

Reflect Reconciliation Action Plan

JUNE 2025 - DECEMBER 2026



RECONCILIATION
ACTION PLAN

REFLECT



Acknowledgement of Country

TDG Environmental acknowledges the Traditional Custodians of the lands on which we live, work, and operate. We recognize their enduring connection to Country and culture and pay our respects to Elders past, present, and emerging.

We are committed to fostering a deeper understanding and respect for Aboriginal and Torres Strait Islander peoples and their significant contributions to caring for the land and environment, values that align closely with our mission.

We stand in solidarity in the pursuit of reconciliation and sustainability for future generations.



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A message from Jochen Behr

Chief Executive Officer, TDG Environmental

As we embark on our journey of reconciliation through our Reconciliation Action Plan (RAP), I would like to take a moment to acknowledge the importance of this initiative, not only for our organisation, but also for the communities we serve and the sector in which we operate.

At TDG, we are committed to fostering an inclusive environment that values diversity and recognises the unique contributions of Aboriginal and Torres Strait Islander peoples. The RAP is a vital step in enhancing our understanding and respect for Aboriginal and Torres Strait Islander cultures, aligning with our core values of integrity, respect, and collaboration.

As we implement our RAP, we will focus on fostering meaningful partnerships, providing cultural awareness training, and creating opportunities with Aboriginal and Torres Strait Islander peoples within and external to our organisation. It is essential that we listen, learn, and engage with these communities to build strong, respectful relationships that can drive positive change.

Together, we can create a more inclusive future

that honours the rich heritages of the lands we inhabit. Let us work collectively toward reconciliation and ensure that our actions reflect our commitment to making a difference.

Sincerely,

Jochen Behr

Chief Executive Officer



Statement from CEO of Reconciliation Australia

Karen Mundine, CEO, Reconciliation Australia

Reconciliation Australia welcomes Total Drain Group Pty Ltd to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Total Drain Group Pty Ltd joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 5.5 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.



It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Total Drain Group Pty Ltd to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Total Drain Group Pty Ltd, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

Chief Executive Officer, Reconciliation Australia



A. Conlon

About our artwork & the artist

In FY25, during our celebration of National Reconciliation Week, TDG proudly unveiled a unique piece of Indigenous artwork that symbolises our values and connection to Country. Created by Arthur Conlon, a proud Wakka Wakka / Kullilli man from Cherbourg, Queensland, this artwork reflects our respect for the land, waterways, and communities across Australia and New Zealand.

The piece features five large circular clusters that represent the different regions where TDG operates, emphasising our geographical presence and local engagement. Flowing, river-like lines illustrate our commitment to environmental responsibility, particularly our dedication to preserving and protecting vital waterways. Smaller circular elements symbolise the communities we serve and our shared journey with them.

This meaningful artwork serves not only as a visual expression of our purpose but also as a reminder of the cultural foundations that influence our operations. It invites reflection, dialogue, and celebration of Indigenous culture among all team members and visitors to our sites. Displaying this artwork in our offices is a powerful gesture of respect and inclusion, contributing to our broader reconciliation and Diversity, Equity, and Inclusion (DEI) goals. It reminds us that sustainability is not just about the environment; it encompasses cultural, social, and deeply human aspects.

Our Business

TDG Environmental (TDG) as part of the Total Drain Group Pty Ltd, would like to acknowledge and recognise Aboriginal and Torres Strait Islander peoples as the Traditional Custodians and caretakers of this Nation.

At TDG, our purpose is to sustain the Nation's waterways and underground assets for communities by enhancing the natural environment. Our inaugural Reflect Reconciliation Action Plan aligns with this purpose, as we aim to gain a deeper understanding by paying our respects to all Aboriginal and Torres Strait Islander peoples. In doing so, we acknowledge the past and ongoing contribution Aboriginal and Torres Strait Islander peoples make to the land and waterways we service and maintain.

Our Delivery Model





TDG has formally embarked on its reconciliation journey with the launch of its first Reflect Reconciliation Action Plan.

Over the past 12 months, TDG has made significant progress. We have broadened our understanding and communication of the rich and diverse customs and traditions of Aboriginal and Torres Strait Islander peoples through activities such as participation in external training and information sessions, attendance at the annual National Reconciliation Conference and hosting National Reconciliation Week events across all Australian states in which TDG operates. Banners and plaques have been thoughtfully placed throughout our offices, marking the initial step in our commitment to fostering a more engaged and responsible workplace.

Each banner reflects our commitment to Reconciliation Australia, while the plaques display our acknowledgement of Country, inviting employees and visitors alike to share in our vision as we work towards a brighter future together.

Our Depots

As a national business with depots located across Australia (QLD, NSW, VIC & SA) and New Zealand (Whangarei, Auckland, and Wellington) and a total workforce of over 560 employees, TDG can report that approximately 2% of our current staff identify as Aboriginal and Torres Strait Islander peoples.



TDG Environmental has more than 25+ locations across Australia and New Zealand.

25+

**Depots across
Australia &
New Zealand**

2%

**Aboriginal &
Torres Strait
Islander Peoples**

560+

**Employees
at TDG
Environmental**



As outlined in the Plan, TDG's journey towards reconciliation has only just begun. The framework established by the RAP Working Group members and other committed staff will provide a solid foundation for our business to continue learning and evolving into an inclusive organisation dedicated to reconciliation with First Nations peoples.



Our RAP

As proud advocates of reconciliation, we at TDG are excited to present our inaugural Reflect Reconciliation Action Plan (RAP), which is led by our RAP Champion and Head of Legal, Culture & Sustainability, Chris Feil. This plan is submitted for endorsement by Reconciliation Australia and represents the hard work and dedication of our RAP Working Group. It underscores our strong commitment to fostering reconciliation with First Nations peoples across Australia.

The implementation of our RAP will serve as a significant pillar in our broader Environmental, Social, and Governance (ESG) strategy. To ensure ongoing progress, we have initiated monthly group meetings and provide regular updates to our Board regarding our RAP initiatives. We are also delighted to confirm our plans for celebrating National Reconciliation Week across the Nation, alongside the pilot development of an Indigenous business model led by First Nations people in Queensland.



Our Plan is built around four essential pillars:

01

Awareness and Respect

We strive to deepen our understanding and respect for the histories and cultures of Aboriginal and Torres Strait Islander peoples.

02

Mutually Beneficial Relationships

We aim to cultivate strong partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.

03

Skills and Opportunities

Our focus is on collaborating with Aboriginal and Torres Strait Islander peoples via skills and training, which in turn will create employment and commercial opportunities.

04

Sustainable Governance

We are committed to ensuring that our Plan is well-governed and clearly outlines a vision for sustainable success in the future.



The TDC Team joins members of the Aboriginal Literacy Foundation to support the Aboriginal Literacy Foundation Book Drive.

A highlight of our journey so far has been the formation of our RAP Working Group, which includes two First Nations people as well as non-Indigenous representatives.



The dedication of our Working Group members has been instrumental in our achievements, including our partnership with the Aboriginal Literacy Foundation, where we donated over 800+ books for school children in remote Queensland and the Northern Territory. Additionally, our sponsorship of the Wynnum Wolves in the First Nations Indigenous Football Competition marks just the beginning of a community partnerships program we are eager to cultivate and expand.

As we move forward on our reconciliation journey, we are optimistic about the positive impact our efforts will have, not only on our organisation but also in strengthening our relationships with customers and the broader communities we serve. Together, we can enhance our understanding, collaboration, and commitment to achieving a more reconciled future.

Our working group who have contributed to our commitment to the RAP journey.



Jochen Behr
Chief Executive
Officer



Chris Feil
Head of Legal,
Culture
& Sustainability



Damian Lindeberg
General Manager
Queensland



Caterina Stocco
Executive Assistant/
Marketing



Jesse Brown
Head of
Commercial



Gavin Amopiu
Group Development
Manager



Annette Stuccio
DEI and
Workforce
Systems Manager



Halina Lojko
National Fleet
Operations Manager



Shawn Turner
General Manager
NSW



Jamie Batterson
Business Development
Manager



Tyrone Dargan
Operations Manager -
NSW Regional/Metro

Our Partnerships & Current Activities



National Reconciliation Week Events

As our RAP journey has evolved over the past year, we realised that we lacked a genuine connection with Aboriginal and Torres Strait Islander communities and groups.

With this in mind, we developed a plan for a discrete community model. The concept is straightforward: TDG will collaborate with small Aboriginal and Torres Strait Islander communities across Queensland to establish joint business ventures, creating employment opportunities and, most importantly, talent development pathways. This model is built on three pillars:

1. We believe we can provide skills and expertise that are not readily available in these communities.
2. By offering these skills, we can help foster greater self-reliance and community sustainability.
3. We believe a viable business model will come from this collaboration.

To date, we have met with representatives from both Yarrabah and Cherbourg Aboriginal Shire Councils. During our visits, we have learned about the challenges these communities face in



finding appropriate maintenance solutions for existing infrastructure assets, which will only be resolved through the provision of training and skills development in these communities.

In stating this, we have also witnessed the strength of these communities firsthand. We continue to be inspired by their pride and sense of community and real desire to see better outcomes for future generations.

As we continue our RAP journey, we are encouraged by the meaningful engagement we have had to date with Aboriginal and Torres Strait Islander communities. When we have shared our bold ideas and asked questions, we have encountered no judgment. Instead, we have found people who are receptive and open to collaborating with us.

We recognise that we are only at the beginning of this journey, with much more engagement and discussion ahead. Nevertheless, we see a clear path forward—one based on mutual respect and partnership, which has the potential to create real value for both TDG and the Aboriginal and Torres Strait Islander communities we work with.

As an example, TDG Environmental has signed a Non-Disclosure Agreement with Ternary Group, which is a certified 100% First Nations family-owned business specialising in civil solutions and environmental remediation. Based in Far North Queensland and operating on projects nationwide, Ternary Group's 'Community Pillar' is dedicated to promoting sustainable development in local communities, particularly in remote areas of Australia.

Given the alignment of values, capabilities, and commercial interests between the two companies, we are now committed to exploring potential collaborative opportunities. Over the next year, Ternary and TDG plan to jointly bid for civil and environmental remediation projects, focusing especially on regional and isolated communities across Northern Australia.





TDC Team in NSW

Celebrating National Reconciliation Week at TDC Environmental

CASE STUDY

As part of the launch of its first Reflect RAP, TDC Environmental created opportunities for staff across the country to connect with Aboriginal and Torres Strait Islander peoples in tangible and memorable ways. Alongside formal learning, some states hosted Smoking Ceremonies and spear throwing, offering employees the chance to experience traditions that have been passed down for generations. These activities provided a space for reflection, storytelling, and engagement, deepening respect and awareness beyond what could be achieved in a classroom setting.



Phill Dotti with NSW GM Shawn Turner



Operator Sam Delaney-Law



The events were more than symbolic—they encouraged genuine participation and dialogue, helping staff to better understand the significance of cultural practices and the role they play in reconciliation. For many, this was the first time engaging directly with these traditions, and the response was overwhelmingly positive. By pairing these experiences with its broader initiatives, TDG has strengthened the link between policy and practice, creating shared moments that bring its reconciliation commitments to life.

Through this approach, TDG is demonstrating that reconciliation is not only about words on paper but also about action, respect, and learning. These experiences continue to inspire employees across the business, reinforcing TDG's goal of building a workplace that actively supports reconciliation and celebrates the richness of Australia's First Nations cultures.



TDG Team in VIC



Spear throwing



NSW TDG Team at the KARI event



L: Keifer Dotti R: Shawn Turner



Members of the TDG team

Building Community Through Sport: TDG's Partnership with the Wynnum Wolves

CASE STUDY

At TDG Environmental, building connections with the communities we serve is at the heart of our mission. Keifer Dotti from our Sydney Water division approached us with an opportunity to support his football team, the Wynnum Wolves, as they prepared to compete in the First Nations Indigenous Football Cup.

TDG proudly sponsored the team by covering their entry fee and accommodation expenses. The tournament celebrated not only football but also Indigenous culture, pride, and community.

The Wynnum Wolves went on to achieve an incredible victory in the Grand Final, which became a moment of pride for all of us. Keifer, along with his father, the team manager, and the coach, visited our office to present us with a signed jersey and two traditional spears, symbolizing their gratitude and cultural heritage.

This partnership highlights the significance of supporting community and culture. TDG is honoured to have contributed to their journey and remarkable success.



Chris Feil & Damian Lindeberg represented TDG, pictured here alongside Bruce Waia from Darwin City Council.

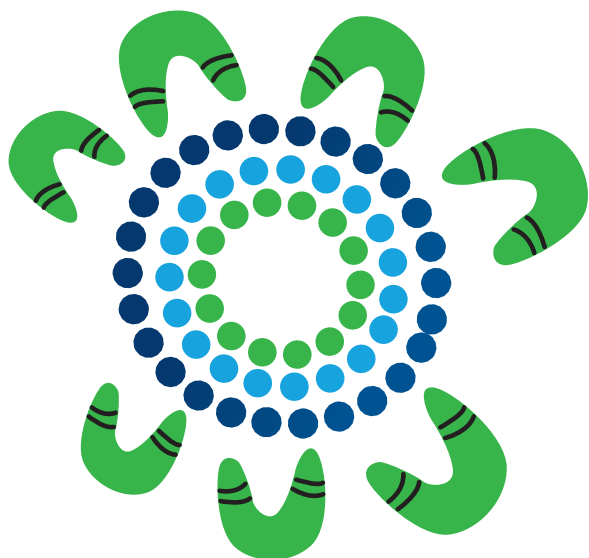
TDG Environmental Joins the Journey Toward Reconciliation

CASE STUDY

TDG Environmental was honored to attend the National RAP (Reconciliation Action Plan) Conference 2024 in Meanjin (Brisbane), a gathering of over 3,000 organizations united in their commitment to reconciliation.

Held over two days at the Brisbane Convention and Exhibition Centre, the event was a powerful platform for sharing ideas, learning, and strengthening partnerships with First Nations communities. From insightful keynote addresses to meaningful conversations, the conference highlighted the critical work still required to achieve lasting reconciliation.

For TDG, it was a humbling and inspiring experience to stand alongside so many dedicated organizations, reaffirming our own commitment to supporting reconciliation and fostering positive change.



Relationships



Action	Deliverables	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Jun, Annually	Head of Commercial, Group Development Manager
	Aboriginal Literacy Foundation - Children's Book Drive. Following the successful donation of children's books, we aim to strengthen our current relationship with other learning initiatives.	November Annually	Head of Legal, Culture & Sustainability
	First Nations Indigenous Football Cup 2025 Sponsorship. Current community sponsorship to be renewed and expanded to include other First Nations staff community initiatives	Annually	Chief Executive Officer
	Research best practices and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	Mar, Jun Sept, Dec, Annually	DEI and Workforce Systems Manager
	Build a relationship with the following groups: Kinaway Chamber of Commerce, NSW Indigenous Chamber of Commerce & South East Queensland Indigenous Chamber of Commerce	Mar, Jun Sept, Dec, Annually	Head of Commercial, Group Development Manager
	Jointly bid for civil and environmental remediation projects with Ternary Group or another fully Indigenous owned business.	Nov Annually	Group Development Manager
	Develop relationships with local Aboriginal and Torres Strait Islander artists.	May Annually	First Nations Pathway Manager
Build relationships through celebrating National Reconciliation Week (NRW). (27 May - 3 June 2024)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to staff.	Apr, Annually	DEI and Workforce Systems Manager
	Schedule RAP working group meetings to plan local events using RA resources	15 Apr, Annually	Head of Legal, Culture & Sustainability
	RAP Working Group members to participate in an external NRW events.	27 May – 3 Jun Annually	DEI and Workforce Systems Manager Executive Assistant
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW:		RAP Working Group
	Participation in National Sorry Day	26 May, Annually	State GMs., Managers
	Attendance at the National Reconciliation Conference	November Bi-Annually	Head of Legal, Culture & Sustainability

Relationships (Continued)



Organise at least one NRW event each year.

We are committed to organise NRW events at various depots across Australia.

27 May – 3 Jun
Annually

DEI and Workforce Systems
Manager
Head of Legal, Culture &
Sustainability

Register all our NRW events on Reconciliation
Australia's website

May – Jun,
Annually

Executive Assistant

Action	Deliverables	Timeline	Responsibility
Promote reconciliation through our sphere of influence	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Mar, Jun Sept, Dec, Annually	DEI and Workforce Systems Manager State General Managers
	Spheres of Influence workshop Refresher to be delivered in the successful implementation of our RAP	30 Sept 2025	Group Development Manager
	Meeting with First Nations Strategy and Partnerships Division, QLD Government, to discuss and engage in TDG reconciliation initiatives. Consultations remain ongoing as we seek to gain a better understanding of what government funding programs exist and can be utilised	30 Nov 2025	General Manager – QLD
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.		
	Memorandum of Understanding with Ternary Group executed with this to be the catalyst for the Indigenous Business Model Pilot	30 Dec 2025	Head of Legal, Culture & Sustainability
	Communicate our commitment to reconciliation to all staff:		
	National Reconciliation Week Messaging	Mar, Jun Annually	DEI and Workforce Systems Manager
	The CEO has pledged to maintain regular communication with the business through messaging.	Mar, Jun Sept, Dec, Annually	Executive Assistant
	Acknowledgement of Country is now standard on all email correspondence and Meetings	Monthly	DEI and Workforce Systems Manager

Relationships (Continued)



Action	Deliverables	Timeline	Responsibility
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.		
	Implemented updated HR policies and procedures based on review outcomes from the Diverse Hiring and Indigenous Working Group	October Annually	DEI and Workforce Systems Manager
	Weekly LawOne Legislative Updates will now include broader search fields for discrimination and other employment-related legislation. Quarterly updates will be provided on key legislative changes and emerging trends to inform important HR policies and employment terms.	Mar, Jun, Sept, Dec, Annually	DEI and Workforce Systems Manager, Head of Legal, Culture & Sustainability
	Research best practices and policies in areas of race relations and anti-discrimination. Research has commenced with recommendations to be included in the updated Anti-Discrimination policy.	October Annually	DEI and Workforce Systems Manager

Respect



Action	Deliverables	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	Jun, Annually	DEI and Workforce Systems Manager
	Business plan for Discrete Communities to establish a fully First Nations-run business model in partnership with TDG, aimed at fostering self-sustaining essential services in small Indigenous communities.	December 2025	General Manager – QLD, Group Development Manager
	Conduct a review of cultural learning needs within our organisation.		
	The Diverse Hiring and Indigenous Working Group was established in March 2025 to produce recommendations on cultural learning related to skills, knowledge, and appropriate workplace attitudes.	1 Dec 2025	DEI and Workforce Systems Manager / RAP Working Group
	The Kari Foundation's involvement in Cultural Awareness Training in NSW.	May 2025	NSW Operations Manager
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.		
	During National Reconciliation Week, plaques recognising the Traditional Owners have been installed at all Australian sites.	27 May – 3 Jun 2025	Head of Legal, Culture & Sustainability & RAP Working Group
	Attendance at National Reconciliation Conference	Nov 2026	General Manager – QLD, Head of Legal, Culture & Sustainability, Chief Executive Officer
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	Apr 2025 onwards	Head of Legal, Culture & Sustainability & RAP Working Group
	Acknowledgement of Country now provided at all Executive Leadership Team, Townhalls, ESG and RAP Committee meetings	Apr 2025 onwards	Chief Executive Officer Head of Legal, Culture & Sustainability



Respect (Continued)

Action	Deliverables	Timeline	Responsibility
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. (Sun 7 July – 14 July 2024)	Raise awareness and share information amongst staff about the meaning of NAIDOC Week.	Jun, Annually	DEI and Workforce Systems Manager
	Share communications to all team members on the history and significance of NAIDOC Week.	23-30 Jun 2025	DEI and Workforce Systems Manager
	Introduce staff to NAIDOC Week by promoting external events in our local area.	1st week in Jul, Annually	DEI and Workforce Systems Manager
	RAP Working Group to participate in an external NAIDOC Week event.	1st week in Jul, Annually	RAP Working Group
	Yarn with Red Dust Event	Jul, Annually	Executive Assistant

Opportunities



Action	Deliverables	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2025	DEI and Workforce Systems Manager
	Draft Indigenous Business Model Pilot Commenced	1 Jul 2025	General Manager – QLD
	Maintain the Diverse Hiring Working Group and monitor progress.	Oct 2026	Head of People & Capability
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	30 Sept 2025	DEI and Workforce Systems Manager
	Draft Indigenous Recruitment and Retention Policy to be Developed	30 Sept 2025	DEI and Workforce Systems Manager
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.		
	Memorandum of Understanding Ternary Group	13 Mar 2025	Head of Legal, Culture & Sustainability
	Systems Improvement to Track & Monitor indigenous Suppliers in ERP	Mar, Jun, Sept, Dec, Annually	Group Development Manager
	Review Supply Nation & SOS Memberships and build a relationship with one of these groups		
	Business Case for Membership to be drafted and endorsed	30 Aug 2025	Group Development Manager

Governance



Action	Deliverables	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Form an RWG to govern RAP implementation. Maintain a RWG to govern RAP implementation.	Aug 2026	Head of Legal, Culture & Sustainability
	Terms of Reference for the RWG: Review and Maintain a Terms of Reference for the RWG	Oct, Annually	Head of Legal, Culture & Sustainability
	Establish Aboriginal and Torres Strait Islander representation on the RWG. Maintain and strengthen Aboriginal and Torres Strait Islander representation on the RWG.	Oct, Annually	Head of Legal, Culture & Sustainability
Provide appropriate support for the effective implementation of RAP commitments.	Define resource needs for RAP implementation		
	ESG Strategy Workshop discussed resource allocation for Customer and Community (Goal 2) and Diversity, Equity, and Inclusion (Goal 3), with plans to incorporate this into the FY26 budget.	30 Sept 2025	Head of Legal, Culture & Sustainability DEI and Workforce Systems Manager
	Engage senior leaders in the delivery of RAP commitments.	Oct, Annually	Head of Legal, Culture & Sustainability
	Status Update on RAP Framework standard item at RWG meetings	Mar, Jun, Sept, Dec, Annually	Head of Legal, Culture & Sustainability
	Maintain a Senior Leader to champion our RAP internally	Nov 2026	Head of Legal, Culture & Sustainability
	Define appropriate systems and capabilities to track, measure and report on RAP commitments	Mar 2025	Executive Assistant
	ESG SharePoint Site Published and Refreshed	Mar, Jun, Sept, Dec, Annually	Executive Assistant
	Shared Tracked Actions List implemented in Microsoft 365 Planner to ensure engagement with the RAP.	Mar, Jun, Sept, Dec, Annually	Executive Assistant
	Pulse survey conducted to understand workforce demographics and their awareness of Aboriginal and Torres Strait Islander peoples and reconciliation initiatives.	May Annually	DEI and Workforce Systems Manager

Governance (Continued)



Action	Deliverables	Timeline	Responsibility
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Survey to Reconciliation Australia	30 Sept, Annually	Executive Assistant
	Reporting Framework in development.	Jun, Annually	DEI and Workforce Systems Manager
	Tracking initiatives and engagements through M365 Planner/Group.	May 2025	Executive Assistant
	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, ensuring we do not miss important RAP correspondence.	Jun, Annually	Head of Legal, Culture & Sustainability
	Contact Reconciliation Australia to request our unique link to access the online RAP impact Survey.	Jun, Annually	Head of Legal, Culture & Sustainability
Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP.	30 March 2026	Executive Assistant

If you have any questions about our Reflect RAP, please feel free to contact us.

Chris Feil, Head of Legal, Culture & Sustainability

1300 330 294 | deiworking@tdg.com.au

Servicing Australia and New Zealand.

Australian Locations

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Gold Coast
Ipswich
Sunshine Coast

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Unanderra
Austral
Tuggerah

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