



Innovate Reconciliation Action Plan

APRIL 2022 - APRIL 2024



SEDGMAN

A MEMBER OF THE CIMIC GROUP
CIMIC





Artist: Nathan Patterson
Connecting Across Country
2019

A MESSAGE FROM RECONCILIATION AUSTRALIA



Reconciliation Australia commends Sedgman 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 Sedgman 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, Sedgman 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 three million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Sedgman is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Sedgman'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 Sedgman on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia

About the artwork (inside cover): *Connecting Across Country* represents the journey of Sedgman and the connections with communities across Australia, with the two rivers representing the East (Brisbane River) and the West (Swan River). The colours represent the land on which we work, and the minerals we work with. The four sets of three meeting lines in the middle represent the four founding fathers, and the ripples out from this central meeting place, the growth, from which there are many journey paths across the land, representing all the places we work and connect. These journey paths and meeting places reflect Sedgman's commitment to making sustainable and mutually beneficial contributions to and respectful relationships with the communities in each location where we work.

- Nathan Patterson.

A MESSAGE FROM OUR MANAGING DIRECTOR



Sedgman is proud to be making a significant step in our reconciliation journey with the implementation of our second Reconciliation Action Plan (RAP). The development of our Innovate RAP has been informed by the successes and challenges faced throughout our first Reflect RAP. We have incorporated our RAP actions into our day-to-day operations which has resulted in sustainable programs and meaningful outcomes.

Sedgman is committed to the continuation of our RAP and providing meaningful and practical contributions to the important work of reconciliation and relationship building with Aboriginal and Torres Strait Islander peoples.

Our RAP Working Group has collaborated to share ideas and develop sustainable initiatives designed for real value. I am proud of this work and thank the members of the working group for their contribution. This RAP brings to life our objectives of increasing employment opportunities, providing more training and development, and increasing business and industry engagement in our supply chain with Aboriginal and Torres Strait Islander peoples.

As a member of the CIMIC Group, we uphold our Group's beliefs that:

- Diverse and inclusive teams promote innovation, performance and productivity
- These advantages are strongest when our workforces reflect the diverse communities in which we work.

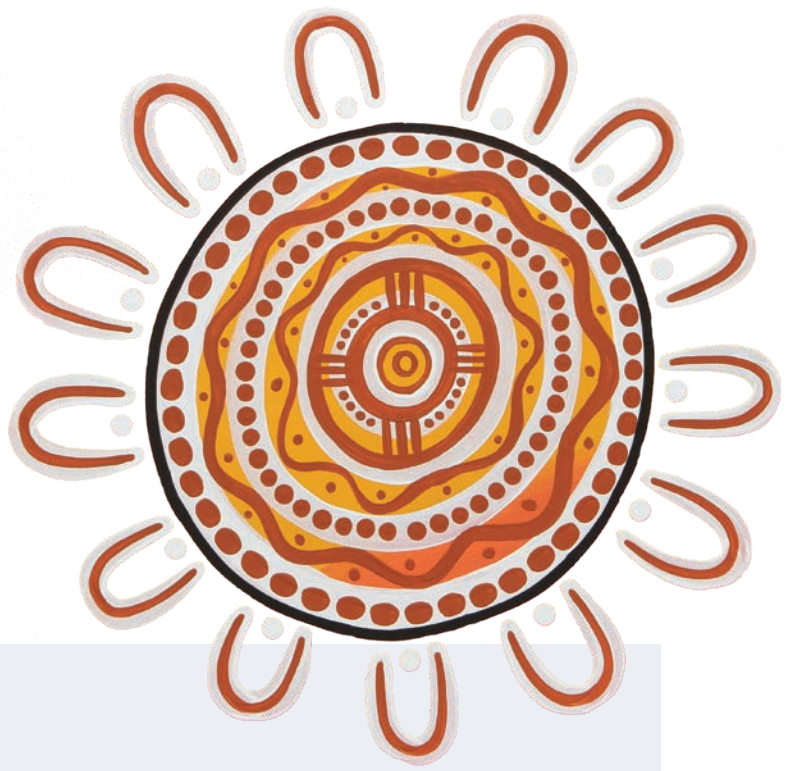
A core priority at Sedgman is providing a work environment where all employees can reach their full potential and achieve their personal and professional goals. We acknowledge that the success of our business is driven by our people and that having a truly diverse and inclusive culture amplifies what we can achieve. Placing actions behind the words of our reconciliation commitment is a significant part of that. Together with Aboriginal and Torres Strait Islander peoples on our projects, in our offices and in the wider community, we look forward to a positive future.

Grant Fraser

Managing Director
Sedgman Pty Limited





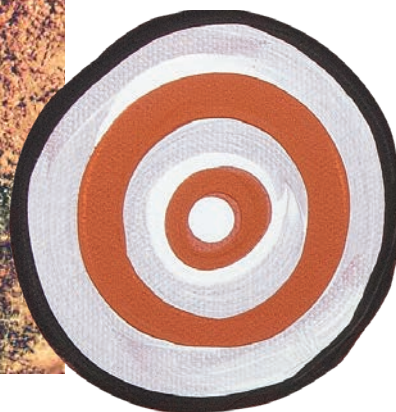


Our vision

Our vision for reconciliation is for all our people to respect, value and celebrate the unique cultures, knowledge and contributions of Aboriginal and Torres Strait Islander peoples. We are committed to raising awareness and deepening our knowledge of the past and continually grow our understanding of what we need to do together as we work towards reconciliation. We will actively promote opportunities, inclusion and respectful relationships within the minerals processing industry to empower Aboriginal and Torres Strait Islander peoples and communities to achieve an equitable and sustainable future with long-term economic empowerment and social and cultural well-being.

Acknowledgement of Country

Sedgman acknowledges the Traditional Owners of Country throughout Australia and recognise their continuing connection to lands, waters and communities. We pay our respects to Elders past, present and emerging.



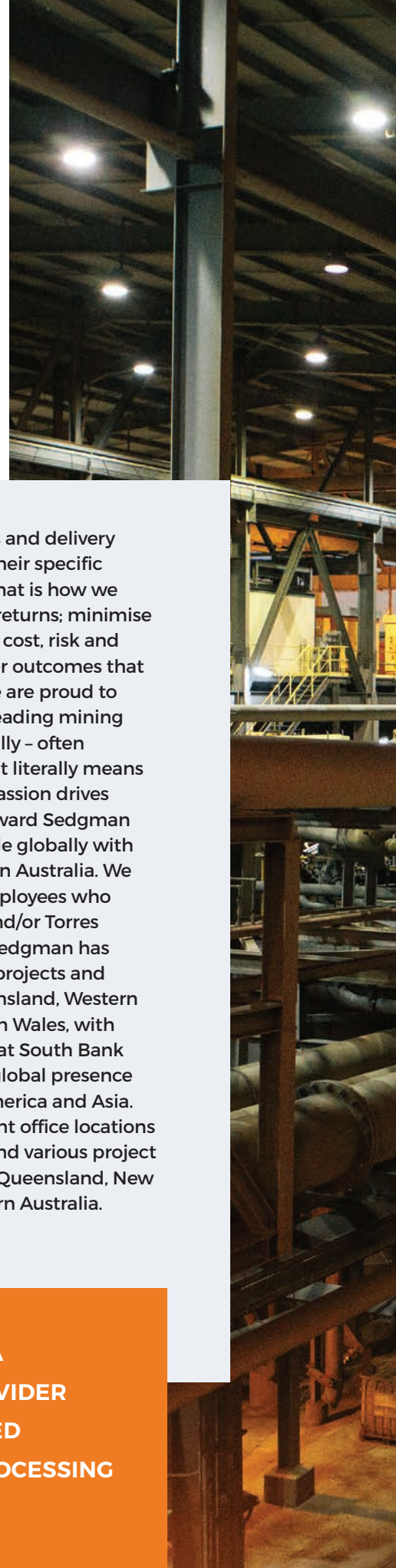


Our business

Sedgman is a leading provider of integrated minerals processing solutions. Our 250-strong portfolio of high-performing processing plants and supporting mine-site infrastructure showcases the value of our specialist focus. Since 1980, we've advanced the standard of excellence and innovation in design, delivery and operations for clients. Our Australian heritage has turned into a legacy of projects around the world. And we have expanded from our early days in coal to today, where our expertise includes base and precious metals, industrial minerals and iron ore. We offer clients a complete service backed by the certainty made possible with world-class facilities. Clients who engage us for a single project stage leverage our end-to-end insight, and those who retain us across a project's lifecycle gain cumulative advantages. This proven capability and capacity to transition from design concept to construction and commissioning, and into operations is underpinned by expert integration in process infrastructure engineering. Ultimately, what drives value is our commitment to leading solutions and accountability for results. We emphasise flexibility, partnering with our clients to ensure our

capabilities, innovations and delivery models are tailored to their specific project requirements. That is how we optimise development returns; minimise costs; meet safety, time, cost, risk and quality goals; and deliver outcomes that surpass expectation. We are proud to have supported many leading mining companies internationally - often multiple times over. That literally means the world to us as our passion drives global best practice forward. Sedgman employs over 600 people globally with over 550 being located in Australia. We currently have eight employees who identify as Aboriginal and/or Torres Strait Islander people. Sedgman has employees engaged in projects and operations across Queensland, Western Australia and New South Wales, with our head office located at South Bank in Brisbane. We have a global presence with offices in North America and Asia. Sedgman has permanent office locations in Brisbane and Perth and various project and operations sites, in Queensland, New South Wales and Western Australia.

**SEDGMAN IS A
LEADING PROVIDER
OF INTEGRATED
MINERALS PROCESSING
SOLUTIONS.**







SEDGMAN'S VISION FOR RECONCILIATION IS TO CREATE A WORKPLACE THAT IS DIVERSE, INCLUSIVE AND RESPECTFUL OF THE COMMUNITIES IN WHICH WE WORK.

Our RAP

Sedgman launched a Reflect RAP in January 2020 to publicly demonstrate our commitment to reconciliation and to provide a structured approach to making a difference within our sphere of influence. The RAP forms part of our sustainability and diversity and social inclusion strategy which has a key focus on increasing Aboriginal and Torres Strait Islander peoples' participation in our business through employment and supply chain opportunities, and targeted community investments supporting Aboriginal and Torres Strait Islander peoples' education initiatives.

Since the launch of our first RAP, Sedgman has increased the representation of Aboriginal and/or Torres Strait Islander employees in our business from 0.91% to 1.41%. This has been achieved through the introduction of traineeships on our operational sites, a partnership with Career Trackers to engage university students for internships and building an inclusive and safe culture where everyone can bring their whole self to work.

Mt Pleasant trainee program



At MACH Energy's Mount Pleasant Operation, in the heart of New South Wales' Hunter Valley, our Sedgman operational team has partnered with MACH, Protech, and Dreampath, a majority Indigenous-owned Labour Hire provider, to offer two traineeship opportunities. Dreampath establishes employment partnerships, with the aim of creating sustainable career pathways for Aboriginal and Torres Strait Islander peoples.

Sedgman's first trainees, Nikki Cox and Mark McDonald, have recently joined the Mount Pleasant team and were welcomed on site by Protech Group's NSW Business Development Manager Kurt Gidley on their first day! Despite not having prior mining industry experience, Nikki and Mark commenced their traineeship as Operator Maintainers and are enjoying the opportunity to learn new skills and competencies whilst working on site.

The key challenge throughout our RAP journey has been identification of Aboriginal and Torres Strait Islander candidates for employment opportunities. Initially our approach was to advertise on targeted job boards however this did not provide suitable candidates. Through consultation with likeminded organisations, Sedgman determined that engaging with a provider who specialises in connecting us to a candidate pool was the way to approach this and Dreampath was identified as a strategic partner for traineeships in operations. Similarly, we identified an opportunity for an administration trainee to join our team in Perth. Instead of following traditional attraction methods, we engaged with local Elders and the Wirrpanda foundation to assist with identifying potential candidates. This was a very successful process and resulted in us employing an Aboriginal man looking to start his career in the industry.

With a commitment to increase supply chain opportunities, Sedgman formed a Supplier Diversity working group. This group is tasked with identifying opportunities within our current and future purchasing to engage with Aboriginal and/or Torres Strait Islander

businesses. Analysis of influenceable spend, working with Supply Nation and reviewing and amending our purchasing processes has allowed greater engagement and connection with Aboriginal and Torres Strait Islander businesses.

A key focus of our Reflect RAP was to build understanding and awareness of Aboriginal and Torres Strait Islander cultures and histories with our employees. To support this, Sedgman implemented a cultural awareness online learning module which has been assigned to all Australian based employees with 484 (88%) employees completing this module. This module aims to foster a fairer, safer, and more respectful environment for Aboriginal and Torres Strait Islander peoples. To further support this, Sedgman has held a number of events and webinars for National Reconciliation Week and National Aborigines and Islanders Day Observance Committee (NAIDOC) week and shared knowledge resources within our internal communication channels. Our focus on education and awareness has extended into our community investment initiatives.

Cultural walking tours

The Sedgman team in Brisbane discovered the rich Aboriginal culture and history in the South Bank area during cultural walking tours led by BlackCard.



The tours focus on promoting understanding of Aboriginal and Torres Strait Islander cultures and creating a society where all people understand and undertake respectful relationships with each other. Sedgman arranges a tour each quarter and encourages staff participation to continue their education and awareness.



Young indigenous art and literacy

The Young Indigenous Art and Literacy Program is designed to consist of high-quality arts and cultural workshops that focus on the education, health and wellbeing of Aboriginal and Torres Strait Islander youth. The program brings some of Australia's leading authors and artists to schools across Australia to teach students how to write and illustrate books.

This initiative was set up with the aim to improve learning outcomes for Aboriginal and Torres Strait Islander children through focusing on reading, writing and art and more broadly spreading awareness and First Nations stories to Australia's upcoming youth.

The Sedgman Operations teams in Central Queensland began a partnership with the organisation in 2020, aiming to take this learning opportunity to the youth of the Bowen Basin. Workshops were conducted virtually with feedback from the schools being very positive.

Altogether Sedgman was able to provide support to hold 27 virtual workshops across schools in the Bowen Basin.



Accountable leadership has been a key component in working through our Reflect RAP. Progress against employment and supply chain targets are measured and reviewed on a monthly basis. This accountability has maintained focus and momentum and will be essential in implementing our Innovate RAP.

Senior leaders art workshop program

The Sedgman Senior Leaders attended a strategy workshop that incorporated a session on embedding our RAP into our day-to-day operations. Our RAP artist, Nathan Patterson educated the leadership team on traditional art styles and shared the story of the Sedgman RAP artwork. Nathan led a collaborative artwork project that allowed each of our leaders to contribute to a set of three paintings. The workshop was educational, enjoyable and was an important step in achieving leadership support of our reconciliation journey.



An important step in Sedgman's reconciliation journey is developing and implementing an Innovate RAP. The key aim of this RAP is to build on our existing initiatives and achieve greater engagement with Aboriginal and Torres Strait Islander employees, suppliers, community groups and stakeholders. In progressing through our Reflect RAP we have had some key learnings particularly with the impacts of the global COVID-19 pandemic. Our

ability to hold in person events and connect face to face changed our approach as a business. We have embraced flexible working arrangements which is beneficial for all employees and have invested in virtual delivery models for training, education and awareness initiatives. Sustainability has been a guiding influence with our RAP initiatives with more rigour and long-term strategic focus on the programs that we implement.



SEDGMAN RAP WORKING GROUP

Name	Title
Grant Fraser	Managing Director
Jeremy King (RAP Champion)	General Manager, Operations
Cath Turner	General Manager, Business Support
Ricky Wade	Project Manager
Cassy Gardner	Senior People and Capability Advisor
Damien Lloyd	Manager, Operations
Jenny Agnew	Business Sustainability Manager

Our RAP Working Group (RWG) is Co-Chaired by Noongah man Ricky Wade, Project Manager and our RAP Champion Jeremy King, General Manager, Operations. The RWG oversee the management and implementation of the RAP and ensure its relevance and importance is incorporated at every level of our Australian operations. The RWG includes senior leaders from across the company, Aboriginal and Torres Strait Islander staff and stakeholder representatives. In order to broaden representation from Aboriginal and Torres Strait Islander communities, we are inviting external committee members from existing partnership arrangements to join our RWG in 2022.

Our RWG have a role of consultation and facilitation. The consultation role involves engaging with the employees, leaders, stakeholders and community partners to ensure the actions we propose to take toward reconciliation are meaningful and sustainable. The facilitation role involves ensuring appropriate resources, communication channels and metrics are in place to deliver on agreed actions.

The RWG provides ongoing guidance and oversight on the implementation and development of this, and future RAPs. The RWG monitor the progress and delivery of the RAP objectives and actions.





RELATIONSHIPS

To Sedgman, building strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians is important as we are truly a business that is focused on providing customer service to our industry. Without the ability to provide out of the box solutions we would not remain competitive in today's market. By Sedgman sharing experiences of First Nations Australians, which began at least 65,000 years ago, gives us a broader view on how to achieve our strategic goals. Establishing relationships with people on Country, and their vast knowledge, highlights what our company delivers can impact culture, Country, and communities. In locations where Sedgman operates, we have actively communicated with local Aboriginal and Torres Strait Islander communities and have provided an avenue to engage and partner to add value to people on Country and our operation. We at Sedgman have worked closely with Elders in our community who have taught us that traditional ways can be applied to achieve sustainable business practices.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1 Establish and strengthen 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.	June 2022	Project Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2022	Business Sustainability Manager
2 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022, 2023	Senior Communications Advisor
	RWG members to participate in an external NRW event.	27 May - 3 June, 2022 & 2023	Managing Director
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2022 & 2023	Managing Director
	Organise at least one NRW event each year.	27 May - 3 June, 2022 & 2023	Senior People & Capability Advisor
	Register all our NRW events on Reconciliation Australia's NRW website .	May 2022, 2023	Senior People & Capability Advisor

RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3 Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation.	July 2022	General Manager Business Support
	Communicate our commitment to reconciliation publicly.	April 2022	Managing Director
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	September 2022	Business Sustainability Manager
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	September 2022	Business Sustainability Manager
4 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.	August 2022	Senior People & Capability Advisor
	Develop, implement and communicate an anti-discrimination policy for our organisation.	October 2022	Senior People & Capability Advisor
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	October 2022	Project Manager
	Educate senior leaders on the effects of racism.	August 2022	Learning & Development Manager
5 Build relationships within local communities to support education initiatives	Identify and connect with local schools in order to establish partnerships to support Aboriginal and Torres Strait Islander students.	October 2022	General Manager Business Support
	Explore opportunities to develop a suite of resources to engage Aboriginal and Torres Strait Islander students in Science, Technology, Engineering, and Mathematics subjects.	February 2023	General Manager Business Support



RESPECT

Continuous education at Sedgman has embedded a deep respect for Aboriginal and Torres Strait Islander cultures, rights, and experiences. By understanding the history of Aboriginal and Torres Strait Islander peoples, Sedgman embeds lessons learnt in our core business, which guides our engagement with and understanding of people that live and work on Country and what has shaped them to who they are today. By engaging with Aboriginal and Torres Strait Islander peoples Sedgman have embraced their culture and their pride with our team who are always excited joining the learning journey. With the excitement and thirst for learning from our team we believe we have fostered a shared national identity; it certainly is a journey that Sedgman wishes to continue.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6 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.	September 2022	Learning & Development Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	October 2022	Project Manager
	Develop, implement and communicate a cultural learning strategy for our staff.	January 2023	Learning & Development Manager
	Provide opportunities for RWG members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	January 2023	Learning & Development Manager
	Achieve and maintain 95% completion of cultural awareness online learning module.	December 2023	Learning & Development Manager
	Increase staff's understanding and ongoing learning through offering cultural walks on a quarterly basis.	December 2023	Learning & Development Manager
7 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.	August 2022	Senior People & Capability Advisor

RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	April 2022	Senior People & Capability Advisor
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	July 2022	Project Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	April 2022	Managing Director
	Develop and launch Acknowledgment of Country plaques for each office location.	July 2022	General Manager Business Support
8 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RWG to participate in an external NAIDOC Week event.	First week in July, 2022, 2023	Managing Director
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	July 2022	Senior People & Capability Advisor
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2022	Managing Director





OPPORTUNITIES

Opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities are important to Sedgman as these opportunities demonstrate our commitment to people on Country. Sedgman is developing in consultation with several Elders' procedures and policies that outline how we engage with Aboriginal and Torres Strait Islander peoples in regard to employment, procurement, and retention. These policies and procedures are designed to bring culture to the forefront when engaging people on Country. Sedgman believes consultation and understanding culture with Aboriginal and Torres Strait Islander peoples can form the building blocks for meaningful engagement and better retention of our people from Country. Sedgman is also involved with Supply Nation and Aboriginal Business Directory WA forming a sustainable platform for procurement of goods and services.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9 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.	January 2023	Senior People & Capability Advisor
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	January 2023	Senior People & Capability Advisor
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	April 2023	Senior People & Capability Advisor
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	April 2022	Senior Recruitment Advisor
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	May 2022	Senior People & Capability Advisor
	Conduct a review of our traineeship program and use lessons learnt to inform changes and improvements when launching at new sites.	February 2023	Learning & Development Manager
	Develop an engagement strategy that outlines how we engage with Aboriginal and Torres Strait Islander peoples in regard to employment and retention.	February 2023	Senior People & Capability Advisor
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	December 2023	Managing Director

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review our Aboriginal and Torres Strait Islander procurement strategy.	September 2022	Group Manager Procurement
	Maintain Supply Nation membership.	July 2022, 2023	Group Manager Procurement
	Leverage Supply Nation membership to improve identification of suppliers and improve % spend.	December 2023	Group Manager Procurement
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	September 2022	Group Manager Procurement
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	October 2022	Group Manager Procurement
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	October 2022	Group Manager Procurement
	Update procurement process to incorporate a mandatory search of Supply Nation and the Aboriginal Business Directory WA when seeking vendors.	May 2022	Group Manager Procurement
11 Increase staff awareness of cultural heritage management	Update new project start-up protocol to include cultural heritage management including: <ul style="list-style-type: none"> • Inclusion of cultural heritage education material as mandatory in all site inductions • Identification of project / site specific Traditional Owners • Cultural heritage toolbox talks, and key observance days included in site communications program. 	October 2022	HSE Manager
	Conduct a review of all site inductions to ensure cultural heritage management is included.	December 2022	Learning & Development Manager
	Promote the Welcome to Country app on the Sedgman intranet to encourage staff to identify Traditional Owners and protocols in the locations they work and travel.	June 2022	Senior Communications Advisor



GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12 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.	December 2022, 2023	Managing Director
	Establish and apply a Terms of Reference for the RWG.	April 2022	Business Sustainability Manager
	Meet at least four times per year to drive and monitor RAP implementation.	April, July, Oct 2022 & Jan, April, July, Oct 2023	Managing Director
13 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	May 2022	General Manager Business Support
	Engage senior leaders in the delivery of RAP commitments.	May 2022	General Manager Business Support
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	May 2022	Business Sustainability Manager
	Maintain an internal RAP Champion from senior management.	April 2022	Managing Director
14 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 2022, 2023	Senior People & Capability Advisor
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August 2022, 2023	Senior People & Capability Advisor
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022, 2023	Senior People & Capability Advisor

GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Report RAP progress to all staff and senior leaders quarterly.	April, July, Oct 2022 & Jan April, July, Oct 2023	General Manager Business Support
	Publicly report our RAP achievements, challenges and learnings, annually.	July 2022	Senior Communications Advisor
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Senior People & Capability Advisor
15 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2023	Senior People & Capability Advisor

Sedgman's vision for reconciliation is to create a workplace that is diverse, inclusive and respectful of the communities in which we work.





SEDGMAN

FOR MORE INFORMATION, CONTACT:

Cassy Gardner

Senior People & Capability Advisor

Phone: 07 3514 1179

Email: cassandra.gardner@sedgman.com

www.sedgman.com

