December 2022 - December 2023

**BG&E Reflect Reconciliation Action Plan** 





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Sevenoaks College student at Perth BG&E Office -Naidoc Week 2021

# **Acknowledgment of Country**

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land on which we operate and the sites where our projects are planned, designed, and delivered. We honour their custodianship of Country and their continuing connection to culture, community, land, sea, and sky, and we pay our respect to them and their Elders, past, present, and future'

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Artwork commisioned by BG&E to Aboriginal artist Buffie Corunna

This artwork depicts the story of BG&E Engineering and their worldwide company. The middle circle is BG&E and the outer circle and lines represent the services and products the company provides.

The colours chosen for this art piece represent land – Boodja and water ways – Kep.

The many lines and colours represent the technical success that BG&E has been involved with worldwide.

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local Aboriginal artist Buffie Corunna in BG&E Perth office - Naidoc Week 2021

Buffie is the owner of Buffie Creative, a digital art and design business that creates commissioned pieces, both digital and acrylic paint on canvas, and unique jewellery.

Buffie's quote to live by is: 'You have this one life. How do you wanna spend it? Be brave. Believe in yourself. Do what feels right. Take risks. You have this one life. Make yourself proud.'

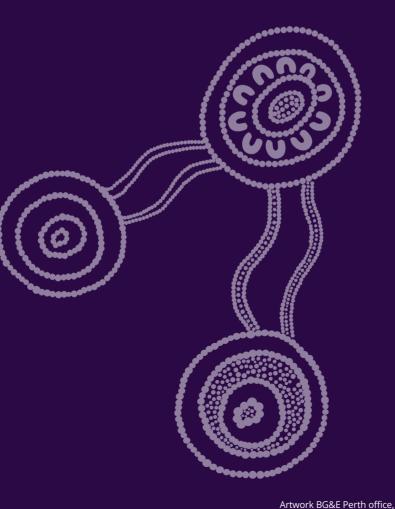
The artwork showcased in this document is called 'Danjoo' meaning 'people coming together in the language of the Noongar people.

Buffie describes the artwork: 'The concentric circles represent traditional yarning circles, which remind me of sitting with my family when I was younger and listening to my grandmother tell stories about her life experiences and journeys'

# **About the Artwork**

The artwork featured was created by Buffie Corunna, Noongar woman and artist, born in Albany, Western Australia.

Buffie's family connections are from Gnowangerup. Her work is influenced by family, cultural connections, spirituality, and relationships.



**Buffie Corunna** 



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Dance performance by Sevenoaks students to celebrate Harmony Day 2020.

# Message from Reconciliation Australia's CEO

Reconciliation Australia welcomes BG&E to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

BG&E joins a network of more than 1,100 corporate, government, and notfor-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types ¬¬¬¬ Reflect, Innovate, Stretch and Elevate allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes. These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

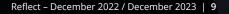
It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables BG&E to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations BG&E, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

> Karen Mundine Chief Executive Officer Reconciliation Australia







# Message from Managing Director

At BG&E, we are united by a common purpose – we believe that truly great engineering takes curiosity, bravery, and trust, and is the key to creating extraordinary built environments.

Our people, clients, and the communities we serve are key to the ongoing sustainable development of the cities and regions that we are helping to shape. We respect the diversity of our stakeholder groups and recognise people from different backgrounds, working together to achieve a common purpose, create the most equitable outcomes for all in society. Our vision for reconciliation is about enabling meaningful change in Aboriginal and Torres Strait Islander communities. It is about truly understanding First Nations cultures and the fundamental belief in self-determination. It is also about our broader responsibility of working with industry and government to address inequities with Aboriginal and Torres Strait Islander peoples.

BG&E's Reconciliation Action Plan (RAP) is one way that we demonstrate our operational performance on human rights and specifically the rights of Aboriginal and Torres Strait Islander peoples.

We began our reconciliation journey in 2019 and acknowledge that there is much work to do. We will continue listening to and learning from the Custodians of this land, as we work together to plan, design, and deliver resilient and connected places.

Nations heritage with our people, and Torres Strait Islander peoples,

The focus of our RAP is centred around increasing the understanding of First providing career pathways and potential employment opportunities for Aboriginal

reviewing our approach to procurement, including our supply chain management, and increasing our engagement with Aboriginal and Torres Strait Islander businesses, as we recognise the importance of their contribution to the Aboriginal and Torres Strait Islander economy.

I look forward to the progress that we will make together, BG&E and our various stakeholder groups, to support positive and productive relationships and with all First Nations people.

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Frank Cerra Managing Director

# Message from Reconciliation Lead

We developed our first BG&E Reflect RAP in 2019. This gave us the opportunity to rethink our role and responsibility as engineers and members of society in using our skills and network towards creating a better built-up environment as well as working to help build a culture of respect, and trust between Aboriginal and Torres Strait Islander peoples and the wider Australian community. More importantly, we consolidated our commitment to creating a society in which people are not discriminated against based on their race, color, or ethnic origin.

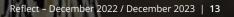
We believe a critical step forward was the implementation of cultural awareness training for our staff which provided all of us with the correct tools to better appreciate cultural differences and a greater understanding of Aboriginal and Torres Strait Islander cultures, traditions, and how the history of dispossession and colonization lies at the heart of the disparity between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander Australians today.

An eye opener for us was to engage with Aboriginal and Torres Strait Islander artists who have taken us on a discovery journey about their culture, storytelling, and symbolism. We are proud of our collaboration with educational institutions which gave us the opportunity of providing scholarships, traineeships, and mentoring programs to students in need and support their endeavour to embrace further studies and working opportunities. We have come to realize that our employment and procurement practices can play a role in the creation of sustainable employment and economic development opportunities for Aboriginal and Torres Strait Islanders peoples and enterprises and are critical to our commitment to turn good intentions into positive actions.

Mostly we have understood that we need to embrace the journey with an open heart and mind and appreciate that reconciliation must become an integral part of our daily business.

Franca Toffanello Reconciliation Lead







# Message from Chair of Diversity, Equality, and Inclusion Committee

As a proudly Australian company, BG&E's identity is intrinsically linked to the culture and heritage of our country. We hold a deep admiration for the resilience and ingenuity of Australia's First Nations peoples, as the oldest continuous civilizations on Earth. We also acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of this land.

BG&E's Diversity, Equality and Inclusion Committee is focused on increasing the appeal of engineering to a wider range of people. We want our people to bring their authentic selves to the work they do, creating a culture of respect, embracing the differences that people bring and learning more about the world through the colleagues we work with. However, no dimension of our culture can be more important than learning about our First Nations peoples and committing ourselves to make a meaningful contribution to the reconciliation journey. As Chair of the Committee, I am proud to be a leader in a business that is prepared to accept the responsibilities that are inherent in our Reconciliation Action Plan. I know that our business can achieve great things, so we can make meaningful changes to the First Nations communities with which we engage. We can also enhance our own culture by embracing the rich histories of First Nations peoples and their enduring connection to the lands on which we work. This Reconciliation Action Plan is a vital element of our culture of diversity. By undertaking the journey detailed in our RAP, we will be able to provide a safe culture for our people. I am also excited by the opportunities within this RAP for our people to become more familiar with the First Nations communities of the lands on which we work and live. BG&E's RAP is foundational to the business we aspire to be.

Rick Kreeck Executive Director



# **Our Business**

BG&E creates extraordinary built environments for current and future generations. We collaborate with a wide range of partners to create projects that contribute to the well-being of the communities in which we work. Our consulting engineering services deliver design and engineering solutions for the Property, Transport, Port and Marine, Water, Defence and **Renewable sectors.** 

We are a global company with 14 offices located across Australia, New Zealand, Singapore, the United Kingdom, and the Middle East with 800 highly skilled and talented civil, structural, and geotechnical engineers, hydrologists, building information modelling specialists and drafters.

In Australia, we employ 600 people in our 8 offices located in Sydney, Newcastle, Melbourne, Perth, Brisbane, Townsville, Sunshine Coast, and the Gold Coast. Over time, we have employed and provided professional development through traineeships of Aboriginal and Torres Strait Islander peoples.

At present, we employ 2 Aboriginal people. We continue to actively seek additional Aboriginal and Torres Strait Islander employees to join the BG&E family. We value and champion diversity. Founded in 1970, we are driven by our values to help our clients, to empower our people, and to contribute to communities. We embrace differences and understand the strength and diversity of an inclusive workforce.

We practice diversity by elevating different voices, integrating contrasting opinions, and welcoming conversations about change. We champion diversity through our Diversity, Equality, and Inclusion Committee which guides us to focus on the contribution of different perspectives to our business.

**BG&E** and students on Armadale Access Alliance site visit 2021



## **Our Reconciliation Action Plan**

BG&E is developing a RAP to contribute to reconciliation in Australia between Aboriginal and Torres Strait Islander peoples and the wider community. We are committed to meaningful and mutually beneficial relationships with Aboriginal and Torres Strait Islander communities in our various areas of operation and we support a workplace where equality, social justice, and inclusion are fostered. Our workplace promotes and practices the development of knowledge and understandings of Aboriginal and Torres Strait Islander cultures.

We are proud that Aboriginal and Torres Strait Islander cultures are the oldest living cultures in the world, and we are committed to advancing reconciliation in our practices. At BG&E, we walk with Aboriginal and Torres Strait Islander peoples to create a better future for all.

Our reconciliation journey commenced many years ago and grew as we came to understand the significance of reconciliation with Aboriginal and Torres Strait Islander peoples. It culminated in 2019 with the development of our first Reflect RAP. Developed internally & endorsed by Reconciliation Australia, we worked to deliver deliverables in some areas of the business. During this time, our reconciliation activities included a focus on employment and procurement practices to create sustainable employment and economic development opportunities for Aboriginal and Torres Strait Islander individuals and enterprises.

While progress was made during this time, the COVID-19 pandemic and subsequent lockdowns impacted the implementation of the RAP.











- 1. La Trobe University's 4. Artwork BG&E Perth **RISE Program.** office, by the local Aboriginal artist Buffie
- 2. Artwork BG&E Melbourne office by the local Aboriginal artist Vegas Fitzmaurice
  - Corunna 5. UWA Western Waagyls Indigenous Nationals Sponsorship
- 3. BG&E's presentation at Sevenoaks College

A series of RAP information sessions were conducted across all offices in Australia. The sessions included information about reconciliation and RAP, the development process, and examples of reconciliation activities that BG&E had conducted.

The RAP Working Group met to participate in meetings to collate information to inform the content of the RAP. Once drafted, the RAP was finalised and submitted to Reconciliation Australia for review and later endorsement.

The implementation stage will involve the RAP Working Group meeting regularly to put into practice the plan and to monitor progress against the actions and deliverables.

Franca Toffanello, Associate-Structures/ Reconciliation Lead at BG&E champions and supports the development and monitoring of the RAP through her role.









The RAP Working Group consists of the following members:



Franca Toffanello Associate-Structure/ **Reconciliation Lead** (Chair)



**Rick Kreeck** Victoria/South Australia Lead



Anthony Wood Western Australia Lead

Currently, we do not have First Nation representation among our RWG members. We are working towards that within this Reflect RAP.

# **Resetting Our RAP Journey**

Using learnings from our experiences in the implementation stage, we decided to renew our RAP. In 2022, a RAP Working Group was formed to revisit the learnings from the original RAP development and implementation. After careful consideration and permission from Reconciliation Australia, we decided to restart the RAP Reflect journey.

- Harmony Day at Sevenoaks College 6
- 7-8. In collaboration with Laing O'Rourke we accompanied students on a site visit to the Armadele Road/Northlake Road Bridge project,
- 9-10. NAIDOC week Celebration

### Matthew Ing

New South Wales/ Australian Capital Territory/ New Zealand Lead

#### David Farah

Queensland/Northern Territory Lead



Student participating to the drafting traineeship program at BG&E office 2021.

# Our Partnerships and Current Activities

### **Community Partnerships**

Since 2019 BG&E signed a memorandum of understanding (MOU) with Sevenoaks Senior College in Cannington, Western Australia. Sevenoaks College caters to year 11 and 12 students and has a high population of Aboriginal students. The collaboration involves the engagement of BG&E's staff with students on dates of cultural significance including Harmony Day and NAIDOC week, as well as being guest speakers at the college. In addition, we committed to providing students with scholarships to assist with school expenses; a trophy and prize to the Aboriginal student with the highest ATAR, and workplace learning and work shadowing placements in our office. Visits for students were conducted at active construction sites. The visits included information regarding employment opportunities in engineering.

In 2020 BG&E collaborated with Koolark – the Centre for Aboriginal Students at North Metropolitan Technical and Further Education (TAFE) in Perth, Western Australia. Koolark, meaning 'home' in the Noongar language provides support for Aboriginal and Torres Strait Islander students. The collaboration involved funding a tailored TAFE skillset course to promote engineering study. The 10-week course over three days per week catered specifically to Aboriginal and Torres Strait Islander students. The course included BG&E staff meeting the students and presenting as guest speakers, as well as opportunities for students to visit the office and a construction site. At the completion of the course, two students were selected and provided a drafter traineeship contract with BG&E that involved work experience in the office.

NAIDOC week gave us the opportunity to invite Koolark staff and the students to the BG&E office to share knowledge about the significance of the event and to discuss the importance of collaboration and how employment and procurement practices can support Aboriginal and/or Torres Strait Islander peoples and enterprises. Ideation – 2021/2022 Annual Report

local Aboriginal artist Buf Corunna in BG&E Perth office - Naidoc Week 2021

### **Internal Activities / Initiatives**

#### **Cultural dates of significance:**

 During cultural dates of significance, BG&E holds various events including celebrating National Reconciliation Week and NAIDOC Week. Aboriginal and Torres Strait Islander guest speakers are invited to the events where all employees are encouraged to participate. Central to the events are an emphasis on cultural activities such as painting, sharing bush tucker or cultural walking tours. This year the walking tour was conducted by Kieran Stewart from the Koorie Heritage Trust in Melbourne. This walk emphasised how the land on which Melbourne is located has changed over time and the significance of the Birrarung (Yarra) river to the local Kulin peoples. The Koorie Heritage Trust is an organisation based in Melbourne that provides a range of programs and services including cultural activities and education.

#### Commissioned artworks from Aboriginal artists:

- Buffie Corunna, Noongar woman, and artist in Western Australia. In Perth, BG&E commissioned a painting from Buffie to utilise as a design for the first RAP. During the presentation of her painting, Buffie explained the meaning of the artwork and spoke of her culture and her passion to encourage Aboriginal young women to achieve their dreams. In addition, Buffie has conducted a workshop at BG&E involving a communal artwork with BG&E employees titled 'Danjoo' (meaning together) which is used in this document.
- Vegas Fitzmaurice, Wurundjeri man, and Melbourne's artist. Vegas describes his art as using traditional techniques along with a graffiti style edge, respecting history and regions by making the stories his own. BG&E commissioned a painting by Vegas for the Melbourne office. The painting titled 'Bunjil over Wurundjeri Land' represents a story provided by Vegas to BG&E: 'Bunjil the wedge-tailed eagle and creator flies high above Melbourne (Naarm) in Kulin Nation. The Yarra River (Birrarung) runs through the bushland

### **Cultural education training:**

- the future.
- engagements.

### National Reconciliation Conference:

 The Indigenous Engagement Sydney from 8 to 9 June 2022.

### Sponsorship:

areas and through the city which flows into the bay. Kangaroo tracks from the right-hand side represent the rural outer area with her native wildlife. The floral gardens sprinkle along the river and inner city where the meeting places of our people. Next to the bay, Albert Park is shown with its wonderful plant life and meeting spots. The river runs west and is connected to the lands on the other side via a tribal pattern representing the Westgate bridge. North, we see different textures due to the temperatures being warmer and a harsher climate. This represents the beautiful colours and waterways in the Kulin Nation and Wurundjeri area'.

 In Western Australia, Danny Ford, Traditional Custodian of Whadjuk Country with ancestral links to Noongar Country, delivered cultural awareness training to staff in the Perth office. Danny shared cultural knowledge and inspired staff to embrace a cultural journey into the meaning of reconciliation in the present and into

• In Melbourne, the Koorie Heritage Trust provided cultural awareness training to staff. Sessions were conducted by Tim Stares highlighting culturally safe practices and understandings to facilitate respectful and meaningful

Coordinator (a non-Aboriginal and Torres Strait Islander person) from the Melbourne office represented BG&E at the 2022 National Reconciliation Action Plan Conference Brave Together in

• BG&E sponsored the Western Waagyls team from the School of Indigenous Studies at the University of Western Australia to participate in the 26th Indigenous Nationals, hosted by the Queensland University of Technology. The Indigenous Nationals is a multisport, week-long competition held annually and focuses on sport, healthy

lifestyles, leadership skills, and cultural exchange for Aboriginal and Torres Strait Islander student-athletes. The sponsorship included assisting the team with participation and sports clothing.

### **Procurement:**

- latu Clothing collaborated with BG&E to develop BG&E staff t-shirts utilising an Aboriginal design. Jatu Clothing is a Western Australian, Aboriginal-owned family business dedicated to providing workwear solutions of the highest guality, competitively priced, to suit a wide range of workplace environments.
- Kulbardi provides personal protective equipment for the BG&E office staff. Kulbardi delivers a range of high-quality industry-leading products and services, specialising in PPE, workwear, uniform, and office supplies.
- Mabu Mabu provided delicious bush tucker for morning teas and other events. Mabu Mabu is an Aboriginalowned Melbourne-based catering company that aims to introduce Aboriginal ingredients to the wider community.

### **Employment:**

- BG&E worked with Nudge to recruit Aboriginal and Torres Strait Islander employees. Nudge is a non-Aboriginal recruitment organisation that provides training experts and mentors who specialise in recruiting Aboriginal and Torres Strait Islander peoples and people with disabilities.
- The Melbourne office initiated a relationship with Kinaway, a company dedicated to supporting Victorian Aboriginal and Torres Strait Islander business owners as they strive to change lives through a strength-based model of business ownership and participation in the Victorian economy. Morning tea was held in which Kim Schubert addressed the employees on the importance of promoting Aboriginal and Torres Strait Islander voices and businesses.

# Actions and Deliverables

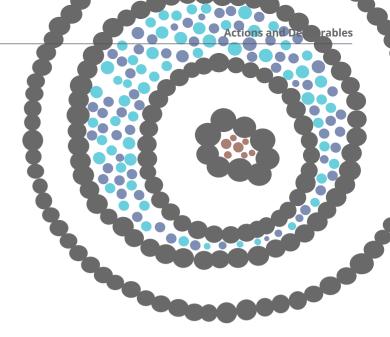
### Over the next 12 months December 2022 to December 2023, BG&E commits to the following actions and deliverables:

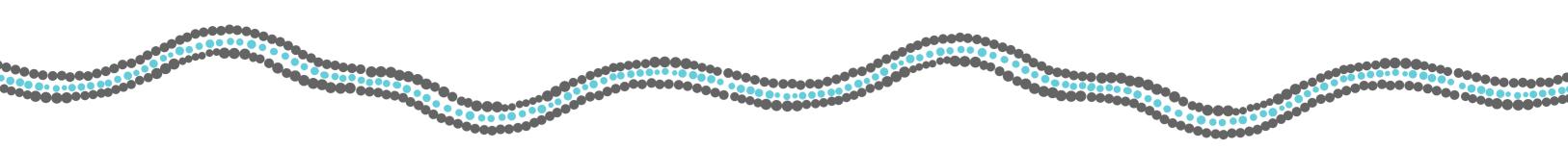


Action		Deliverable	Timeline	Responsibility
1	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April 2023	Local RAP coordinator in VIC
	organisations.	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2023	Local RAP coordinator in VIC
2	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Head of Marketing & Communication
		RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2023	Victoria/South Australia Director
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2023	Head of Marketing & Communication
3	Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	December 2022	RWG Leader
		Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2022	RWG Leader
		Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2023	RWG Leader
4	Promote positive race relations through anti-discrimination strategies.	Research best practices and policies in areas of race relations and anti-discrimination.	January 2023	Head of People and Culture
		Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	February 2023	Head of People and Culture



Action		Deliverable	Timeline	Responsibility
5	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	March 2023	RWG Leader
		Conduct a review of cultural learning needs within our organisation.	March 2023	RWG Leader
6	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	April 2023	NSW Director
		Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2023	Local RAP coordinator VIC
6	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	Head of Marketing and Communication
		Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	Local RAP coordinators VIC
		RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023	QLD Director







Action		Deliverable	Timeline	Responsibility
8	8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	February 2023	RWG Leader
		Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2023	Head of People and Culture
9	Investigate Aboriginal and Torres Strait Islander supplier diversity to	Develop a business case for procurement from Aboriginal and Torres Strait Islander-owned businesses.	February 2023	RWG Leader
	support improved economic and social outcomes.	Investigate Supply Nation membership.	December 2022	RWG Leader



Action		Deliverable	Timeline	Responsibility
10	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	December 2022	RWG Leader
		Draft a Terms of Reference for the RWG.	December 2022	RWG Leader
		Establish Aboriginal and Torres Strait Islander representation on the RWG.	April 2023	Chair of Diversity Equality and Inclusio Committee
11	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2022	RWG Leader
		Engage senior leaders in the delivery of RAP commitments.	January 2023	RWG Leader
		Maintain a senior leader to champion our RAP internally.	December 2022	Chair of Diversity Equality and Inclusio Committee
		Define appropriate systems and capability to track, measure and report on RAP commitments.	December 2022	RWG Leader
12	Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	RWG Leader
		Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August, annually	RWG Leader
		Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	RWG Leader
13	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September	Head of People and Culture

At BG&E, we are united by a common purpose – we believe that truly great engineering takes curiosity, bravery and trust, and is the key to creating extraordinary built environments.

Our team of more than 850 highly skilled people, in 15 offices across Australia, New Zealand, Singapore, the United Kingdom and Middle East, design and deliver engineering solutions for clients in the Property, Transport, Ports and Marine, Water, Defence, Energy and Resources sectors.

We collaborate with leading contractors, developers, architects, planners, financiers and government agencies, to create projects that make a difference to people's lives. Franca Toffanello Reconciliation Lead & Associate / Structures Email: franca.toffanello@bgeeng.com Adress: Level 19, Kings Square 1, 556 Wellington Street, Perth WA 6000 - Australia Phone: +61 8 6364 3383 Email: rap@bgeeng.com



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