

RECONCILIATION ACTION PLAN
INNOVATE

INNOVATE RECONCILIATION ACTION PLAN

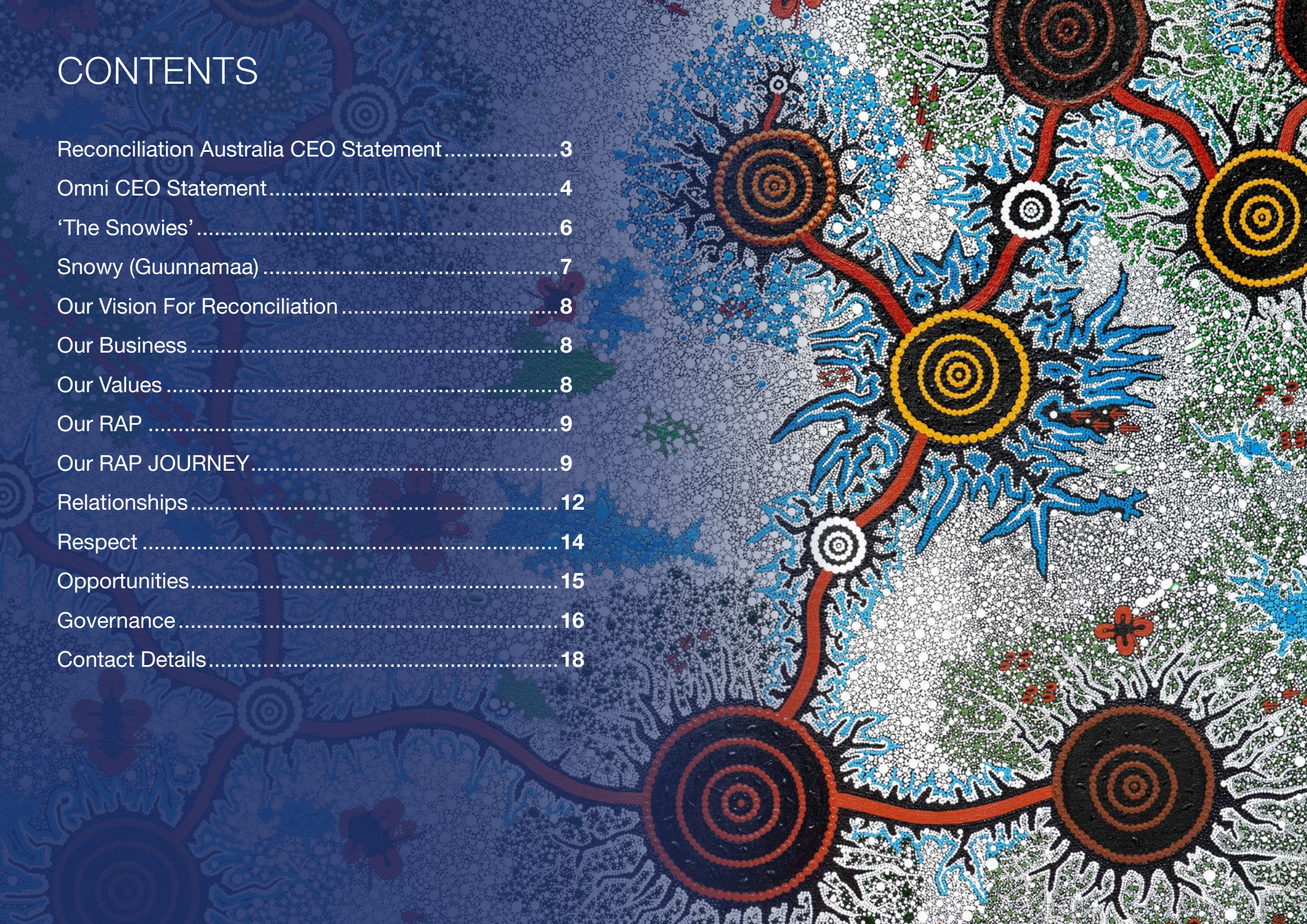
November 2026 – November 2028

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RECONCILIATION AUSTRALIA CEO STATEMENT

Second Innovate RAP

Reconciliation Australia commends Omni Executive 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 over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Omni Executive continues to be part of a strong network of more than 3,000 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 Omni Executive will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Omni Executive 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 Omni Executive 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, Omni Executive will ensure shared and cooperative success in the long-term.

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

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

Karen Mundine
Chief Executive Officer
Reconciliation Australia



OMNI CEO STATEMENT

As a 100% Australian-owned company, Omni recognises and values the knowledge, history, and contributions of Aboriginal and Torres Strait Islander peoples. Omni believes this is fundamental to who we are.

Focused on delivering innovative national security and critical infrastructure solutions to further our national interests, Omni is working to advance Australia's capabilities and protecting what matters most. Integral to this, we believe we have the responsibility to contribute to a future where Aboriginal and Torres Strait Islander peoples have every opportunity to gain experience, develop, and thrive.

Our commitment to reconciliation is grounded in our core values of Respect, Trust, Agility and Humility.

- Respect guides how we listen, learn, and acknowledge the enduring cultures of Aboriginal and Torres Strait Islander peoples.
- Trust shapes the genuine and lasting relationships we seek to build with individuals, communities and organisations.
- Agility enables us to adapt, learn and take meaningful action as we progress on our reconciliation journey.
- Humility reminds us that reconciliation requires openness, reflection, and a willingness to keep learning.

These values shape our culture and set us apart. They influence how we support our people, engage with communities, and contribute to Australia's broader national endeavours.

Earlier this year we initiated our Indigenous Pathways Program welcoming four Aboriginal and Torres Strait Islander participants. The entry-level program has been designed to support Aboriginal and Torres Strait Islander peoples in developing skills, building careers, and creating meaningful opportunities within our business and the sectors in which we operate.

Our RAP continues our journey since our first internal RAP in 2016, followed by our first endorsed Innovate RAP in 2020. As part of our RAP journey, we will strengthen engagement with Aboriginal and Torres Strait Islander-owned businesses and employees, ensuring that our procurement and supply chain create greater opportunities and deepen understanding across our organisation.

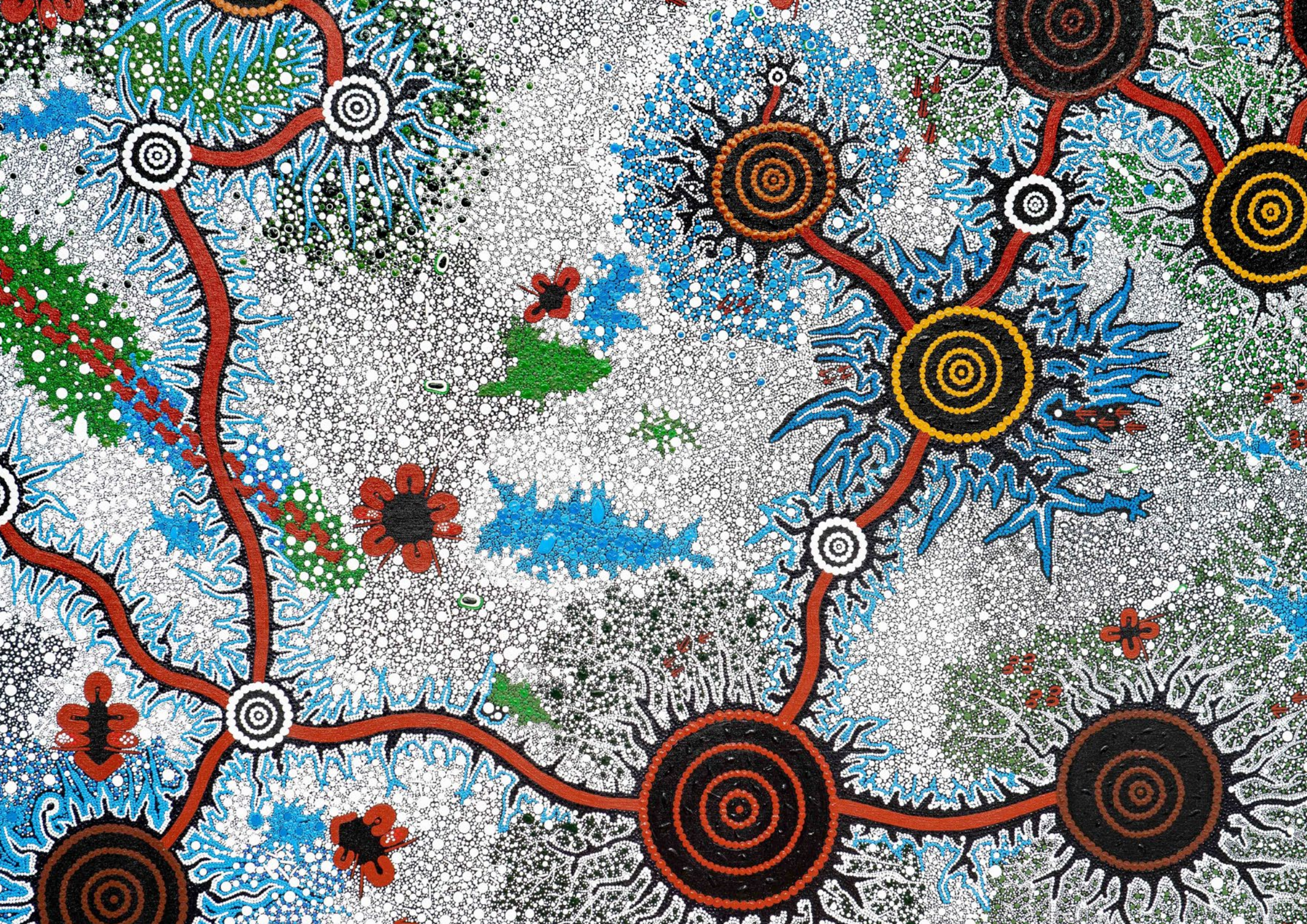
Through this plan we will take actions to build meaningful partnerships, create opportunities, and contribute to a stronger and more inclusive Australia for generations to come.

I am personally committed to ensuring that Omni delivers outcomes that advance the interests of Aboriginal and Torres Strait Islander peoples. This is not just a statement; it is a fundamental aspect of how Omni operates.

Sincerely,

Steven Thorpe
Chief Executive Officer
Omni Executive





‘THE SNOWIES’

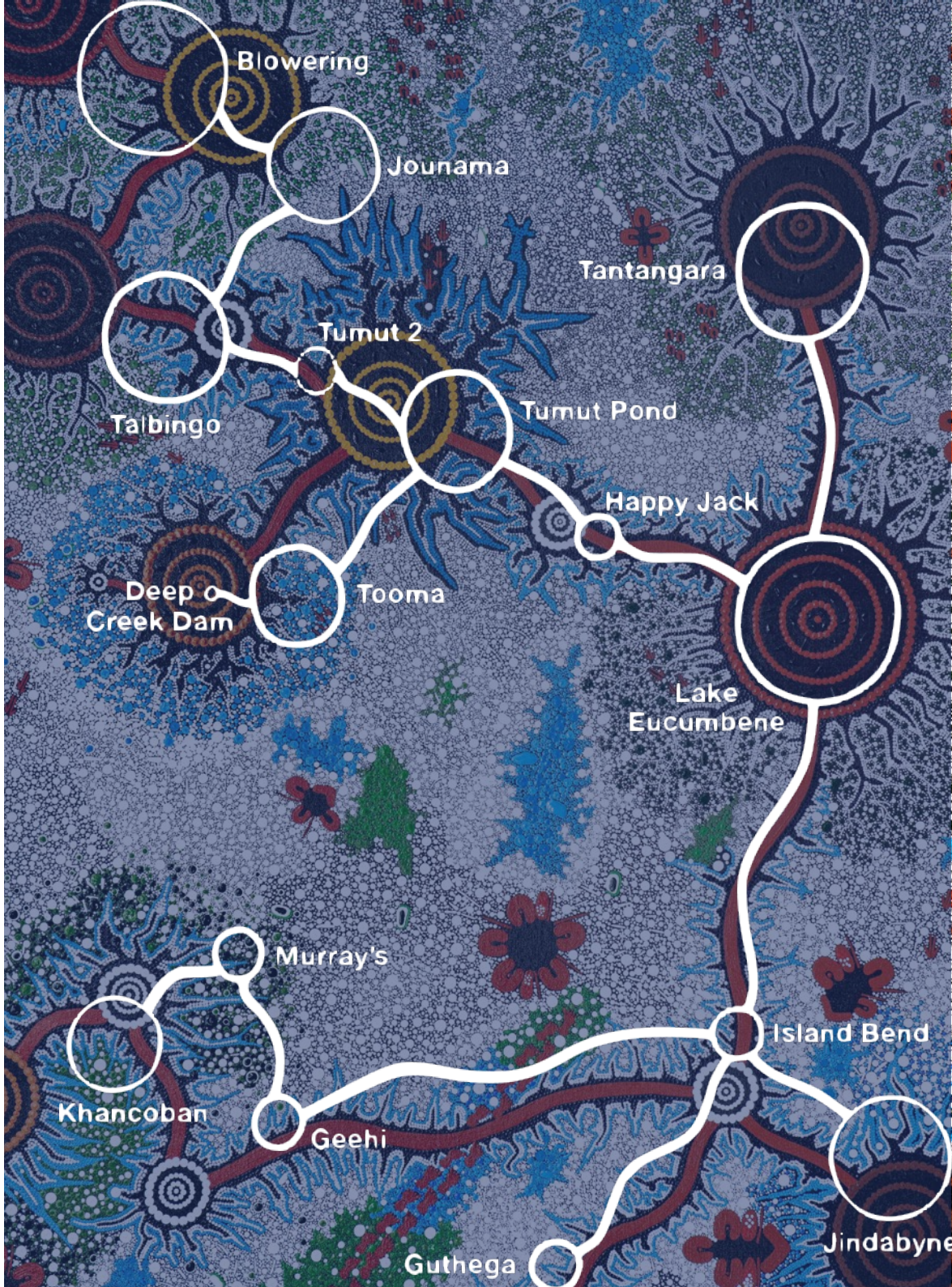
Artist - Sharon P
Painted circa 2019
Purchased by Omni in 2022 by a Deed of Cultural Cooperation.

‘The Snowies’ is inspired by Sharon’s deep connection to the lands of the Snowy Mountains region (known informally as ‘The Snowies’) and the First Nations peoples of the area, the Ngarigo peoples.

The Snowy Mountains region has been home to several Aboriginal groups for more than 20,000 years, including the Ngarigo peoples from the Monaro district, Ngunnawal peoples from the southern tablelands, and the Yuin peoples from the southeast coast of Australia. Every summer, Aboriginal groups would gather in large numbers in the Snowy region for celebration, ceremonies, and feasting. These gatherings would coincide with the migration of the Bogong moth from southern Queensland to the region, as the moths provided a nutritious meal for the groups once cooked in hot ash.

With the arrival of European settlers to the region in the 1830’s, the area was used for stock grazing in the summer months as immortalised by Banjo Paterson’s ‘The Man from Snowy River’. The Ngario peoples hold a strong connection to the Yirramang (Brumbies), despite being an introduced species, alongside the native fauna in the region.

The Snowy Mountains Hydro Scheme began in the region in 1949 and was completed in 1974 eventually providing power to three states. Over 100,000 men, women, children migrated to the region for work on the scheme, from a diverse range of backgrounds, including many with little English, and often escaping post-war Europe. Sharon’s father worked on the Snowy Mountains Hydro-Electric Scheme and was a great influence on her completing the artwork which maps the great lakes.



SNOWY (GUUNNAMAA)

Written by Sharon P, 27th April 2019
Interpreted in Ngaambri / Ngunnawal language by
Paul House 4th July 2019

I awaken with a misty haze rolling in.

(Midyimbalda Gamarra gandarra guyaang)

Birds chirping, sounds of life awakening.

(Dyirramarra Ngiyang Gamarra Buudyan)

The sun creeping above the gums.

(Winyuu birrabang Wuuruugantha dhuga)

Rain and snow may fall upon me.

(Bundinya guunnamaa gurrity Midyimbalda)

I see life born throughout the year of wildlife and brumbies.

(Midyimbalda ningee murun-marradhal wuurawin mittong Warragul Yirramang)

I am called Country to my First Nations people.

(Midyimbalda wulanha dhaura mittong murrindyarr)

But you may call me the Snowies.

(Nginyalgir Guunamaa Midyimbalda wulanha)



Elizabeth Phillips, Chief People Officer, Serena Williams, Ngunnawal Elder, Traditional Custodian
Sonya Hogan, Chief Operations Officer and RAP Chair, Luke Easey, General Manager Assurance (Left to Right)

OUR VISION FOR RECONCILIATION

Our vision for reconciliation is a proud, united Australia that values and celebrates the cultures, histories and perspectives of the Aboriginal and Torres Strait Islander peoples and acknowledges past injustices. A reconciled Australia ensures every Australian has equitable access to opportunities and resources regardless of their race and every Australian works to eradicate negative race relations.

For Omni this means supporting education and employment opportunities specifically for Aboriginal and Torres Strait Islander peoples, listening to and learning from local First Nations peoples, and choosing to purchase from First Nations peoples-owned or managed businesses to help create a more equitable society.

OUR BUSINESS

Omni is an established Australian owned company that provides innovative national security and critical infrastructure solutions to develop Australian capability and support our national interest. Our team is trusted, proven, and committed to delivering solutions wherever our customers require them: on land, in the air, at sea, in space, and in cyber domains.

In operation since 2012, Omni has steadily grown with market demand, evolving into a highly regarded service delivery and technology development company. Our workforce features a high proportion of Australian Defence Force veterans, former law enforcement officers, and Intelligence specialists. We maintain a tightknit and highly supportive workplace culture. We have grown to a team of around 390 professionals with capabilities in both corporate and professional services, vetting, security, and aerospace.

We currently employ 6 Aboriginal and Torres Strait Islander peoples with substantial levels of responsibility, including our current General Manager Technology. All of whom are valued and integral contributors to our business operations. Our head office is in Ngunnawal Country in Barton, ACT. Our regional offices are in Yuggera Country, Milton, Queensland, Kaurna Country, Adelaide and Wajuk Country in Perth's CBD. We have aviation and engineering teams in Wajuk Country Jandakot, WA, and teams in Queensland in Gubbi Gubbi Country in Caloundra.

Our reputation is built on providing highly qualified and professional people to deliver tailored services to our clients. We focus on people, not just numbers, working closely with clients to ensure expectations are met or exceeded, and taking care of people through effective and ethical relationships. Sustainability is more than just a word for us. It encapsulates our commitment to responsible progress as we grow. Omni has demonstrated a strong commitment to sustainability since our inception. We continue to support a broad range of organisations and initiatives through our LIVE program (Local, Indigenous, Veteran and Environment).

OUR VALUES

Omni is committed to ensuring our approach to everything we do is guided by our core values of Respect, Trust, Agility and Humility. We support local, national, and global communities through direct assistance and quality partnerships with particular emphasis on LIVE initiatives.

OUR RAP

At Omni, we actively recognise and support the diverse ethnic and cultural backgrounds and gender identities of our people. Diversity is not a passive expectation but a deliberate commitment. By fostering an inclusive environment, we strengthen our organisation, broaden our perspectives and enhance the way we collaborate and deliver outcomes.

Through LIVE, we embed inclusive practices into our operations, engage meaningfully with communities, support our veteran workforce and uphold our environmental responsibilities.

Aboriginal and Torres Strait Islander peoples are the foundation of our history as a nation and a significant part of Australia's shared identity. Because of this, it is important for us as a 100% Australian-owned business to express our plans with a RAP to demonstrate our appreciation of the Traditional Custodians of this great country.

Since 2016, Omni has embraced an internal RAP as part of our journey toward reconciliation, we believe that it is an important step to formalise our commitment by registering our RAP with Reconciliation Australia. Omni has committed to implement a RAP to develop and strengthen established approaches of advancing reconciliation through our existing relationships with Supply Nation, various First Nations artists, the Indigenous Literacy Foundation, educational scholarships and our new Indigenous Pathways Program.

Our RAP initiatives focus on a sustainable approach to reconciliation, building off and extending previous initiatives outlined below. Omni has implemented a RAP Working Group supported by the executive and senior managers and together with our Omni General Manager Technology, a proud Gunditjmara man and our RAP Champion, for driving internal engagement and awareness of the program. Omni will increase the size of its RAP committee to include other First Nations team members. The committee will continue to advance reconciliation into the workplace.

OUR RAP JOURNEY

Omni's RAP seeks to drive reconciliation through initiatives that address the five dimensions of reconciliation: Race Relations; Equality and Equity; Unity; Institutional Integrity and Historical Acceptance. We are committed to promoting and supporting First Nations cultures as part of our operations, particularly in the areas of education and employment.

Our first internal plan for Reconciliation activities (2016–2018) set the foundation for our commitments. It formalised our intention to promote respect and advance equity for First Nations peoples through targeted procurement from First Nations–owned and managed businesses, active recognition of significant cultural events such as National Reconciliation Week and NAIDOC Week, and sustained support for community programs through donations. Building on these achievements, we continue our RAP journey through our Innovate Plan 2025–2027, expanding these commitments and strengthening the way we partner, procure and create meaningful opportunities for Aboriginal and Torres Strait Islander peoples.



Indigenous Literacy Foundation. Image: Tiffany Parker.

Our Innovate RAP 2020-22 initiatives included:

- Set Mandatory Minimum Requirements targets for staffing (2.9%) and supply chain (0.1%).
- Supported two, three-year Indigenous Leader Scholarships at the University of Western Australia.
- Supported five preschool Book Buzz programs in remote communities annually through the Indigenous Literacy Foundation.
- Donated to the GO Foundation.
- Trained employees on procurement and financial reporting to better utilise our Supply Nation memberships.
- Hosted annual events across all offices to increase employee engagement and mark the significance of National Reconciliation Week, NAIDOC week and Indigenous Literacy Day, featuring presentations by First Nations community leaders.
- Worked with Aboriginal and Torres Strait Islander suppliers and recruitment agencies both directly and through Supply Nation.
- Purchased and promoted a library of First Nations literature to each Omni office or facility, curated by the Indigenous Literacy Foundation.
- Engaged with First Nations artist Sharon P to purchase one of her creations through a Deed of Cultural Cooperation. Her artwork is displayed in our Head Office reception area serving as a visual Acknowledgement of Country to everyone entering the office.
- Commissioned local Queensland artist Aunty Hazel Cowburn of the Gureng Gureng, Gubbi Gubbi and Wakka Wakka people to create an artwork to display in our southeast Queensland office and hangars as a mark of respect for the Traditional Custodians of the land in each area that we work in.
- Produced Acknowledgement of Country cards designed around art from Sharon P, that are distributed to every employee.
- Searched our land holding in Canyonleigh, NSW, through the NSW Office of Environment and Heritage AHIMS (Aboriginal Heritage Information Management System).
- Marked National Reconciliation Week 2023 by producing a video with the story of one of our General Managers our RAP Champion and his discovery of his heritage as a Gunditjmara man, the struggle and discrimination experienced by his family including after service during WWII and his return to country experience after being taken from his family as an infant and presenting it to all staff at a special luncheon function.
- Established a RAP Working Group.

Over the next two years we want to achieve the following new initiatives:

- Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development, with the aim of developing career pathways to support Aboriginal and Torres Strait Islander employment with our industry sector.
- Promote positive race relations through anti-discrimination strategies, including Cultural Awareness Training.
- Expand our RAP Working Group to include a broader cross section of our workforce, to include regional representation.
- Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
- Ensure regular communication and resources for staff to engage with goals of the RAP.
- Develop additional and mutually beneficial relationships between Omni and First Nations people stakeholders.
- Build on our accountability and responsibility for reconciliation by reporting on RAP achievements, challenges, and learnings externally directly to (NIAA, Reconciliation Australia) and internally (Board, Executives and staff).
- Commitment to use an indigenous advisory organisation.
- Develop a cultural learning strategy.
- Increase the number of indigenous staff by actively utilising First Nations recruitment companies.
- Continuing to support ongoing initiatives commenced during 2023 - 2025.
- Achieve Mandatory Minimum Requirements targets for staffing (2.9%) and supply chain (0.1%).
- Support five preschool Book Buzz programs in remote communities annually through the Indigenous Literacy Foundation.
- Promote a library of First Nations literature to each Omni office or facility, curated by the Indigenous Literacy Foundation.
- Distribute Acknowledgement of Country cards designed around art from Sharon P to every employee.
- Host annual events across all offices to increase employee engagement and mark the significance of National Reconciliation Week, NAIDOC week and Indigenous Literacy Day.
- Work with Aboriginal and Torres Strait Islander suppliers and recruitment agencies both directly and through Supply Nation.



Geoff Brown, General Manager Technology, proud Gunditjmara man and RAP Champion. Image: Thomas Lucraft, Omni Annual Company Day 2024.

RELATIONSHIPS



The actions within the pillar of Relationships focus on fostering mutually beneficial connections with Aboriginal and Torres Strait Islander stakeholders and organisations. This is achieved by celebrating National Reconciliation Week and promoting reconciliation within our influence. Additionally, positive race relations are encouraged through the implementation of anti-discrimination strategies.

Action	Deliverable	Timeline	Responsibility
01. 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.	November 2026	GM Technology
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2027	GM Technology
	• Develop and formalise at least two strategic partnership agreements with Aboriginal and Torres Strait Islander organisations to support employment pathways, capability development, cultural exchange and community outcomes aligned with Omni's business and reconciliation objectives.	November 2027	GM Technology
02. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May Annually	GM Technology
	• RAP Working Group to participate in an external NRW event.	27 May- 3 June Annually	GM Technology
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June Annually	GM Technology
	• Organise at least one NRW event each year.	27 May- 3 June Annually	GM Technology
	• Register all our NRW events on Reconciliation Australia's NRW website.	May Annually	GM Technology

RELATIONSHIPS

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Action	Deliverable	Timeline	Responsibility
03. Promote reconciliation through our sphere of influence.	• Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	August 2027	GM Technology
	• Communicate our commitment to reconciliation publicly.	27 May- 3 June Annually	GM Technology
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	November 2026 November 2028	GM Technology
	• Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	November 2027	GM Technology
04. Promote positive race relations through anti-discrimination strategies.	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2027	Chief People Officer (CPO)
	• Develop, implement, and communicate an anti-discrimination policy for our organisation.	May 2027	Chief People Officer (CPO)
	• Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	November 2026 November 2028	GM Technology
	• Educate senior leaders on the effects of racism.	August 2027	GM Technology

RESPECT

The actions within the pillar of Respect focus on enhancing the understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning initiatives. It emphasises the importance of demonstrating respect by adhering to cultural protocols when engaging with Aboriginal and Torres Strait Islander peoples. Additionally, celebrating NAIDOC Week serves as a vital means to honour and promote respect for these rich cultures and histories.

Action	Deliverable	Timeline	Responsibility
05. 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.	May 2027	GM Assurance
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	August 2027	GM Assurance
	• Develop, implement, and communicate a cultural learning strategy document for our staff.	August 2027	GM Assurance
	• Provide opportunities for RAP Working Group, HR managers and other key leadership staff to participate in formal and structured cultural learning.	August 2027	GM Assurance
06. 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, Annually	GM Assurance
	• Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	September 2027	GM Assurance
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	February & July Annually	GM Assurance
07. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• RAP Working Group to participate in an external NAIDOC Week event.	July Annually	GM Assurance
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	May Annually	Chief People Officer (CPO)
	• Promote and encourage participation in external NAIDOC events to all staff.	First week in July, annually	GM Assurance

OPPORTUNITIES

The pillar of Opportunities focuses on enhancing employment outcomes for Aboriginal and Torres Strait Islander peoples by prioritising their recruitment, retention, and professional development. It aims to boost supplier diversity among Aboriginal and Torres Strait Islander businesses to foster better economic and social results. Additionally, effective onboarding processes are essential to support these initiatives and ensure successful integration into the workforce.

Action	Deliverable	Timeline	Responsibility
08. 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.	September 2027	Chief People Officer (CPO)
	• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	September 2027	Chief People Officer (CPO)
	• Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	September 2027	Chief People Officer (CPO)
	• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	September 2027	Chief People Officer (CPO)
	• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	October Annually	Chief People Officer (CPO)
09. 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.	August 2027	Chief Operating Officer (COO)
	• Renew Supply Nation membership on an annualised basis - April 2026	April, Annually	Chief Operating Officer (COO)
	• Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	June, Annually	Chief Operating Officer (COO)
	• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	May 2027	Chief Operating Officer (COO)
	• Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	November 2026 – November 2028	Chief Operating Officer (COO)
10. Develop bespoke Onboarding process for First Nations owned suppliers	• Document onboarding workflow tailored to First Nations owned suppliers, including cultural protocols, payment terms, support contacts, and simplified compliance requirements.	November 2027	RAP Working Group Chair
	• Digital/print pack with step by step onboarding guide, key Omni contacts and invoice instructions.	November 2027	RAP Working Group Chair

GOVERNANCE

The actions within the pillar of Respect focus on enhancing the understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning initiatives. It emphasises the importance of demonstrating respect by adhering to cultural protocols when engaging with Aboriginal and Torres Strait Islander peoples. Additionally, celebrating NAIDOC Week serves as a vital means to honour and promote respect for these rich cultures and histories.

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group.	February Annually	Omni Board Member
	• Review & Maintain a Terms of Reference for the RAP Working Group.	February Annually	CEO
	• Meet at least four times per year to drive and monitor RAP implementation.	March, May, August, October, 2026 - 2028	RAP Working Group Chair
12. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	February Annually	RAP Working Group Chair
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	March, May, August, October, 2026 - 2028	RAP Working Group Chair
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	October Annually	RAP Working Group Chair
	• Maintain a senior leader to champion our RAP internally	February Annually	CEO

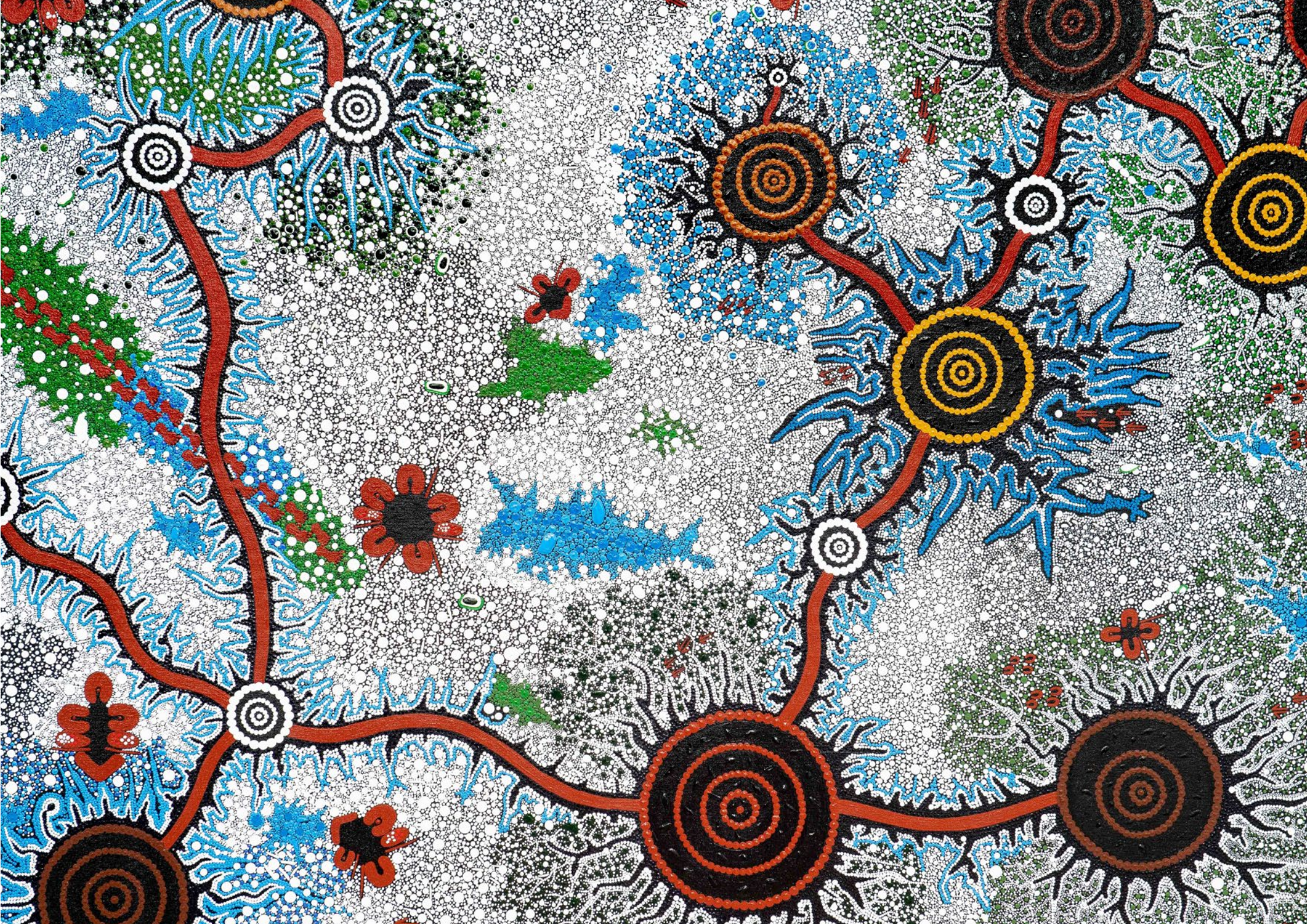
GOVERNANCE

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Action	Deliverable	Timeline	Responsibility
13. 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	RAP Working Group Chair
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	1 July annually	RAP Working Group Chair
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RAP Working Group Chair
	• Report RAP progress to all staff and senior leaders quarterly.	March, May, August, October, 2026 - 2028	RAP Working Group Chair
	• Publicly report our RAP achievements, challenges and learnings, annually.	September Annually	RAP Working Group Chair
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026	RAP Working Group Chair
	• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	November 2027	RAP Working Group Chair
14. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	May 2028	RAP Working Group Chair

CONTACT DETAILS

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Omni Executive Pty Ltd