHARAWAL WORD MEANING COUNTRY/PATH

Jasmine Sarin

(Dharawal, Kamilaroi & Jerrinja)

The colours are almost all BlueScope and COLORBOND® steel colours. The main message is the centre circle representing BlueScope. It is made up of concentric circles which represent the diversity and collective members of the BlueScope family across all sites and sectors. The colourful circles around it are symbolic of other site locations across the country, everything is connected and we share knowledge and stories through these connections. The background is the iconic BlueScope blue and has a pattern that represents the different terrain types across the country. The hand prints are to acknowledge and respect the traditional owners and custodians of the land that contributes so much to the brand that is BlueScope.

The leaves around the top section are for both a cleansing and renewing symbol, as BlueScope moves forward in its endeavours to promote and acknowledge the contribution of our First Nations peoples. The leaves signify a nurturing and growing relationship with all communities across this land. This land that always was and always will be Aboriginal land. Community members have a unique concentric design to highlight being able to work in both worlds. These symbols are predominantly blue to represent being coastal peoples.

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