

## **Our Position Statement:**

Beca recognises Te Tiriti o Waitangi as one of the foundational documents of Aotearoa New Zealand. We acknowledge Māori as tangata whenua, the indigenous people of the land, and will aim to honour, celebrate and actively incorporate te ao Māori knowledge and cultural practices throughout our organisation.

We believe the vision and commitment that resides within Te Tiriti o Waitangi is the binding thread that unites us to pursue kotahitanga, or unity, and further deliver equitable outcomes for all people. We are proud of the many cultural initiatives Beca has implemented.

We recognise that we are embarking on a journey that requires commitment, an open mind and a willingness to explore change, so we strive to make impactful and culturally-informed contributions towards shaping the future of our industry.

Amelia Linzey

Group Chief Executive

Andrea Rickard

Managing Director - New Zealand

