

Innovate Reconciliation Action Plan

November 2022 – November 2024





Our artwork story

Our RAP artwork is inspired by a mural which is featured at The Works, Reece Australia's support office, located in Cremorne, Victoria.

The mural was created in collaboration with The Torch, an organisation that supports Indigenous men and women both in prisons and post-release in Victoria to explore their culture and identity through practising art.

This mural represents Birrarung which is the Wurundjeri name for the Yarra River. Prior to colonisation, the Birrarung was a significant site and meeting place for clans of the Kulin nations including the Wurundjeri people. It was also an important source of food, resources and clean water that sustained many generations. The Wurundjeri people gathered food with the seasonal changes and were only able to camp by the Birrarung for long periods during warmer months. During this season they would hunt eels and fish in abundance while freshwater turtle, crayfish, platypus and shellfish were also plentiful. In this mural design, a representation of the Birrarung runs over the back wall with the surrounding lines representing First Nations people who have been a part of this area for many millennia. Each column depicts an underwater scene of the food sources the Wurundjeri people would source from the Birrarung with traps, nets and spears.

Ash Thomas (Yorta Yorta) & Trevor Mitchell (Barkindji) created the artwork design and story, in collaboration with other Torch artists.

Reece Group acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, culture and community. We pay our respects to Elders past, present and emerging.



01

Message from our CEO

03

Message from our CEO of Reconciliation Australia

05

Our vision

07

About Reece

[Our team](#) [Our purpose](#) [Our RAP](#)

11

Reflections of our first RAP

21

Innovate RAP

[Relationships](#) [Opportunities](#) [Respect](#) [Governance](#)

Message from our CEO

I'm pleased to share the second Innovate Reconciliation Action Plan November 2022 – November 2024.

As a 100-year-old Australian company that cares about and is proudly part of the communities where we work, we have a responsibility to play a role in reconciliation in Australia.

Relationships are the heart of what we do at Reece and our reconciliation vision reflects this. We want to play a role in connecting our customers, teams, and communities to work together to progress reconciliation in Australia by creating ways of working across the industry that respects and celebrates the knowledge and cultures of First Nations Peoples.

Our first Innovate RAP laid the foundations for us to grow our understanding of where we can make a difference, and we know we have more work to do. The second Innovate RAP reflects the deep respect we have for our Aboriginal and Torres Strait Islander customers and teams and focuses on meaningful action through cultural learning and creating employment pathways, and future leaders, at Reece.

We are humbled to continue our partnership with Reconciliation Australia and look forward to sharing our progress towards enabling our reconciliation commitments.



Peter Wilson
Chief Executive Officer
& Managing Director



Message from CEO of Reconciliation Australia

Reconciliation Australia commends Reece on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).



Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Reece continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Reece will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Reece using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Reece to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Reece will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Reece's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Reece on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our Vision for Reconciliation

Our vision is to see our customers, teams and communities working together to advance reconciliation in Australia, creating ways of working across the industry that respects and celebrates the knowledge and cultures of First Nations Peoples, and supports Aboriginal and Torres Strait Islander communities across rural, regional and remote areas to have access to clean water and sanitation.

We understand to be successful in our vision for reconciliation, we need to create opportunities through our actions. Our goals include:

- Equipping leaders across Reece with cultural awareness training and experiences so that they can share their knowledge and lead our teams, and our customers, to create culturally safe and diverse workplaces
- Increasing employment opportunities for Aboriginal and Torres Strait Islander peoples and enabling successful careers at Reece
- Connecting and collaborating with RAP organisations in our industry to advance reconciliation
- Working with and learning from Aboriginal and Torres Strait Islander communities to understand the barriers and challenges to accessing clean water and sanitation and the role we can play, through our support of the Reece Foundation, to improve health outcomes through clean water.

We are committed to working with First Nations peoples - listening, learning and gaining a greater understanding of the role Reece can play in moving toward a more equitable Australia.

Our first Innovate RAP supported us to understand the role we can play and has laid the foundation for the next phase of our reconciliation journey. Our second Innovate RAP focuses on taking measurable and meaningful action so we can continue to build on our progress into the future.



About Reece

The Reece Group is a leading supplier of plumbing, waterworks and HVAC-R products in Australia, New Zealand and the United States.

Established in 1920, our network supports the plumbing, bathroom, building, civil, pools and irrigation, heating, ventilation, air conditioning, fire protection and refrigeration industries.

Listed on the Australian Securities Exchange (REH), in Australia Reece employs over 5,500 people, operates almost 607 branches, offering a range of more than 300,000 products to trade and residential customers. Reece's branch network spans regional and rural Australia, with branches in every state and territory. We employ people in hundreds of different roles at Reece including operations teams, technical engineers, warehouse specialists, and school-based traineeships, supported by our support office, "The Works", which is based in Melbourne.

Our purpose is to improve the lives of our customers and people by striving for greatness every day. Our values help us achieve this by guiding our decisions and our actions, big and small. Together, they make up The Reece Way and guide our reconciliation approach.

Our team is at the heart of what we do, and we are committed to continuing to create a workplace at Reece that celebrates the diversity of our people.

Reece at a glance

A market-leading distributor of plumbing, HVAC-R and waterworks products to commercial and residential customers.

Founded

1920 

Growth and leadership

100+ yrs 

Nationwide footprint in Australia

1997 

Entered New Zealand

2006 

Team members in Australia

5,500+ 

Entered US

2018 

Our customers

Our business was built on serving the SME trade plumber. Today our customers include:

- SME trade
- Commercial trade
- Large homebuilders
- Civil projects and government bodies
- Commercial developers
- End consumers

Number of branches in Australia

600+ 

Sphere of influence

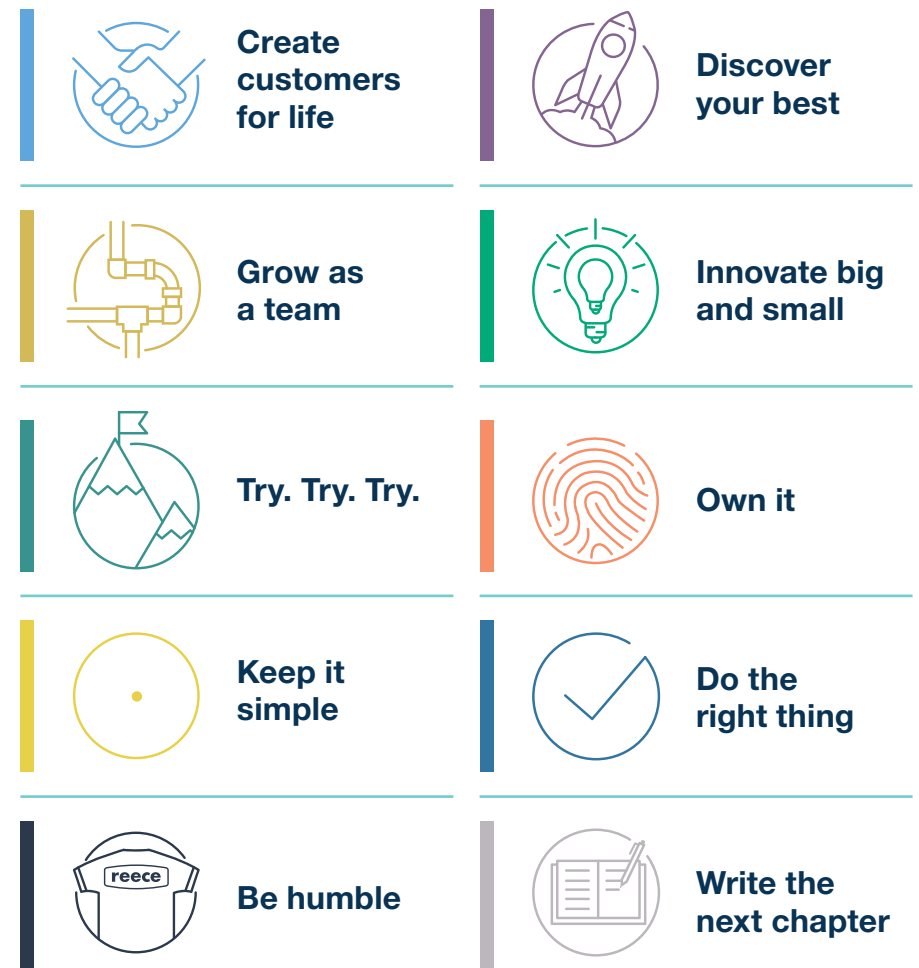
Reece is embedded in the communities where we operate, and we have strong, long-standing relationships with our customers, suppliers and within the broader construction and residential housing industries. We believe we can move towards a more equitable Australia by using our sphere of influence to promote Reconciliation through our ways of working with these groups to influence change.



Our Purpose

To improve the lives of our customers and people by striving for greatness every day.

Our values help us achieve this by guiding our decisions and our actions, big and small. Together, they make up The Reece Way and guide our reconciliation approach.



Our RAP

We started our RAP journey in 2017 and formalised our reconciliation commitment in 2019 with our launch of our first Innovate RAP.

Reece has been operating for over 100 years in Australia on the lands of First Nations Peoples, and we believe that to truly live our purpose, we need to play a meaningful role in creating a more equitable Australia. This belief has inspired our journey towards reconciliation and driven the development of our RAPs.

Over the past two years, we've focused on learning and building relationships to set the foundation of our continued journey towards reconciliation. Our first Innovate RAP goals reflected making a difference in three main areas: building relationships with Aboriginal and Torres Strait Islander peoples, businesses, and communities; respecting culture; and contributing to the 'Closing the Gap' initiative by creating employment and business opportunities.

"The RAP has been instrumental in creating a culture within Reece that recognises and values the contributions and experiences of our Aboriginal and Torres Strait Islander customers and peoples, which has helped to build a sense of curiosity and pride in the shared history of all Australians. I'm proud of the progress Reece has made so far."

Operations Lead and RAP Working Group Chair David Willis

Building cultural recognition and understanding

Our branch teams researched and spoke to local land councils to identify the Traditional Owners of the land where we are based. You will see Acknowledgement of Country signage proudly on display in our branches, support office and distribution centres. Acknowledgment of Country is a central part of our events and our everyday ways of working.

We recognise our reconciliation commitment through the uniforms we wear.

Our uniforms feature unique artwork designed for Reece by artist Marcus Lee, a proud Aboriginal descendant of the Karajarri people. The design symbolises water flowing over, under and through a network of pathways, depicting our reconciliation journey and representing partnerships with our communities, customers, suppliers and other businesses we engage with. Our uniforms spark conversations with our customers on the meaning behind the artwork and the role they can play in Reconciliation.



We partner today to create more opportunities for tomorrow

Our partnership with Clontarf Foundation supports young Aboriginal and Torres Strait Islander men through school and creates employment pathways at Reece, with students and alumni joining the Reece team.

We've also become a Supply Nation member, which has helped us understand opportunities to increase supplier diversity at Reece.

Creating opportunities for future leaders

Kim Rigoll is a Region Leader in Western Australia and has played a key role in building our relationship with local Clontarf academies.

Kim's team has hosted work experience Clontarf students at our Ellenbrook branch, and former student, David, has been with our Midvale branch for over a year. Through the partnership, our branches have experienced how important it is to support young people and provide students the opportunity to discover a career path that they love.

"The best thing about our work with Clontarf is seeing the relationship between the students and Clontarf staff. Their values very much align with Reece's commitment to improve the lives of our teams and customers and achieving the best version of yourself. We can learn so much from working together to create opportunities for Clontarf students like David to be the future leaders of our business."



We aim to increase our understanding of Aboriginal and Torres Strait Islander cultures, values and beliefs through cultural learning, by recognising National Reconciliation Week and NAIDOC Week, and celebrating and sharing the stories of our Aboriginal and Torres Strait Islander team members.

This progress was driven by our RAP working group. The Group consisted of Executive team members, senior managers, Aboriginal and Torres Strait Islander Reece employees and other Australian employees from across the business.

Developing our second Innovate RAP

As a working group, we recommended to our Senior Leadership Champion that we should continue our RAP journey based on the following:

- Our first RAP allowed us to gain a greater understanding of where we can have the greatest impact in driving reconciliation within our sphere of influence. We have an opportunity to refine and focus our efforts based on our learnings.
- Our teams are behind our commitment and want to drive it forward. We need to take the foundations we have laid to embed cultural learning and build our relationships with Aboriginal and Torres Strait Islanders peoples.
- Our first RAP has encouraged team members to identify as Aboriginal and Torres Strait Islander peoples at work and create a culturally safe workplace. However, there is more work to do.

We need to continue our RAP journey to build our cultural understanding and adapt ways of working as an organisation.

To develop our second Innovate RAP, we held a workshop with RAP working group members to identify opportunities and challenges from our work with the first RAP.

It was identified that we needed to create greater engagement across Reece beyond the teams directly involved in RAP initiatives, and to keep teams engaged outside of key dates like National Reconciliation Week or NAIDOC week. This reflection led us to refreshing the RAP working group, adding new members from the broader business, including representation from Aboriginal and Torres Strait Islander team members.

With the current working group, we co-created our second Innovate RAP, identifying the goals and opportunities we wanted to advocate for and improve with the support of our Australian Reece team and partners. Members of our RAP working group include:

- Operations Lead (WA, SA and NT and RAP Working Group Lead)
- Recruitment specialist
- Business Development Manager
- Region Leaders (QLD, NSW)
- Business Development Lead, Waterworks
- Business Development Manager, Viadux
- Credit Team Leader
- Tools Department Leader
- Bid & Tender Lead
- Social Impact Lead
- Social Impact Advisor
- Credit Team Leader
- People Experience Leader
- Marketing Leader

The group is supported by our RAP champion – Reece Group Corporate Affairs Director and two members of the group identify as Australian First Nations people.

Our approach

Our approach remains consistent with our first RAP, seeking to build on:

Cultural competency

Increasing employees' understanding and knowledge of Aboriginal and Torres Strait Islander relations and cultures through Cultural Awareness programs.

Cultural recognition

Creating a company culture that respects and acknowledges Aboriginal and Torres Strait Islander cultures, heritage, values and beliefs.

Relationships with partners

Collaborating with key stakeholders to ensure mutually beneficial outcomes for Aboriginal and Torres Strait Islander communities, customers, our partners and Reece. One of the key learnings from our first RAP was the opportunity to collaborate more closely with our customers to progress Reconciliation goals, which is reflected in this RAP's goals.

Growth and employment

Increasing the involvement of Aboriginal and Torres Strait Islander peoples in the success and growth of the business.

Corporate strategy

Our reconciliation approach is reflected in our corporate strategy to further highlight our commitment to supporting and building relationships with Aboriginal and Torres Strait Islander peoples and communities.



Celebrating the launch of our first Innovate RAP at our Osborne Park branch in Western Australia, which featured a performance from artist Olman Walley

Our first RAP allowed us to gather feedback and pilot initiatives aligned to the above focus areas. Our second RAP will allow us to focus and embed these initiatives as ongoing ways of working. COVID-19 also impacted on our ability to build deep relationships and deliver some of our programs from our first RAP, and we have carried these learnings forward to the way we approach achieving our future reconciliation goals.

"A key learning from our first RAP was revising the way we approach Acknowledgment of Country. Instead of rolling out Acknowledgement of Country plaques, our teams were encouraged to connect with their local land council and gain a greater understanding of the Traditional Custodians of the land where their branch was located. Teams then submitted requests for an Acknowledgement plaque, and we found this led to greater understanding and learning across the organisation."

Lizzy Geremia, Chief Communications Officer

In keeping with our focus on relationships with partners, many have been involved in reviewing and providing feedback on this RAP. Our partners at Supply Nation and Spirit Creative have been involved in the review process.

Innovate RAP



Relationships



Opportunities



Respect



Governance





Focus Area:

Relationships

Through our relationships, we create customers for life, we grow as a team, and we do the right thing. We work on the traditional lands of First Nations peoples. It is important that we build relationships to increase our understanding of the cultures, values and beliefs of Aboriginal and Torres Strait Islander peoples that enrich the communities where we work. These relationships will guide us to foster inclusive, culturally safe and thriving workplaces for our teams and our customers.

ACTION
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
Build relationships through celebrating National Reconciliation Week (NRW).
Promote reconciliation through our sphere of influence.
Promote positive race relations through anti-discrimination strategies.
Learn from other organisations in our sector to inform our reconciliation journey and strengthen our impact

DELIVERABLE	TIMELINE	RESPONSIBILITY
Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	March 2023	RAP Working Group led by Chair
Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2022	Social Impact Lead
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023, 2024	Communications Advisor
RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2023, 2024	RAP Working Group Chair
Encourage and support our people including senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2023, 2024	Region Leader QLD
Organise at least one NRW event each year.	27 May- 3 June 2023, 2024	Social Impact Advisor
Register all our NRW events on Reconciliation Australia's NRW website.	May 2023, 2024	Social Impact Advisor
Implement strategies to engage our staff in reconciliation.	June 2023	Social Impact Advisor
Seek advice from Stretch and Elevate partners on how they have successfully engaged their staff in reconciliation.	June 2023	Social Impact Advisor
Communicate our commitment to reconciliation publicly.	October 2023, 2024	Social Impact Advisor
Ensure that our RAP goals and reconciliation commitment is incorporated within onboarding materials for new staff, and all leaders are aware of how they can encourage their teams to be involved in the RAP.	October 2023, 2024	Social Impact Lead
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	December 2023	RAP Working Group Chair
Conduct a review of People policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2023	People Experience Lead
Implement recommendations from review of policies and procedures from first RAP into ongoing ways of working at Reece.	October 2024	People Experience Lead
Implement and communicate an anti-discrimination policy for our organisation.	June 2023	People Experience Lead
Incorporate the new anti-discrimination policy into onboarding and training of staff.	December 2023	External Communications Lead
Share the anti-discrimination policy on our website.	February 2024	External Communications Lead
Engage with Aboriginal and Torres Strait Islander team members and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy and implementation.	June 2023	People Experience Lead
All members of the Senior Leadership Team at Reece to complete cultural awareness training on the effects of racism.	December 2023	People Experience Lead
Collaborate with RAP and other like-minded organisations to promote and advance reconciliation across our sector.	July 2023	Business Development Manager
Identify customers and trade industry partners with reconciliation commitments.	July 2023	Business Development Manager
Create an industry working group where we can share goals and opportunities to progress reconciliation.	January 2024	Social Impact Lead



Focus Area:

Respect

It is important to Reece that we recognise Aboriginal and Torres Strait Islander peoples as the First Australians, and we take steps to build our employees' and customers' understanding of Aboriginal and Torres Strait Islander peoples' cultures.

A greater understanding of First Nations cultures will support our teams to confidently engage with Aboriginal and Torres Strait Islander customers and create a positive and productive work environment to support, retain and grow First Nations team members and customers at Reece.

Aligned to our values and purpose of improving the lives of our customers and people by striving for greatness every day, we can only grow as a team and a business if we take the time to understand and recognise the shared history of all Australians.

ACTION

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

DELIVERABLE

Conduct a review of cultural learning needs within our organisation, informed by our first RAP.

Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the implementation of our cultural learning strategy.

Implement and communicate a cultural learning strategy for our people.

Develop cultural learning training module to be made available to all our people and included as part of the onboarding processes.

All members of the Senior Leadership team to take part in an On Country learning experience (extend to RAP working group).

All Regional Leaders to have completed cultural awareness training, and aim to complete a cultural awareness experience or training with their individual teams.

Create an online cultural awareness training module that Reece Customers can access.

Increase our people's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.

Continue to roll out Acknowledgment of Country signage at all Reece locations and Country of the suburbs of offices and branches where we work.

Update our digital communications channels to Acknowledge the Traditional Owners and Country of the suburbs of offices and branches where we work.

Annually review our cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.

Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.

Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.

Update template documents such as meeting agendas to include Acknowledgment of Country and share with all teams.

RAP Working Group to participate in an external NAIDOC Week event.

Review People policies and procedures to remove barriers to participating in NAIDOC Week.

Promote and encourage participation in external NAIDOC events to all staff.

TIMELINE

July 2023

March 2023

March 2023

March 2023

July 2023

October 2024
Review October 2023

July 2024

July 2023, 2024

October 2024

December 2022

May 2023, 2024

Review October 2023, 2024

Review October 2023, 2024

Review October 2023, 2024

First week in July 2023, 2024

July 2023

First week in July 2023, 2024

RESPONSIBILITY

People Experience Lead

People Experience Lead

People Experience Lead

People Experience Lead

People Experience Lead

Region Leader NSW

Learning
Experience Lead

Business Development
Manager

Communications Advisor

Communications Advisor

Social Impact Lead

RAP Working Group
Chair supported by RAP
Working Group

RAP Working Group
Chair supported by RAP
Working Group Reece
Cares Advisor

RAP Working Group
Chair supported by RAP
Working Group Reece
Cares Advisor

RAP Working Group
Chair

People Experience Lead

Region Leader



Focus Area

Opportunities

As part of our diversity and inclusion commitment, we recognise a diverse workforce promotes diversity of thinking and creates a more productive workplace where all team members can thrive. We are committed to empowering Aboriginal and Torres Strait Islander Peoples and communities by providing long-term, sustainable employment, education and training opportunities, through our partnerships with organisations like the Clontarf Foundation.

Our business is built on the proudly essential services that trades provide every day so that everyone can access clean water and sanitation. We believe everyone has the right to access clean water and recognise that this may not always be the case in remote communities. Through our partnership with the Reece Foundation, we want to work with Aboriginal and Torres Strait Islander peoples to understand what role the Foundation can play in increasing access to clean and sustainable drinking water in First Nations communities.

Our second RAP will also focus on gaining a greater understanding of the opportunities that exist within our supply chain to support Aboriginal and Torres Strait Islander owned businesses and learning from other organisations that have developed impactful supplier diversity strategies. We are committed to working with the RAP network and Aboriginal and Torres Strait Islander peoples to listen, learn and gain a greater understanding of the role Reece can play in moving toward a more equitable Australia for all business-owners and to leverage our network and experience to achieve this.

ACTION

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Increase education opportunities for Aboriginal and Torres Strait Islander students

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Improve health outcomes for Aboriginal and Torres Strait Islander communities through clean water and sanitation

DELIVERABLE

Build understanding of current Aboriginal and Torres Strait Islander team members needs to inform future employment and professional development opportunities.

Review the way we gather data and insights to be inclusive and support team members to identify as Aboriginal and/or Torres Strait Islander people.

Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.

Develop a mentor program to connect Aboriginal and Torres Strait Islander team members and senior leaders across Reece.

Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.

Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.

Increase the percentage of Aboriginal and Torres Strait Islander people employed in our workforce.

Develop our Clontarf Foundation partnership to improve education outcomes for young Aboriginal and Torres Strait Islander people.

Create a Reece scholarship to be awarded annually to an Aboriginal and Torres Strait Islander students to develop their trade skills and support them to enter a career in the Trade.

Engage with the Clontarf Foundation students (and Clontarf Employment Officers) working across Reece to develop a professional development plan to encourage a long-term career at Reece.

Embed Aboriginal and Torres Strait Islander owned business inclusion into RFP supplier assessment frameworks.

Explore opportunities to support Aboriginal and Torres Strait Islander owned business with our suppliers' own supply chains as part of annual review meetings.

Consider participating in Reconciliation Australia's peer-learning workshops to inform our future approach to supporting Aboriginal and Torres Strait Islander businesses and procurement approach.

Maintain Supply Nation membership and consider participating in Supply Nation's Jumpstart program.

Investigate how we can most effectively educate our customers on the benefits of supplier diversity.

Through our partnership with the Reece Foundation, support the wellbeing of Aboriginal and Torres Strait Islander communities through clean water and sanitation.

Work with the Reece Foundation to partner with First Nations-led and community-led organisations that work towards the improvement of clean water, sanitation.

Develop our understanding of the specific barriers to Aboriginal and Torres Strait Islander communities accessing clean water, sanitation and food security.

Consult with community Elders, Traditional Owners, First-Nations experts on clean water, sanitation and food security needs.

TIMELINE

July 2023

July 2023

July 2023

December 2023

Review October 2023, 2024

January 2023

October 2024

October 2023, 2024

January 2023

December 2023

July 2023

July 2023

July 2023

July 2023

July 2023

May 2023, May 2024

May 2023, May 2024

May 2023, May 2024

May 2023, May 2024

RESPONSIBILITY

People Experience Lead

People Experience Lead

Recruitment Advisor

People Experience Lead and Recruitment Advisor

Recruitment Advisor

Diversity and Inclusion Lead, Recruitment Advisor

Recruitment Advisor

Social Impact Lead, Region Leader WA

Social Impact Lead, Recruitment Advisor

Region Leader/People Experience Lead

Procurement Lead - Non-Stock
Designated Non-Stock Lead

Procurement Lead - Non-Stock
Designated Non-Stock Lead

Procurement Lead - Non-Stock
Designated Non-Stock Lead

Social Impact Lead

Business Development Manager, Marketing Lead

Social Impact Lead

Social Impact Lead

Social Impact Lead

Social Impact Lead



Focus Area

Governance

ACTION
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.
Provide appropriate support for effective implementation of RAP commitments.
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.
Continue our reconciliation journey by developing our next RAP.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Review May 2023	Social Impact Lead
Establish and apply a Terms of Reference for the RWG.	October 2023	RAP Working Group Chair
Meet at least four times per year to drive and monitor RAP implementation.	March, May, August, November 2022, 2023	RAP Working Group Chair
Define resource needs for RAP implementation.	June 2023, June 2024	Social Impact Lead
Engage our senior leaders and other teams in the delivery of RAP commitments.	Review October 2023, 2024	Communications Advisor
Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2022	Social Impact Lead
Our RAP progress to be captured as part of the Monthly Business Review reporting to the Senior Leadership team.	Review December 2023, October 2024	Chief Communications Advisor
Maintain an internal RAP Champion from senior management.	October 2022	Chief Communications Officer
Contact Reconciliation Australia to ensure that our primary and secondary contacts are up to date to ensure we are receiving important correspondence.	June 2023, 2024, and annually	Social Impact Advisor
Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	1 August 2023, 2024, and annually	Social Impact Advisor
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023, 2024, and annually	Social Impact Advisor
Report RAP progress to all staff and senior leaders quarterly.	April, June, September, December 2022, 2023, 2024	Communications Advisor
Ensure that all members of the working group have their leaders support to participate in the group, expectations of the group are clearly outlined in a term of reference and communicated during regular meetings.	April, June, September, December 2022, 2023, 2024	Communications Advisor
Publicly report our RAP achievements, challenges and learnings, annually.	August each year over two years	Social Impact Lead
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2020	Social Impact Lead
Register via Reconciliation Australia's website to begin developing our next RAP.	January 2024	Social Impact Lead
Seek advice and guidance from leaders of the RAP Network (Stretch and Elevate) in their approach to developing their RAP.	January 2024	Social Impact Lead
Provide a traffic light report to Reconciliation Australia to help inform the development of our next RAP.	January 2024	Social Impact Lead

Contact

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reece
group™

