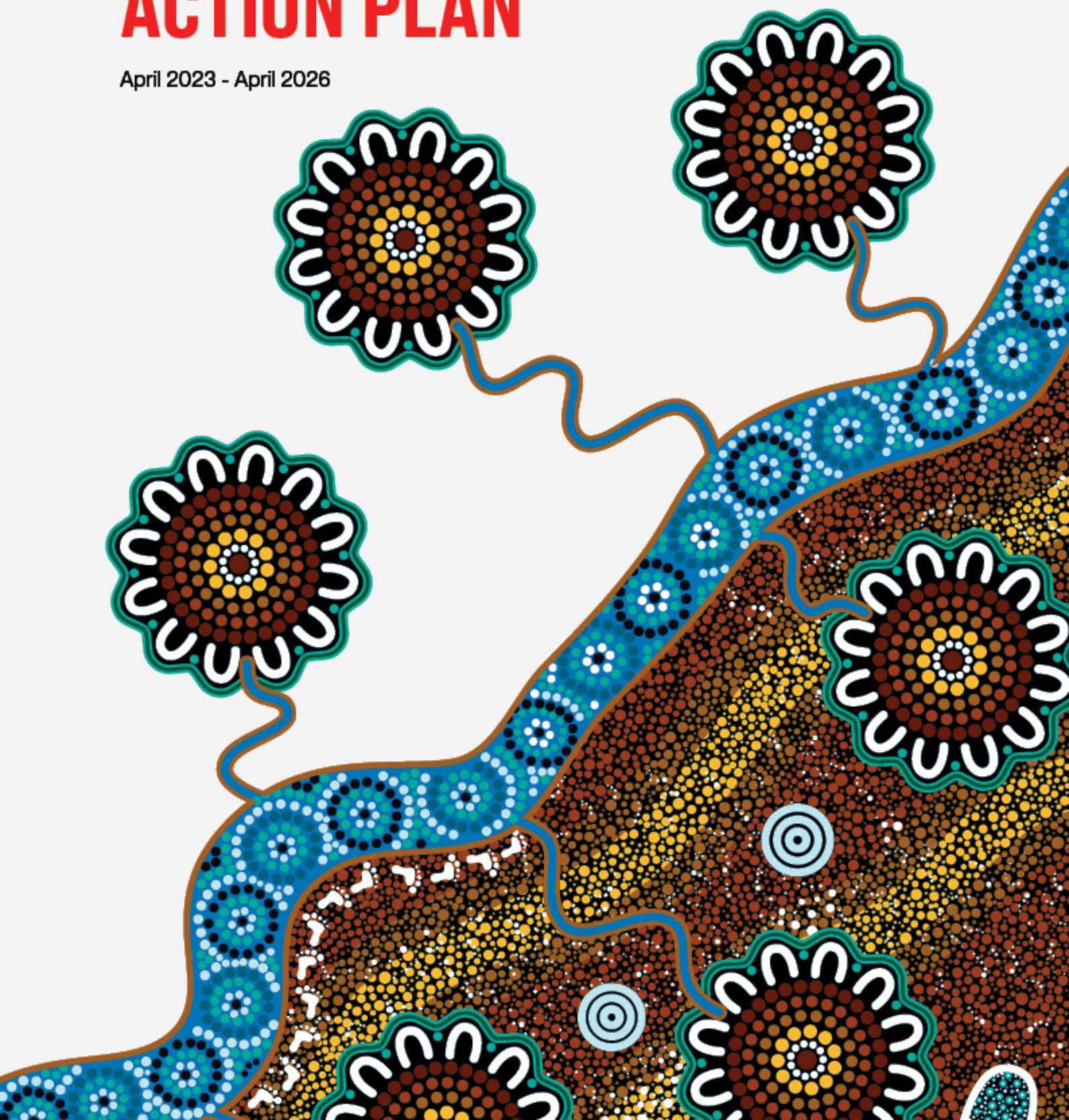


STRUDDYS INNOVATE RECONCILIATION ACTION PLAN

April 2023 - April 2026





About the Artwork

Artist Phyllis Maher, a former Beenleigh State High School student has noted the river as depicting the flow of life, and rocks symbolising the bumps in one's journey. The stars depict connections to, and guidance from ancestors. The Eagle depicts a local totem of the Yugumbeh people and Beenleigh SHS. It is a symbol associated with learning and aspiring; and links ancient Yugumbeh learning to Beenleigh SHS's motto, Semper Altiora – to aim higher. The Gathering Circles represent connections among people all over the land.



Acknowledgement of Country

Struddys acknowledge the Elders, their families, and descendants of the Yugumbeh, Bindal, Wulgurukaba, Dharawal nations as Traditional Custodians of the land and waterways in Logan, Townsville and Wollongong – locations upon which our company operates. We acknowledge that the land and water is the place of age-old ceremonies of celebration, initiation and renewal for local Aboriginal and Torres Strait Islander people and that these lands continue to play a vital role in their lives.

Struddys extends the same acknowledgement and respect to Aboriginal and Torres Strait Islander people and communities across Australia where our stakeholders live, learn, and play sport.

Aboriginal and Torres Strait Islander peoples should be aware that this document contains images or names of people who have passed away.



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CEO STATEMENT **ROSS STRUDWICK**

Over the past 45 years Struddys staff have shared mutually respectful relationships with Aboriginal and Torres Strait Islander communities, born out of a love of sport and pride in who we are. Our involvement in Aboriginal and Torres Strait Islander communities is steadily growing stronger, as we have built genuine relationships with and provide apparel for important Indigenous organisations such as the Tagai Colleges, Institute of Urban Indigenous Health (IUIH), Deadly Choices, Murri Carnival, Koori Carnival and Arthur Beetson Foundation. A uniform is a symbol of unity; it is worn with pride, and represents the team or organisation wearing it. Struddys is proud to facilitate this symbol of unity in Aboriginal and Torres Strait Islander communities and understands the importance of story telling through authentic artwork and designs.

Aboriginal and Torres Strait Islander life expectancy is, on average, eight years less than non-indigenous peoples, Year 12 attainment rates are 46% lower for First Nations students, and the unemployment rate is around 26% higher than non-indigenous peoples. Participation in sport, completion of education, and employment are proven to have a positive impact on physical and mental health, living standards, and life prospects. Our unique position as a fast-growing sporting, education, and corporate apparel business, gives us the opportunity to help Close the Gap by ensuring Aboriginal and Torres Strait Islander people have better access to sport, education, and opportunity for employment. Alongside our First Nations people, Struddys is committed to doing our part in Closing the Gap.

I would like to begin by acknowledging the traditional owners of the land in which our four facilities reside: the Yugambah (Loganholme), Bindal and Wulgurukaba (Townsville), and Dharawal (Wollongong) people. To know where we are going, it is integral to know where we have come from. I have always had a deep respect and strong relationship with Aboriginal and Torres Strait Islander communities, and it is with great pride that we continue our journey with the Struddys Innovate Reconciliation Action Plan (RAP)



RECONCILIATION AUSTRALIA CEO STATEMENT **KAREN MUNDINE**

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 Struddys will continuously draw upon to create RAP commitments rooted in experience and maturity.

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

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

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

Reconciliation Australia commends Struddys 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. Struddy 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.

OUR VISION

Our vision for reconciliation is that Aboriginal and Torres Strait Islander peoples live in a community that provides an equal range of life opportunities as well as recognises and upholds their histories and cultures. Furthermore, employees will have the ability and access to grow, both professionally and personally in their area of interest. Struddys and its community will actively build stronger relationships to positively influence the greater community in Australia to achieve a united and reconciled nation.

Through our connections in sport, education, health and the corporate space, Struddys will strengthen and expand its engagement with Aboriginal and Torres Strait Islander communities across Australia. Struddys will strive to advocate for collective unity, equity and cultural respect.

At Struddys we are committed to:

- » Increasing the representation of First Nations people in the workforce.
- » Provide First Nations people with more opportunities through training and leadership positions.
- » Providing opportunities across all levels of our industry for First Nations people so that they have the ability and access to grow, both professionally and personally.

OUR BUSINESS

**Our purpose is
to build strong
relationships
and support our
community**

Established in 1975, Struddys has operated as a retail and apparel business for over 45 years. Founded by former Rugby League player Ross Strudwick, we have grown from a single retail store to become a leading manufacturer for schools and clubs across the country. Australian owned and operated, Struddys is proud to be a family-based business with deep roots in our communities. We are immensely proud of our commitment to working closely with Aboriginal and Torres Strait Islander peoples. Through partnerships, support and advocacy, Struddys has ensured that giving back to communities is at the forefront of our focus.

In 2023 Struddys grew to 100 employees across three of our Australian offices, with eight of whom identify as Aboriginal and/or Torres Strait Islander people. These employees work across all areas of the business including but not limited to:

- » Sales
- » Productions
- » Warehousing
- » Online Stores
- » Carnivals

Alongside this, our multicultural workforce consists of people from across the world, including Samoa, New Zealand, India, Pakistan, Indonesia, Vietnam, Cambodia & Russia. We are committed to not only employ more Aboriginal and Torres Strait Islander peoples, but to provide them with more opportunities through training and leadership positions. We aim to empower our First Nations employees through granting a decisive voice in matters that affect them - a cornerstone of the equality and equity dimension of reconciliation.

Struddys is proud to be one of Australia's largest grassroots apparel suppliers. However alongside this, we have teams and school partnering with us and wearing our gear in New Zealand, Fiji, England and Japan. Our passion to provide elite apparel is not hindered by distance, therefore we have a broad sphere of influence. Struddys network spans across Australia through our 3 offices located in Loganholme, Wollongong & Townsville. Our reach is expansive as we directly influence societies, communities, organizations and individuals. We work closely with our relationship groups such as Deadly Choices, AKL Industries, Queensland Rugby League (QRL) and more to ensure we give back to the communities we are involved with. We strive to ensure our external Aboriginal and Torres Strait Islander stakeholders have their values and beliefs recognised and managed.

Struddys recognises that we have an important role in Australia's reconciliation journey. Through external and internal stakeholders, whether they be of high or low influence and interest, we have the responsibility to educate and assist in regards to the reconciliation of our diverse communities, organizations and individuals.

Some of our current partners include:

- » The Institute of Urban Indigenous Health (IUIH)
- » Deadly Choices programs
- » Aboriginal Medical Services - Australia
- » Preferred Supplier to Queensland Government
- » Department of Education
- » Australian Police and Emergency Services
- » Australian Schoolboys & Schoolgirls Rugby League
- » NRL Indigenous Academies
- » NRL Indigenous Round
- » Arthur Beetson Foundation
- » Queensland Murri Carnival
- » New South Wales Koori Carnival
- » Matty Bowen Foundation
- » Jonathon Thurston Foundation
- » ACT Netball
- » Australian Touch Football
- » School Sport Australia
- » Queensland Representative School Sport
- » Hunter School Sports Association
- » Western School Sport Association
- » Sydney Catholic Schools
- » Lismore Knockout
- » Moree Knockout

OUR VALUES



SUPPORT

- » We welcome anyone who wears the Struddys brand to be part of our community.
- » We design apparel to unite and empower communities.
- » We give back to the community.
- » We actively engage in the ongoing journey of reconciliation.



SINCERITY

- » We are personable and approachable.
- » We go above and beyond to deliver on time, every time.
- » We are positive, inclusive, and straight forward in our service.



STRENGTH

- » We have strong core values that are central to our decision making.
- » We are authentic and transparent with every interaction.
- » We put our customer's best interests first.



STRETCH

- » We aim to be industry leaders in Australian manufacturing.
- » We pioneer new systems and products through research and collaboration.
- » We are enthusiastic about sharing our innovations.
- » We seek to provide the highest quality apparel.



SQUAD

- » We support, respect, and show up for each other.
- » We know that every person plays an integral role in our success.



Lindon McGrady (Tweed Seagulls)



OUR RAP

Our Innovate RAP continues from our previous Reflect RAP in documenting our reconciliation journey.

The RAP Working Group (RWG) consists of actively interested employees from all levels of the Struddys business to ensure that the brand cohesively works towards the common goal. The RAP Working Group will meet monthly to ensure that the RAP and its deliverables are being actioned on course within the set timeframes with the relevant RWG members.

The Struddys RAP Working Group:

- » Lisa Strudwick (Owner, RAP Champion)
- » Michael Rasmussen (Chief Executive Officer - Brisbane)
- » Jacob Strudwick (Chief Executive Officer - Wollongong)
- » Carley Parkes (Human Resources and Employee Relations Manager)
- » Chloe Jones (Team Leader Townsville - Sales Assistant)
- » Felisha Elworthy (Sales Representative - Badu Island woman)
- » Banks Nean (Sales Representative)
- » Brendan Duncan (Sublimation Machinist)
- » Dallas Higgins (Social Media Manager)
- » Karla Thompson (Community Cultural Advisor - Gureng Gureng Elder)
- » Ted Williams (Community Cultural Advisor - Yugambeh Elder)

After championing our first RAP, Lisa Strudwick will continue as our RAP Champion moving forward. Lisa will deliver a report at our monthly board meetings that will cover the progress of our RAP, this is to ensure we follow our goals and desired outcomes on schedule.

Through further support of our Aboriginal and Torres Strait Islander external stakeholders, and more involvement, education and opportunities for internal stakeholders, we will create a culturally diverse, educated and proud workplace.

In 2022, implementing our Reflect RAP ignited Struddys to build 'hands on' trust with Aboriginal and Torres Strait Islander peoples through its sales, employment, training, and promotion schemes. The Reflect RAP educated staff about the importance of building collaborative relationships with our stakeholders and highlighted the work that needs to be done to move towards a reconciled Australia.

The holistic education of Struddys staff remains a priority as we continue our reconciliation journey with our Innovate RAP. In order to form a united and cohesive nation, Struddys aspires to expand its' connections of care for Aboriginal and Torres Strait Islander peoples and strengthen long term trust and loyalty through our ethical workplace practices.

A key learning outcome from our initial Reflect RAP was acknowledging the need for Aboriginal and Torres Strait Islander peoples to be actively involved in their personal and professional futures.

Struddys staff also learnt that our First Nations employees have an interest in furthering their development of certain skills, primarily customer relations, machinery, finance, manufacturing and environment. Struddys are committed to providing opportunities across all levels of our industry for Aboriginal and Torres Strait Islander peoples so that they have the ability and access to grow, both professionally and personally, in any area within the Struddys community and brand.

For our Innovate RAP, Struddys will create a safe environment for employees to discuss their future goals to assist the brand in creating pathways and guidance to reach employees' goals. This meeting will empower our employees to identify a professional goal and the development pathway to achieve it. We are creating a process that engages the employees in decision making that reinforces the responsibility the employee has in crafting their own professional pathway under the guidance of the Struddys management team.

Following on from the meeting, the employees will be educated about their pathway and the future steps to take towards their identified goal. The RAP champion will join the employee in a meeting with their immediate manager so that as a group, they can discuss and assess the steps in the employee's pathway to ensure all stakeholders have a clear understanding of the progress and overall goal.

Struddys overarching goal is that our Aboriginal and Torres Strait Islander employees will have the ability and access to grow, both professionally and personally in their area of interest.



Tweed Seagulls



RELATIONSHIPS

Struddys is partnered with thousands of schools, clubs and other organisations across Australia. Through our health, education and sporting relationships, the Struddys community has the opportunity to form long lasting relationships with a diverse group of peoples. By expanding our connections of care for Aboriginal and Torres Strait Islander peoples, the Struddys community will strengthen its long term trust and loyalty as it strives for a united and cohesive nation.



Since 2018, Struddys have created Indigenous themed jerseys for the Queensland Murri Carnival (QMC).

The QMC hosts a competitive Open Mens and Womens Rugby League competition, as well as a juniors carnival for over 680 children.



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1. Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	May 2024	RAP Champion, Wollongong CEO Sales Representative,
	2. Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2024	RAP Champion, CEO Wollongong, Sales Representative
2. Build relationships through celebrating National Reconciliation Week (NRW).	1. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024 May 2025	RAP Champion, CEO Wollongong
	2. RAP Working Group members to participate in an external NRW event.	Review May 2024, 2025	Lead: RAP Champion Support: RAP Working Group
	3. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	Review May 2024, 2025	CEO Brisbane, CEO Wollongong, Sales Representative
	4. Organise at least one NRW event each year.	May 2024 May 2025	RAP Champion, Sales Representative,
	5. Register all our NRW events on Reconciliation Australia's NRW website.	May 2024 May 2025	RAP Champion, Sales Representative

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	1. Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	June 2024	RAP Champion, Sales Representative
	2. Communicate our commitment to reconciliation publicly.	June 2025	CEO Brisbane, Social Media Manager
	3. Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	October 2024	CEO Brisbane, Social Media Manager
	4. Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Review May 2025	RAP Champion, Social Media Manager
4. Promote positive race relations through anti-discrimination strategies.	1. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2024	HR & Employee, Relations Manager
	2. Develop, implement, and communicate an anti-discrimination policy for our organisation.	June 2024	HR & Employee, Relations Manager
	3. Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	July 2024	HR & Employee, Relations Manager
	4. Educate senior leaders on the effects of racism.	July 2024	HR & Employee, Relations Manager, Sales Representative



Struddys and Ipswich Jets collaborated to create a jersey for the 2023 Hostplus Cup Indigenous Round.



The Deloitte touch day, partnered with Deadly Choices, was a charity touch event held at the Broncos Red Hill facility. As part of our ongoing connection to Indigenous sport, Struddys sponsored apparel with Indigenous designs for all teams involved.

RESPECT

It is vital to Struddys that we uphold and respect the histories and cultures for Australia's First Nations peoples as our immediate multicultural community originates from several lands and countries around the world. The Struddys team recognizes the values and expertise of each and every staff member and the role they have in reconciliation. We will actively engage our internal and external community in the process of learning the significance of the Aboriginal and Torres Strait Islanders cultures to ensure a holistic understanding of our role in reconciliation.



Struddys collaborates with traditional Indigenous artists to create designs personalized for our partners.



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	1. Conduct a review of cultural learning needs within our organisation.	July 2024	HR & Employee Relations Manager
	2. Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	July 2024	RAP Champion, Sales Representative,
	3. Develop, implement, and communicate a cultural learning strategy document for our staff.	August 2024	RAP Champion, HR & Employee Relations Manager
	4. Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	May 2024 January 2025 January 2026	HR & Employee Relations Manager, Sales Representative
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	1. Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	July 2024 July 2025	CEO Wollongong, HR & Employee Relations Manager
	2. Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	August 2024	RAP Champion
	3. 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	CEO Wollongong, Sales Representative
	4. Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	From May 2024 Review May 2025	CEO Brisbane, CEO Wollongong, Sales Representative, Team Leader
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	1. RAP Working Group to participate in an external NAIDOC Week event.	July 2024 July 2025	Lead: RAP Champion Support: RAP Working Group
	2. Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	May 2024	HR & Employee Relations Manager
	3. Promote and encourage participation in external NAIDOC events to all staff.	July 2024 July 2025	HR & Employee Relations Manager

OPPORTUNITIES

Struddys are committed to providing opportunities across all levels of our industry for Aboriginal and Torres Strait Islander peoples. Struddys will strive to employ, educate and promote our First Nations peoples so that they have the ability and access to grow, both professionally and personally, in any area within the Struddys community and brand. The provision of equal opportunities for all will lead to our workplace achieving its goal in accelerating reconciliation.



A lot of our schools with close indigenous connections have local artists create designs with special meaning that we are able to integrate into the apparel. We worked with Marsden State High and their artwork to create amazing basketball gear.



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	1. Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2024	Lead: RAP Champion Support: RAP Working Group
	2. Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	Review May 2025	Lead: RAP Champion Support: RAP Working Group
	3. Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2024	CEO Brisbane, CEO Wollongong, HR & Employee Relations Manager
	4. Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Review May 2025	CEO Brisbane, CEO Wollongong, HR & Employee Relations Manager
	5. Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	May 2024	HR & Employee Relations Manager
	6. Host an annual meeting with appropriate tools, programs and speakers to discuss pathways of career and personal growth.	September 2024 September 2025	RAP Champion,
	7. Set up Professional and Personal Development goal setting meetings with each Aboriginal and/or Torres Strait Islander employee to discuss how or organisation can support them to achieve their goals.	October 2024 October 2025	RAP Champion,
	8. Provide a summary of Professional Development Goals to management team to inform the support and facilitation of professional development opportunities for Aboriginal and Torres Strait Islander employees	November 2024 November 2025	RAP Champion, CEO Brisbane, CEO Wollongong

9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	1. Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	September 2024	CEO Brisbane
	2. Investigate Supply Nation membership.	May 2024	CEO Brisbane
	3. Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	January 2025	CEO Brisbane, Sales Representative,
	4. Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	January 2025	CEO Brisbane, CEO Wollongong, HR & Employee Relations Manager, Sales Representative,
	5. Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	January 2025 January 2026	CEO Brisbane, Sales Representative,



Struddys have a close relationship with Deadly Choices who work to educate and promote local indigenous communities. Struddys are able to help create amazing events like the Deadly Choices Touch Day through this partnership.

GOVERNANCE

Struddys is partnered with thousands of schools, clubs and other organisations across Australia. Through our health, education and sporting relationships, the Struddys community has the opportunity to form long lasting relationships with a diverse group of peoples. By expanding our connections of care for Aboriginal and Torres Strait Islander peoples, the Struddys community will strengthen its long term trust and loyalty as it strives for a united and cohesive nation.



The Brisbane South Wildcats wore Limited Edition dresses for the Sapphire Series Indigenous Round.

Our staff always have time to connect with customers at our various carnivals.



Lisa Strudwick (RAP Champion - Left)

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	1. Maintain Aboriginal and Torres Strait Islander representation on the RWG.	May 2024 July 2024 September 2024 November 2024 January 2025 March 2025 May 2025 July 2025 September 2025 November 2025 January 2026 March 2026	Lead: RAP Champion Support: RAP Working Group
	2. Establish and apply a Terms of Reference for the RWG.	May 2024	RAP Champion, HR & Employee Relations Manager
	3. Meet at least four times per year to drive and monitor RAP implementation.	May 2024 July 2024 September 2024 November 2024 January 2025 April 2025 July 2025 October 2025 January 2026 April 2026	RAP Champion,
11. Provide appropriate support for effective implementation of RAP commitments.	1. Define resource needs for RAP implementation.	May 2024	RAP Champion
	2. Engage our senior leaders and other staff in the delivery of RAP commitments.	May 2024	CEO Brisbane, CEO Wollongong,
	3. Define and maintain appropriate systems to track, measure and report on RAP commitments.	June 2024	RAP Champion, Social Media Manager
	4. Maintain an internal RAP Champion from senior management.	Review October 2024 October 2025	CEO Brisbane, CEO Wollongong, RAP Champion, HR & Employee Relations Manager

Action	Deliverable	Timeline	Responsibility
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	1. 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 2024 June 2025	RAP Champion
	2. Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August 2024	RAP Champion
	3. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2024 September 2025	RAP Champion
	4. Report RAP progress to all staff and senior leaders quarterly.	June 2024 September 2024 January 2025 April 2025 June 2025 September 2025 January 2026 April 2026	RAP Champion, RWG members
	5. Publicly report our RAP achievements, challenges and learnings, annually.	November 2024 September 2025	RAP Champion
	6. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2025	RAP Champion
	7. Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	September 2025	RAP Champion
13. Continue our reconciliation journey by developing our next RAP.	1. Register via Reconciliation Australia's website to begin developing our next RAP.	November 2025	CEO Brisbane, HR and Employee Relations Manager, RAP Champion

CONTACT DETAILS:

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Owner, RAP Champion

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