



RECONCILIATION ACTION PLAN

NOV 2023 - NOV 2025

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Abbreviations:

RAP: Reconciliation Action Plan

RWC: Reconciliation Action Plan Working Group

A Letter from Director



AT BOAR GROUP, OUR DEDICATION TO FIRE SAFETY RUNS DEEP, AND IT'S NOT JUST ABOUT OUR ORGANISATION – IT'S ABOUT OUR COMMITMENT TO THE ENTIRE NATION OF AUSTRALIA. WE FEEL A STRONG SENSE OF RESPONSIBILITY, AND WE PROUDLY STAND BEHIND THE RECONCILIATION PROCESS, WHICH AIMS TO STRENGTHEN BONDS BETWEEN INDIGENOUS AND NON-INDIGENOUS COMMUNITIES. OUR GOAL IS SIMPLE: TO ENSURE THAT EVERY INDIVIDUAL IS TREATED WITH EQUAL RESPECT AND HAS ACCESS TO EQUAL OPPORTUNITIES, BENEFITING US ALL.

As we introduce our Innovate Reconciliation Action Plan, we want you to know that we're not just paying lip service. We're taking real, tangible steps and sharing our guiding principles that underscore our unwavering commitment to Australia's reconciliation journey. We've adopted an innovative approach, placing a strong emphasis on developing and nurturing relationships with First Nations peoples, offering them opportunities, and actively engaging our team and stakeholders in this vital process.

We couldn't be prouder of the passion and dedication our team has shown towards this pivotal initiative. It's crystal clear that reconciliation holds a special place in the hearts of many of our colleagues, and I'm genuinely confident that together, we can bring about meaningful, lasting change.

While our primary mission of "Minimising Risk and Maximising Compliance" is often framed as safeguarding our customers through our Fire Safety, Training & HVAC solutions, reflecting on this Reconciliation Action Plan has reaffirmed something important: Boar Group can contribute to securing Australia

in more ways than one. We're devoted to creating a safe and welcoming environment where First Nations peoples can fully participate in a wide range of life's opportunities. It's our belief that only when Australia achieves complete justice, equity, and reconciliation can our nation truly unlock its full potential.

We wholeheartedly invite you to delve into our Reconciliation Action Plan, and we're eagerly looking forward to sharing our progress with you as we continue on this journey towards a more inclusive and reconciled Australia. Together, we can make a difference that truly matters.

A handwritten signature in black ink, appearing to read 'Laurie Cook', with a stylized flourish at the end.

LAURIE COOK

Director



Reconciliation Australia

CEO Statement



RECONCILIATION AUSTRALIA COMMENDS BOAR GROUP 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 Boar Group 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, Boar Group 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. Boar Group 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 Boar Group'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 Boar Group on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

KAREN MUNDINE
Chief Executive Office
Reconciliation Australia



OUR VISION FOR RECONCILIATION

As a Group of companies Fire Boar, Training Boar and Air Boar acknowledge the Elders, Families and Descendants of the Yerongpan people of the Yuggara Nation, the Traditional Owners of the lands on which Boar Group sits. We acknowledge that the land is the place of age-old ceremonies of celebration, initiation, and renewal and that the local Aboriginal and/or Torres Strait Islander peoples have had and continue to have a unique role in the life of these lands, over which Aboriginal and Torres Strait Islander sovereignty has never been ceded.

OUR VISION FOR RECONCILIATION IS TO CONTRIBUTE TO A SOCIETY THAT EMBRACES DIVERSITY, PROMOTES UNDERSTANDING, AND ADDRESSES HISTORICAL INEQUALITIES. AS A FIRE SAFETY COMPANY, WE RECOGNISE THE IMPORTANCE OF RECONCILIATION AND ITS DIRECT CONNECTION TO EDUCATION, WHICH IS ONE OF OUR MAIN FOCUSES.

We believe that education is a powerful tool for empowerment and social change. Through our sponsorship of the ARTIE (Achieving Results Through Indigenous Education) program, assists to Close the Gap in educational outcomes between Aboriginal and Torres Strait Islander students. It provides opportunity to participate in programs that encourage improvements in school attendance, behaviour, academic achievement, effort and ultimately Year 12 attainment or its equivalent. By removing barriers to education, we aim to provide equal opportunities for Aboriginal and Torres Strait Islander youth and contribute to closing the education gap.



Our commitment to reconciliation goes beyond financial support. We strive to create an inclusive and supportive environment within our company by fostering diversity and providing equal employment opportunities. We actively seek to hire and retain Aboriginal and Torres Strait Islander employees, creating a workforce that reflects the communities we serve.



OUR BUSINESS

Boar Group specialises in a full range of fire services from design, installation, commissioning, maintenance, and testing of fire protection systems in accordance with the relevant Australian legislation and building codes. Boar Group services the following types of fire systems:

- Fire Detection Systems
- HVAC Systems
- Fire Hose Reels
- Fire Extinguishers/Fire Blankets
- Fire Pumps
- Fire Doors
- Fire Sprinkler Systems
- Emergency & Exit Lighting
- Passive Fire
- Gaseous Systems
- Fire Training



Boar Group predominately operates in Southeast Queensland with two branches located in both Brisbane and the Sunshine Coast. Utilizing our vast experience, innovation, and technology. Boar Group offers personal service as well as individual and flexible solutions and is dedicated to life safety systems.

Boar Group has a team of 180 employees. Boar Group commenced its commitment to diversifying its workplace in 2016 and since this point in time, Boar Group now has 8 employees who identify as Aboriginal and/or Torres Strait Islander people.

Our business relates to fire management, and we are dedicated to Safety, Protection and Survival. We acknowledge that Aboriginal and Torres Strait Islander people over millennia have been utilising fire to support them and their environment. For thousands of years Aboriginal peoples and Torres Strait Islander peoples have been using fire to sustain them.

Fire has been central to many aspects of traditional Aboriginal people's and Torres Strait Islander people's life, including cooking, storytelling, providing warmth, as a ceremonial and ritual device, and it is also used in medicinal practices. Fire has been used to hunt animals, maintain ecosystems, and manage the land.

It continues to be a part of their cultural and family connections with country past and present.

As a company we embrace and celebrate diversity in all its facets including the First Nations recognition, and reconciliation.

For further details about our companies please refer to – www.boargroup.com.au

OUR RECONCILIATION ACTION PLAN

The Reflect Reconciliation Action Plan played a pivotal role in the growth and success of our business and continues to be instrumental in supporting our Innovate Reconciliation Action Plan (RAP). Through the Reflect RAP, we embarked on a journey of deep introspection and examination of our organisation's history, practices, and culture in relation to reconciliation.



Our Reflect Reconciliation Action Plan allowed us to acknowledge the gaps and areas for improvement within our business, fostering a genuine understanding and commitment to reconciliation. By engaging in reflective practices, we developed a stronger awareness of the importance of Aboriginal and Torres Strait Islander perspectives, cultures, and histories, and how they intersect with our operations.

This newfound understanding has helped shape our Innovate RAP, enabling us to implement innovative strategies that integrate reconciliation principles into our business practices.

The Reflect RAP has provided us with a solid foundation for meaningful engagement and collaboration with Aboriginal and Torres Strait Islander communities, fostering mutually beneficial partnerships and driving positive social impact. As we move forward with our Innovate RAP, the insights gained from the Reflect RAP will continue to guide us in creating a more inclusive, respectful, and sustainable business that recognises and values the contributions of Aboriginal and Torres Strait Islander peoples.

OUR RECONCILIATION ACTION PLAN

WORKING GROUP

Boar Group commenced its journey in 2016 by engaging Karla Thompson who is a Community Cultural Advisor for the Queensland VET Development Centre to assist with the implementation and development of Boar Group's reflect RAP. Karla Thompson grew up in Gurang Country, her mother's ancestral homeland. Her father's heritage is rooted in Yuggerah, with strong connections to Purga Mission. Boar group has maintained its collaboration with Karla, who has been offering guidance and support in the development of our Innovate RAP.

Boar Group is proud to have three members from our RAP Working Group who identify as Aboriginal and/or Torres Strait Islander people, further enriching our commitment to reconciliation.

Our RAP has been prepared and will be implemented by our RAP Working Group (RWG) members:



MITCHELL FLOYD
IT & Development Manager
RWG Co-Chair



LAURIE COOK
Director
RWG Co-Chair



KIRK RILEY
Quality Assurance Manager
RAP Champion



CATH BERG
Service Coordinator
RWG



SUSAN HOLLAND
Finance Manager
RWG



SHANE SCOTT
Account Manager
RWG



GREG WILLIAMS
Brisbane Branch Manager
RWG



MITCHELL HAYES
Sales & Service Manager
RWG



SHAUN PORTER
Sunshine Coast Branch Manager
RWG



GARY FOSTER
HVAC Manager
RWG

With Mitchell Floyd and Laurie Cook our RWG Co-Chairs, and Kirk Riley, our RAP Champion, are dedicated to fulfilling Boar Groups commitments and actions specified in our Reconciliation Action Plan, leaving no aspect overlooked in our reconciliation journey. All members of the RAP Working Group, including those who identify as Aboriginal and/or Torres Strait Islander people, will contribute to our sub-committee to ensure the allocation of adequate time and resources.

OUR PARTNERSHIPS

Boar Group is raising awareness to its employees through internal communication processes such as the Boar Group Intranet of important Aboriginal and Torres Strait Islander events, Traditional Owners of the Land and ceremonies including National Reconciliation Week and celebrating NAIDOC week.



Boar Group is currently engaging with the following organisations to form a part of Boar Group's deliverable obligations within this RAP:

- Employment of Aboriginal and Torres Strait Islander Peoples.
- Partnering with the **Former Origin Greats (FOGS) ARTIE Program (Achieving Results Through Indigenous Education)**.
- **Hal Oram** – Local Indigenous Artist
- **Jaydon Kemp** – Local Indigenous Artist
- **Yerongpan Dancers** – Education and ceremonies within the workplace
- **Muru Office Supplies** – Procurement of all office supplies for our Head Office.

ARTIE PROGRAM

Boar Group is a sponsor of the FOGS ARTIE Academy Primary School Program. ARTIE aims to improve the attendance levels, academic results, engagement in school and completion rates of Aboriginals and Torres Strait Island students. This program is based at three schools which are Beenleigh, Beenleigh South and Eagleby State Schools.

The results of this program will be measured each calendar year by comparing programme participants attendance records within the schools.

The primary to secondary transition program includes:

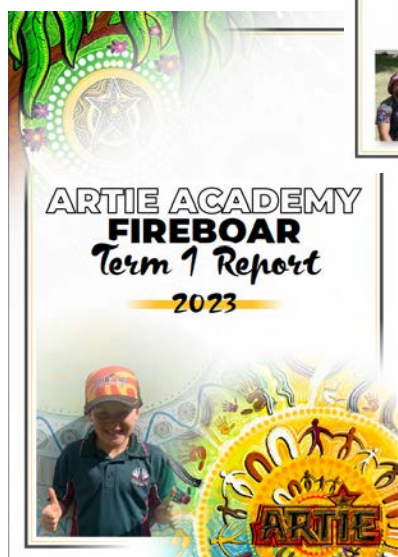
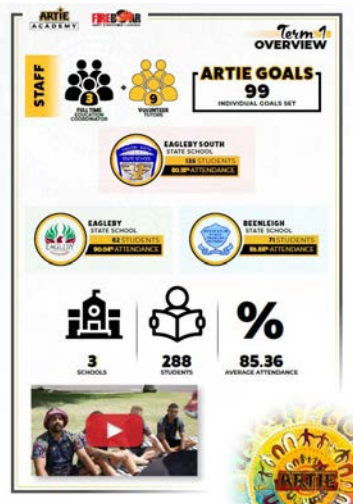
- Implement and incentivising program focused on improved attendance and positive behaviours in school.
- Assisting students with targeted academic support through the ARTIE Academy Tutoring Program.
- Supporting students, school staff, parents and the wider community through a dedicated ARTIE Academy Education Coordinator at each school.
- Connecting Aboriginal and Torres Strait Islander communities and relevant local services to facilitate engagement and involvement in the ARTIE Academy.
- To Ensure effective support for student transition from Primary School to High School.



The Former Origin Greats ARTIE Academy focuses on improving school attendance via commitment, positive reinforcement, and support. This is achieved through our incentive-based challenges each Term. Our focus is on improving and maintaining attendance for students engaged in the Academy. Students are incentivised to achieve strong attendance results and are rewarded and acknowledged for their efforts.

To be successful in challenges, participants must achieve 90% Physical Attendance. Physical attendance is based on the time a student is physically present at school or is involved in a school related activity such as an excursion, school sport or a traineeship.

The ARTIE Program supplies Boar Group with regular reporting that includes an overview of each term and school attendance.



HAL ORAM

- ARTIST

Hal Oram was born in Rockhampton and raised in a small historic town called Mt Morgan of central Queensland, not far where his ancestors inhabited. Hal graduated with a Bachelor of Contemporary Australian Indigenous Art at Griffith University and resides locally in Brisbane.



Hal's Artwork incorporates both a traditional and contemporary approach to demonstrate a cultural responsibility to abide by the beliefs and traditions of his people, to obey the wisdom of the elders and to share the stories of their Dreaming.

Storytelling, landmarks, dots and totem representation feature prominently in Hal's paintings offering a unique interpretation of Aboriginal connection to one another and the profound spiritual connection to land, Mother Earth.

Boar Group has committed to two artworks painted by Hal and received the largest piece we have ever commissioned from an artist. This beautiful piece that was presented to us by Hal's Aunties and Uncle during a morning tea for National Reconciliation Week.

BORA RING CONNECTION

- ART BY HAL ORAM



Traditional Bora Ring comprise of a large circular ring on the ground surrounded by raised embankments that are situated beside ancient, sacred sites where historic Aboriginal tribal ceremonies were and continue to be conducted.

Rituals involve the learning of sacred song, stories, dance, and traditional protocols. Bora Grounds are positioned all throughout country including sloping hills, spurs of trees and low-lying areas near swamps and they are all significant and irreplaceable landmarks.

This painting features 4 distinct Bora Grounds to illustrate Aboriginal custodian responsibility to Country which is to

preserve and protect the lands and natural resources, people, and cultural heritage from being distinguished.

These landmarks are linked with white sacred walkways to represent several different environmental situations from both past and present with Kangaroo tracks and ancestral footprints moving throughout the artwork to further enhance Aboriginal interconnection with celestial totem and spiritual history.

The shield illustrates protection in times of battle or when hunting for food and is deliberately painted on top of the open fire to illustrate ceremony and traditional gatherings.

Red vines twist through the different symbols to depict First People's pride of survival and self-determination and the courage to continue to pass ancestral information, culture and history through family structure and kinship care.

Connecting white dots represent the steamy healing smoke that's produced from essential oil rich leaves which are gathered from native plants then placed on to hot embers and used to ward off bad spirits and omens.

All the imagery surrounds Boar Group who is speaking of these Aboriginal values and beliefs.

FLOWING IN TIME

- ART BY HAL ORAM

In this artwork it depicts the colours of the company “Boar Group” their strength and growth through our journey together as well as the logo centred in the middle. The gold colour represents colour of success, of wealth and high status which is showcased throughout the artwork.

The red lines that weave around and through the artwork are the roots which signify a strong cultural connection with the community and other companies, the blue and white dotted circles breathe life into the artwork.

I have also incorporated gold and green gum tree leaves, which is a significant cultural symbol for me. Which encapsulates who I am as an Aboriginal man and where I come from. I have also incorporated footprints to show that “we are walking together in unity. They embed in a clockwise motion to show “Time, Growth also learning which helps them flow in and around the artwork.



JAYDON KEMP

- ARTIST

Boar Group commissioned Jaydon Kemp who is an Aboriginal Artist of the Yuggara Nation to paint art that represents the Traditional Owners of the lands and Boar Groups core beliefs. The hunting boomerang represents “Hunting” or “Survival”. The symbol in the centre represents “Family” and the “Sand Goanna” which is Jaydon’s totem and has been passed down to him by his family.

Jaydon has been painting professionally since 2014 and has his artwork hanging all around Brisbane including the Geebung Ambulance Station.

RELATIONSHIPS

Boar Group recognise the importance of positive, respectful, and reciprocal relationships as a pre-requisite for success, and we aim to maintain and leverage mutually beneficial relationships with Aboriginal peoples and Torres Strait Islander peoples, staff, families, communities, and organisations to support positive outcomes within our organisation and the broader community. Boar Group believes that it is not only a moral imperative but also a way to enrich our organisation and society as a whole. By embedding the voices of our Aboriginal and Torres Strait Islander peoples in our company's direction and offering opportunities both internally and externally through our sponsorship programs, we are actively contributing to a more diverse, equitable, and inclusive environment.

Action	Deliverable	Timeline	Responsibility
01 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	April 2024	LEAD: Director and Development Manager SUPPORT: Development Manager, and Quality Assurance Manager & HR team
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2023	LEAD: Quality Assurance Manager SUPPORT: Development Manager, and Quality Assurance Manager & HR team
02 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024, 2025	LEAD: Quality Assurance Manager SUPPORT: Development Manager
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June, 2024, 2025	LEAD: Development Manager SUPPORT: Quality Assurance Manager & HR team
	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	LEAD: Development Manager & Director SUPPORT: Quality Assurance Manager & HR team
	Organise at least one NRW event each year.	27 May – 3 June, 2024, 2025	LEAD: Development Manager & Director SUPPORT: Quality Assurance Manager & HR team
	Register all our NRW events on Reconciliation Australia's NRW website .	May 2024, 2025	LEAD: Quality Assurance Manager SUPPORT: Development Manager, and Quality Assurance Manager & HR team
03 Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	June 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager, and Quality Assurance Manager & HR team
	Communicate our commitment to reconciliation publicly.	June, 2024, 2025	LEAD: Director and Development Manager SUPPORT: Quality Assurance Manager & HR team

	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	April, 2024, 2025	LEAD: Director and Development Manager
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	November, 2024, 2025	LEAD: Director and Development Manager
<h1>04</h1> <p>Promote positive race relations through anti-discrimination strategies.</p>	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager, and Director
	Review, implement and communicate an anti-discrimination policy for our organisation.	February 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager, and Director
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	February 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager, and Director
	Educate senior leaders on the effects of racism.	July, 2024,2025	LEAD: Quality Assurance Manager, Director, Development Manager SUPPORT: RWG



RESPECT

Through increasing our awareness of Aboriginal and Torres Strait Islander cultures, knowledges and histories and building our Aboriginal and Torres Strait Islander workforce, we are committed to a 'many-ways' sharing of knowledge, respect and understanding within our organisation and with the many communities we work across. This commitment not only honours the rich heritage of Aboriginal and Torres Strait Islander peoples but also enriches our organisational culture, promotes inclusivity, and strengthens our relationships with the diverse communities we serve.

Action	Deliverable	Timeline	Responsibility
05 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	May 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager, and Director
	Explore cultural immersion opportunities within the local community for our staff.	May 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager, and Director
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	July 2024	LEAD: Director and Development Manager SUPPORT: Quality Assurance Manager
	Review and communicate a cultural learning strategy document for our staff.	June 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager, and Director
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	July 2024	LEAD: Director and Development Manager SUPPORT: Quality Assurance Manager
	Develop, implement, and communicate an online cultural awareness training course for Boar Group Employees to complete through internal systems	May 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager, and Director
06 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2023	LEAD: Quality Assurance Manager SUPPORT: Development Manager, and Director
	Maintain and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	May 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager, and Director
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	May 2024, 2025	LEAD: Director and Development Manager SUPPORT: Quality Assurance Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	March 2024, 2025	LEAD: Quality Assurance Manager SUPPORT: Development Manager, Director

07

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

RAP Working Group to participate in an external NAIDOC Week event.

First week in July 2024,2025

LEAD: Quality Assurance Manager

SUPPORT: Development Manager, Director

Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.

June 2024

LEAD: Quality Assurance Manager

SUPPORT: Development Manager, and Director

Promote and encourage participation in external NAIDOC events to all staff.

First week in July 2024,2025

LEAD: Quality Assurance Manager

SUPPORT: Development Manager, Director



OPPORTUNITIES

Boar Group recognises the importance in providing opportunities for Aboriginal and Torres Strait Islander people to achieve equality and inclusivity. We are working to embed the voice of our Aboriginal and Torres Strait Islander peoples within our company direction as well as providing opportunities both internally and externally through our sponsorship programs. Embracing diversity, amplifying Indigenous voices, and fostering positive community relationships enhance our organisational culture, drive innovation, boost employee satisfaction, and fulfill our social responsibility. These efforts create a more inclusive, innovative, and socially responsible organisation, benefiting both our company and the broader community we serve.

Action	Deliverable	Timeline	Responsibility
08 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2024	LEAD: Director and Development Manager SUPPORT: Quality Assurance Manager
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	July 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager and Director
	Maintain Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	July 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager and Director
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	April 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager, Director
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	July 2024, 2025	LEAD: Quality Assurance Manager SUPPORT: Development Manager and Director
09 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Maintain Aboriginal and Torres Strait Islander procurement strategy.	July 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager and Director
	Maintain Supply Nation membership.	July 2024	LEAD: Director and Development Manager SUPPORT: Quality Assurance Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	July 2024	LEAD: Director and Development Manager SUPPORT: Quality Assurance Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July 2024	LEAD: Director and Development Manager SUPPORT: Quality Assurance Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	August 2024	LEAD: Director and Development Manager

<h1>10</h1> <p>Enhancement of Educational Opportunities in Aboriginal and Torres Strait Islander Communities by increasing attendance in primary schools and effectively monitoring both primary school attendance and high school enrolment.</p>	<ul style="list-style-type: none"> Continue Boar Groups strong and ongoing partnership with the ARTIE Program, including financial support and active involvement in their initiatives. Regularly monitor and internally publicise semester reports from the ARTIE program, as part of our commitment to reconciliation. 	<p>August 2024</p>	<p>LEAD: Director and Development Manager</p> <p>SUPPORT: Quality Assurance Manager</p>
<h1>11</h1> <p>ARTIE Program Events</p>	<p>Attend at minium one ARTIE event per year.</p>	<p>July, November, 2024, 2025</p>	<p>LEAD: Director and Development Manager</p> <p>SUPPORT: Quality Assurance Manager</p>



GOVERNANCE

Action	Deliverable	Timeline	Responsibility
12 Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	February 2024	LEAD: Director and Development Manager SUPPORT: Quality Assurance Manager
	Establish and apply a Terms of Reference for the RWG.	February 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager and Director
	Meet at least four times per year to drive and monitor RAP implementation.	February, April, July, October, 2024,2025	LEAD: Quality Assurance Manager SUPPORT: Development Manager, Director
13 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	November 2023	LEAD: Director and Development Manager SUPPORT: Quality Assurance Manager
	Engage our senior leaders and other staff in the delivery of RAP commitments.	November 2023	LEAD: Director and Development Manager SUPPORT: Quality Assurance Manager
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	November 2023	LEAD: Quality Assurance Manager SUPPORT: Development Manager, Director
	Appoint and maintain an internal RAP Champion from senior management.	November 2023	LEAD: Director and Development Manager
14 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually	LEAD: Quality Assurance Manager SUPPORT: Development Manager and Director
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August, annually	LEAD: Quality Assurance Manager SUPPORT: Development Manager and Director
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	LEAD: Quality Assurance Manager SUPPORT: Development Manager and Director
	Report RAP progress to all staff and senior leaders quarterly.	January, May, July, October, 2024, 2025	LEAD: Quality Assurance Manager SUPPORT: Development Manager and Director
	Publicly report our RAP achievements, challenges and learnings, annually.	July, 2024, 2025	LEAD: Quality Assurance Manager SUPPORT: Development Manager and Director

	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May, 2024	LEAD: Quality Assurance Manager SUPPORT: Development Manager and Director
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	November 2025	LEAD: Quality Assurance Manager SUPPORT: Development Manager and Director
15 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	April 2025	LEAD: Director and Development Manager SUPPORT: Quality Assurance Manager

CONTACT US



LAURIE COOK
Director

☎ 1300 11 2627

✉ laurie@boargroup.com.au

🌐 www.boargroup.com.au