



CBRE INDIGENOUS CENTRE OF EXCELLENCE (ICOE)

CBRE

INDIGENOUS
CENTRE OF EXCELLENCE

Acknowledgement of Country

We acknowledge and respect the Traditional Owners of Country throughout Australia and recognise their continuing connection to land, waters and culture.

We honour Elders past, present and emerging whose knowledge and wisdom has and will ensure the continuation of cultures and traditional practices.



EXECUTIVE SUMMARY

As a leading Australian Company, CBRE has the power to make a positive contribution to the economic, social and environmental challenges of our time. But we can't tackle these big issues alone. That's why partnerships are core to our approach in creating lasting social change.

In September 2019, we established the CBRE Indigenous Centre of Excellence (ICOE). This initiative connects Indigenous-owned businesses to procurement opportunities through CBRE and our many clients across the Pacific. This initiative has added 1,000 new people to our 2,700 strong local employee footprint and underpins our service delivery across remote and regional Australia.

The Indigenous Centre of Excellence is an important initiative featuring a panel of service orientated and proven Indigenous businesses delivering a broad range of services established to deliver outstanding customer experiences for our clients, their customers and our communities.

Not only does our Indigenous Centre of Excellence significantly increase Indigenous economic and employment opportunity, but it also aims to deliver positive employment and education outcomes on the ground for Indigenous communities through a dedicated Social Investment Fund established through our partnership.

CBRE is committed to building meaningful relationships with each of the CBRE Indigenous Centre of Excellence founding member companies and to creating valuable business opportunities that will benefit the Indigenous community and help our clients diversify their supply chains.

2020 RECAP

While 2020 was an unprecedented and challenging year across the sector, we were extremely proud to have been able to accelerate Indigenous engagement across our business (despite the restrictions presented by COVID-19), with over \$24 million in opportunities identified to our eight ICOE founding business partners throughout the year. Whilst less than our \$50 million target, we are incredibly proud that whilst navigating this difficult and changed industry landscape, we were able to remain focused and build a strong foundation for ongoing growth and success.



BACKGROUND

Eight leading Indigenous organisations, spanning a range of industries and locations were announced as founding members based on a range of selection criteria, including Supply Nation Certified Supplier status and a demonstrated commitment to delivering positive employment and education outcomes for Indigenous Australians.

The eight foundation members will be offered the opportunity to bid for relevant business opportunities valued up to \$50 million annually, either working directly for CBRE or within CBRE's client base as new contracts become available or as existing contracts are renewed. This initiative is aligned with the CBRE RAP, our commitment to delivering excellent operational services and promoting shared advantage for all. In establishing this exclusive partnership, we will be helping our clients to meet their stated spend targets with Indigenous organisations.

"CBRE has set a new benchmark for others to follow with the creation of the CBRE Indigenous Centre of Excellence. This initiative is one of the most significant opportunities I have seen to date and I congratulate CBRE for showing their commitment to meaningfully engage with Aboriginal and Torres Strait Islander businesses."

- Mark Coleman, Managing Director of Coleman Professional Services



Additionally, to ensure positive social outcomes for the Indigenous community, CBRE established a Social Development Program, whereby a percentage of the profits achieved through the Indigenous COE will be reinvested in Indigenous community initiatives, including education, training and mentoring programs and grass roots investments on the ground in communities.

The principle of the Social Development Initiative is to invest a percentage of profits achieved through the success of the Indigenous Centre of Excellence in areas of health, welfare, employment and education. It is envisaged the depth of contractors and services could grow over time once proof of concept is achieved. Beyond the social improvements we will achieve, we are committed to partnering with, and where necessary mentoring Indigenous Business partners to further ensure the sustainability of the approach.

"CBRE has taken a huge leap forward in its support of the Indigenous business community and the ground-breaking social development initiative will deliver a positive social impact in the communities that need it most."

- Laura Berry, CEO, Supply Nation



"The partnership and working relationship that has developed between CBRE and Orana as a result of the Indigenous Centre of Excellence is one that I'm really proud of. It's reassuring to us that a tier 1 company like CBRE allows us to compete equally in their supply chain, it shows true leadership. There are so many benefits to a partnership such as ours, but most importantly we are working together to improve the lives and livelihoods of Indigenous Australians – and it's this shared vision that I believe will make for a strong and long-lasting relationship."

- Shane Jacobs, Managing Director, Orana Services



KENNELLY CONSTRUCTIONS

Established in 2010, is a leading Indigenous contractor providing a wide range of services in civil, electrical, building and maintenance support across all levels of government and the private sector. They have extensive experience in Defence infrastructure, road infrastructure, rail infrastructure, renewable energy, mining and oil and gas.

Their aim is to be an Aboriginal business of choice for employees, suppliers and customers. Using the family values which are fundamental to their culture, they have established long term relationships and connections to ensure that they successfully delivery all projects safely, on time, on budget and exceed customer expectations.

CONTACT

P: 07 5450 1329

W: <https://kennelly.com.au/>

E: admin@kennelly.com.au

SHANE KENNELLY MANAGING DIRECTOR



Shane wants to increase the participation of Aboriginal and Torres Strait Islander people in STEM to ensure they are not further marginalised due to technological advances. Shane sits on the Aboriginal and Torres Strait Islander Business and Innovation Reference group for the Queensland Government and the Southern Cross University Engineering Industry Advisory Group and the RAP Advisory Committee for GHD while he's also a Director for Engineers without Borders.

SERVICES:

- Civil Infrastructure
- Building and Property Maintenance
- Commercial Construction
- Plant and Equipment Hire
- Electrical Services



KENNELLY
CONSTRUCTIONS

CBRE

PACIFIC SERVICES GROUP HOLDINGS

PSG Holdings is a construction and services delivery business which aims to Achieve Reconciliation Through Business. PSG Holdings delivers commercial construction projects throughout the eastern states of Australia, and cleaning services nationally. Founded in 2011 by cousins Troy Rugless and Shane Jacobs, PSG Holdings has built a strong reputation for outstanding customer service, reliability, on-time delivery and exceptional quality.

With one hundred and sixty employees nationally, and a turnover of approximately \$60 million per year, PSG Holdings has demonstrated its ability to successfully deliver large scale commercial projects and pride themselves on gaining repeat business through customer satisfaction.

CONTACT

P: 1300 702 012

W: www.psgholdings.com.au

TROY RUGLESS

MANAGING DIRECTOR



Troy's Indigenous heritage is from the Wiradjuri people who were the first inhabitants of central western NSW. Troy ensures that PSG Holdings thrives based on a culture of respect, humility, ingenuity and hard work. These values pervade all aspects of the business.

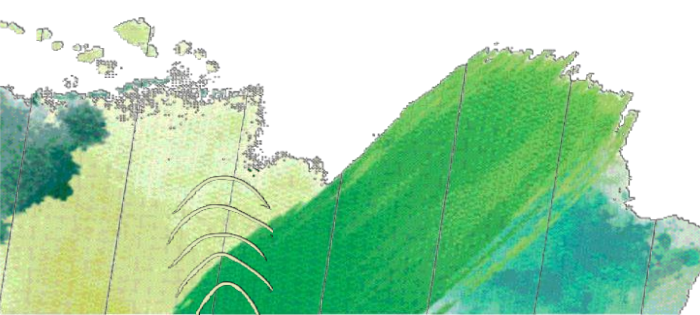
SERVICES:

- Cleaning Services
- Recycling and Waste Solutions
- Sourcing Products and Consumables
- Preventative Maintenance Care Plan
- Design and Construct
- Construction Management
- Managing Contractor
- Project Management
- Account Management
- Occupational Health Programs



PSG HOLDINGS

Achieving Reconciliation Through Business



FIRST PEOPLE RECRUITMENT SOLUTIONS

As a proudly 100% Indigenous owned and managed recruitment agency with a head office based in Canberra, First People Recruitment's core values focus on providing opportunities to diverse sectors within local communities with the bold aim of giving exciting career opportunities to Indigenous Australians and non-Indigenous Australians alike. They pride themselves on providing a talented and diverse workforce as an integral component of being a responsible and progressive corporate citizen.

CONTACT

P: 02 6230 7666

W: www.fprs.com.au

E: recruitment@fprs.com.au

SHANE KENNELLY

MANAGING DIRECTOR



Shane is a proud Bundjalung man with over 15 years of experience in senior executive positions. Shane, who holds a degree in Aeronautical Engineering from Sydney University and a Master of Business from the University of Western Sydney, is passionate about providing long-term sustainable employment opportunities through direct employment and helping Aboriginal and Torres Strait Islander businesses grow.

SERVICES:

- Contingent – Contract Placements
- Permanent Placements
- Non-ongoing Placements
- Labour Hire
- Bulk Recruitment Actions
- Identified Roles



ORANA SERVICES

Orana is a trusted provider of maintenance and project services to the industrial, commercial, corporate sectors, NSW & Federal Government. They are relentless in their focus on safety and committed to a goal of zero harm to people, plant and environment. They strive to ensure all work is carried out with minimum impact on the space and environment as well as the people that move within it. Orana is recognised for its commitment to its "can do" approach to our tasks and service excellence in all areas of our operation. Their aim is to be Australia's go-to provider of maintenance and project services.

CONTACT

P: 02 9695 1430

W: <https://www.oranaservices.com.au>

E: shane@smcontract.com.au



SHANE JACOBS

MANAGING DIRECTOR



Shane has more than 20 years' experience as a business owner and is currently the Director of Orana Services and a board member for PSG Holdings. Shane is a former board member of the NSW Indigenous Chamber of Commerce and Supply Nation.

Shane's indigenous heritage dates back over 300 years with his family coming from the Wiradjuri people, who are the first inhabitants of the central western NSW district. The Wiradjuri people are the people of the mountains, rivers and plains.

SERVICES:

- Building Maintenance Services
- General Building Works
- Demolition
- Plumbing, Maintenance & Emergency
- Carpentry and Joinery
- Cleaning & Rubbish Removal
- Internal Linings
- Waterproofing & Roofing Repairs
- Electrical
- Trade Waste & Liquid Services



ARA INDIGENOUS SERVICES

Founded in 2015 by Michael O'Loughlin and Paul McCann, ARA Indigenous Services is part of the ARA Group, one of Australia's leading facility and infrastructure solutions providers. They are a national cleaning and property maintenance company with a performance-driven business culture and a social agenda to support, engage and inspire Indigenous Australians. With clear business and social objectives, ARA Indigenous Services are creating and strengthening partnerships between Indigenous and non-Indigenous Australians through understanding, inspiration and active involvement.

CONTACT

P: 1300 889 210

W: <https://indigenous.aragroup.com.au>



MICHAEL O'LOUGHLIN MANAGING DIRECTOR



Michael is a former champion Australian Rules footballer, having played 303 games with the Sydney Swans. Drawing upon his life experiences as an advocate and mentor in the Indigenous community, Michael has positioned ARA Indigenous Services at the forefront of Indigenous education, support and engagement in the property services industry.

SERVICES:

- Cleaning & Maintenance Services
- Electrical, High voltage, Data and Engineering
- Procurement
- Fire Services
- Energy Management of Commercial Buildings
- Security Services
- Versatile Building and Maintenance Services
- Distribution and Tech Support for Industrial Products



KULBARDI

Kulbardi is Australia's largest Indigenous owned and operated office and stationery supplier, with a national footprint including offices and distribution centres in each state and territory. Since the company was established in 2013, Kulbardi channels a percentage of its profits into Indigenous community investment projects through the Bibbulmun Fund, overseen by an Indigenous Advisory Board.

Kulbardi was established to create and maintain strategic, sustainable, partnerships with Indigenous to non-Indigenous businesses for the supply of stationery and workplace supplies.

most successful Indigenous stationery and workplace supplies company, as the supplier of choice across our nation. Their vision expands beyond the reach of promoting mutual corporate outcomes for partners into the realms of social and economic Indigenous community development.

CONTACT

P: 1300 551 042

W: kulbardi.com.au

E: customersupport@kulbardi.com.au



KIM COLLARD

CEO



Kim is a Balladong/Wilmen man of the Noongar Nation. Kim is a graduate of Curtin University and possesses a Bachelor of Applied Science in Aboriginal Management and Development and a Master in Health Economics.

Kim is also the Chair of the Bibbulmun Fund, a Not for Profit entity of Kulbardi where part proceeds of Kulbardi are channelled back into the Aboriginal community to build capability and capacity around leadership and entrepreneurship. Kim has recently been appointed as a Board Member of Wirrpanda Foundation, is a Fellow of Leadership WA, and graduate of the Australian Institute of Management.

SERVICES:

- Office Products
- Technology
- Furniture
- Promotional Marketing
- Work Wear
- Janitorial & facilities
- Print Management
- Kitchen & Canteen
- Office Design & Installation Expertise



IPS MANAGEMENT CONSULTANTS

IPS delivers innovative and focused consulting services that inspire people and provide purpose for our clients. They passionately embrace opportunities to create meaningful pathways for Indigenous communities and businesses. IPS works with leaders, organisations and governments across Australia who want to deploy cutting edge solutions and be frontiers of change and innovation through supplier diversity. IPS has solid experience across a range of industries and possesses the know-how and commitment to deliver outstanding results.

CONTACT

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JAHNA CEDAR EXECUTIVE DIRECTOR



Jahna is a proud Nyiyaparli/Yindjibarndi woman from the Pilbara region of Western Australia and is recognised as a strong Indigenous community leader. Jahna has worked for more than 20 years' advocating for equal rights and reconciliation of Indigenous people, and has represented Indigenous Australia at the United Nations in New York, on three occasions.

In 2012, Jahna was the youngest person to be elected into the West Australian International Women's Day Hall of Fame and in 2017 proudly won Business news 40 under 40, First Amongst Equals. Jahna was also awarded Telstra Business Women Awards WA – For Purpose and Social Enterprise Winner in 2017.

SERVICES:

- Organisational Development & Leadership
- Policy and Evaluation
- Business Advisory
- Indigenous Advisory



DICE AUSTRALIA

DICE specialise in domestic, industrial and commercial electrical. They provide installation through to repairs and maintenance for all business types and have a proven track record of getting the job done. Originally starting in electrical contracting, DICE now also has a strong focus on smart energy, project management and construction.

Established in May 2007, DICE is a proudly 100% Indigenous owned and operated company now in its 12th year of operation, has become a leading service provider to the construction industry in Darwin, throughout the Northern Territory and now right across Australia. This is due to our efficient and reliable service. They pride themselves on their high standards and fast service to deliver desired outcomes for their clients' needs on time and on budget.

CONTACT

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E: info@diceaust.com.au

W: diceaust.com.au

RAY PRATT MANAGING DIRECTOR



Ray is born of proud Western Arrernte heritage. Ray pursued his early dream of becoming an electrician and spent many years working in remote Australia. He established DICE over a decade ago and it has since become a leading 100% Aboriginal owned service provider to the construction industry in Darwin, throughout the Northern Territory and now encompassing Australia.

SERVICES:

- Electrical Services
- Smart Energy Solutions
- Construction Services
- Safety and Security
- Repairs & Maintenance



CBRE

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Regional Director | FM and Head of
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