

CEO Statement for RAP

At MBM, we remain deeply committed to encouraging a workplace culture that values diversity, inclusion, and reconciliation. Our reconciliation journey has been one of ongoing learning, reflection, and progress, and we remain focused on taking meaningful and practical steps that create positive outcomes.

As our reconciliation journey continues to evolve, we are building on the foundations established through our RAP work by embedding our commitments more deeply across the organisation, with a focus on practical action, accountability, and measurable outcomes.

Our National Operations Manager & HR Advisor, together with representatives from across the country, have played an important role in progressing our reconciliation initiatives. Their continued efforts, supported by our leadership team, senior staff, and board members, will help ensure reconciliation remains embedded in our culture and day-to-day practices.

A key focus moving forward will be strengthening our First Nations recruitment and employment pathways. We recognise the importance of creating culturally respectful and accessible opportunities and will continue to review how we attract, engage, and support Aboriginal and Torres Strait Islander candidates. We will also continue to build cultural awareness across our teams and strengthen our engagement with First Nations businesses through procurement and broader business relationships.

Our commitment to reconciliation is not dependent on a formal framework. It is reflected in the actions we take, the relationships we build, and the way we continue to learn and improve as an organisation.

As we move forward, we will continue to encourage our people to support diversity, equity, and inclusion in their professional interactions and to contribute to a workplace that is respectful, inclusive, and culturally aware.

I am confident that, through the continued commitment of our people, we can make meaningful progress and ensure reconciliation remains an important and enduring part of MBM.

Sincerely,

David Pearson
CEO

MBM