



INNOVATE RECONCILIATION ACTION PLAN

September 2024 - September 2026





OUR RAP ARTWORK

'Inside the Rain' by Yondee Shane Hansen has taken inspiration from the repetitive motifs typical of many Aboriginal depictions of the country originating from sand drawings that were part of ceremonial life. Like these drawings, this work is painted from an aerial perspective and depicts, among other things, the patterns and soakage's created on the ground as the rain is falling.

ARTIST: YONDEE SHANE HANSEN

Born: 1964

Country: Dumbleyung, South West of Western Australia

Tribe: Noongar/Nyoongar



Noongar artist Yondee Shane Hansen was born in the south-west of Western Australia in 1964, at Dumbleyung, 270km south of Perth. He grew up around Narrogin and later the Swan River near Guilford on the outskirts of Perth. The story of his early life and his attraction to painting gives a strong idea of how his personal life story feeds into his role as an Aboriginal artist.

Noongar artist Yondee Shane Hansen was taught about hunting and shown sand drawings by his father. Around the age of ten, he would travel to visit his aunts on the Swan River and would collect paperbark to help them in their artwork. It was here that he started to learn about art from his older relatives who are known for their painting on paperbark. Yondee Shane Hansen remembers from this time:

"The bark had to be burnt and then soaked. We would float the bark in the river, then the old people would grab it, put it in hessian bags, take it up the hill and dry it out for a couple of days. They would then use flour, water glue and charcoal for paint."

Talking about his art practices today, Yondee Shane Hansen says: "I make sand paintings, collecting sand from the creeks. You have to wash it to get the salt out, but the sand is different out of the creeks, it's smoother. When you washed it a few times, sieved it, then mixed it with paint, it's good to use. When I make sand paintings using black and white, it gives that simple, strong message."

An experienced and accomplished artist, Yondee Shane Hansen has developed

ways of working with sand and ochres to depict the stories and legends of his people. He also paints detailed figurative works based on mission life, hunting and animals. His works are abstract in their presentation but narrative in their content. As a child, Yondee learnt his grandfather's ground painting and wishes to continue these, feeling their translation to sand paintings does them justice and brings them to new audiences. The artist's bush name, Yondee, mean Black Goanna.

Yondee Shane Hansen has painted with the Campfire group of Aboriginal artists in Brisbane and exhibited his work galleries in Western Australia, NSW, Queensland, and overseas (USA and Ireland).



STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

Reconciliation Australia commends Vertech Group 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. Vertech Group 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 Vertech Group will continuously draw upon to

create RAP commitments rooted in experience and maturity.

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

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

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

Karen Mundine
Chief Executive Officer
Reconciliation Australia

STATEMENT FROM OUR MANAGING DIRECTOR

It was a milestone for Vertech Group and its people when we formally commenced our reconciliation journey in 2018. We started with the 'reflect' stage and progressed to the 'Innovate' stage in 2020. For the past 2 years we have been using the foundations laid at the start of our journey and actively implementing change. As we move into our third Reconciliation Action Plan (RAP) we will use our past learnings as a framework to enhance our Aboriginal and Torres Strait Islander community partnerships, involvement, and workplace awareness.

The enthusiasm and commitment shown by our team throughout the first 'Innovate' phase was truly inspiring, and it is with great pride that I now announce that we will be progressing with the "Innovate" phase of our reconciliation journey for a further two years.

As a proud Australian business, our relationships with Aboriginal and Torres Strait Islander peoples remain a vital part of both our history and our future. The cultural learnings and insights gained from our Reflect RAP have shaped the framework for our Innovate RAP, which focuses on deepening relationships, fostering respect, creating opportunities, and enhancing governance. This phase will see us taking deliberate actions to achieve meaningful outcomes that further empower Aboriginal and Torres Strait Islander communities.

Our Innovate RAP will guide us over the next two years as we pilot new strategies and initiatives aimed at driving tangible progress in reconciliation. We are excited to continue this journey and to see the impact of our efforts during this phase. I know I can speak for all when I say that we are committed to making a lasting difference and look forward to sharing our progress as we work together towards a more inclusive future.

Cameron Waters
Managing Director
Vertech Group



ABOUT THE INNOVATE RAP

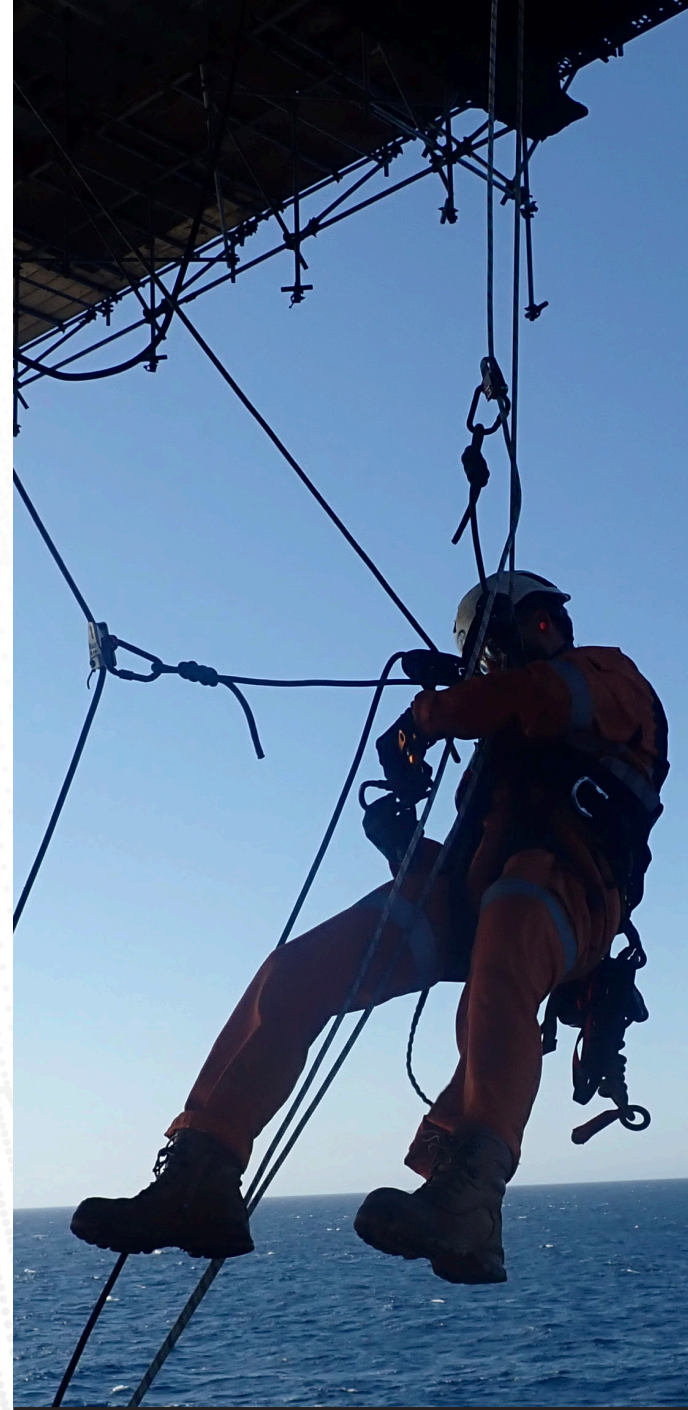
The Reconciliation Action Plan (RAP) represents a commitment by organisations across various sectors to achieve sustainable outcomes that contribute to a reconciled Australia. This RAP offers a structured framework to guide Vertech Group on our reconciliation journey, encompassing planning, implementation, measurement, and learning. These steps foster social change and create economic opportunities for First Nations people.

As Vertech Group progresses with our second Innovate Reconciliation Action Plan, we and our RAP Working Group are dedicated to building upon the strong foundation established in our initial Reflect RAP and previous Innovate RAP. This ongoing effort underscores our commitment to deepening our engagement and enhancing our contributions towards reconciliation.

OUR VISION FOR RECONCILIATION

Our vision for reconciliation is an Australian society that deeply values and comprehensively understands the cultures and experiences of First Nations peoples. We aspire to cultivate a united, respectful, and celebratory environment for individuals of all backgrounds. At Vertech Group, we promote respectful and thoughtful engagement across our industry. We aim to enhance community and race relations, ensure equal employment opportunities, and foster a diverse and inclusive workplace underpinned by robust organisational actions and policies.

Through our second Innovate Reconciliation Action Plan, Vertech Group intends to continue creating a welcoming environment supported by formally established policies and procedures that actively contribute to reconciliation initiatives. We plan to undertake a comprehensive assessment at the end of this Innovate cycle, comparing our progress with the outset to gauge our impact on the reconciliation movement and pinpoint areas for further improvement. Our goal is to focus on the advancements within our organisation and their benefits to our industry, community, and First Nations peoples. Our senior leaders will drive these enhancements and permeate all levels of our business network and stakeholders, reinforcing our commitment to meaningful change and reconciliation.



MORE INFORMATION ABOUT VERTECH GROUP'S
PROJECTS IS AVAILABLE AT:
www.vertechgroup.com.au

OUR BUSINESS

Vertech Group is distinguished by its steadfast commitment to People, Safety, Quality, and Innovation, integrating these core values into every facet of our operations. As specialists in access, inspection, maintenance, and integrity engineering services, these values are not merely aspirational but are actively practiced in our daily activities.

At the heart of Vertech's values is people – highlighted by our 206 dedicated staff members, including three who identify as Aboriginal and/or Torres Strait Islander people. By treating our team compassionately and acknowledging their unique contributions, we empower them to succeed. Safety is deeply ingrained in our culture, with every process and project meticulously designed to uphold the highest safety standards. This commitment reflects our fundamental belief in the paramount importance of the well-being of our workforce and clients.

Our pursuit of quality drives continuous improvement and excellence in our projects. This commitment spans our local operations across regional offices in Western Australia, Queensland, and the Northern Territory, extending internationally to New Zealand, the USA, Brunei, and Angola. Innovation propels us to challenge the status quo and deliver pioneering solutions that drive positive change and advancement within the oil and gas industry.

Vertech Group was founded in 2008, initially providing rope access and inspection services to the Western Australia resource industry. After initial successes, our services quickly expanded. The acquisition by Global Energy Group in 2013 was a pivotal moment, enhancing our organisational structure and supporting our transition from a small to a medium-sized business. This also enabled the strategic acquisition of Mini-ROV company Geo Oceans, significantly broadening our marine class services.

In 2015, we established Vertech NZ to support major oil and gas operators

with integrity inspection and specialist access services. Our performance on projects like Gorgon and Wheatstone led to our expansion into the USA in 2017, establishing Vertech USA and our Houston-based operations. 2018 marked a significant ownership change, with CWL taking an 80% stake, later expanded to complete ownership, supporting further expansion in Australia and New Zealand.

We have seen further growth in recent years through strategic acquisitions, including Abseil Access in 2019, which enhanced our capabilities in geotechnical services, and Vertech Tank Testing Services in 2020. Our joint venture in late 2020 with Blue Ocean Monitoring formed Blue Ocean Marine Services, specialising in autonomous underwater services.

As of early 2021, our majority acquisition of APS and subsequent acquisition of AUAV have expanded our commercial infrastructure and drone surveying service offerings, respectively. Over 13 years after our inception, Vertech Group has grown into a leader in inspection, NDT, construction, and maintenance services across various sectors, continually adding specialist service providers to our portfolio.

Most recently, we have seen the introduction of REMO Technical Services and Pressure Dynamics. Remo Technical Services are a specialist supplier of wind turbine installation, turbine maintenance, and turbine inspection services. Pressure Dynamics are an engineering and maintenance services contractor specialising in electro-hydraulic and lifting/crane solutions.

In line with these values, Vertech Group is dedicated to fostering reconciliation in Australia, guided by the five dimensions outlined by Reconciliation Australia. We use these principles to create a more respectful, unified, and equitable environment within our company and the communities and industries we touch.

OUR RAP

At Vertech, our paramount core value is our commitment to caring for each other, our clients, and the environment. To further fortify this value, we have developed a Reconciliation Action Plan (RAP) that enables us to engage meaningfully with individuals and organisations. This commitment is pivotal to promoting a reconciled Australia that fosters understanding, equality, and unity.

While implementing our Reflect RAP and our previous Innovate, we have critically assessed our ability to uphold reconciliation commitments. This evaluation prompted significant organisational transformations through dedicated First Nations policies, enhancing our community connections through external consultants and partnering with other RAP community members like INPEX, cultural insights, and the internal recognition of our reconciliation efforts. However, our journey with the RAP also underscored the complexities of engaging with cultures and communities, particularly highlighting the challenges of hiring First Nations workers at Vertech and the oil & gas industry.

We have engaged in various significant activities as part of our commitment to reconciliation. These efforts include participating in Reconciliation Breakfasts, which serve as a vital platform for meaningful dialogue and shared learning; embarking on the Yagan Square walk to enhance our connection with First Nations heritage; and organising talks with external RAP consultants Gail Beck and previously Laurence Riley, which have significantly expanded our understanding of reconciliation practices.

Additionally, we have held documentary screenings to provide insights into the rich histories and ongoing challenges faced by Aboriginal and Torres Strait Islander peoples. To promote ongoing engagement with these critical issues, we have also implemented quizzes and have attended interactive learning sessions at Boola Bardip that encourage active participation from our staff. We have also participated in RAP-specific events held by Reconciliation WA and INPEX in order to learn from community leaders, better understand our role in reconciliation, and learn how best to utilise our position within the industry to bring about meaningful change.

All these actions are systematically supported by their integration into our

organisational framework, specifically through our policies and procedures related to HR, recruitment, and onboarding, ensuring that our commitment to reconciliation is both practical and enduring.

A significant milestone in our reconciliation journey has been the marked improvement in First Nations engagement rates. From a baseline of 0.7% in April 2022, we successfully increased this to a peak of 1.87% in October 2023, with a current rate of 1.34%. This achievement underscores our dedication to enhancing employment opportunities for First Nations peoples within our organisation and the broader industry.

Separately, high staff turnover at Vertech presents challenges that affect our capacity to maintain a stable and effective RAP working group. This turnover complicates our efforts to sustain continuity and meet the actions outlined in our RAP, impacting the overall effectiveness of our reconciliation initiatives.

Moreover, while we endeavour to create opportunities for inexperienced First Nations workers through Vertech, we frequently encounter resistance from clients who are hesitant to engage inexperienced personnel. This barrier necessitates re-evaluating our strategies to ensure that employment opportunities for First Nations peoples are not only offered but are also viable and supported by our partners and stakeholders.

In moving forward with our second Innovate RAP, we take immense pride in the successes achieved through our prior efforts. We are motivated to further deepen our commitment to reconciliation, aiming to weave these efforts more intricately into our corporate fabric. We seek to achieve more tangible outcomes in business and societal arenas and commit to regularly updating RAP developments within our organisation. This will ensure a broader understanding of the impact and value of our reconciliation actions among all team members.

Acknowledging challenges such as the low rates of First Nations employment within our organisation and the broader industry, we prioritise addressing this issue, highlighting the need for targeted strategies to enhance employment opportunities for First Nations peoples.



NAIDOC WEEK 2024. WELCOME TO COUNTRY PROVIDED BY KOOLANKAS KREATE INCORPORATED (BILYA BOOLADARLUNG)



VERTECH GROUP AT OUR WELCOME TO COUNTRY

RAP WORKING GROUP

The RAP Working Group at Vertech Group is a dynamic and diverse team comprised of members from various departments, backgrounds, and levels of expertise. Our mission is to reflect the broad spectrum of viewpoints within society, focusing on elevating the voices of First Nations peoples. In recognition of the crucial role that First Nations representation plays in our Innovate RAP, we have made concerted efforts to enhance the diversity of our team.

Education and onboarding of new RAP Working Group members are now led by existing members under the guidance of our current First Nations representative and external consultant, Gail Beck. We immensely thank Laurence Riley for his previous leadership in these areas, which has laid a strong foundation for continued progress. These orientation and educational sessions are essential for bridging knowledge gaps and deepening our members’ understanding of reconciliation processes. This initiative helps new members align quickly with our objectives and reinforces our team’s collaborative spirit. By engaging in continuous learning and dialogue, we ensure that every member, regardless of when they join, contributes meaningfully to our collective goal of advancing reconciliation within and beyond Vertech.

RAP CHAMPION

Paul Lavender - National Operations Manager

RAP WORKING GROUP

Sophie Goulden – Marketing Coordinator

Ben Keogh – Project Coordinator

Shelby Warren – HSEQ Manager

Annamaria Greenwood – Project Engineer

Jason Bastaja – Workshop Supervisor

Gail Beck – External Rap Consultant / First Nations Representative



Vertech Group Staff at Boola Bardip Museum, WA for National Reconciliation Week 2023

RELATIONSHIPS

In alignment with our core business values, Vertech Group is dedicated to continuously strengthening community and stakeholder relationships. This commitment is crucial as we deeply engage with First Nations peoples and other Australian communities.



Building robust relationships is fundamental to Vertech Group's objectives of fostering meaningful stakeholder engagements and partnerships. These connections enhance our business operations and enrich our collective experiences. Through this second Innovate RAP, we aim to expand and deepen these relationships, ensuring they contribute positively to our shared goals and aspirations.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none">Continue meeting with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	September 2024	Business Services Manager
	<ul style="list-style-type: none">Review and update engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2024	Business Services Manager
	<ul style="list-style-type: none">Develop relationships with external committees and advisors to support Vertech Group in identifying and establishing ongoing and engaged relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September, 2024	Business Services Manager
	<ul style="list-style-type: none">Engage with Wadjak Northside Aboriginal Resource Centre and develop a plan to extend our commitments to support the local Aboriginal and Torres Strait Islander communities.	January, 2025	HSEQ Manager
Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none">Register all our NRW events on Reconciliation Australia's NRW website.	May, 2025, 2026	Marketing Coordinator
	<ul style="list-style-type: none">Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2025, 2026	Marketing Coordinator
	<ul style="list-style-type: none">RAP Working Group members to participate in an external NRW event.	27 May – 3rd June, 2025, 2026	Marketing Coordinator
	<ul style="list-style-type: none">Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3rd June, 2025, 2026	Marketing Coordinator
	<ul style="list-style-type: none">Organise at least one NRW event each year.	27 May – 3rd June, 2025, 2026	Marketing Coordinator

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none">Explore sponsorship opportunities to support local First Nations community groups or sporting teams.	May, 2025	Business Services Manager
	<ul style="list-style-type: none">Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	May, 2025	Business Services Manager
	<ul style="list-style-type: none">Communicate our commitment to reconciliation publicly.	September, 2024	Project Administrator
	<ul style="list-style-type: none">Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Septemrber, 2024	Project Administrator
	<ul style="list-style-type: none">Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	May, 2025	Business Services Manager
	<ul style="list-style-type: none">Promote volunteering opportunities for employees with First Nations organisations and communities in our operational areas.	September, 2024	Marketing Coordinator
	<ul style="list-style-type: none">Engage with Reconciliation WA's RAP Reconciliation Industry Network Groups (RINGS) to form collaborative relationships and learning opportunities from other organisations committed to advancing reconciliation.	October, 2024	Marketing Coordinator
	<ul style="list-style-type: none">Utilise our social media platforms to share our commitment to reconciliation and encourage reconciliation actions to our network.	May, 2025	Marketing Coordinator
	<ul style="list-style-type: none">Attend external RAP focused events hosted by industry partners and clients.	May, 2026	Business Services Manager
	<ul style="list-style-type: none">Launch a bi-monthly RAP focused internal newsletter.	September, 2024	Marketing Coordinator
Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none">Partner with local organisations to further education within our business.	October, 2024	Marketing Coordinator
	<ul style="list-style-type: none">Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	January, 2025	Business Services Manager
	<ul style="list-style-type: none">Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	February, 2025	Workshop Supervisor
	<ul style="list-style-type: none">Review, update and promote our anti-discrimination policy for our organisation.	April, 2025	Business Services Manager
	<ul style="list-style-type: none">Educate senior leaders on the effects of racism.	May, 2025	HSEQ Manager

RESPECT

Vertech Group holds respect as a foundational value, especially in cultivating respectful relationships within all our business activities and partnerships. Central to this value is the respect for First Nations cultures, histories, and knowledge systems.

This commitment is instrumental in fostering an understanding of First Nations peoples’ experiences, which is crucial for promoting equality and unity across all levels of our business and in external engagements. By embedding respect in our organisational culture, we aim to enhance our workplace environment, making it more inclusive and productive for employees from all backgrounds. This approach is vital in supporting the retention of First Nations staff and equipping all team members with the necessary understanding and confidence to engage respectfully with First Nations stakeholders and clients. These efforts are aimed at driving greater diversity and enriching outcomes in our business operations.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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.	April, 2025	Business Services Manager
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy. External person comes in to help us focus.	July, 2025	Business Services Manager
	• Review, update and Continue communicating and reviewing our cultural learning strategy for our staff.	September, 2025	HSEQ Manager
	• Provide opportunities for RAP Team members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	July, 2025	Business Services Manager
	• Expand our cultural learning and engagement opportunities for our regional offices, including Darwin and Karratha, to ensure reconciliation actions are consistent and effective throughout Australia, with a specific focus on the remote Aboriginal communities in those areas.This will be achieved by identifying local individuals who can undertake cultural learnings in our rural locations.	January, 2025	HSEQ Manager
	• Investigate local cultural immersion opportunities for staff.	March, 2025	HSEQ Manager



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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	Marketing Coordinator
	• Continue communicating and raising awareness around our protocols for Welcome to Country and Acknowledgement of Country.	September, 2024	Marketing Coordinator
	• Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	May, 2025	Marketing Coordinator
	• Design and update email signature to acknowledge Aboriginal and Torres Strait Islander peoples and our commitment to reconciliation.	May, 2025	Marketing Coordinator
	• Create a comprehensive list of the local Traditional Owners of the lands and waters where Vertech has operations.	September, 2024	Marketing Coordinator
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	September, 2024	Marketing Coordinator
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.	First Week in July 2025, 2026	Marketing Coordinator
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2025, 2026	Business Services Manager
	• Promote and encourage participation in external NAIDOC events to all staff.	First Week in July 2025, 2026	Marketing Coordinator
	• Invite a local Traditional Owner or Custodian to provide Dreamtime Storytelling, Smoking ceremony and a dance performance during NAIDOC week.	July, 2025	Marketing Coordinator
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by protecting cultural heritage.	• Provide mandatory training sessions for all Vertech staff to educate them on the significance of Aboriginal and Torres Strait Islander cultural heritage, the importance of protecting it, and the responsibilities they have in ensuring its preservation, in consultation with Aboriginal and Torres Strait Islander experts.	November, 2025	Marketing Coordinator
	• Extend this program to our site based employees to ensure we are reaching all staff. This program should be delivered face-to-face to senior leaders/management teams and via an online training program to site personel.	November, 2025	Marketing Coordinator
	• Engage our sister companies (Geo Oceans, AUAV and REMO) in this program. Ensuring that training is specific to their region whilst acknowledging the international, federal, state and territory laws for cultural heritage in that area.	November, 2025	Marketing Coordinator

OPPORTUNITIES

At Vertech Group, we recognise the importance of fostering opportunities for all cultures, including First Nations peoples, to create a diverse and inclusive organisation. Appreciating and supporting cultural diversity is essential to our corporate ethos, influencing everything from recruitment practices to development initiatives and procurement strategies.

By enhancing these opportunities, we aim to improve staff retention and enjoy the benefits of long-term relationships that bring various perspectives and skills to our workforce. Vertech Group is dedicated to broadening these opportunities to enrich our internal environment and contribute positively to broader economic and social outcomes. This commitment is supported through targeted recruitment, comprehensive development opportunities, and a commitment to diversity in procurement practices, ensuring that we continually enhance our contributions to these areas.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none">Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May, 2025	Business Services Manager
	<ul style="list-style-type: none">Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy.	May, 2025	Workshop Supervisor
	<ul style="list-style-type: none">Ensure adherence to and review and update Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June, 2025	Business Services Manager
	<ul style="list-style-type: none">Advertise job vacancies to reach Aboriginal and Torres Strait Islander stakeholders effectively.	July, 2025	Business Services Manager
	<ul style="list-style-type: none">Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	October, 2024	Business Services Manager
	<ul style="list-style-type: none">Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce to 2%.	February, 2025	Business Services Manager



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none">Further develop and revisit our existing Aboriginal and Torres Strait Islander procurement strategy.	September, 2024	Workshop Supervisor
	<ul style="list-style-type: none">Investigate Supply Nation membership.	May, 2025	Workshop Supervisor
	<ul style="list-style-type: none">Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	October, 2024	Workshop Supervisor
	<ul style="list-style-type: none">Review and update procurement practices to remove barriers to procuring goods and service from Aboriginal and Torres Strait Islander businesses.	September, 2024	Workshop Supervisor
	<ul style="list-style-type: none">Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	April, 2025	Workshop Supervisor
	<ul style="list-style-type: none">Explore ways to encourage and assist First Nations students in pursuing careers in STEM	October, 2024	Marketing Coordinator
	<ul style="list-style-type: none">Build and enhance partnerships with universities to foster career opportunities at Vertech for First Nations students.	October, 2024	Marketing Coordinator
Implement an Indigenous Trainee Program to provide a pathway for Aboriginal and Torres Strait Islander peoples to develop within our industry and organisation. Encourage leadership and client engagement to progress with the program.	<ul style="list-style-type: none">Engage with Aboriginal and Torres Strait Islander advisors to consult on the development and implementation of a First Nations Trainee Program.	September, 2024	Business Services Manager
	<ul style="list-style-type: none">Refine and implement our First Nations Trainee Program within the business.	January, 2025	Business Services Manager
	<ul style="list-style-type: none">Liaise with relevant schools and First Nations employment bodies to effectively reach Aboriginal and Torres Strait Islander peoples interested in the program.	January, 2025	Business Services Manager
	<ul style="list-style-type: none">Monitor and review program twice per year after its implementation.	September/November 2024 September/November 2024	Business Services Manager

GOVERNANCE

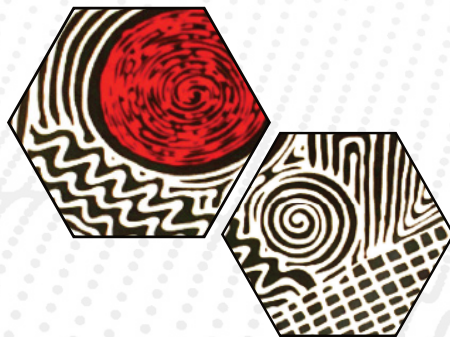
Governance at Vertech Group is guided by our commitment to transparency, accountability, and collaborative leadership, especially as we progress through our second Innovate RAP. This commitment is vital for ensuring that our efforts to engage with First Nations communities and implement our RAP goals are effective and sustainable.

Effective governance structures enable us to monitor progress, adapt strategies, and ensure that all RAP aspects align with our broader organisational goals. This involves clear reporting lines, regular reviews, and inclusive decision-making processes that respect and incorporate First Nations perspectives, strengthening our reconciliation approach.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	April, 2025	Marketing Coordinator
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	September, 2024	Marketing Coordinator
	• Meet at least four times per year to drive and monitor RAP implementation.	January, May, July & October, 2024, 2025, January, May 2026	Marketing Coordinator
Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	May 2024, May & January, 2025, 2026	Marketing Coordinator
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	January 2025, 2026	Business Services Manager
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	January 2025, 2026	Business Services Manager
	• Maintain an internal RAP Champion from senior management.	April, 2025	Business Services Manager



Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2024, 2025	Marketing Coordinator
	• Report RAP progress to all staff and senior leaders quarterly.	June, September, December, March 2024, 2025	Marketing Coordinator
	• Publicly report our RAP achievements, challenges and learnings, annually.	March, June 2026	Marketing Coordinator
	• Investigate participating in Reconciliation Australia's Biennial Workplace RAP Barometer.	December 2024, 2025	Marketing Coordinator
	• 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.	September, 2024	Marketing Coordinator
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	June 2025, 2026	Marketing Coordinator
Continue our reconciliation journey by developing our next RAP.	• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP	1 August 2025, 2026	Marketing Coordinator
	• Continue our reconciliation journey by developing our next RAP	December, 2025	Marketing Coordinator





For public enquiries about our RAP, please contact:

Paul Lavender

National Operations Manager

P: +61 (8) 6168 7600

E: Paul.Lavender@vertechgroup.com.au



**VERTECH
GROUP**



**RECONCILIATION
ACTION PLAN**

INNOVATE