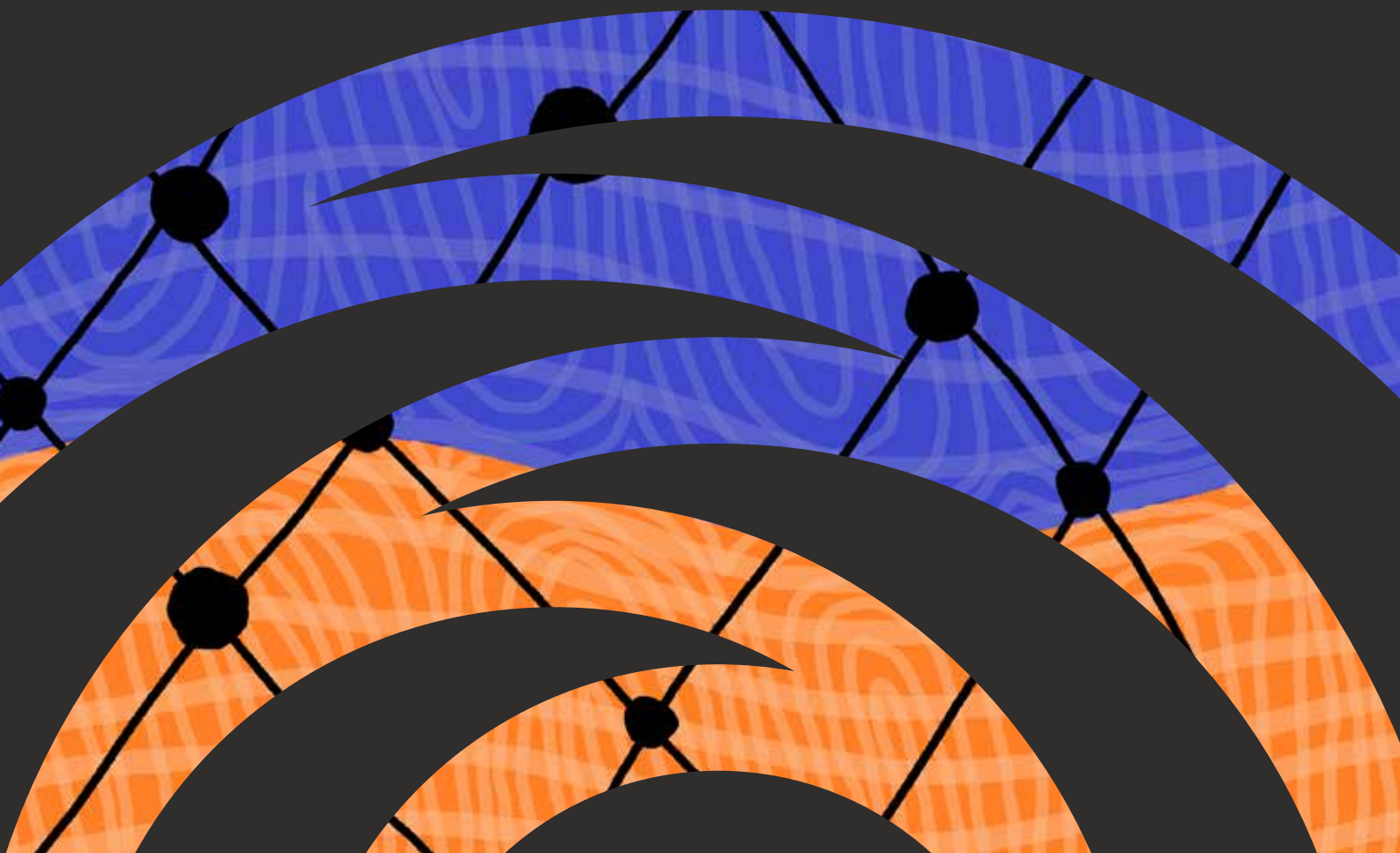


NEC Australia Reconciliation Action Plan

July 2022 - July 2024



Acknowledgement of Aboriginal and Torres Strait Islander Peoples and their traditional Countries

We acknowledge the Traditional Owners of Country throughout Australia and recognise their continuing connection to land, water and culture. We pay our respect to the Elders past, present and future. For generations, the Traditional Custodians of this land have connected community to their environment via song-lines. Today, NEC plays a role in connecting people to their community via technology. We're proud to continue this spirit with respect to the history of the Traditional Owners of Country.

Reconciliation Australia CEO statement



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.

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 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. NEC Australia continues to be part of a strong network of more than 1,100 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 — allowing 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 NEC Australia will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to NEC Australia 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.

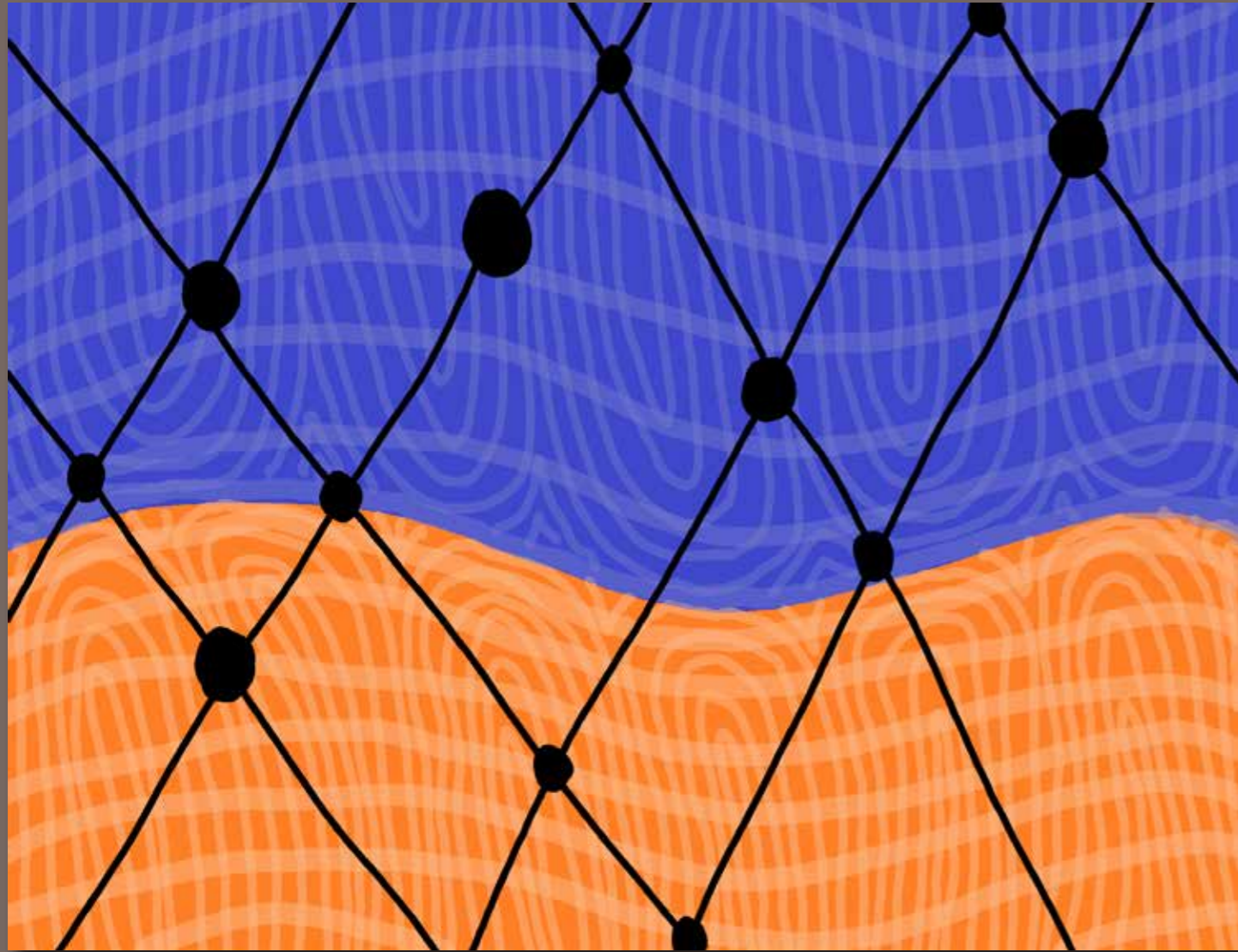
This Innovate RAP is an opportunity for NEC Australia to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, NEC Australia will ensure shared and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

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

Congratulations NEC Australia on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

RAP Artwork
by Barbara Bynder



The artwork is a representation of the NEC Australia technological network that moves across the country and is wired to connect us to each other.

The landscape is lit up by the sun with a cool night air moving in to present an evening sky. The colours within the artwork are based on the organisations palette and the designs within the artwork represent 'connection to country', a value system of Aboriginal Australian culture that links us all to each other and connects us to the land, sea, and sky, in which we live and work. The designs embed Aboriginal philosophy and the idea of cultural frameworks to present the notion of knowing, doing, and being of Aboriginal people to inform

the RAP so that it maintains its essence of equity, equality, respect, and unity. The design takes a holistic approach to working towards reconciliation and the layering of the narrative to develop respectful relationships moving forward.

The NEC network crosses boundaries and cultures and demonstrates the seen and unseen, that being the information highway of a technologically expanding network of knowledge sharing within a modern context that transmits across Australia.

INNOVATE

Reconciliation Action Plan July 2022 to July 2024

Foreword

I am proud to announce the launch of NEC Australia's first Reconciliation Action Plan (RAP) as we embark on our reconciliation journey and build support for Australia's First Nations people.

At NEC Australia, we believe our purpose is to orchestrate a brighter world. This RAP solidifies our commitment to deepen our understanding of Aboriginal and Torres Strait Islander cultures so that we can contribute to greater empowerment through new opportunities and meaningful partnerships. It is our belief that by achieving the goals set out in this, and future RAPs, it will lead to a brighter world now and for generations to come.

Through the commitments and actions outlined in our RAP, NEC Australia will help foster a more inclusive society, build a more diverse workforce and take steps towards creating a safer and more prosperous future for Aboriginal and Torres Strait Islander communities.

I look forward to seeing our RAP come to life as we deliver on our commitment to orchestrate a brighter world.

Mike Mrdak
Chairperson, President and CEO



Our Reconciliation Vision

At NEC Australia, our vision is to create a world where no one is left behind. A world where everyone is treated equally, respected and included.

Acknowledging and remembering the past, we work towards a future that is united, connected and just – a future where Aboriginal and Torres Strait Islander peoples have the opportunity to grow and prosper.

Through compassion and a greater understanding of Aboriginal and Torres Strait Islander cultures, beliefs and principles, we will contribute to a better world, where social injustices no longer exist.

We apply technology to strengthen partnerships, build relationships, educate communities, communicate our message, drive innovation, and build a workforce in which Aboriginal and Torres Strait Islander peoples feel safe, empowered and connected.

Our Business



For more than 50 years, NEC Australia has helped business and government create value through IT services, by providing connectivity at work, at home and on the move.

NEC Australia is a leading technology company, delivering a complete portfolio of Information and Communication Technology (ICT) solutions and services to enterprises, and government organisations across Australia. We deliver innovative solutions to help customers gain greater business value from their technology investments.

NEC Australia Pty Ltd is the Australian subsidiary of Japan-based NEC Corporation. NEC Corporation is a leader in the integration of IT and network technologies with a global presence employing over 100,000 employees.

NEC Australia employs approximately 1400 people in Australia and currently 2% of our talent are Aboriginal and Torres Strait Islander people. Our head office is in Docklands, Melbourne, with additional offices based in Adelaide, Brisbane, Canberra, Darwin, North Sydney, Perth and Wollongong.

Our Reconciliation Journey

NEC Australia is committed to Diversity & Inclusion and strives for a future where Aboriginal and Torres Strait Islander peoples and other Australians live in a safe, secure, fair, efficient and sustainable world, where everyone has the chance to reach their full potential. To confirm our commitment, we are entering into a journey of reconciliation which includes the development of a Reconciliation Action Plan (RAP). At its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.

This RAP is a documented plan which contains strategies and actions as to how NEC will contribute to reconciliation in the teams, organisation and wider community in which we operate. The actions and outcomes of this RAP will assist NEC and its employees develop respectful relationships and create meaningful opportunities with Aboriginal and Torres Strait Islander peoples.

Our Values of “Look Outward – See the Future” and “Encourage Openness – Stimulate the Growth for All” inform our journey to ensure we look beyond our current position and create an open, inclusive work environment where trustful, respectful relationships, free of racism are developed and nurtured.

To launch our journey towards reconciliation we have:

<p>Shared the commencement of our reconciliation Journey with all employees Australia-wide.</p>	<p>Rolled out training programs to better educate our people. These programs are also included in each new employee’s mandatory induction training:</p> <ul style="list-style-type: none"> – Diversity & Inclusion – Unconscious Bias, and – Aboriginal & Torres Strait Islander Inclusion & Cultural Safety 	<p>Commenced the rollout of the Aboriginal and Torres Strait Islander Work Placement Program (previously only available in the NT), to other States/Territories.</p>
<p>Tracking and reporting on spend with Aboriginal and Torres Strait Islander peoples Organisations who are not Supply Nation certified.</p>	<p>Became a Supply Nation member, contributing over \$1.5 million into Aboriginal & Torres Strait Islander owned businesses, and promoted our participation internally and externally to NEC.</p>	<p>Updated NEC’s website to include information pertaining to NEC’s commitment to Reconciliation.</p>
<p>Toula Padoa, Vice President – People & Culture, is the Executive Sponsor of our RAP and will champion the development and promotion of our RAP throughout NEC Australia.</p>	<p>Continued to provide Aboriginal and Torres Strait Islander peoples internship opportunities in the NT, which leads to permanent employment.</p>	

Developed a relationship with Bilawara Lee (Aunty B), a respected Larrakia Elder, community communicator, author, Australian Aboriginal representative on the International Indigenous Grandmothers Council, and teacher of ancient wisdoms. Aunty B provides NEC and the RWG with education, guidance and consultancy in all areas of Aboriginal and Torres Strait Islander culture.

Through our engagement with Aunty B, the RWG have undertaken Cultural Awareness training.

Members of the RWG have undertaken activities to increase their knowledge of Aboriginal & Torres Strait Islander peoples cultures to enable them to promote NEC’s reconciliation journey. These activities include:

- Undertaking a self-drive/walk of the Ngunnawal Country heritage trail
- Attendance at a Bass Coast (Vic) Sorry Day morning tea and yarns
- Undertaking a Koorie Heritage Trust Cultural Walk through Melbourne
- Attendance at the First Australians exhibition at the National Museum of Australia.

Launched our journey towards a RAP and a protocol for Acknowledgement of Country and Welcome to Country and promoted it throughout the organisation e.g. in Town Halls, Conferences, Website, Email Signature Panels, Marketing Material.

Commissioned artwork by proud Wadjuk, Ballardong, Yued Noongar woman which will be displayed in all NEC offices to ensure Aboriginal & Torres Strait Islander employees and visitors feel welcomed and understand NEC’s commitment to Diversity and Indigenous inclusion.

Established a RAP Working Group (RWG) for consultation about the development and implementation of our RAP, and who will also promote reconciliation within NEC. The RWG was formed to:

- Prepare and finalise the Reconciliation Action Plan (RAP) for NEC Australia;
- Oversee the implementation of the RAP; and
- Plan for the continued development of future RAPs.

RAP Working Group Members:

<p>Ivona Smith Manager- Corporate Operations</p>	<p>Rebecca Cooper Executive Assistant</p>
<p>Lucy Meegan Senior Sales Support Officer</p>	<p>Joe Prestia Senior Alliance Manager</p>
<p>Matthew Burgess Manager- Professional Services</p>	<p>Madonna Webb Initiative Lead</p>
<p>Con Polkinghorne Principal Consultant</p>	<p>Elizabeth Barnett Senior Contracts Manager</p>
<p>Aaron Ralph* Major Account Business Development Manager</p>	<p>Jinari Yates* EUC Engineer</p>
<p>Gus Fahey Specialist Business Development Manager</p>	<p>Lily Kawai* Team Lead- EUC</p>
<p>Glenn Robinson Cost Model Specialist</p>	<p>Kate Hunt Organisational Change & Projects Manager</p>
<p>Tavis Ford Manager - Domain Architecture</p>	<p>Keren Smith HR Business Partner</p>
<p>Daniel Hosking National Manager- Architecture Services</p>	

* Indicates Aboriginal and/or Torres Strait Islander representative

Supporting Aboriginal and Torres Strait Islander Communities

NEC has worked with technology and emergency service partners to improve access to emergency services by Aboriginal and Torres Strait Islander peoples in the Northern Territory.

In the NT, together with our technology partner Stratum ICT, NEC have worked with the Northern Territory Police, Fire and Emergency Services to develop an award-winning recorded voice system which allows Aboriginal communities to seek assistance in their own Traditional language. The Aboriginal Recorded Voice Announcement system allows members of the community to leave a voice message that can be accessed anywhere in the Northern Territory, which is critical when a police station is not attended. The system carries voice messages in 20 different Aboriginal languages.



In October 2016 NEC developed an Indigenous Apprenticeship Program, Internship Program and Indigenous Work Placement Program.

Due to the Programs' success, a feeder program (the Traineeship Program) was developed. To date, NEC has employed 16 of the Aboriginal & Torres Strait Islander Trainees.

The program has won the following awards:

WINNER

NT Medium Employer of the Year 2018, 2019 and 2021 – NT Training Awards

FINALIST

Medium Employer of the Year 2018 – Australian Training Awards (only 3 of the 8 State and Territory Finalist are selected)

RUNNER UP

NT Medium Employer of the Year 2020

Additionally, the following employees, who successfully completed the Traineeship Program, have received awards and/or acknowledgement.

WINNER

Lily Kawai - Rising Star - NT Digital Awards 2017

GOLD DISRUPTOR

Lily Kawai - ICT Young Professional of the Year ACS Awards 2018

FINALIST

Trainee of the Year 2020 - Shailee Edwards Devery - NT Training Awards

FINALIST

VETiS Student of the Year 2020 - Bradley Mauger - NT Training Awards

FINALIST

School Based Apprenticeship - Koda Miller - NT Training Awards 2021

RUNNER UP

Trainee of the Year 2021 - Samuel Reynolds - NT Training Awards

Due to the success of the program in the NT, NEC replicated this program in the ACT in July 2021, and are working toward expanding the program in other States and Territories.

In the ACT, NEC are currently subcontracting to Dreamtime Supply Company (a Supply Nation certified business) to provision an IT Service Desk to Indigenous Business Australia (IBA). Dreamtime's vision is to create a business that will create more employment and career opportunities for Indigenous Australians; and IBA's purpose is to advance the economic interests of Aboriginal and Torres Strait Islander people. By partnering with these two organisations, NEC is providing Indigenous business with a team of experts to develop IT capability, career opportunities and support the advancement of the economic interest of Aboriginal & Torres Strait Islander peoples.



Relationships

In line with one of NEC's values "Encourage Openness. Stimulate the Growth for All", NEC aims to cross boundaries and hierarchies and this can only be achieved through strong relationships. NEC's technological network operates across the country and is wired to connect us to each other.

We will build relationships and partner with Aboriginal and Torres Strait Islander peoples and organisations that are built on mutual trust, respect and equity.

Focus area: Passion, Pride, Diversity, Employer of Choice; and Culture Transformation – FY21 to FY25 Transformation Strategy.

Action	Deliverable	Timeline	Responsibility
<i>Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</i>	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Mar 2023	RAP Working Group (RWG) Chair
	Develop, implement and maintain an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Apr 2023	RWG Chair
<i>Build relationships through celebrating National Reconciliation Week (NRW).</i>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023, 2024	RWG Chair & Corporate Communications Manager
	Organise at least one NRW event within the organisation each year.	27 May-3 Jun, 2023, 2024	RWG Chair
	Register our National Reconciliation Week events on Reconciliation Australia's NRW website.	May 2023, 2024	All RWG members led by Senior Alliance Manager
	RAP Working Group members to participate in an external NRW event. Experiences to be shared with the rest of the organisation via our internal communication methods (OneBeat Magazine, OneNEC Comms).	27 May-3 Jun 2023, 2024	RWG Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. Experiences to be shared with the rest of the organisation via our internal communication methods (OneBeat Magazine, OneNEC Comms).	27 May-3 Jun, 2023, 2024	RWG Chair & Corporate Communications Manager

Action	Deliverable	Timeline	Responsibility
<i>Promote reconciliation through our sphere of influence. Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.</i>	Develop an Internal communication plan/strategy to raise awareness and reinforce our commitment to reconciliation.	Nov 2022	RWG Chairperson
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Mar 2023	RWG Chair & GM Marketing
	Communicate externally our commitment to reconciliation publicly via various communication platforms such as company website, LinkedIn, Facebook, as company website, LinkedIn, Facebook, 2024	Tracking: Jan, Apr, Jul & Sept Delivery: Feb, May, Aug & Nov 2023, 2024	GM Marketing & Social Media Specialist
<i>Promote positive race relations through anti-discrimination strategies.</i>	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	Tracking: 2022, 2023, 2024 Delivery: Sept 2022, 2023, 2024	RWG Chair
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Apr & Oct 2022, 2023, 2024	Vice President, People & Culture
	Continue to promote and communicate NEC's anti-discrimination policy (EEO) internally.	Review annually Oct 2022, 2023, 2024	Vice President, People & Culture
	Engage with Aboriginal and Torres Strait Islander staff and Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Tracking: Nov 2022 Delivery: Mar 2023	RWG Chair
	Educate leaders on the effects of racism via compliance training.	May 2023, 2024	L&D Consultant
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Apr & Oct 2022, 2023, 2024	Vice President, People & Culture



Respect

NEC’s value “Be Passionate. Follow through to the End”, calls for employees to share common purpose and accomplish great things despite conflicting opinions. Our value of “Encourage Openness. Stimulate the Growth for All” calls for employees to challenge themselves and others to learn more, do more and become more by humbly learning from others. We aim to respectfully learn about, acknowledge and appreciate Aboriginal and Torres Strait Islander cultures and histories in order to successfully create a safe and supportive workplace for Aboriginal and Torres Strait Islander peoples.

Focus area: Passion, Pride, Diversity and Employer of Choice – FY21 to FY25 Transformation Strategy.

Action	Deliverable	Timeline	Responsibility
<i>Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</i>	Conduct a review of cultural learning needs within our organisation.	Feb 2023	RAP Working Group (RWG) Chair
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	Mar 2023	RWG Chair
	Develop, implement and communicate a cultural learning strategy for our staff.	Tracking: May 2023 Delivery: Jul 2023	RWG Chair & Corporate Communications Manager
	Provide opportunities for RAP Working Group members, HRBP’s and other key leadership staff to participate in formal and structured cultural learning.	May 2023 and 2024	RWG Chair
	Communicate and encourage employees to use Reconciliation Australia’s “Share Our Pride” online tool: http://www.shareourpride.org.au/	Aug 2022	RWG Chair & Corp Communications Manager



Action	Deliverable	Timeline	Responsibility
<i>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols</i>	Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Jul 2022, 2023	Vice President Brand & Customer Experience & Vice President People & Culture
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country..	Jul 2022	RWG Chair
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events.	Mar 2023	RWG Chair & GM Marketing
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Apr & Oct 2022, Apr & Oct 2023, Apr & Oct 2024	RWG Chair & Senior Alliance Manager
<i>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</i>	RAP Working Group to participate in an external NAIDOC Week event.	First week in Jul 2022, 2023, 2024	RWG Chair & National Manager Architect Services
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Aug 2022	RWG Chair and Vice President People & Culture
	Promote and encourage participation in external NAIDOC events to all staff.	Jul 2022, 2023, 2024	RWG Chair & Corp. Communications Manager



Opportunities

NEC's 2021 to 2025 Transformation Strategy includes 'Passion, Pride and Diversity'.

NEC aims to be both a great company and a good company. To commit to our Strategy, we will passionately create an organisation that leaves no one behind, by providing opportunities for Aboriginal and Torres Strait Islander peoples through employment, and support Aboriginal & Torres Strait Islander owned/operated business' through our procurement processes, Supply Nation and our organisation's partnerships.

Focus area: Passion, Pride, Diversity and Employer of Choice – FY21 to FY25 Transformation Strategy.



Action	Deliverable	Timeline	Responsibility
<i>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</i>	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Apr 2023	RAP Working Group (RWG) Chair
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	Apr 2023	RWG Chair
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Tracking: May 2023 Delivery: Oct 2023	RWG Chair & Corporate Communications Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Feb 2023 and 2024	RWG Chair
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Aug 2022	RWG Chair & Corp Communications Manager
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	Apr 2023 and 2024	RWG Chair
	Promote our Aboriginal and Torres Strait Islander Work Placement Program in the NT and ACT to promote future employment.	Aug 2022	RWG Chair & Corp Communications Manager
	Roll-out the Aboriginal & Torres Strait Islander Work Placement Program in Perth.	Jul 2022, 2023	RWG Chair & HRBP

Action	Deliverable	Timeline	Responsibility
<i>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</i>	Commence Aboriginal and Torres Strait Islander Work Placement Program in WA.	Jul 2023	RWG Chair
	Partner with the Stars Foundation to support Aboriginal and Torres Strait Islander girls and young women remain engaged at school.	Jul 2022	RWG Chair & GM Marketing
	Provide work experience and traineeship opportunities to young Aboriginal and Torres Strait Islander people.	Apr & Oct 2022, Apr & Oct 2023 Apr & Oct 2024	RWG Chair & Senior Alliance Manager
	Increase the number of Aboriginal and Torres Strait Islander Trainees, Apprentices and Work Placement students.	First week in Jul 2022, 2023, 2024	RWG Chair & National Manager Architect Services
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Aug 2022	RWG Chair & Vice President People & Culture
	Maintain Supply Nation membership.	Jul 2022, 2023, 2024	National Alliance Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Jul 2022, 2023, 2024	RWG Chair & Corp. Communications Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander	Jul 2022, 2023, 2024	RWG Chair & Corp. Communications Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Jul 2022, 2023, 2024	RWG Chair & Corp. Communications Manager
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Jul 2022, 2023, 2024	RWG Chair & Corp. Communications Manager



Governance

NEC's 2021 to 2025 Transformation Strategy includes "Passion, Pride and Diversity".

To commit to our Strategy, we will passionately create an organisation that leaves no one behind, by providing opportunities for Aboriginal and Torres Strait Islander peoples through employment, and support Aboriginal & Torres Strait Islander owned/operated business' through our procurement processes, Supply Nation and our organisation's partnerships.

Action	Deliverable	Timeline	Responsibility
<i>Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</i>	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Tracking: Mar 2023, 2024 Delivery: May 2023, 2024	RWG Chair
	Apply Terms of Reference for the RWG.	Nov 2022, 2023, 2024	RWG Chair
	Meet at least four times per year to drive and monitor RAP implementation. Review, and update as required.	Mar, Jun, Sept, Dec 2022, 2023, 2024	RWG Chair
<i>Provide appropriate support for effective implementation of RAP commitments.</i>	Define resource needs for RAP implementation, then review and update as required.	Jan 2023	RWG Chair
	Engage our senior leaders and other staff in the delivery of RAP commitments	Mar, Jun, Sept, Dec 2022, 2023, 2024	RWG Chair & Vice President, People & Culture
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Mar, Jun, Sept, Dec 2022, 2023, 2024	RWG Chair
	Maintain an internal RAP Champion from senior management who will review progress on a quarterly basis.	Mar, Jun, Sept, Dec 2022, 2023, 2024	RWG Chair



Action	Deliverable	Timeline	Responsibility
<i>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</i>	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Jul 2023 & 2024	RWG Chair
	Report RAP progress to all staff and senior leaders quarterly.	Apr, Jul, Oct, Jan 2022, 2023, 2024	RWG Chair & Corporate Communications Manager
	Publicly report our RAP achievements, challenges and learnings, annually	May 2023 & 2024	RWG Chair & GM Marketing
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Apr 2024	RWG Chair
<i>Continue our reconciliation journey by developing our next RAP.</i>	Register via Reconciliation Australia's website to begin developing our next RAP.	Nov 2023	RWG Chair

Contact

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