



RECONCILIATION
ACTION PLAN

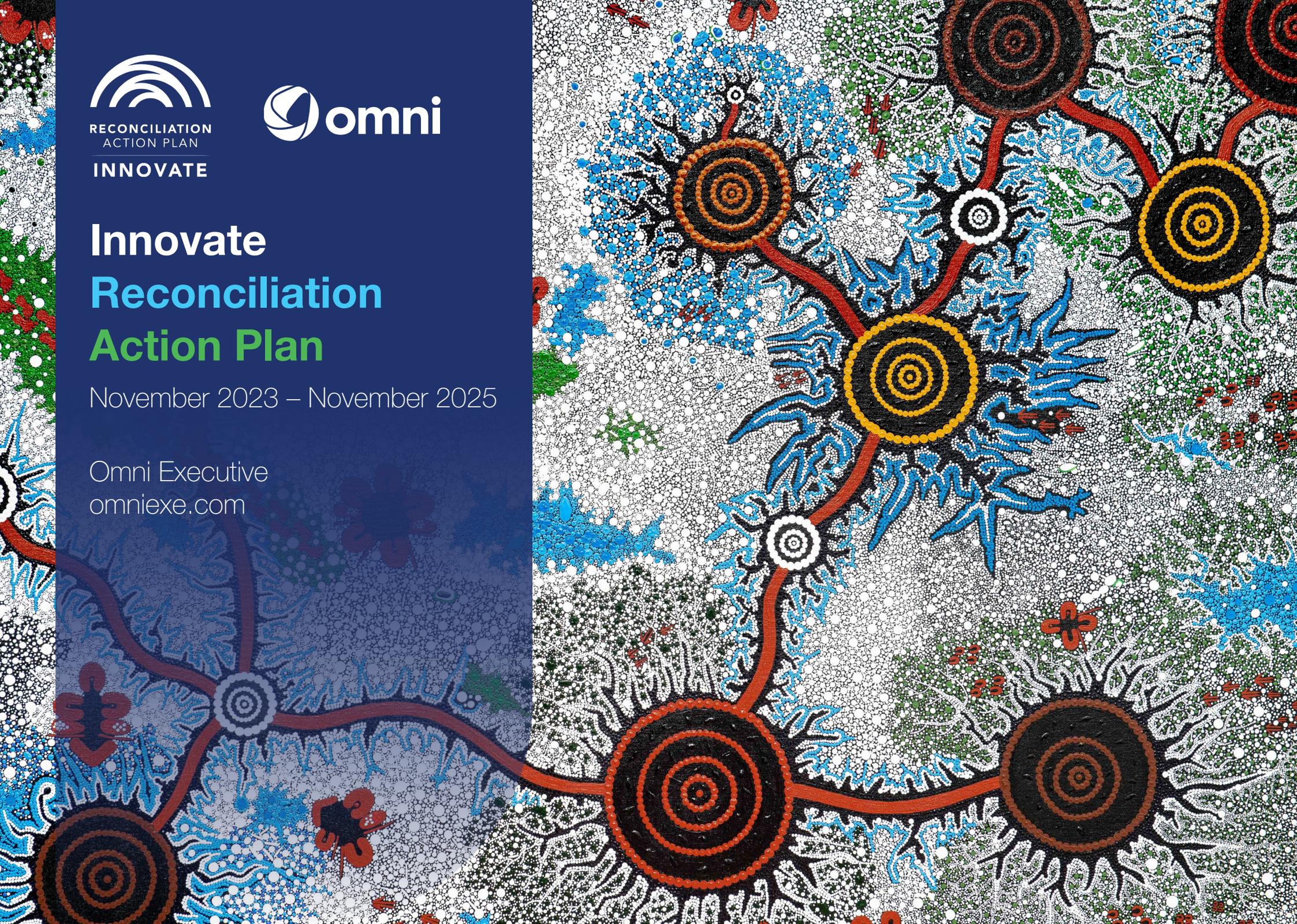
INNOVATE



Innovate Reconciliation Action Plan

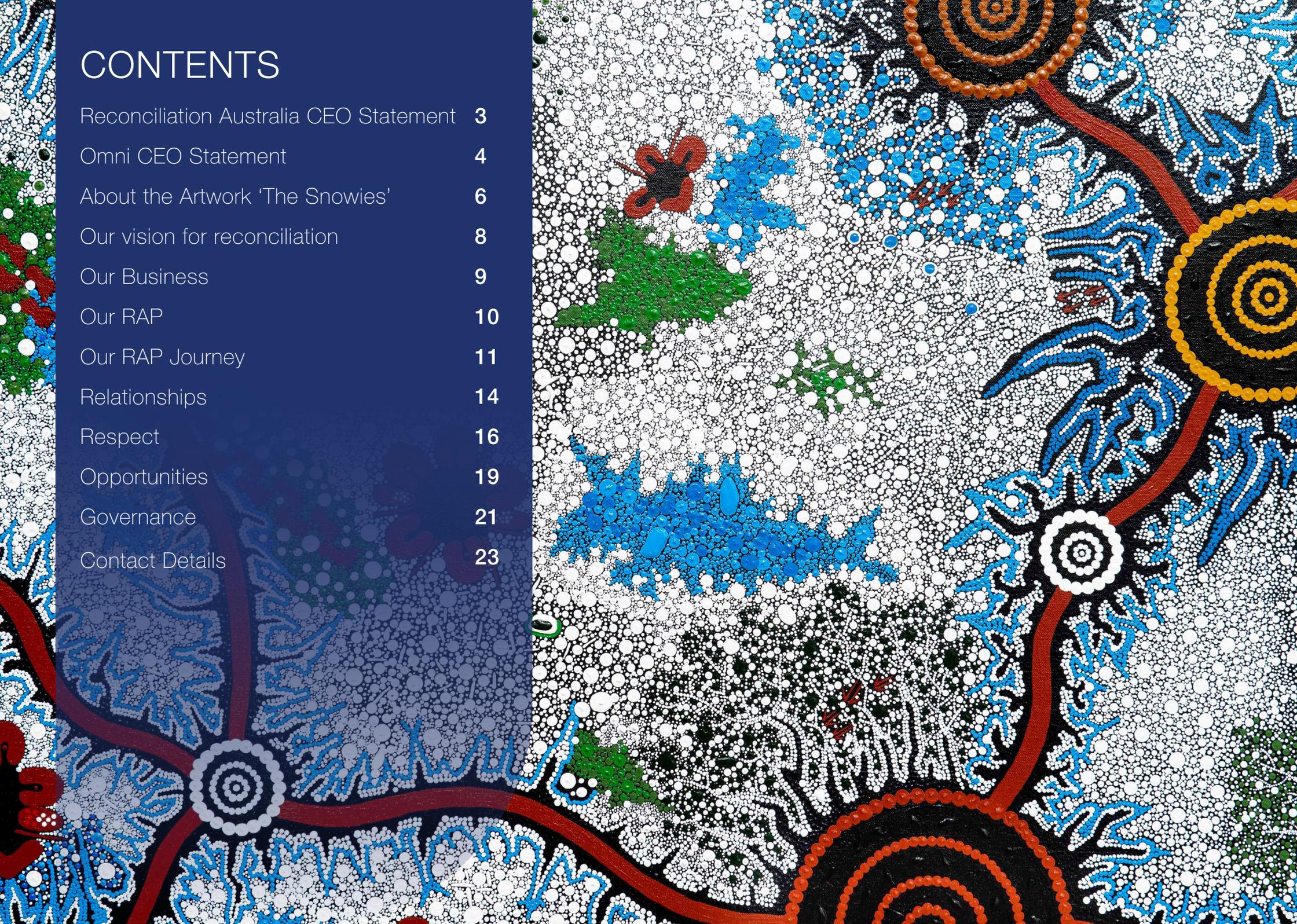
November 2023 – November 2025

Omni Executive
omniexe.com



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RECONCILIATION AUSTRALIA

CEO STATEMENT

Reconciliation Australia commends Omni Executive 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 Omni Executive 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, Omni Executive 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 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Omni Executive is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

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

Karen Mundine
Chief Executive Officer
Reconciliation Australia



OMNI

CEO STATEMENT

I am very pleased to introduce Omni's first Innovate Reconciliation Action Plan (RAP). In recognising our responsibility as an organisation to contribute meaningfully to reconciliation with Australia's First peoples, this plan formalises our commitment to tangible actions that prioritise respect, collaboration, and inclusivity.

The principles of reconciliation are rooted in acknowledging the historical injustices faced by Aboriginal and Torres Strait Islander communities, and it is incumbent upon us to actively participate in the healing process. Through our RAP, we aim to build authentic relationships with Australia's First peoples, promote cultural awareness and understanding, and create opportunities for meaningful engagement.

At Omni, we believe that diversity is not only our strength but also our responsibility. Our RAP serves as a roadmap to guide our efforts in embedding reconciliation into all aspects of our operations, from procurement and employment practices to community engagement and beyond. It is a key element of our broader LIVE program (Local, Indigenous, Veteran and Environment) for sustainability.

As the founder and CEO of Omni, I am personally committed to promoting reconciliation within our organisation and beyond. By working together and listening attentively to the voices of Aboriginal and Torres Strait Islander peoples, we can create a more just and inclusive society for all.

I invite each member of our team to embrace this journey with an open heart and a willingness to learn. Together, we have the power to effect positive change and leave a lasting legacy of reconciliation for generations to come.

Sincerely,

Jon Hawkins
Chief Executive Officer
Omni Executive





'THE SNOWIES'

Artist - Sharon P

Painted circa 2019

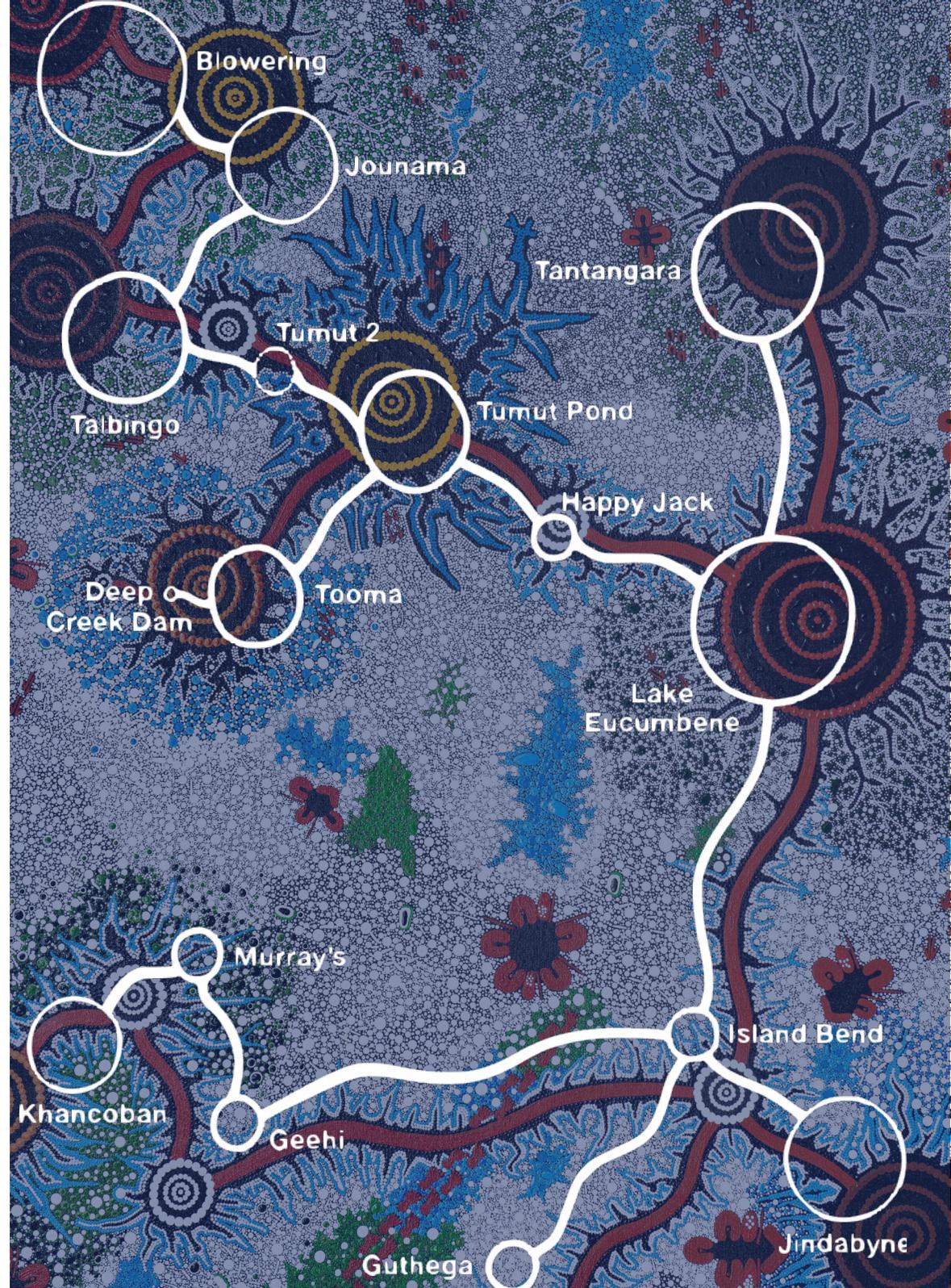
Purchased by Omni in 2022 by a Deed of Cultural Cooperation.

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

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

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

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





SNOWY (GUUNNAMAA)

Snowy
(*Guunnamaa*)

I awaken with a misty haze rolling in.
(*Midyimbalda Gamarra gandarra guyaang*)

Birds chirping, sounds of life awakening.
(*Dyirramarra Ngiyang Gamarra Buudyang*)

The sun creeping above the gums.
(*Winyuu birrabang Wuuruugantha dhuga*)

Rain and snow may fall upon me.
(*Bundinya guunnamaa gurrity Midyimbalda*)

I see life born throughout the year of wildlife and brumbies.
(*Midyimbalda ningee murun-marradhal wuurawin mittong Warragul Yirramang*)

I am called Country to my First Nations people.
(*Midyimbalda wulanha dhaura mittong murrindyarr*)

But you may call me the Snowies.
(*Nginyalgir Guunamaa Midyimbalda wulanha*)

Written by Sharon P, 27th April 2019

Interpreted in Ngaambri / Ngunnawal language by Paul House 4th July 2019

OUR VISION FOR RECONCILIATION

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

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



*(Left to Right) Christine Hawkins, General Manager Sustainability, RAP Working Group Chair; Richie Allan, Ngunnawal Knowledge Keeper; Geoff Brown, General Manager Assurance, Gunditjmara, RAP Champion.
Image, Thomas Lucraft, Omni Annual Company Day 2024 prior to Richie Allan delivering our Welcome to Country.*



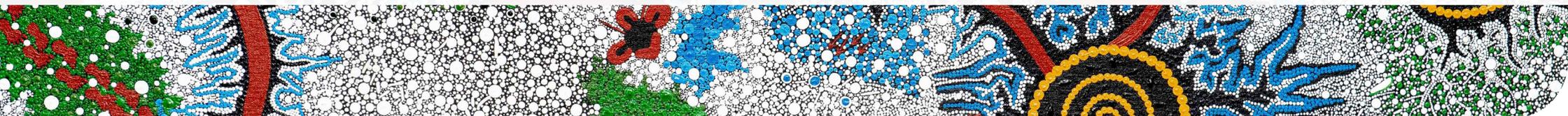
OUR BUSINESS

Omni is an established Australian Veteran-owned company that provides customised solutions for government, emergency services and critical infrastructure clients. Our team is trusted, proven, and committed to delivering solutions wherever our customers require them: on land, at sea, or in the air. In operation since 2012, Omni has steadily grown with market demand, evolving into a highly regarded service delivery and technology development company. Our workforce features a high proportion of Australian Defence Force veterans, former Police Officers, and Intelligence specialists. We maintain a tightknit and highly supportive workplace culture. We have grown to a team of over 400 professionals with capabilities in both corporate and professional services, vetting, security, and aerospace. We employ a small number of First Nations peoples, less than ten, but they have substantial levels of responsibility within the organisation and are an integral part of our daily decision making. This includes our current General Manager Assurance who manages/directs a team of over 100 of our people, our Farm Manager who is responsible for all the day to day decisions of our cattle and sheep property, and several of our mid-level professionals who represent Omni in client facing roles. Our head office is in Ngunawal Country in Barton, ACT. Our regional offices are in Yuggera Country, Milton, Queensland and Wajuk Country in Perth's CBD.

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

OUR VALUES

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

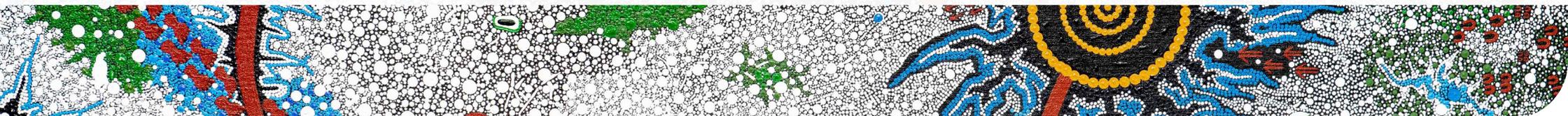


OUR RAP

Omni believes in the talents of its people irrespective of their ethnic or cultural backgrounds, and gender identities. Passively supporting the diversity of our people represents an incredible evolution of social norm over the last few decades. However, taking the active position of standing up for all people and embracing their diversity continues that evolution, with the aim of bringing society together, learning from one another, and introducing fresh perspectives and approaches to business. Aboriginal and Torres Strait Islander peoples are the foundation of our history as a nation and are a significant part of Australia's shared national identity. Because of this, it is important for us as a 100% Australian owned business to express our plans with a RAP to demonstrate our appreciation of the Traditional Custodians of this great country.

Having had an internal RAP since 2016, we believe that it is an important step to formalise our commitment by registering our RAP with Reconciliation Australia. Omni has chosen to create and implement an Innovate Reconciliation Action Plan (RAP) to develop and strengthen established approaches of advancing reconciliation through our existing relationships with Supply Nation, various First Nations artists, the Indigenous Literacy Foundation, educational scholarships and to pilot additional initiatives.

The plan works to focus on a sustainable approach to reconciliation building off and extending previous initiatives outlined below. Our General Manager for Sustainability is our RAP Working Group Chairperson and together with our General Manager Assurance, a proud Gunditjmara man and our RAP Champion, will work as the senior leaders responsible for driving internal engagement and awareness of the RAP program. Omni will increase the size of its RAP Working Group (RWG) to include other First Nations team members, our General Manager People, and our communications team. From this knowledge, Omni will determine the best approach to advancing the five dimensions of reconciliation into the workplace.



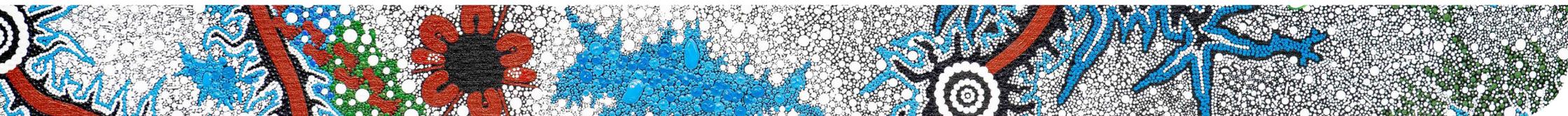
OUR RAP JOURNEY

Omni's RAP seeks to drive reconciliation through initiatives that address the five dimensions of reconciliation: race relations; equality and equity; unity; institutional integrity and historical acceptance. We are committed to promoting and supporting First Nations cultures as part of our operations, particularly in the areas of education and employment.

Our RAP journey began in 2015 as an extension of our community support program in partnership with our Human Relations strategies. It was designed to increase understanding and respect of First Nations cultures and heritage as well as new initiatives in recruitment and procurement. Our first internal RAP went from 2016-2018. It captured our intention to promote respect and work towards improving equity and equality for First Nations peoples through: procurement of goods from First Nations owned or managed businesses; promotion of annual significant events including National Reconciliation Week and NAIDOC week; and support through donations to quality programs. We continued to improve and expand our commitments until our last internal RAP of 2020-2022.

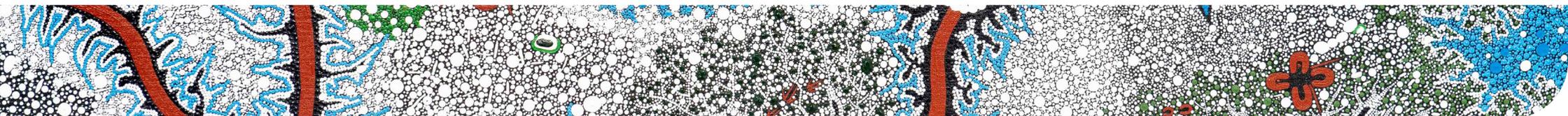


Indigenous Literacy Foundation. Image: Tiffany Parker.



Our internal RAP 2020-22 initiatives included:

- Establishment of two, three-year Indigenous Leader Scholarships at the University of Western Australia from 2022.
- Donations to Woorabinda School in Queensland for equipment in their new cultural and STEM learning program garden.
- Supporting five preschool Book Buzz programs in remote communities annually through the Indigenous Literacy Foundation.
- Donations to the GO Foundation.
- Training employees on procurement and financial reporting to better utilise our Supply Nation memberships.
- Hosting annual events across all offices to increase employee engagement and mark the significance of National Reconciliation Week, NAIDOC week and Indigenous Literacy Day.
- Working with Aboriginal and Torres Strait Islander suppliers and recruitment agencies both directly and through Supply Nation.
- Purchasing and promoting of a library of First Nations literature to each Omni office or facility, curated by the Indigenous Literacy Foundation.
- Engaging with local First Nations artist Sharon P to purchase one of her creations through a Deed of Cultural Cooperation. Her artwork is displayed in our Head Office reception area. serving as a visual Acknowledgement of Country to everyone entering the office. The painting is a map of the nearby snowy mountains and includes a description of the Ngario peoples history in the area and Sharon's poem detailing her deep connection to the land and its translation into Ngaambri / Ngunawal.
- Commissioning local Queensland artist Aunty Hazel Cowburn of the Gureng Gureng, Gubbi Gubbi and Wakka Wakka people to create an artwork to display in our southeast Queensland office and hangars as a mark of respect for the Traditional Custodians of the land in each area that we work in.
- Producing Acknowledgement of Country cards designed around art from Sharon P, that are distributed to every employee.
- Searched our land holding in Canyonleigh, NSW, through the NSW Office of Environment and Heritage AHIMS (Aboriginal Heritage Information Management System).
- Marking National Reconciliation Week 2023 by producing a video with the story of our General Manager Assurance and his discovery of his heritage as a Gunditjmara man, the struggle and discrimination experienced by his family including after service during WWII and his return to country experience after being taken from his family as an infant and presenting it to all staff at a special luncheon function.
- Establishing a RAP working group with the General Managers for People, Assurance and Sustainability.
- Appointing the GM Sustainability as the RAP Working Group Chairperson.



Over the next two years we want to achieve....

- Expansion of our RAP working group to include a broader cross section of our work force including regional representation and other First Nations employees who wish to join.
- Continuing the implementation of cultural learning resources, promotion of significant cultural events, and opportunities for employee learning and engagement with First Nations cultures.
- Ensuring regular communication and resources for staff to engage with goals of the RAP.
- Development of additional and mutually beneficial relationships between Omni and local First Nations people stakeholders.
- Investigating the creation of additional educational support and opportunities for Aboriginal and Torres Strait Islanders peoples in universities or Vocational Training centre in addition to UWA.
- Building of our accountability and responsibility for reconciliation by reporting on RAP achievements, challenges, and learnings externally and internally.



Geoff Brown, General Manager Assurance, Gunditjmarra, RAP Champion. Image: Thomas Lucraft, Omni Annual Company Day 2024.

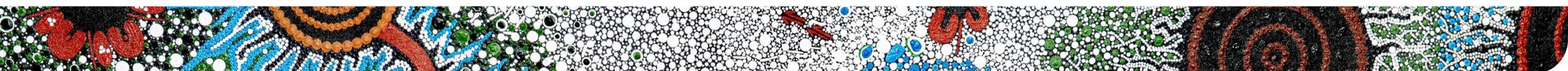


RELATIONSHIPS

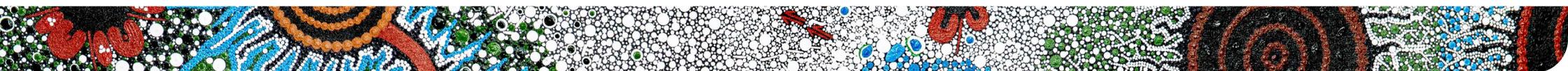


Engaging directly with Aboriginal and Torres Strait Islander businesses and communities is an important way in which Omni can incorporate and consider perspectives of all Australians to improve decision making and governance in all divisions of the company.

Action	Deliverable	Timeline	Responsibility
01. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. 	November 2024	GM Sustainability
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	August 2024	GM Sustainability
	<ul style="list-style-type: none"> Seek more opportunities to support the vital work of the Indigenous Desert Alliance beyond providing aircraft and a pilot for the 10 Deserts fire management project. 	August 2024	GM Sustainability
	<ul style="list-style-type: none"> Continue to support the Indigenous Literacy Foundation by funding pre-school literacy programs. 	September 2024, 2025	GM Sustainability
	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2024 May 2025	GM Sustainability
02. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May- 3 June, 2024, 2025	GMs Sustainability, People and Assurance
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May - 3 June, 2024, 2025	GM Sustainability
	<ul style="list-style-type: none"> Organise at least one NRW event each year. 	27 May - 3 June, 2024, 2025	GM Sustainability
	<ul style="list-style-type: none"> Promote our internal NRW events on social media. 	May 2024 and May 2025	Marketing Manager
	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. 	August 2024	GM People



Action	Deliverable	Timeline	Responsibility
03. Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	August 2024	GM Sustainability
	<ul style="list-style-type: none"> Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. 	August 2025	GM Sustainability
	<ul style="list-style-type: none"> Use our fortnightly newsletter to promote our Reconciliation Week activities, significant Indigenous dates, Indigenous Literacy Foundation support, and work with Indigenous suppliers. 	May, June, July, and September 2024 and 2025	Marketing Manager
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly, through our website with articles and social media channels (LinkedIn) with related posts of our activities. 	December 2023 May, September 2024 May, September 2025	Marketing Manager
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	April 2024	GM People
04. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Develop, implement, and communicate an anti-discrimination policy for our organisation. 	September 2024	GM People
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	August 2024	GM People
	<ul style="list-style-type: none"> Presentation to senior leaders on the effects of racism. 	February 2024	GM People

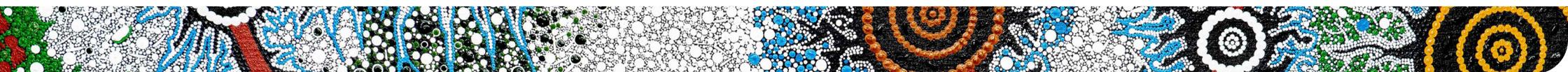


RESPECT

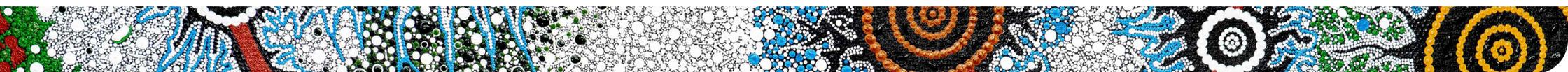


Omni is committed to fostering a workplace that embraces diversity and inclusion, where respect is the cornerstone of our interactions with both our employees and clients.

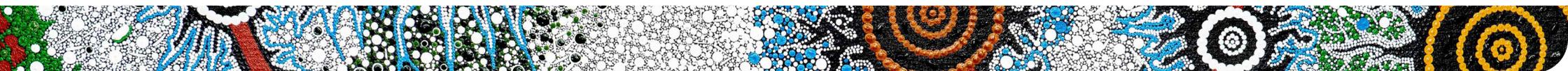
Action	Deliverable	Timeline	Responsibility
05. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	October 24	GM People
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. 	November 24	GM Sustainability
	<ul style="list-style-type: none"> Develop, implement, and communicate a cultural learning strategy document for our staff. 	March 25	GM People
	<ul style="list-style-type: none"> Provide free access to a library of contemporary Aboriginal and Torres Strait Islander Literature at each location for all staff to use curated by the Indigenous Literacy Foundation. Introduce new materials each September to promote Indigenous Literacy Day. 	September 2023 September 2024 September 2025	GM Sustainability
	<ul style="list-style-type: none"> Provide opportunities for RAP working group members and People managers (and other key leadership staff) to participate in formal and structured cultural learning. 	May 2024 May 2025	GM People
	<ul style="list-style-type: none"> Upload resources onto SharePoint/MyOmni for staff education on Aboriginal and Torres Strait Islanders cultures and histories. 	July 2024	GM People
	<ul style="list-style-type: none"> Provide educational materials on cultural awareness in our standard induction process for all staff including our Acknowledgement of Country Cards, and a copy of our RAP. 	October 2024	GM People
	<ul style="list-style-type: none"> Annual Presentation led by the CEO, regarding reconciliation day, providing greater cultural awareness and education for employees. 	27 May–3 June 2024 27 May–3 June 2025	CEO



Action	Deliverable	Timeline	Responsibility
06. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	February 2024	GM Sustainability
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	August 2024	GM Sustainability
	<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. 	February 2024 February 2025	GM Sustainability
	<ul style="list-style-type: none"> Promote Aboriginal and Torres Strait Islander peoples causes as one of the four pillars of our annual LIVE (Local, Indigenous, Veteran and Environment) program of community support and engagement. 	February 2024 February 2025	GM Sustainability
	<ul style="list-style-type: none"> Source and install a local First Nations Artwork at a prominent location in our Perth and Jandakot facilities to continue what we already have in other locations. Each piece will be accompanied by the story of the piece and the artist that has created them to demonstrate our respect. 	December 2024	GM Sustainability
	<ul style="list-style-type: none"> Install a written Acknowledgement of Country in each office or facility. 	May 2024	GM Sustainability
	<ul style="list-style-type: none"> Support National Reconciliation Week activities through the promotion of advertised events by Reconciliation Australia in our National Fortnightly Newsletter. 	May 2024 May 2025	Newsletter Coordinator & GM Sustainability
	<ul style="list-style-type: none"> Give an Acknowledgement of Country at our GMs Quarterly Forums by the CEO or most senior executive present. 	February 2024 and February 2025	CEO
	<ul style="list-style-type: none"> Distribute a copy of our endorsed RAP to all employees and make them available to anyone at our offices to give confidence in paying respect to First Nations People of our properties wherever they may be. 	February 2024	GM People
	<ul style="list-style-type: none"> Include an Acknowledgement of Country on Omni's website. 	March 2024	GM Sustainability
	<ul style="list-style-type: none"> Liaise with local NAIDOC groups in the ACT to contribute support to a local event. 	November 2024	GM Sustainability
	<ul style="list-style-type: none"> Promote NAIDOC week event participation to all staff through our Fortnightly newsletter. 	June 2024, June 2025	GM Sustainability



Action	Deliverable	Timeline	Responsibility
07. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2024, 2025	GM Assurance
	<ul style="list-style-type: none"> Promote and encourage available events for NAIDOC Week across all regions of Australia in the Fortnightly newsletter. 	June 2024, June 2025	GM Internal Comms
	<ul style="list-style-type: none"> Review and amend our People policies to ensure there are no barriers to employees participating in NAIDOC week. 	April 2024, 2025	GM People
	<ul style="list-style-type: none"> Share Indigenous Literacy Day event materials on SharePoint. 	September 2024, 2025	GM Sustainability



OPPORTUNITIES



We believe that education and financial independence are cornerstones for strong communities and closing the gap. Omni continues to focus on creating new educational and employment opportunities for Aboriginal and Torres Strait Islander students and graduates, whilst also increasing procurement of goods and services provided by Aboriginal and Torres Strait Islander businesses.

Action	Deliverable	Timeline	Responsibility
08. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	June 2024	GM People
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. 	November 2024	GM People
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	June 2025	GM People
	<ul style="list-style-type: none"> Continue to liaise with Aboriginal and Torres Strait Islander recruitment agencies in all our locations for candidates - ACT/WA/QLD/SA. 	July 2024 and July 2025	GM People
	<ul style="list-style-type: none"> Engage with local employment agencies in NT once our Darwin office is open. 	November 2025	GM People
	<ul style="list-style-type: none"> Expand our educational support opportunities by engaging with additional universities and educational institutions including Australian National University (September 2024) and University of Canberra (March 2024). 	March 2024 September 2024	GM People
	<ul style="list-style-type: none"> Register with Career Trackers Indigenous Internships program in ACT, WA and QLD. 	August 2024	GM People
	<ul style="list-style-type: none"> Seek scholarships, apprenticeships or internship programs with TAFEs and other education providers for programs and opportunities to recruit Aboriginal or Torres Strait Islander trainees in Queensland, WA and/or the ACT. 	February 2025	GM People
	<ul style="list-style-type: none"> Review and amend our recruitment procedures, policies and position descriptions to reflect our commitment to creating a culturally inclusive and safe workplace and remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	October 2024	GM People
	<ul style="list-style-type: none"> Sponsor another two, three-year scholarships at the University of Western Australia to provide support and encouragement for tertiary achievements of Aboriginal and Torres Strait Islander students. 	March 2025	GM Sustainability
<ul style="list-style-type: none"> Work with Aboriginal and Torres Strait Islander owned or managed recruitment agencies and Career Trackers to seek candidates for available positions, internships and apprenticeships. 	June 2025	GM People	



Action	Deliverable	Timeline	Responsibility
09. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement policy. 	July 2024	GM Sustainability and GM Finance
	<ul style="list-style-type: none"> Communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff through our fortnightly Newsletter and at our annual whole company event. 	February 2024 February 2024	GM Sustainability
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	April 2025	GM Sustainability/ and GM Finance
	<ul style="list-style-type: none"> In addition to Worimi, find at least one more First Peoples owned or managed company from Supply Nation to become a regular partner or supplier of goods. 	January 2025	GM Sustainability
10. Opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	<ul style="list-style-type: none"> Review procurement guidelines to consider Aboriginal and Torres Strait Islander suppliers through Supply Nation. 	July 2024	GM Sustainability
	<ul style="list-style-type: none"> Provide Supply Nation training annually for new employees with purchasing responsibility and attendance at Supply Nation Trade Fairs. 	April 2024 April 2025	GM Sustainability
11. Work with partners and stakeholders to provide new meaningful opportunities for First Nations peoples advancement and support.	<ul style="list-style-type: none"> Continue to provide Rotary Wing support to the 10 Deserts Project as directed by the Indigenous Desert Alliance for fire management in the largest protected network of areas in the world. 	April 2024	GM Aerospace
	<ul style="list-style-type: none"> Partner with local First Peoples artists for the creation and/or purchase of artworks that are culturally significant to each Omni office and or facility entrance as a visual Acknowledgement of Country. 	WA December 2023	GM Sustainability

GOVERNANCE



Action	Deliverable	Timeline	Responsibility
12. Expand our RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. 	November, February, May and August in 2024 and 2025	GM Assurance
	<ul style="list-style-type: none"> Establish and apply a Terms of Reference for the RWG. 	February 24	GM Sustainability
	<ul style="list-style-type: none"> RWG meets at least four times a year to drive and monitor RAP implementation. 	November, February, May and August in 2024 and 2025	GM Sustainability
	<ul style="list-style-type: none"> Track the RAP's Implementation and report quarterly as part of the Omni Executive GM's forum. All outcomes reported in CEO Fortnightly, MyOmni and Sharepoint. 	February, April, July, October, 2023 and 2025	GM Sustainability
13. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	February 2024	GM Sustainability
	<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments. 	February 2024	GM Sustainability
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	November 2023	GM Sustainability
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Include the RAP achievements, challenges, and learnings during the Omni Executive annual Company Day 	February 2024, 2025	GM People
	<ul style="list-style-type: none"> Complete and submit annual RAP Impact Measurement Questionnaire to Reconciliation Australia 	30 September 2024, 2025	GM Sustainability
	<ul style="list-style-type: none"> Publicly report RAP achievements, challenges, and learnings, annually through website/ LIVE campaign 	May 24 May 25	GM Sustainability
	<ul style="list-style-type: none"> Report quarterly to Supply Nation on spend with registered businesses and include on quarterly GM forum financials. 	Feb 24, Apr 24, Aug 24, Nov 24, Feb 25, Apr 25, Aug 25, Nov 25	GM Finance

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> 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	GM Sustainability
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	June 2024, June 2025	GM Sustainability
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	May 2024	GM Sustainability
	<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	November 2025	GM Sustainability
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Survey to Reconciliation Australia. 	September, 2024, 2025	GM Sustainability
15. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	May 2025	GM Sustainability, GM People



CONTACT DETAILS

Name: Christine Hawkins

Position: General Manager Sustainability, RAP Working Group Chair

Phone: (02) 6162 0954

Email: christine.hawkins@omniexe.com

www.omniexe.com

