

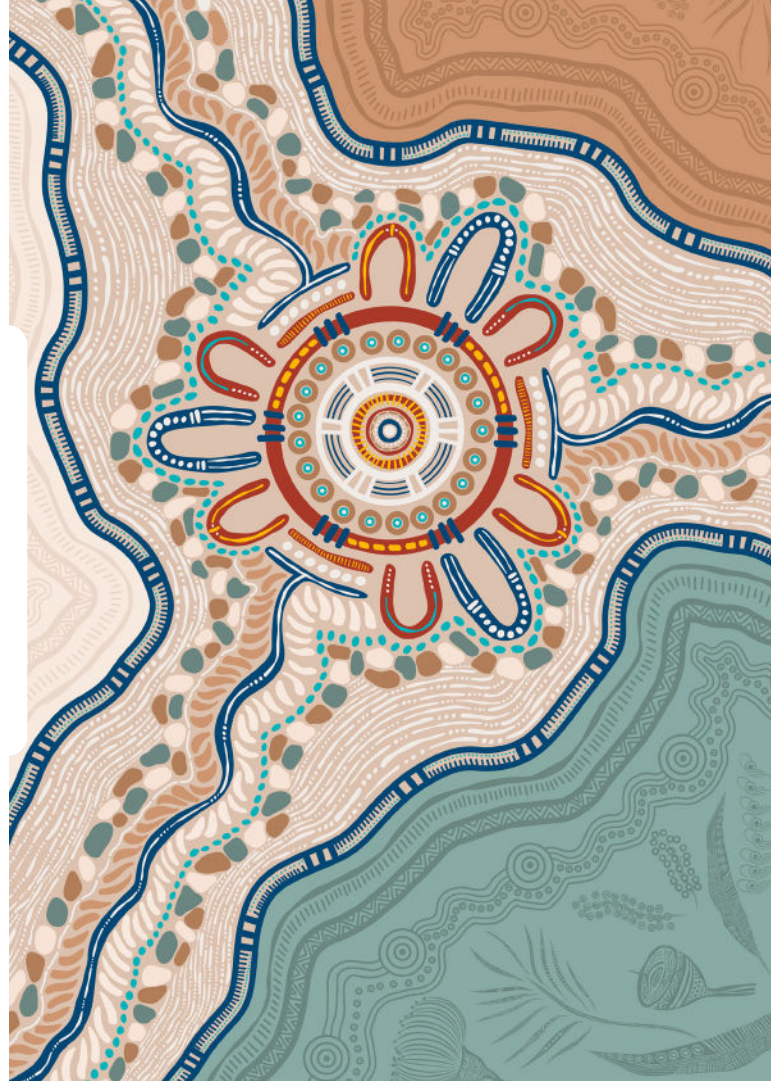


Innovate

Reconciliation Action Plan

March 2025 – March 2027

Engineering confidence, every day.



Contents

3	Message from Ertech's CEO	14	Investing in Emerging First Nations Businesses
4	Artwork Story	15	Relationships
5	Statement from CEO of Reconciliation Australia	17	Respect
6	Acknowledgement of Country	19	Opportunities
6	Our RAP Vision	20	Governance
7	Our Business	22	Contact
8	Our RAP		
9	Case Studies		
13	Working with Local First Nations Businesses		



Message from Ertech's CEO

At Ertech, we are proud to take the next step in our reconciliation journey by launching our Reconciliation Action Plan (RAP). As an Australian employee-owned business, we recognise the importance of meaningful engagement with Aboriginal and Torres Strait Islander peoples and communities.

This plan builds on our commitment to fostering genuine partnerships, creating sustainable opportunities, and driving positive change. We aim to contribute to a more inclusive and equitable future for all through collaboration, respect, and action.

We look forward to working alongside our people, partners, and communities to bring this plan to life.

James Giunelli

Chief Executive Officer



Artwork Story

Ertech's RAP artwork was created by Marcia McGuire, owner and artist of Maali Aboriginal Designs.



Marcia McGuire
Maali Aboriginal Designs.

Marcia is a Whadjuk, Ballardong, Yued Noongar and Buddimaya Yamatji Aboriginal Woman from Perth Western Australia. She has always been devoted to learning about her culture for both Noongar and Yamatji bloodlines. From a young age her Elders have always ensured cultural education and practices were a part of her identity. Marcia established Maali Aboriginal Designs in 2016 with an intent to connect traditional and historical Aboriginal art to the modern world. Inspired by her ancestor's traditional art, dreamtime stories and culture, Marcia's art incorporates traditional customs and designs, blending and connecting our cultures. Her unique style combines traditional and modern art through the use of colours and patterns, with personal stories woven into the concepts.

Our RAP artwork embodies the spirit of community and teamwork. The red ochre circular pattern symbolises Ertech, with arched symbols representing the people at its core. The lines and dots separating the arches signify innovative growth emanating from the centre. Leaf-like patterns emerging from the blue wavy line represent the flourishing of these ideas, symbolising connection through everyone's journey of nurturing innovative concepts.

Ertech has established a strong foundational pathway for our First Nations employees and communities, depicted by the pebble-like patterns surrounding the centre, resembling earth, sand, and rock, which represent strong foundations. The three colours on the outer area signify unity, with the zigzag pattern reflecting First Nations weaving, binding and strengthening

our RAP journey. The watering holes along the weaving pattern illustrate the diverse work Ertech undertakes.

The Marri tree flower, leaf, and gum nut, along with the golden wattle and grevillea, were sources of medicinal healing and nourishment for First Nations people, symbolising healing and nourishment through this Reconciliation Action Plan.



Statement from CEO of Reconciliation Australia

Inaugural Innovate RAP

Reconciliation Australia commends Ertech Pty Ltd on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

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

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

This Innovate RAP is both an opportunity and an invitation for Ertech Pty Ltd to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Ertech Pty Ltd will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities but also empowering and enabling staff to contribute to this process, as well.

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. Ertech Pty Ltd is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

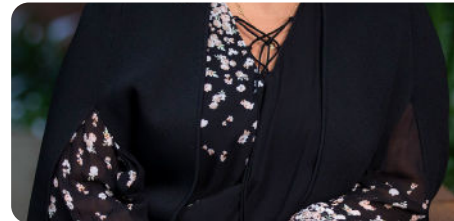
Implementing an Innovate RAP signals Ertech Pty Ltd's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Ertech Pty Ltd on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia



Acknowledgement of Country

Ertech acknowledges the Whadjuk people of the Noongar nation as the Traditional Owners of the land on which our national head office is located. We also acknowledge the Traditional Custodians of lands across Australia where our operations are undertaken including our regional office in Sydney (Gadigal people) and Onslow (Thalanyji people). We respectfully recognise Elders past, present and future.

We want to recognise the individuals and organisations we have collaborated with in developing our Innovate Reconciliation Action Plan (RAP) and those who have contributed input, advice, and support over the years for our Aboriginal and Torres Strait Islander governance programs. We understand the importance of working alongside Aboriginal and Torres Strait Islander peoples to ensure the future sustainability and strength of our organisations and communities.

Our RAP Vision

Ertech's vision for reconciliation is an Australia that values and respects Aboriginal and Torres Strait Islander cultures and heritage while acknowledging and actively addressing the wrongs of the past.

To achieve this bold vision, we will continue to build strong and authentic partnerships, and collaborate side-by-side with Aboriginal and Torres Strait Islander communities and businesses to enhance employment and training opportunities while fostering a culture of awareness and respect for Aboriginal and Torres Strait Islander histories and cultures across the business. This aligns with Ertech's three core values which are the backbone to what the company does: collaboration, courage and authenticity.

We will pursue this vision, working towards achieving Equity and Equality and creating a brighter future for Aboriginal and Torres Strait Islander peoples, by uplifting Aboriginal and Torres Strait Islander perspectives in the interest of self-determination, and by drawing on our journey so far, and our courage to challenge ourselves and those we can influence, to share our hope of reconciliation for a better Australia.

Our Business

Ertech is an Australian, employee-owned civil and electrical construction company. We provide services to the private sector and local, state, and federal governments across Australia.

Since our humble beginnings in 1981, we have taken pride in the quality of our work and the long-standing relationships we have built. With over 40 years of experience and a team of more than 650 employees based in our Perth, Sydney and Onslow Offices, we are guided and driven by our core values of collaboration, courage, and authenticity, which define who we are and how we operate.

We have a rich history of working collaboratively with local Aboriginal and Torres Strait Islander businesses and communities across many locations in Australia. Our business has an enduring interest in building industry capability through the local businesses we engage, and through our long-term investment in trainees, apprentices, graduates, and employees. We recognise that an effective resourcing and procurement strategy has the power to significantly influence the sustainability of the communities in which we operate. Currently, 18 of Ertech's workforce identify as Aboriginal and/or Torres Strait Islander people.

Our Purpose

→ We develop capability.

We build industry capability from the bottom up, by growing leaders from within, creating pathways for youth into the industry, investing in developing new businesses, and engaging local business as priority partners.

→ We build Infrastructure.

We harness the collective capability of our clients, partners, suppliers and business resources to build sustainable infrastructure.

→ We enhance lives.

Our work enhances the lives of our people, our clients, our partners and the community we operate in.

Our Vision

Our vision is to engineer confidence, every day.

Simply put it means that every day we are guided and driven by our values, to use our know-how and resources to deliver our collective best, to build trust in our services and loyalty to our business.

Our Values



Collaboration

We believe in the power of working together in order to listen, learn and solve challenges.



Courage

We boldly pursue new opportunities, and don't shy away from hard work and doing the right thing.



Authenticity

We are a down-to-earth people centred business and we aspire to deliver what we say – always.

Our RAP

Ertech has a long and proud history of working with Aboriginal and Torres Strait Islander groups who share a connection with our work locations around Australia. This Innovate RAP marks the next stage of our journey by enhancing these relationships and acknowledging our intent to contribute towards reconciliation.

Our RAP reflects the journey we have taken to build lasting relationships with Aboriginal and Torres Strait Islander peoples, aiming to create better opportunities through increased economic participation. This document will guide our strategic plans and activities, integrating into key parts of our business. It is a formal and public commitment to advancing reconciliation in Australia through our ongoing efforts to enhance the representation of Aboriginal and Torres Strait Islander people in the Australian construction industry and to maximise our engagement with Aboriginal and Torres Strait Islander-owned businesses.

Our RAP provides us a valuable opportunity to reflect on our achievements, challenges, and lessons learned along the way. Throughout this journey, we have come to understand that each community we operate in has its own unique drivers and considerations, shaping how we engage with Aboriginal and Torres Strait Islander people. What proves effective in one region may not work as well in another. We have also learned that early engagement with individuals who possess local knowledge and cultural understanding is essential in refining our strategies to better suit the specific needs and context of each community. A good example of this is the district Aboriginal Participation programs that Ertech developed and implemented concurrently in Broome and Kununurra. While both projects shared the same client and several staff members, the local contexts were vastly different, necessitating tailored approaches for each region. As detailed later in the RAP, both programs proved to be highly successful.

Our RAP Committee

Clynton Saxon (RAP Champion)
General Manager

Olive Noonan
Senior HR Advisor

Paula Downing
Business Development
Manager

Robyn Strydom
Organisational Development
Advisor

Randy Keeble
Yaraandoo Director

Gráinne Fancote
Human Resources Manager

Karina Kent
Senior Contracts
Administrator

At present, RAP Committee member Randy Keeble who is a proud Ngarrindjeri nation man, is the RAP Committee's Aboriginal representation.

Case Studies

The Ertech Way is to view every project as unique and customise our approach and objectives to deliver the best outcomes for the region, the local community, and the client. Maximising Aboriginal and Torres Strait Islander engagement on projects continues to be a strategic priority close to our hearts. We value the direct and indirect benefits gained and actively support initiatives that enhance good outcomes for local Aboriginal and Torres Strait Islander businesses.

Investing in Training and Skills Development

Motivation Foundation

In 2008, responding to the shortage of skilled labour in the construction industry, Ertech's founder Jim Giumelli founded the Ertech Construction Academy, an innovative training institution that aimed to provide young people a pathway into the civil construction industry.

The original 15 students who commenced at the Academy in 2008 came from the Clontarf Aboriginal College in Waterford, offering educational programs for Aboriginal high school students. Over a 10-year period, Ertech invested more than \$4 million in training and developing youth who attended the Academy.

With the aim to increase student numbers and boost sustainability the Academy's operation transitioned to the Motivation Foundation in 2018, a not-for-profit organisation aimed at helping young Australians from

diverse and disengaged backgrounds to develop life and employability skills, and gain employment in the civil construction and mining sectors.

The Motivation Civil and Mining Academy supports students to become job-ready for the civil construction environment. In addition to attaining a Certificate II, students are taught practical skills such as pipe laying and machine operation in a project site-like environment.

Over 400 students have completed training through the Academy over the past 14 years, with a 95% graduation rate.

One of the Motivation Foundation Aboriginal graduates was offered a full-time traineeship on the NCIS-2 Armament Wharf Extension Project. The female graduate had



previously completed a Certificate II in Civil Construction as part of a school-based pre-traineeship at the Motivation Civil and Mining Academy where she qualified as a plant operator and a Civil Construction graduate.

Following support offered by the Department of Defence around an enhanced Aboriginal Engagement Policy, the graduate commenced a traineeship in Certificate III in Business Administration in 2019 on the NCIS-2 Armament Wharf Extension Project and successfully completed the qualification in December 2020.

This traineeship facilitated a mix of formal and practical training in the workplace. The graduate was a finalist in the 2019 CCF Aboriginal Trainee of the Year.

Case Studies

Broome North Residential and Industrial development Project | Aboriginal Participation Plan

February 2010 – August 2013

As part of the delivery of the Broome North Residential and Industrial development for LandCorp, Ertech worked with Nirrumbuk Aboriginal Corporation and Kimberley TAFE (now North Regional TAFE) to deliver a training structure specifically tailored to Aboriginal people within the Broome region.

The collaborative approach of all agencies and the TAFE campuses enabled the development of a culturally sensitive, hands-on, practical training course. This provided Aboriginal employees with work opportunities that fostered skills, knowledge and aspirations to help break negative economic and social disadvantages experienced by local Aboriginal people.

Over a period of three years, Ertech successfully established and maintained an Ertech Construction Academy campus in Broome,

providing a clear pathway for Aboriginal people to assist in developing their skills and experience in undertaking civil construction activities. The Academy programs generally included an intake of 10 people across a range of ages, backgrounds and experience, and consisted of a formal traineeship delivered by Kimberley TAFE with a mix of theory and practical activities undertaken in a live operational project environment. This saw the cohort of participants engaged for the majority of the dry season, and in some cases throughout the wet season, leading to an average of 90% continued employment following program completion.



Case Studies

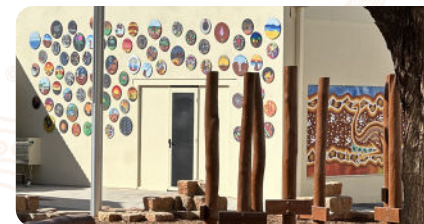
Kalgoorlie City Centre Economic Transformation

April 2022 – September 2023

In 2023, Ertech successfully completed the Kalgoorlie City Centre Economic Transformation Project, revitalising the heart of Kalgoorlie's Central Business District, including St. Barbara's Square and Laneway. This transformation has changed the area into a vibrant and welcoming centre for locals and visitors alike.

A key project highlight was the integration of Aboriginal cultures, featuring one of the largest public displays of First Nations art in Western Australia. Fifteen artworks by Aboriginal artists were prominently displayed, celebrating Kalgoorlie's rich history and heritage.

The project also generated broad economic benefits through economic activation and investment attraction to the city. Importantly, it provided significant opportunities for local Aboriginal employment and business participation during construction, ensuring meaningful Aboriginal engagement and community involvement throughout the process.



Case Studies

Coxs River Road Upgrade Project Transport for NSW

January 2023 – February 2025

Ertech's ongoing work on the Coxs River Road Upgrade in NSW highlights our drive to leave a positive legacy within the communities we operate and through the people and businesses we help to develop. The client on this project has been equally committed to achieving genuine local and Aboriginal engagement and development, which contributed to the project's positive results.

A Skills, Employment and Industry Development (SEID) Plan, focused on delivering positive Social Procurement outcomes, has been actively implemented to prioritise key objectives such as jobs and skills workforce diversity, and industry development. Ertech has implemented several strategies to ensure we meet our commitment including early engagement with TAFE, local businesses, and a focus on local employment. Other initiatives include pre-employment programs, offering unemployed individuals experience, qualifications, and potential employment on the project.

13 Aboriginal people employed on the project to date.

24 Local, 49 regional and 7 First Nations businesses have been engaged to date, more than doubling the targets.



Working with Local First Nations Businesses

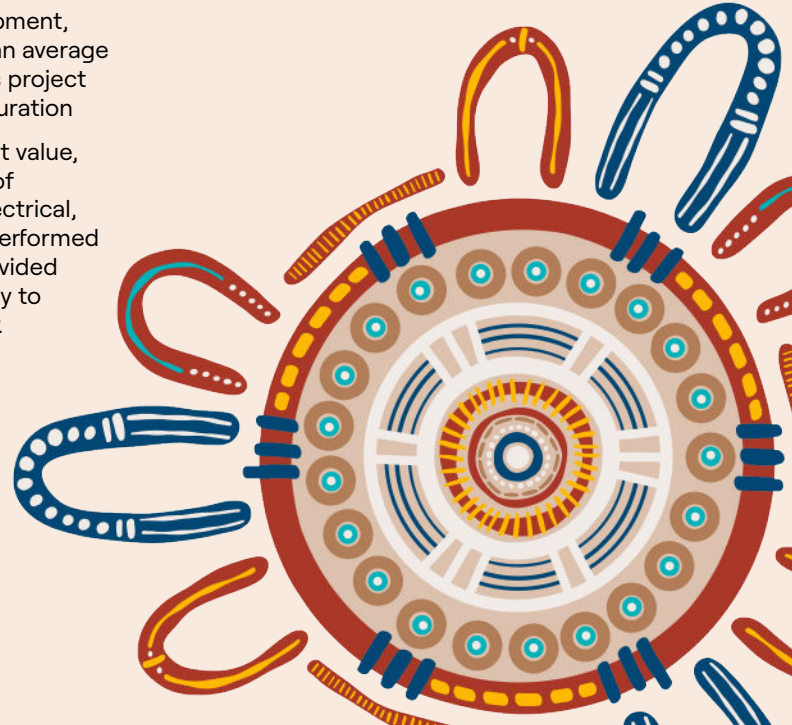
WannaWork | Aboriginal Contractor

Ertech engaged local Aboriginal contractor, WannaWork, to perform landscaping work as part of the Lakeside residential land development project in Kununurra. We worked closely with WannaWork to identify and manage any skill gaps within their organisation and provided formal training and coaching to key staff on developing health and safety systems, quality systems required for civil projects, and business support. This successful sub-contract for WannaWork produced the step-change opportunity for them to grow in capability and maturity, and importantly showed other prospective clients in the East Kimberly, WannaWork's enhanced capability.

Ertech continued to work with WannaWork to grow their capability on the first contract awarded as part of the Ord Irrigation Expansion Project (OIEP). This project included a very tight program with opportunities to engage Aboriginal trainees, initially thought to be very limited.

As an extension of WannaWork's development, Ertech was able to engage and develop an average of five local Aboriginal people during this project with three engaged for the full project duration

WannaWork completed 5% of the project value, which is significant given the high value of specialist sub-contract items such as electrical, plumbing, and sealing works. The work performed by WannaWork with Ertech's support provided WannaWork with an excellent opportunity to benefit from, and participate in, the OIEP.



Investing in Emerging First Nations Businesses

Yaraandoo

The Ertech Group is a long-term investor in new and emerging businesses focused on building Australian capability and capacity. The most recent investment was Supply Nation-certified business Yaraandoo. A majority-owned Aboriginal company specialising in providing electrical services and supporting civil services to the Resources, Infrastructure, and Defence sectors across Australia.

Led by Ngarrindjeri nation man Randy Keeble, Yaraandoo aims to grow into a sustainable First Nations contracting business that creates employment and training opportunities for Aboriginal and Torres Strait Islander people across Australia. Yaraandoo focuses on enhancing Aboriginal contracting capacity by leveraging business partnerships that foster economic independence and well-being for Aboriginal and Torres Strait Islander people.



Yaraandoo means “meeting place, between two rivers, under the Southern Cross”, symbolising the coming together of Australian people to create opportunities to enhance the lives of Aboriginal and Torres Strait Islander people through greater economic participation.

Relationships

Ertech is dedicated to deepening and strengthening its relationships with Aboriginal and Torres Strait Islander peoples. We will achieve this through ongoing cultural learning, consistent investment in resourcing and development, and a focused effort to maximise engagement with Aboriginal and Torres Strait Islander-owned businesses. Our commitment is to foster a more sustainable, diverse, and inclusive construction industry.



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Mar 2025, Mar 2026	Business Development Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Jun 2025, Jun 2026	Business Development Manager
	Attend one Aboriginal business forum in the year.	Dec, 2025, Dec 2026	Yaraandoo Director
	Organise a Bytes & Bites morning tea with local Aboriginal Elders and leaders.	Mar 2025, Mar 2026	Business Development Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025, May 2026	Organisational Development Advisor
	RAP Committee members to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2025, 27 May – 3 June 2026	Senior Contracts Administrator
	Encourage all staff and senior leaders to participate in external events to recognise and celebrate NRW	27 May – 3 June 2025, 27 May – 3 June 2026	Business Development Manager
	Organise one internal Head Office event for NRW each year and encourage projects to hold events on site.	27 May – 3 June 2025, 27 May – 3 June 2026	Organisational Development Advisor
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2025, May 2026	Organisational Development Advisor
	Extend an invitation to Aboriginal and Torres Strait Islander people to share their reconciliation experiences or stories at an NRW event.	27 May – 3 June 2025, 27 May – 3 June 2026	Business Development Manager

Relationships

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Mar 2025, Mar 2026	General Manager
	Communicate our commitment to reconciliation publicly.	Mar 2025, Mar 2026	Business Development Manager
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Apr 2025, Apr 2026	Business Development Manager
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Mar 2025, Mar 2026	General Manager
	Celebrate our RAP journey with local artwork installed at our corporate offices.	Mar 2025, Mar 2026	Organisational Development Advisor
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing antidiscrimination provisions, and future needs which align to our RAP.	Mar 2025, Mar 2026	HR Manager
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	Apr 2025, Apr 2026	Senior HR Advisor
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Apr 2025, Apr 2026	Senior HR Advisor
	Educate senior leaders on the effects of racism.	Aug 2025, Aug 2026	Senior HR Advisor
	Create a dedicated intranet page for sharing information on Reconciliation activities, educational tools and stories, to be located on the intranet and linked from Respect @ Ertech page and from the intranet landing page.	Mar 2025	Business Development Manager
	Incorporate the effects of racism in the Respect @ Ertech internal communication and training for employees.	Apr 2025, Apr 2026	HR Manager

Respect

In every project we undertake, our goal is to actively listen, learn, and collaborate with Aboriginal and Torres Strait Islander peoples. By doing so, we strive to positively impact the communities and environments in which we operate. We are committed to celebrating and honouring the rich cultures and histories of Aboriginal and Torres Strait Islander peoples through genuine partnership and mutual respect.



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	Mar 2025	Senior HR Advisor
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Apr 2025	Senior HR Advisor
	Formalise our Cultural Awareness Training needs within our organisation.	Apr 2025	HR Manager
	Develop, implement, and communicate a cultural learning strategy document for our staff.	May 2025, May 2026	HR Manager
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Jun 2025, Jun 2026	General Manager
	Promote Reconciliation Australia's online publication Reconciliation News to all staff.	Mar 2025, Mar 2026	Business Development Manager
	70% of total employees to undertake face-to-face Cultural Awareness Training.	Dec 2026	General Manager

Respect

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2025, May 2026	HR Manager
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Apr 2025, Apr 2026.	Senior HR Advisor
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Dec 2025, Dec 2026	Project Manager(s)
	Organise and display an Acknowledgement of Country and Welcome to Country Plaque in our head office. Invite Traditional Owners into our office to explain the significance of Acknowledgement of Country and Welcome to Country at a plaque unveiling.	May 2025	Business Development Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Mar 2025, Mar 2026	General Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week and other key dates.	RAP Committee to participate in an external NAIDOC Week event.	First week in Jul 2025, Jul 2026	Organisational Development Advisor
	Promote and encourage participation in external NAIDOC events to all staff.	First week in Jul 2025, Jul 2026	Organisational Development Advisor
	Include a section in monthly staff updates to celebrate and recognise the Aboriginal and Torres Strait Islander information or dates of significance.	Mar 2025, Mar 2026	Organisational Development Advisor
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	May 2025, May 2026	Senior HR Advisor

Opportunities

We are committed to leaving a positive legacy in the communities where we operate, through the people and businesses we support and help to grow. Our focus remains on long-term development and investment in Aboriginal and Torres Strait Islander trainees, apprentices, graduates, and employees. We will also continue to maximize our engagement with Aboriginal and Torres Strait Islander-owned businesses, fostering meaningful and sustainable growth.



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities by collecting and tracking of cultural (and other diversity) data to review attraction, retention, advancement etc.	Mar 2025, Mar 2026	HR Manager
	Engage with Aboriginal and Torres Strait Islander people to consult on our recruitment, retention and professional development strategy.	Apr 2025, Apr 2026	HR Manager
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	May 2025, May 2026	HR Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Jul 2025, Jul 2026	Senior HR Advisor
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Mar 2025, Mar 2026	Senior HR Advisor
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Mar 2025, Mar 2026	Senior Contracts Administrator
	Investigate Supply Nation membership.	Mar 2025	Senior Contracts Administrator
	Develop and communicate to employees a list/ guide of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	Apr 2025, Apr 2026	Senior Contracts Administrator
	Engage an Aboriginal business/supplier for Ertech's next Project Managers Forum.	Oct 2025	Organisational Development Advisor
	Review and update procurement process in GateWay to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Mar 2025, Mar 2026	Senior Contracts Administrator
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Aug 2025, Aug 2026	Senior Contracts Administrator

Governance



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Establish and apply a Terms of Reference for the RWG.	Mar 2025, Mar 2026	Organisational Development Advisor
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Mar 2025, 2026 Jun 2025, 2026 Sep 2025, 2026 Dec 2025, 2026	Yaraandoo Director
	Meet at least quarterly to drive and monitor RAP implementation.	Mar 2025, 2026 Jun 2025, 2026 Sep 2025, 2026 Dec 2025, 2026	Organisational Development Advisor
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Mar 2025, Mar 2026	Organisational Development Advisor
	Engage our senior leaders and other staff in the delivery of RAP commitments.	Apr 2025, Apr 2026	General Manager
	Appoint a senior leader to champion our RAP internally.	Mar 2025	Senior Contracts Administrator
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Mar 2025, Mar 2026	Organisational Development Advisor

Governance

Action	Deliverable	Timeline	Responsibility
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.	Jun 2025, Jun 2026	Organisational Development Advisor
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 Aug 2025, 1 Aug 2026	Organisational Development Advisor
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 Sep 2025, 30 Sep 2026	Senior HR Advisor
	Report RAP progress to all staff and senior leaders quarterly.	Mar 2025, 2026 Jun 2025, 2026 Sep 2025, 2026 Dec 2025, 2026	Yaraandoo Director
	Publicly report our RAP achievements, challenges and learnings, annually.	Jan 2026, Jan 2027	General Manager
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Apr 2026	Yaraandoo Director
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Mar 2026	Yaraandoo Director
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Jul 2026	Organisational Development Advisor



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