

# INNOVATE

## Reconciliation Action Plan

October 2025 - October 2027



# Acknowledgement of Country

Australian Gas Infrastructure Group (AGIG) acknowledges the Traditional Custodians of the lands upon which we live, work and operate, and we pay our respect to Elders past, present and emerging. We recognise Aboriginal and Torres Strait Islander people's historical and ongoing connection to land and waters, and we embrace the spirit of reconciliation.

## Our Connection to Country

This artwork shows AGIG's connection to Country with elements of **(A)** hills, sky, wind and vegetation in the background along with **(B)** water flowing through the landscape to represent the journey of life and renewal, as it travels across country. Energy travels through the **(C)** pipelines and **(D)** networks weaving across the country, connecting to **(E)** communities covering Australia represented by many circles of different sizes and colours. The larger circles represent 'hubs' or main cities in which AGIG operate, located on the artwork relative to their geographic positioning within Australia, ie. Brisbane in the top right, moving down the east coast to Melbourne, Adelaide and across to Bunbury then up the left hand side to Dampier. The **(F)** sun and **(G)** wind are represented as part of this cycle by providing energy to the **(H)** four large circles which represent the process of making renewable and carbon-neutral gas.

### About the Artist

Karen Briggs is an illustrator, graphic and digital designer and contemporary First Nations artist. She is a Yorta Yorta woman whose ancestral homeland radiates from the junction of the Goulburn and Murray Rivers in Northeast Victoria.



Artwork and layout of this RAP was produced by Karen from KLB CREATIVE.

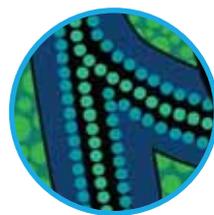
### Artwork Elements



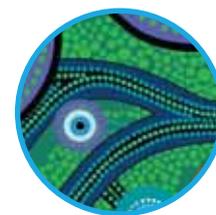
**(A)** hills, sky, wind and vegetation



**(B)** water flowing through the landscape



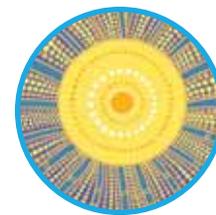
**(C)** pipelines



**(D)** networks weaving across the country



**(E)** communities



**(F)** sun



**(G)** wind



**(H)** making renewable and carbon-neutral gas

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## **Important message for First Nations people**

First Nations people should be aware that this publication may contain the images/names of people who have passed away.

# Reconciliation Australia CEO Statement

Reconciliation Australia commends Australian Gas Infrastructure 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 Australian Gas Infrastructure 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, Australian Gas Infrastructure 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. Australian Gas Infrastructure Group is part of a strong network of more than 3,000 corporate, government and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Australian Gas Infrastructure Group 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 Australian Gas Infrastructure Group on your Innovate RAP and I look forward to following your ongoing reconciliation journey

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

# AGIG CEO Statement

In 2023, AGIG launched its inaugural Reflect Reconciliation Action Plan (RAP), marking our commitment to reconciliation. Since then, we have continued to embrace and embed reconciliation into our culture by championing diversity, equity and inclusion across all our operations.

I am very pleased to release our Innovate RAP, a strategic progression enabling us to drive meaningful change within our sphere of influence.

Our assets traverse some of the most unique and enduring landscapes in Australia and the world – from Whadjuk, Wurundjeri, Nhwala and beyond. We recognise that these lands have been in the custodianship of Australia's First Nations peoples for tens of thousands of years.

We treat the land and its Traditional Custodians with respect and are privileged to operate on Country. We value our partnerships with Aboriginal and Torres Strait Islander communities, drawing upon their knowledge and enduring connections to land and culture.



Our Innovate RAP is centred around making deeper and more impactful connections and partnerships with Aboriginal and Torres Strait Islander peoples and stakeholders. This RAP outlines clear and actionable commitments, which includes:

- Implementing a comprehensive engagement plan to support long-term relationships; and
- Identifying and enabling opportunities to positively influence our external stakeholders, including suppliers and contractors.

Our RAP aligns with AGIG's commitment to being a socially responsible organisation, contributing to a long-term positive impact in the communities we serve.

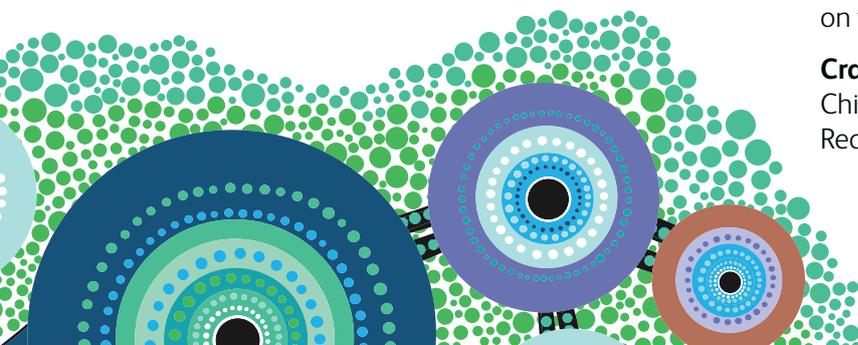
Our focus on customers and community could not be delivered without our most important asset: our people. AGIG seeks to ensure our work environment is safe and inclusive, creating a culture that fosters ongoing success.

We look forward to working with our employees, customers and the community more broadly to deliver on the commitments set out in our Innovate RAP.

## **Craig de Laine**

Chief Executive Officer, AGIG.

Reconciliation Working Group (RWG) Chair



# Our Reconciliation Vision

AGIG's Vision is to deliver infrastructure essential to a sustainable energy future.

Our assets traverse many of the Australian mainland's most diverse and sustaining landscapes where First Nations peoples have long protected and cared for Country: from north-west Western Australia to its south, across the Central Australian desert, and in major suburban and regional areas across Queensland, New South Wales, Victoria and South Australia.

Our Reconciliation Vision extends to working together in partnership to deliver energy for a better Australia for all. We recognise the role First Nations peoples have played as Custodians of the land, and are committed to listening, learning and having respectful conversations to care for Country.

We are also committed to connecting with the First Nations communities in which we operate, and to develop relationships with reach to participate in reconciliation and making a practical contribution with guidance from our First Nations partners.



The Inter tidal Zone just west of the Dampier to Bunbury Natural Gas Pipeline Compressor Station 1, Nhuwala Country.

# Our Business

## About AGIG

AGIG has over two million customers across every Australian mainland state and the Northern Territory: 36,000km of distribution networks, 4,300km of gas transmission pipelines and 60PJ of gas storage capacity.

We own and operate two renewable hydrogen production facilities, with a further facility under construction.

AGIG seeks to ensure the work environment is safe and inclusive, creating a culture that fosters success. AGIG currently employs over 500 people, four of whom have identified as Aboriginal and/or Torres Strait Islander peoples.



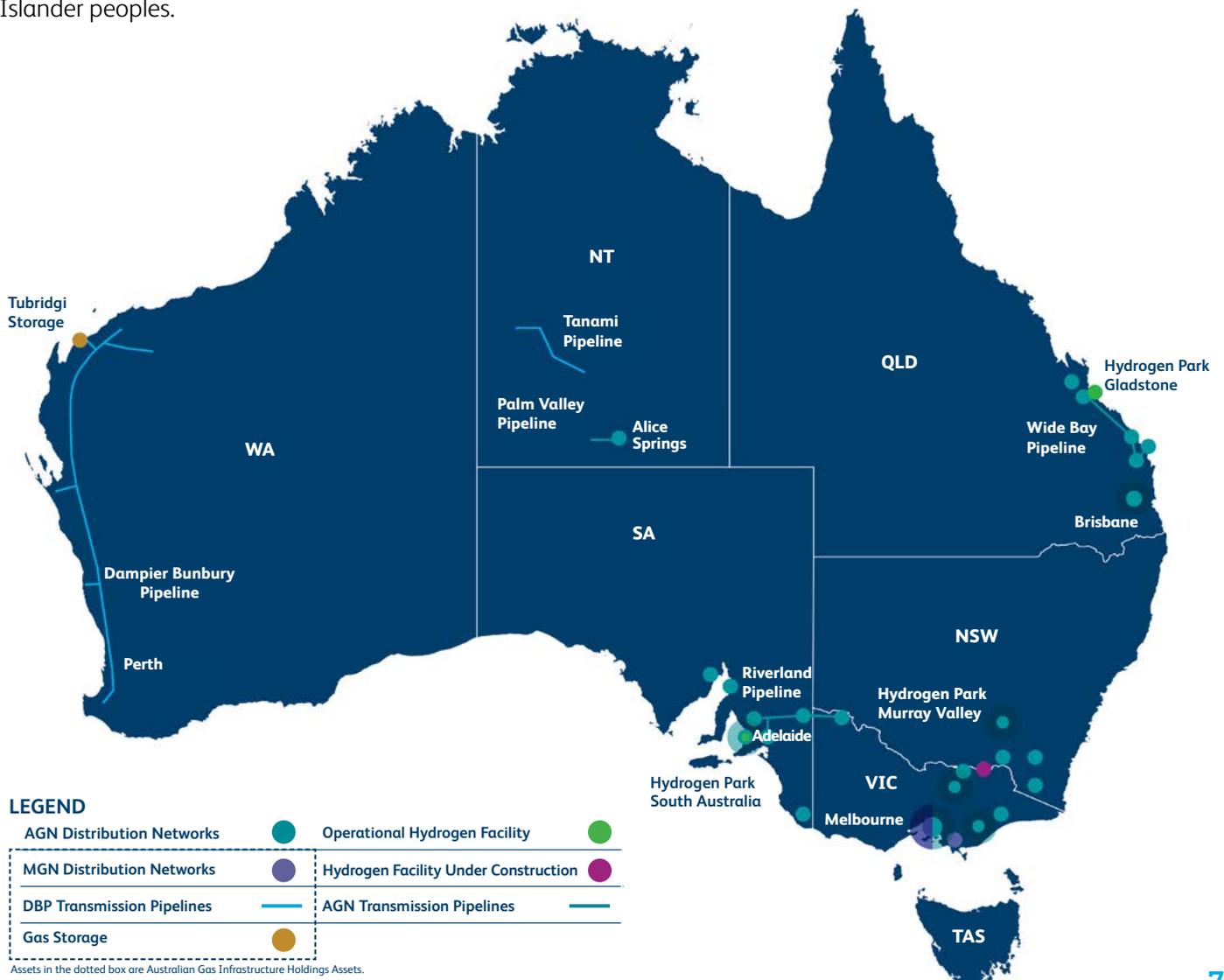
Dampier Bunbury Pipeline (DBP): DBP owns and operates Western Australia’s principal gas transmission system, the Dampier to Bunbury Natural Gas Pipeline.



Multinet Gas Networks (MGN): MGN owns and operates gas distribution infrastructure in Victoria.



Australian Gas Networks (AGN): AGN owns and operates gas infrastructure (distribution and transmission pipelines) in Victoria, South Australia, Queensland, New South Wales and the Northern Territory.



# Our Vision, Strategic Pillars and Values

Across recent years, our business has grown and evolved. In 2024, we refreshed our Vision, Strategic Pillars and Values, to ensure these elements were inclusive, reflective of who we are today and our goals for the future.

AGIG's Vision, Strategic Pillars and Values provide direction and guidance, positioning our business to deliver today and into the future. Our refreshed Vision is a recommitment to the strong foundations we have set for our business and an important step towards leading our industry to 2050 and beyond.

Our Strategic Pillars highlight key focus areas in delivering the Vision – for our shareholders, our customers, our people, our operations and our communities.

The evolution of our Strategic Pillars to explicitly reference Operational Excellence and Sustainable Communities clearly illustrates how Environment, Social and Governance (ESG) reporting is being embedded within our business.

To achieve our Vision, we embrace our four Values in everything we do. We Build Trust. We are Accountable. We Care. We are One Team.

## Our Vision

To deliver infrastructure essential to a sustainable energy future



# Our Strategic Pillars

 <b>Customer Focussed</b> Public Safety Customer Experience Cost Efficient	 <b>A Leading Employer</b> Health and Safety Employee Experience Skills Development	 <b>Operational Excellence</b> Profitable Growth Benchmark Performance Reliability	 <b>Sustainable Communities</b> Enabling Net Zero Environmentally Focussed Socially Responsible
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# Our Values

 <b>We build Trust</b>	 <b>We are Accountable</b>	 <b>We Care</b>	 <b>We are One Team</b>
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# Our Community Impact

As one of Australia's largest gas infrastructure companies, we are committed to delivering reliable and essential energy to homes and businesses across the country. We also recognise the importance of fostering positive, long-term relationships with the communities we serve.

Each year, we have continued to evolve and grow our community impact. Over the past four years, we have increased our financial community investments by 8.5% and enhanced our stakeholder reach and impact by conducting more community events and engagement. Additionally, we have embedded volunteering into our company practices, more than doubling the hours of employee volunteering during this time.

Our approach to community engagement and investment is shared by our commitment to sustainability, diversity, equity and inclusion. In recent years, our focus has shifted to long-term collaborative partnerships that address areas and needs of our local communities, supplemented by strategic, targeted grants. Looking ahead, we are focused on expanding these partnerships to meet the changing needs of the communities in which we operate.



## Community Impact Report 2024

Publish date: March 2025

 Dampier Bunbury Pipeline

 Multinet Gas Networks

 Australian Gas Networks

# Our Reconciliation Journey

## Our Reflect RAP (2023-2024)

We have a strong history of supporting First Nations communities, and in 2023 we published our first RAP for the period of September 2023 to August 2024. This established a foundation for how we would approach First Nations engagement across the business.

Within our RAP, we set deliverables that include reviews into AGIG's policies and approach towards the support of local Aboriginal and Torres Strait Islander communities; enhancing our procurement process to procure goods and services from Aboriginal and Torres Strait Islander businesses; internal training to build cultural awareness of Aboriginal and Torres Strait Islander communities; and formalising internal events, participating in external events and stakeholder engagement focused on First Nations peoples.

With 100% of the commitments of our first Reflect RAP achieved as of December 2024, we are looking to further build on the progress we've made with this Innovate RAP. Refer to the following section to see highlights from the delivery of our Reflect RAP.

## Our Reconciliation Working Group Governance

AGIG is committed to maintaining strong governance frameworks, as the foundation to effective management, a positive corporate environment, sustainable business development and creating shareholder value.

Our Reconciliation Working Group (RWG) is proposed to continue as a sub-working group of the ESG Working Group, which comprises of cross-practice subject matter experts from across the business who are responsible for the development of the ESG Strategy, recommendation of ESG targets and monitoring performance in relation to ESG matters. Other sub-working groups of the ESG Working Group include the Diversity, Equity and Inclusion (DEI) Working Group and the Emissions Working Group.

The RWG formally meets on a quarterly basis, supplemented by monthly operational meetings attended by RWG members as required. The RWG reports to the ESG Working Group who meet monthly, and further reports to the ESG Board Committee four times per year.

Our CEO, Craig de Laine will continue to champion our RAP, along with close support by Executive General Managers (EGMs). Our RWG captures representation from across our organisation, reflected in the following roles, with one RWG member identifying as an Aboriginal and/or Torres Strait Islander person:

- Chief Executive Officer (Co-Chair)
- Executive General Manager (EGM)
  - People, Safety and Culture (Co-Chair)
- EGM – Customer and Strategy (RAP Champion)
- EGM – Corporate and Regulation (RAP Champion)
- Head of Employee Experience
- Head of Land Management
- Head of Facilities
- Head of Asset Performance
- Head of Service Delivery
- Strategy and Policy Manager
- Communications Manager
- Community Social Responsibility Lead
- Stakeholder Engagement Lead
- Project Consultant – Land Management

We also proudly engage with Karen Briggs, a Yorta Yorta woman, of KLB Creative, who has advised and supported the development of RAP actions and designed both our Reflect RAP and now our Innovate RAP.





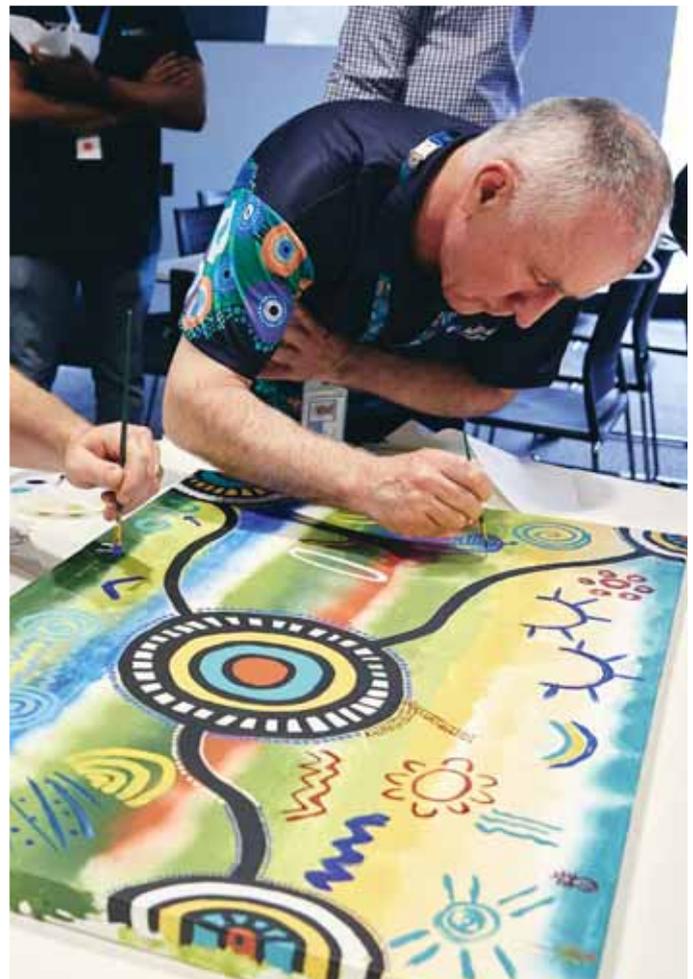
Craig, Kylie, Kirsty, Karen and Owen celebrating our Reflect RAP launch in 2023.

## Reflect RAP Launch

On 19 September 2023, we celebrated the launch of our Reflect RAP with a vibrant event at our former Melbourne office. The occasion was attended by our people and guests and streamed live via Microsoft Teams to hundreds of employees across the organisation. The event featured speeches from our CEO and RWG Chair, Craig de Laine, and Yorta Yorta artist, Karen Briggs, whose artwork meaningfully enriched our Reflect RAP and wider reconciliation journey.

Our people also had the opportunity to participate in creating their own Aboriginal artwork as guided by Aboriginal artist Kirsty Bell of Supply Nation certified business Basket and Brush, including a collaborative canvas piece that now hangs proudly in our Melbourne office to commemorate the occasion. Guests enjoyed catering from Indigenous-owned business Mabu Mabu, adding an authentic and culturally rich element to the celebration.

The event laid a strong pathway for our ongoing reconciliation journey and reinforced our commitment to building deeper understanding, respect, and meaningful partnerships with First Nations peoples.



AGIG team member, Michael, contributing to the collaborative canvas for the Melbourne office, Kulin Nation.

# Celebrating National Aborigines and Islanders Day Observance Committee (NAIDOC) and Reconciliation Week Across AGIG

As part of our Reflect RAP, AGIG committed to recognising and celebrating important cultural events that honour Aboriginal and Torres Strait Islander histories, cultures and achievements. In 2024, we marked both National Reconciliation Week and NAIDOC Week with a series of events across our office locations and active participation in community-led initiatives.

The 2024 National Reconciliation Week theme, *"Now More Than Ever"*, was a powerful reminder of the ongoing need to advocate for justice and equity for Aboriginal and Torres Strait Islander peoples. Our teams came together to reflect on this theme through events and discussions that reinforced our commitment to reconciliation.

NAIDOC Week 2024, themed *"Keep the Fire Burning! Blak, Loud and Proud"*, celebrated the strength, resilience and vibrancy of First Nations cultures. AGIG employees took part in a variety of activities, including local ceremonies, community events and cultural experiences.

In Perth, Western Australia, we partnered with Indigenous-owned business Beelya Cultural Tours, offering employees a powerful introduction to the local

Noongar culture and mythology. A group of 25 employees learned about bush survival skills along the Derbarl Yerrigan (Swan River), including the traditional uses of native plants and animals. The experience deepened understanding of the land known to the Noongar people as Boorloo (Perth) and the significance of NAIDOC Week through the voices of Traditional Owners.

In South Australia, team members attended the National Reconciliation Week Breakfast, where we were honoured to be joined by Yorta Yorta artist Karen Briggs and representatives from the Clontarf Foundation.

Meanwhile, in Victoria, our Melbourne team hosted an internal event featuring speeches from CEO and RAP Chair, Craig de Laine, and RAP Co-Chair, Joh Birgersson, creating space for reflection, learning, and a shared commitment to building respectful relationships.

These celebrations were not only moments of cultural recognition, but also important opportunities for our people to engage with the principles of reconciliation and continue growing as allies.



Samuel, Senior Electrical and Control Engineer, participating in the 2024 NAIDOC Week celebrations, along the Derbarl Yerrigan.

# Ngurra Portal: Geospatial Storytelling for Reconciliation in Practice

In January 2025, we proudly launched the AGIG Ngurra<sup>1</sup> Portal, an interactive map developed with Winyama, a Supply Nation Certified Indigenous-owned geospatial consultancy. This marked a key milestone in our Reflect RAP commitment to "develop a deeper understanding of the Traditional Owners and Custodians of the lands and waters on which we operate".

The portal allows employees to explore AGIG's asset base and identify which Traditional Lands and native title groups each site sits on. It has become a powerful tool for cultural learning and operational awareness across the business.

In the second stage of this initiative, we worked with Winyama to develop a series of bespoke static maps for each state, launched in July 2025. These were designed to provide a quick reference to the 48 unique First Nations territories our assets traverse.

<sup>1</sup> Ngurra means 'home', 'country' or 'place of belonging'.

## Key insights from this mapping work include:

- The Dampier to Bunbury Natural Gas Pipeline crosses 16 First Nations territories, making it AGIG's most culturally diverse asset.
- Victoria has the highest number of mapped assets, with 17 asset linked to 10 different First Nations territories.
- Assets in Queensland (9), New South Wales (3), Northern Territory (4) and South Australia (4) also intersect with several unique First Nations lands.

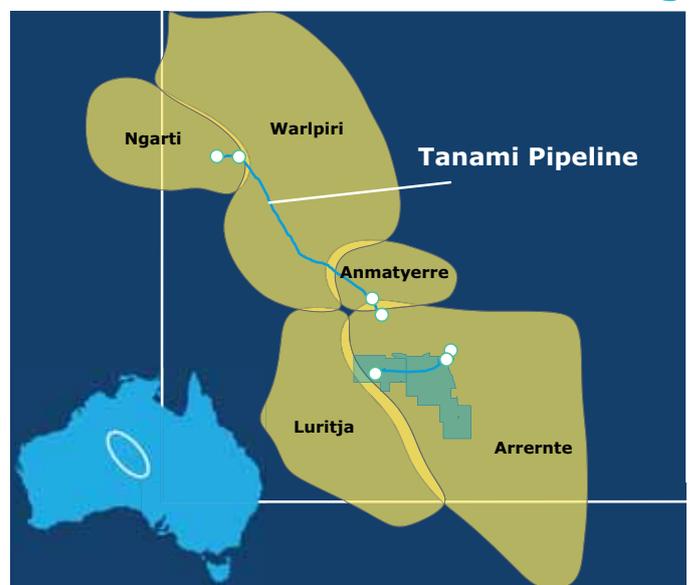
During NAIDOC Week 2025, employees across AGIG took part in a 'What Country are you on?' campaign, using the Ngurra Portal to identify their local Traditional Owners and sharing photos with Country cards at their work locations. The activity drove strong engagement and visibility across teams and sites. Beyond cultural awareness, the portal also supports practical outcomes by helping employees understand who to engage with and why when working on Country, making it a useful tool for land access, project planning and stakeholder engagement.

We are honoured that our commitment to fostering inclusion and respectful engagement with First Nations communities was recognised at the 2025 Energy Club WA Awards, where our organisation received the Energy Inclusion Award for the Ngurra Portal.

## Western Australia



## Northern Territory



# Queensland



# South Australia, New South Wales and Victoria



# Embedding Cultural Recognition with Visible and Practical Steps

A key commitment in AGIG's Reflect RAP was to support our people in understanding and delivering an Acknowledgement of Country. In response to growing interest across the business, we rolled out a practical suite of resources for team members across a range of contexts in May 2024.

## This included:

### 1) Delivering an Acknowledgement of Country Card

These cards, available in all office locations and meeting rooms and on our employees intranet, offer guidance on the purpose of Acknowledgement of Country, tips for delivery, and suggested wording for meetings, events, and written materials. These tools were created to empower all employees to show respect for the continuing connection of Aboriginal and Torres Strait Islander peoples to land and waters.

By providing clear and accessible resources, we have helped to build cultural confidence across our workforce and embed respectful recognition into our everyday practices – from project meetings to corporate publications.



### 2) Digital Assets

**Meeting backgrounds:** A series of backgrounds for use during online calls (specifically within our Microsoft Teams application) were developed showcasing our Connection to Country artwork, illustrated by Karen Briggs. These are widely used by our employees as their default background for online meetings.

**Email signature blocks:** Email signature designs were developed and are available for employees to use, acknowledging the local country Traditional Custodians of the land on which they live and work.

**Corporate templates:** Embedded as pre-defined layout, we have added in a dedicated Acknowledgement of Country slide to our corporate PowerPoint presentations, encouraging employees to deliver an acknowledgement to the Traditional Custodians of the land in any formal presentation. These actions and employee materials reinforce our ongoing commitment to reconciliation and our desire to create a culturally aware and inclusive workplace where Acknowledgement of Country becomes part of how we do business.

## Delivering an Acknowledgement of Country

**There are many ways to appropriately Acknowledge Country, so it is key to learn and understand the differences between them, and why they are important.**

Incorporating an Acknowledgement of Country into external meetings, gatherings, and formal events shows respect by upholding Aboriginal and Torres Strait Islander cultural protocols. Delivering an Acknowledgement of Country is optional and up to the individual.

Taking the time to Acknowledge Country at an event reminds us that every day we live, work, and dream on Aboriginal and Torres Strait Islander lands.

# Hydrogen Park Murray Valley Cultural Training

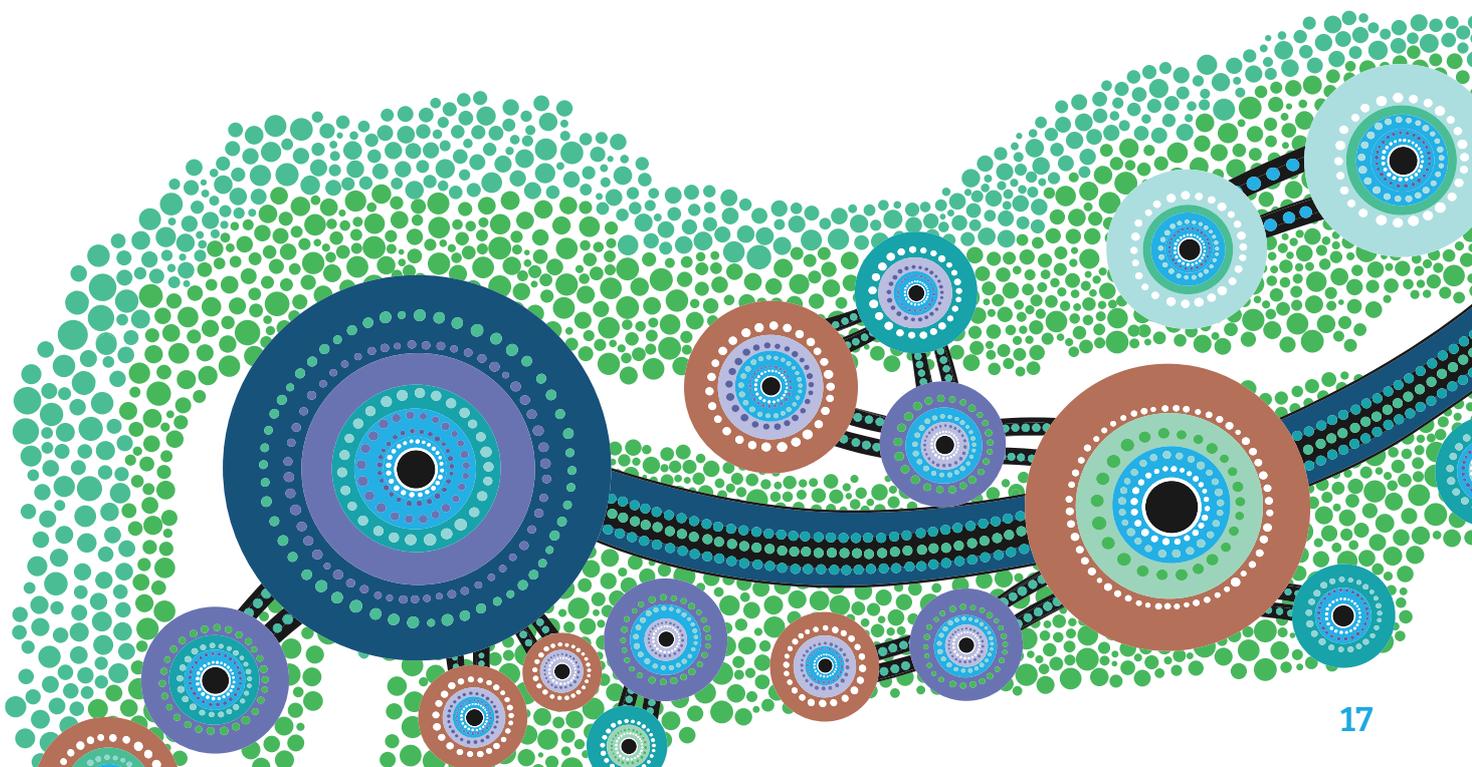
As part of our commitment to reconciliation and cultural heritage protection, AGIG has proactively engaged with First Nations communities throughout the development of the Hydrogen Park Murray Valley project. During the early stages, a formal Cultural Heritage Management Plan (CHMP) was undertaken in collaboration with Traditional Owners. This assessment led to the identification of several artefacts on-site, prompting a commitment to ongoing cultural sensitivity and heritage protection throughout construction.

In response, AGIG worked closely with local First Nations representatives to ensure appropriate protocols were developed and implemented. As part of this commitment, a Cultural Heritage Awareness Training session was delivered ahead of earthworks commencing. Approximately 15 employees attended, including those directly involved in site activities. The session was led by Uncle Allan Murray, a respected local Elder, who began with a traditional Smoking Ceremony before sharing the history of the land, the types of artefacts that may be present, and the correct procedures for reporting any future discoveries.

This training was the first of its kind on the project and will be re-engaged ahead of any future stages of work, including further earthworks and for any new employees as required. This ongoing engagement ensures our teams remain informed, respectful, and aligned with our RAP commitments throughout the life of the project.



AGIG team members at the Smoking Ceremony which was led by Uncle Allan Murray.



# Supporting First Nations through our Community Partnership Program

## Clontarf Foundation

As part of our commitment to reconciliation and community development, AGIG has a Flagship Partnership with the Clontarf Foundation (Clontarf) through our Community Partnerships Program (CPP).

Clontarf is an Australian not-for-profit organisation that supports Aboriginal and Torres Strait Islander boys and young men through education and mentoring programs.

Its mission is to improve educational outcomes, life skills, and employment opportunities for First Nations youth, helping them to overcome barriers to success in school and beyond.

Since 2021, AGIG has partnered with Clontarf to contribute to its efforts in improving the lives of young First Nations peoples.

In 2024, our partnership with Clontarf provided 35 students with the opportunities to access education and mentoring, as well as develop the skills and confidence to thrive in their futures. We further engaged with students from the academy through attendance at football training sessions and carnivals, and an annual employment forum.

In September 2024, AGIG's Strategy and Policy Manager, Owen Sharpe, had the opportunity to participate in a three-day immersive experience with Clontarf in the Pilbara region of Western Australia.

Owen joined around 20 young men from the Karratha, Port Hedland and Newman Clontarf Academies, along with other industry partners, to see firsthand the impact of Clontarf's work in remote communities. The group spent time camping, connecting, and exploring the breathtaking Karijini National Park. They also took part in a painting workshop with local Aboriginal artist Corban Williams, offering another layer of cultural learning.

**"It was an unforgettable experience and a great opportunity to see firsthand the impact of our Community Partnerships Program in regional Australia."**

This experience provided powerful insight into the importance of investing in future generations and the tangible outcomes our partnerships we are delivering on the ground.



Owen and Steele, year 10 student. Taken at the 2024 Clontarf Foundation's Karijini Partner Experience.



# RELATIONSHIPS

AGIG recognises the importance of engaging with and supporting our team members to connect and engage with Aboriginal and Torres Strait Islander peoples on the lands on which we work to ensure engagement and partnerships are continued and further developed to support reconciliation efforts.

Action	Deliverable	Timeline	Responsibility
<b>1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	July 2026	Lead: Head of Employee Experience
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2026	Lead: Head of Employee Experience
<b>2 Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to AGIG employees.	27 May 2026 - June 2027	Lead: Communications Manager
	RAP Working Group members to participate in an external NRW event.	27 May 2026 - June 2027	Lead: Head of Employee Experience
	Engage and support employees to participate in at least one external event to recognise and celebrate NRW, ensuring resources are allocated to enable this.	27 May 2026 - June 2027	Lead: Head of Employee Experience
	Each AGIG main location to lead at least one NRW event locally each year, that supports engagement of AGIG's employees.	27 May 2026 - June 2027	Lead: Head of Employee Experience
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2026-2027	Lead: Head of Employee Experience
<b>3 Promote reconciliation through our sphere of influence.</b>	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	March 2026	Lead: Head of Employee Experience Support: Head of Service Delivery and Head of Land Management
	Develop and implement a employee engagement strategy to raise awareness of reconciliation across our workforce.	March 2026	Lead: Head of Employee Experience Support: Strategy Manager and Communications Manager
	Continue to communicate our commitment to reconciliation publicly.	Quarterly commencing September 2025	Lead: Communications Manager
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	July 2026	Lead: Head of Service Delivery



Action	Deliverable	Timeline	Responsibility
	Sponsor at least one Reconciliation Australia event and explore further sponsorship opportunities and/or attendance at Reconciliation Australia events that support the Reconciliation journey.	July 2026-July 2027	Lead: Head of Employee Experience
	Explore, identify and expand opportunities to positively influence our external stakeholders to promote reconciliation, including but not limited to suppliers and contractors and our partnership with Supply Nation.	December 2025	Lead: Head of Group Contracts and Procurement
	Continue to utilise and promote the AGIG dedicated Reconciliation page on our employee intranet, where employees can regularly check for updates on Reconciliation projects, upcoming cultural events, and workshops.	Monthly commencing October 2025	Lead: Communications Manager
	Continue to use our monthly digital newsletter, In the Pipeline to share and promote Reconciliation initiatives.	Monthly commencing October 2025	Lead: Communications Manager
<b>4 Promote positive race relations through anti-discrimination strategies.</b>	Engage and consult with First Nations employees and advisors on our anti-discrimination, for continuous improvement, ensuring policies are endorsed by First Nations employees and advisors.	June 2026	Lead: Head of Employee Experience
	Provide training on positive workplace behaviours to all existing and new employees, including: Relevant policies and procedures, employee rights and responsibilities information, appropriate reporting mechanisms.	June 2026	Lead: Head of People and Culture
	Explore training opportunities of senior leaders groups on the definition and impacts of racism and the role of senior leaders in ensuring zero tolerance in the workplace.	March 2026	Lead: Head of Training and Development
	Become a supporter of the 'Racism It Stops With Me' campaign and distribute 'Racism It Stops With Me' material throughout AGIG's worksites. <a href="https://itstopswithme.humanrights.gov.au">https://itstopswithme.humanrights.gov.au</a>	July 2026	Lead: Head of Employee Experience
	Conduct a review of existing People and Culture policies and procedures to identify existing anti - discrimination provisions, and future needs, specifically addressing racism experienced by First Nations peoples in the workplace.	July 2026	Lead: Head of Employee Experience



# RESPECT

Respect is a critical part of how AGIG do business and aligns with our Value of We Care. To operate in Australia with the Traditional Owners as the world's oldest continuous culture demands respect for the Aboriginal and Torres Strait Islander cultures and histories. To ensure understanding, appreciation and acknowledgement for all our team members is crucial for maintaining and building relationships with First Nations peoples where we work.

Action	Deliverable	Timeline	Responsibility
<b>5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Conduct a review of cultural learning needs within our organisation.	July 2026	Lead: Head of Training and Development Support: Head of Employee Experience
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	July 2026	Lead: Head of Training and Development Support: Head of Employee Experience
	Develop, implement, and communicate a cultural learning strategy document for our teams.	July 2026	Lead: Head of Employee Experience Support: Head of Training and Development
	Provide opportunities for RAP Working Group members, P&C managers and other key leadership employee to participate in formal and structured cultural learning.	December 2026	Lead: Head of Employee Experience
<b>6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	In partnership with First Nations stakeholders develop, implement and communicate Cultural Protocols documents (including enhancing guidelines for Acknowledgement of Country and Welcome to Country) to support and increase employees understanding of significance and appropriate use of these protocols.	July 2026	Lead: Communications Manager
	Ensure the Cultural protocols document is available on AGIG's intranet for all employees and on our website.	July 2026	Lead: Communications Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Annually	Lead: Head of Employee Experience
	Continue to promote the inclusion of an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings, e.g. standard slide template for presentations.	Bi-monthly	Lead: Communications Manager

# North East Water Aboriginal Art Prize

In December 2023, AGIG further demonstrated its commitment to cultural recognition through our support of the biennial Aboriginal Art Prize, hosted by North East Water at the Burraja Cultural Centre in Wodonga, Victoria.

Now in its fifth iteration since 2017, the prize strengthens community connections and provides a platform for Aboriginal artists to share stories, identity, and heritage through visual expression.

AGIG proudly sponsored one of the three awards, presented to Wiradjuri artist Darren Wighton for his work *Murra Way*-a piece representing the pathways and relationships that connect families and communities. The artwork will be permanently displayed at Hydrogen Park Murray Valley once completed, symbolising our shared commitment to culture, reconciliation, and place.

AGIG's participation in this event is one example of how we honour our RAP commitment to supporting cultural recognition, respectful partnerships, and connection to community. Through initiatives like this, we aim to foster stronger relationships with First Nations peoples and celebrate the role of art in sharing stories and sustaining culture.



Action	Deliverable	Timeline	Responsibility
	To demonstrate respect of First Nations peoples, develop a calendar that incorporates First Nations dates of cultural significance with First Nations peoples and share with workforce.	January 2026	Lead: Communications Manager
<b>7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Review HR policies and procedures to remove barriers to employees participating in NAIDOC Week, including a review of Cultural Leave allowance.	June 2026	Lead: Head of Employee Experience
	Promote and encourage participation in external NAIDOC events to all employees.	First week in July, 2026	Lead: Head of Employee Experience
	Enable the RAP Working Group to support whole-of-organisation engagement in NAIDOC week ensuring it is appropriately resourced.	First week in July, 2026	Lead: Head of Employee Experience
<b>8 Work with First Nations artists to create visually striking and culturally significant designs that show our respect for Traditional Owners.</b>	Create and place AGIG's Acknowledgement statement with AGIG's First Nations Land Maps on boards at key infrastructure sites and offices.	December 2026	Lead: Head of Employee Experience Support: Communications Manager
	Display the Our Connection to Country artwork on Remote Terminal Unit (RTU) cabinet door(s) and explore displaying on office glass frosting within office(s).	September 2026	Lead: Head of Service Delivery Support: Strategy Manager



# OPPORTUNITIES

Our recently updated Strategic Pillars include Sustainable Communities. It is our commitment to long-term, positive impacts on the environment and society as our growth and operations contribute to the wellbeing and resilience of the communities we serve. This applies to the Traditional Owners Groups where we work across Australia.

Action	Deliverable	Timeline	Responsibility
<b>9 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</b>	Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	December 2026	Lead: Head of Employee Experience
	Work closely with AGIG's First Nations employees to identify opportunities to improve recruitment, retention and career development, that informs the professional development strategy.	December 2026	Lead: Head of Employee Experience
	Explore effective avenues that maximises our reach to First Nations stakeholders when advertising all job vacancies.	June 2026	Lead: Head of People and Culture Support: Head of Employee Experience
	Explore the development and implementation of an Aboriginal and Torres Strait Islander people's recruitment, retention and professional development strategy.	December 2026	Lead: Head of Employee Experience Support: Head of People and Culture and Head of Training and Development
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	July 2026	Lead: Head of Employee Experience
<b>10 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Work with Supply Nation membership services to best inform and utilise their services to engage with partners.	March 2026	Lead: Head of Group Contracts and Procurement
	Explore the other business registers including First Nation Business Hubs located in Perth (WA), Adelaide (SA), Victoria (Vic), Western Sydney (NSW) and Queensland (QLD).	March 2026	Lead: Head of Employee Experience
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to team members, ensuring employees are confident sourcing and engaging with First Nations businesses.	July 2026	Lead: Head of Group Contracts and Procurement

# Girls from Oz

In 2024, through our Community Partnerships Program, we supported nine La Grange Remote Community School students in Bidyadanga, Western Australia, including 7 First Nations girls, to take part in the Girls from Oz program. Girls from Oz is a not-for-profit organisation dedicated to enhancing education and employment pathways and the overall wellbeing of girls and young women in remote Australia through performing arts.

Throughout the year, students engaged in four week-long Community Programs that were delivered on campus each term. Their journey culminated in the annual Girls from Oz Travel Program to Sydney, where participants accessed new educational and vocational experiences, including immersive performing arts workshops, and performed alongside the Australian Girls Choir at the Sydney Opera House.



Action	Deliverable	Timeline	Responsibility
	Review procurement practices to seek the removal of any identified barriers to procuring goods and services from First Nations businesses.	July 2026	Lead: Head of Group Contracts and Procurement
	Track and report outcomes: Regularly measure the impact of our commercial relationships with First Nation businesses. Report on how many First Nation suppliers we have worked with, the financial benefits for them, and any impact on community outcomes.	July 2026	Lead: Head of Group Contracts and Procurement
	Promote Indigenous businesses through our networks: Highlight our work with First Nation businesses in our marketing campaigns and social media, ensuring it is done in a culturally respectful way.	July 2026	Lead: Communications Manager
	Incorporate procurement from Aboriginal and Torres Strait Islander businesses within overall AGIG procurement strategy (including specific targets and goals for working with First Nations suppliers.	July 2027	Lead: Head of Group Contracts and Procurement



# GOVERNANCE

Action	Deliverable	Timeline	Responsibility
<b>11 Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b>	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Review July each year	Lead: Head of Employee Experience
	Review and maintain a Terms of Reference for the RWG.	Annually commencing November 2025	Lead: Strategy Manager
	Meet at least six times per year (operational RWG members) and four times per year (RWG) to drive and monitor RAP implementation.	Monthly and Quarterly commencing September 2025	Head of Employee Experience
<b>12 Provide appropriate support for effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation.	December 2025	Lead: Head of Employee Experience
	Engage our senior leaders and all employees in the delivery of RAP commitments.	Annually commencing September 2025	Lead: Head of Employee Experience
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2025	Lead: Head of Employee Experience
<b>13 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	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.	December 2025	Lead: Head of Employee Experience
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	December 2025	Lead: Head of Employee Experience
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2025 2026	Lead: Head of Employee Experience
	Report RAP progress to all employees and senior leaders quarterly.	Quarterly commencing December 2025	Lead: Head of Employee Experience
	Publicly report our RAP achievements, challenges and learnings, annually through the AGIG ESG Report.	Quarterly commencing December 2025	Lead: Head of Employee Experience
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	July 2026	Lead: Head of Employee Experience
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	September 2027	Lead: Head of Employee Experience
	<b>14 Continue our reconciliation journey by developing our next RAP</b>	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2027



## Other Sponsorships and Partnerships

In addition to the initiatives detailed above, AGIG engages in a range of complementary initiatives that further support reconciliation, cultural awareness, and inclusive community development. One of the key highlights was our continued support for Reconciliation SA's Annual Gala Dinner, where we served as a Platinum Sponsor in 2025 marking our fourth consecutive year of sponsoring this important event since its inaugural gathering. The Gala provides a powerful opportunity to bring together individuals, organisations and community leaders to celebrate reconciliation achievements and strengthen shared commitment.

We maintained membership with Reconciliation SA and Reconciliation WA to stay engaged in local reconciliation efforts and made a donation to Reconciliation Victoria to support their work at the state and community level.

Cultural learning also remained a priority. In July 2024, 15 members of our Melbourne team participated in Cultural Awareness Training delivered by the Koori Heritage Trust, helping build cultural competence and respectful engagement

with Aboriginal and Torres Strait Islander peoples across our workforce. In South Australia, seven team members took part in the Yundi Nature Tour with Kool Tours, gaining insight into Ngarrindjeri Country, stories, native plants, and the cultural significance of the Yundi landscape.

As part of our Sustainable Procurement Strategy, we formalised our partnership with Supply Nation, reinforcing our commitment to supporting Indigenous-owned businesses. In January 2025, we hosted a virtual introduction session with Supply Nation to help our commercial and procurement teams better understand and access their services. Looking ahead, we are working to strengthen this commitment further by establishing clearer measurement and reporting.

From 2025, under our Environmental, Social and Governance strategy and United Nations Sustainable Development Goal (UN SDG) 12: Responsible Consumption and Production, we will track and report our expenditure with Indigenous businesses, with a goal of forming targeted partnerships by the end of 2026.

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## General Enquiries

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