



REFLECT RECONCILIATION ACTION PLAN

JUNE 2024 – JUNE 2025



ACKNOWLEDGEMENT OF COUNTRY

INGHAMS ACKNOWLEDGES THE TRADITIONAL OWNERS OF COUNTRY ON THE LANDS ON WHICH WE WORK, AND WE PAY OUR RESPECTS TO ELDERS PAST AND PRESENT.

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES HAVE NURTURED THE WATERS, THE SKIES, AND LANDS FOR HUNDREDS OF THOUSANDS OF YEARS AND WILL CONTINUE TO DO SO AS THEIR CULTURE, TRADITIONS AND CUSTOMS WILL LIVE ON FOR TIME IMMEMORIAL.

THIS ALWAYS WAS, AND ALWAYS WILL BE, ABORIGINAL LAND.



Inghams started out with one farm more than 100 years ago in Liverpool, New South Wales. We acknowledge the Traditional Owners of this land; the Cabrogal Clan of the Darug Nation.

We're now the largest integrated poultry producer across Australia and New Zealand. Through our people's commitment to learn more and build our respect for the history and culture of Aboriginal and Torres Strait Islander peoples, we are proud to pay our respects to the Traditional Owners of the lands on which we work across Australia.



CONTENTS

ABOUT THE ARTIST – KELLY TAYLOR	4
ABOUT THE ARTWORK	4
A MESSAGE FROM RECONCILIATION AUSTRALIA CEO	5
A STATEMENT FROM OUR CHIEF EXECUTIVE OFFICER AND MANAGING DIRECTOR	6
ABOUT INGHAMS	7
Always Good to our People	8
Always Inclusive	9
Always Living our Values	10
Always Partnering for a Better Tomorrow	11
YarnnUp Aboriginal Consultants	11
CHAMPIONS FOR MEANINGFUL AND SUSTAINABLE ACTION	14
REFLECT RECONCILIATION ACTION PLAN JUNE 2024 – JUNE 2025	15
Relationships	16
Respect	17
Opportunities	18
Governance	19
CONTACT DETAILS	20



ABOUT THE ARTIST

KELLY TAYLOR

Kelly Taylor belongs to the Antikirinya-Yankunytjatjara peoples through her grandmother Millie Taylor (Nee-Lennon – deceased) and Kokatha people through her grandfather Edgar Dingaman (deceased) who was also a senior lore man.

She has been painting for 33 years. Her nana was her teacher, she always encouraged Kelly to paint and passed on many ancient stories down along the way. Following her example, Kelly passed on what she learned to her daughters.

The stories behind Kelly's paintings share her life's stories – where her family hunted and gathered traditional foods, and where she played as a kid around Ernabella (Pukatja), Fregon (Kaltjiti), Ayres Rock (Uluru), Indulkana (Iwantja), Alice Springs, Coober Pedy and Port Augusta, and where they would camp surrounded by trees, wildflowers, sandhills and creeks, rivers, rock holes and waterholes to swim in and sit by the campfire listening to her nana's and other Elders' telling stories.

When creating her paintings, Kelly mixes colours to suit a story and design while keeping her symbols traditional. She calls her style 'creeper dots', where she blends overlapped colours to bring out the beauty and the eye-catching effect of ancient art merging with traditional and contemporary art.

Kelly, together with her daughters T'keyah Ware and Kelilah Ware, has earned accolades and recognition in exhibitions including Our Young Mob Exhibition, and art prizes in the 2020 Bluethumb Art Prize and has collaboration for publications including Vogue Living, Royal Flying Doctor Service and 7NEWS, Country Arts SA, Homes to Love, and with SANE Australia had a special collaboration with Disney and Bluethumb for their 'From our family to yours' campaign.

ABOUT THE ARTWORK

This artwork represents Inghams' commitment to consultation to grow and build our relationship with the Aboriginal and Torres Strait Islander peoples and communities, and to have a better understanding of their culture, history, knowledge and rights within Australia.

The meeting places are representative of Inghams' people and locations across Australia, including its feedmills, hatcheries, farms, processing sites, distribution centres, and the commitment of its Board, leadership and people to work together to advance reconciliation.

Inghams' reconciliation journey is part of its commitment to be **Always Good**.



A MESSAGE FROM RECONCILIATION AUSTRALIA CEO



RECONCILIATION AUSTRALIA WELCOMES INGHAMS TO THE RECONCILIATION ACTION PLAN (RAP) PROGRAM WITH THE FORMAL ENDORSEMENT OF ITS INAUGURAL REFLECT RAP.

Inghams joins a network of more than 2,200 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 close to three 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 Inghams 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 Inghams, 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 STATEMENT FROM OUR CHIEF EXECUTIVE OFFICER AND MANAGING DIRECTOR



WE ARE PROUD TO PRESENT INGHAMS' REFLECT RECONCILIATION ACTION PLAN.

This is a journey we are committed to as part of our brand promise to be Always Good to our people at Inghams and the communities where we work, to our animals, and to our planet. This journey also reflects the values we hold ourselves accountable to in the way we work – care, courage, curiosity and commitment.

It is also a commitment we have made as part of our Inclusion Equity and Diversity Framework that is backed by our Board and led by our leadership team. Our Framework's tenet is to create an inclusive and constructive culture where people feel psychologically safe to bring their best selves to work so they can thrive personally and professionally.

To focus our efforts on where we think we have the greatest opportunity within our sphere of influence, our Framework is focused on supporting First Nations, gender, accessibility, LGBTQ+ and ethnicity. In all of these areas, we have set ourselves objectives to effect sustainable support that is embedded in our business operations.

Such is the case with our focus on support to First Nations peoples by committing to a Reflect Reconciliation Action Plan. We want to ensure we're doing the right things by first better understanding the opportunities we have to make a positive difference to Aboriginal and Torres Strait Islander peoples in our business, in our supply chain and in the communities where we work.

We've started to take steps to embed support to Aboriginal and Torres Strait Islander peoples in our business, including through:

- Celebrating important days such as National Reconciliation and NAIDOC Weeks at our sites to further our people's education and build respect for Aboriginal and Torres Strait Islander peoples history and culture and as Traditional Owners of the lands on which we work
- Furthering educational and career opportunities by sponsoring CareerTrackers and, so far, supporting two Aboriginal and Torres Strait Islander university students in our Farming and People and Performance areas, and;
- Updating our enterprise agreements and family and domestic family violence policy leave to recognise Aboriginal and Torres Strait Islander kinship rules wherever the definition of 'immediate family' is defined.

We know that with our national presence, that we have a great opportunity to do more. As we said, this is a journey we are committed to and we will approach every opportunity by being curious as to what we can do to make a positive difference, having the courage to always take a leadership position for change in our organisation while showing care and respect for Aboriginal and Torres Strait Islander peoples.

Andrew Reeves

Chief Executive Officer and Managing Director
Inghams



About **INGHAMS**

INGHAMS IS THE LARGEST INTEGRATED POULTRY PRODUCER ACROSS AUSTRALIA AND NEW ZEALAND.

We supply chicken, turkey and plant-based protein products into retail, quick service restaurant, foodservice distributors, wholesale, and export channels. We are also one of the largest producers of stockfeed in Australia.

In Australia, Inghams has approximately 7,000 people working across more than 100 facilities, including feedmills, hatcheries, farms, primary and further processing facilities, warehousing and distribution sites, and at its protein conversion plant. Inghams Australian facilities are in Queensland, New South Wales, Victoria, Tasmania, South Australia, Western Australia and the Northern Territory.

Inghams purpose is to provide deliciously good food in the best way, building on the company's long-standing reputation for food quality, customer service and sustainable operations.

This includes a commitment to be **Always Good** to our people at Inghams and the communities where we work, to the animals in our care, to our customers, and the planet.





Always Good **TO OUR PEOPLE**

INGHAMS HAS AN INCLUSION EQUITY AND DIVERSITY POLICY AND FRAMEWORK, WHICH OUTLINE OUR COMMITMENT TO ENSURING THAT OUR PEOPLE HAVE A SENSE OF BELONGING AND VALUE AT INGHAMS, THAT INGHAMS EMPLOYEES HAVE FAIR ACCESS AND OPPORTUNITY TO ADVANCEMENT, AND THAT WE ACCEPT AND VALUE PEOPLE FOR BRINGING THEIR UNIQUE SELVES TO WORK.

This Framework includes a pillar dedicated to supporting First Nations peoples. The commencement of a Reflect Reconciliation Action Plan is just one of our commitments to show this support with meaningful and sustainable actions.

This Framework and the action to implement a Reflect Reconciliation Action Plan has been sponsored by the Executive Leadership Team and endorsed by Inghams' Board of Directors.



Always INCLUSIVE

RECONCILIATION AUSTRALIA SUPPORTS ORGANISATIONS TO CONTRIBUTE TO ADVANCING RECONCILIATION FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES IN A STRUCTURED AND MEANINGFUL WAY.

There are four phases of reconciliation to support organisations to take this meaningful action – Reflect, Innovate, Stretch and Elevate. Each stage supports an organisation's journey toward reconciliation.

Inghams is committed to starting this journey with a Reflect RAP, which includes increasing our understanding of the importance of reconciliation, increasing awareness and acknowledging what we are already doing, and then developing a plan to do more where we can have the best impact in our sphere of influence.

As an organisation that operates across Australia, we believe we have a great opportunity to engage our people and our partners as we embark on our journey. This whole of business approach will support us to take meaningful and sustainable actions to benefit both our business and Aboriginal and Torres Strait Islander peoples.

INGHAMS' INCLUSION, EQUITY AND DIVERSITY FRAMEWORK

FIRST NATIONS

Develop and launch a **Reflect** Reconciliation Action Plan in FY24, and implement in FY25

Grow our partnership with Aboriginal and Torres Strait Islander suppliers across Australia and New Zealand in FY25.

Partner with **CareerTrackers** to engage tertiary students in meaningful internships annually.

ACCESSIBILITY

Identify roles and **career paths** for employees with accessibility needs in FY25.

Design, build and implement an **accessibility talent** program in FY25.

Mental health **training** available to leaders beginning in FY24.

Disability **training** available to leaders in FY25.

ETHNICITY

P&P policies translated into the 11 most common languages of our workforce in FY24.

Understand our existing workforce **ethnicity profile** and celebrate our diversity via **days of recognition** support to site leaders.

Frontline training available on **courageous conversations** in Connect trialled in FY24 and implemented company-wide in FY25.

GENDER

Zero salary gender discrimination against benchmark.

Increase women in leadership to 40% in OLT by 2025, and 40% of all leaders by 2030.

Targeted & accelerated **development** focus on identified talent annually via succession planning process.

LGBTQ+

Review all 25 P&P policies to ensure language is **gender-neutral** by FY24.

Introduce and educate our people on the optional use of **pronouns** during FY23 and ongoing in FY24.

Raise awareness of, and celebrate, LGBTQ+ inclusion annually.



Always **LIVING OUR VALUES**

OUR COMMITMENT TO DEVELOP A REFLECT RECONCILIATION ACTION PLAN IS UNDERPINNED BY THE INGHAMS WAY.

The Inghams Way is our commitment to doing good things today to make tomorrow better for our people at Inghams and in the communities where we work, for our animals, and the planet.

And, we're committed to our brand promise to be **Always Good**.

THE INGHAM'S WAY

PURPOSE

**DELICIOUSLY GOOD FOOD
IN THE BEST WAY**



AMBITION

TO BE ANZ'S FIRST CHOICE FOR POULTRY

VALUES



CARE

We care for each other, animals, customers, consumers, communities, shareholders and the environment.



COURAGE

We have the courage to constructively speak up, try new things and learn from experiments.



CURIOSITY

We show curiosity by seeking ways to learn, innovate and improve every day.



COMMITMENT

We are committed to the future, by thinking big whilst setting and delivering on ambitious goals.

BEHAVIOURS

**WE SEEK FEEDBACK
AND ACTIVELY LISTEN**

**WE EVALUATE OPTIONS
AND DECIDE**

**WE CELEBRATE
SUCCESS**

**WE ENCOURAGE
CREATIVITY AND
SHARE IDEAS**

**WE DO WHAT
WE SAY**

**WE TRUST AND
SUPPORT EACH OTHER**

WE KEEP IT SIMPLE

**WE DELIVER GREAT
EXPERIENCES FOR
CUSTOMERS AND
CONSUMERS**

**WE DO THE
RIGHT THING**

**WE COLLABORATE
TO ACHIEVE**

**WE LEARN AND
GROW TOGETHER**

**WE LOOK OUT
FOR EACH OTHER**



Always **PARTNERING** *FOR A better* **TOMORROW**

WHILE INGHAMS' RECONCILIATION JOURNEY IS NEW, INGHAMS HAS STARTED ENGAGING WITH ITS PEOPLE THROUGH BOTH LEADER-LED COMMUNICATIONS AND OUR COMPANY-WIDE COMMUNICATIONS PLATFORM, WORKPLACE, BY CELEBRATING FIRST NATIONS EVENTS TO ENCOURAGE GREATER AWARENESS AND RESPECT FOR THE RICH HISTORY AND CULTURE OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES.

YARNNUP ABORIGINAL CONSULTANTS

INGHAMS IS PROUD TO PARTNER WITH YARNNUP ABORIGINAL CONSULTING TO DEVELOP AND IMPLEMENT OUR FIRST RECONCILIATION ACTION PLAN.

Yarnnup is an Aboriginal owned and managed consulting and training organisation based in Redfern, New South Wales. Yarnnup works together with organisations that are working towards a more positive future for Aboriginal and Torres Strait Islander peoples, businesses and communities, by providing them with the knowledge, skills and strategy to create authentic change through policy reform, business systems and training.

Since 2020, we have recognised National Reconciliation Week each year with communications on Workplace and engagement activities such as: encouraging Inghams Aboriginal and Torres Strait Islander employees who have made themselves known to our corporate Communications team to share their reconciliation stories; raising awareness about Welcome to Country and Acknowledgement of Country and incorporating these in Inghams' company-wide and functional meetings; sharing National Reconciliation Week materials such as colouring-in competitions with both our people and their families; and educating our people on the lands on which we work by sharing the AIATSIS Map of Aboriginal Australia. The map on page 2 was completed together with our site leaders across Australia who learnt more about the Traditional Owners of Country of the lands on which we work to then share and educate their respective teams about their local Aboriginal and Torres Strait Islander histories.

We have also recognised NAIDOC Week each year with communications and engagement activities and, in addition to the above activities, we have connected our people to wellbeing resources that are sourced from Aboriginal and Torres Strait Islander resources and shared Aboriginal and Torres Strait Islander flavours and recipe ideas to help raise awareness of culture.

In 2023, Inghams launched its engagement with CareerTrackers to sponsor an Aboriginal and Torres Strait Islander university student. Inghams supported a student from June to July 2023 in its farming operations, and in December 2023 to February 2024 sponsored a second university student within the People and Performance team. It is Inghams' intent to expand this program across additional functional areas in 2024 to 2025.



Inghams is also proud to sponsor two First Nations Scholarships with the National Institute of Dramatic Art (NIDA), which is open to applicants of the Master of Fine Arts in Writing for Performance or Directing who identify as Australian First Nations. It also includes the opportunity for a paid internship following completion of their course. Inghams believes that to advance reconciliation for Aboriginal and Torres Strait Islander peoples, it is important that they have access to increased representation in the arts.



As part of Inghams' sustainability strategy, the company's new distribution facilities are being constructed with the goal to obtain a five-star Green Star building rating accreditation with Green Building Council Australia. This rating includes committing to reconciliation activities in support of Aboriginal and Torres Strait Islander peoples. In 2022, and as part of Inghams' construction of a new Distribution Centre in South Australia, we commissioned an artwork through local South Australian Aboriginal artist, Kelly Taylor. The commissioning of this artwork has been completed and is installed in the entrance of this new facility. The commissioning of the artwork included licence to feature the artwork on the front cover of and feature in our proposed Reflect Reconciliation Action Plan and in our internal and external communications as we commit to raising awareness and education of support to Aboriginal and Torres Strait Islander peoples.

Inghams' General Manager, Communications and Marketing Manager both met with Kelly Taylor to discuss Inghams' aspiration to advance reconciliation initiatives to support Aboriginal and Torres Strait Islander peoples in our business and the communities in which we work, and Kelly then developed an artwork that represented the beginning of our reconciliation journey.





CHAMPIONS FOR *meaningful* AND *sustainable* ACTION

OUR REFLECT RECONCILIATION ACTION PLAN WILL BE CHAMPIONED AT ALL LEVELS FROM ALL PARTS OF OUR BUSINESS.

As part of our Inclusion, Equity and Diversity Framework, the Inghams Board and Executive Leadership Team have endorsed the initiative to implement a Reflect Reconciliation Action Plan.

Committing to champion the Reflect Reconciliation Action Plan are our Executive Leadership Team members:



Chief Executive Officer
and Managing Director,
Andrew Reeves



Chief People Officer,
Grant Kerswell



Chief Operations Officer,
Anne-Marie Mooney

They will champion our reconciliation journey to internal and external stakeholders, support the time and resources required from the RAP Working Group, and support cross-functional collaboration across the Executive Leadership Team.

The RAP Working Group will comprise leaders from functional areas who have been identified as instrumental to lead initiatives to achieve sustainable advancement in reconciliation. They will also raise awareness and promote our reconciliation journey to the Inghams team and external stakeholders.

Through our national operations across Australia, we will also seek to engage people from within each of the states and territories that we operate in to support the implementation of the Reflect Reconciliation in their local region. They will be supported to engage with local Aboriginal and Torres Strait Islander groups to ensure Inghams' actions remain meaningful and sustainable. They will also help to promote and raise awareness of the company's reconciliation journey within their region; advise on respectful, meaningful, and sustainable initiatives for reconciliation within their region; and engage with local Aboriginal and Torres Strait Islander groups to build relationships and inform local initiatives.

We will work closely with Yarnnup to support our people to engage respectfully with Aboriginal and Torres Strait Islander peoples and businesses, and to develop a roadmap for the implementation of our Reflect Reconciliation Action Plan.



REFLECT RECONCILIATION ACTION PLAN

JUNE 2024 – JUNE 2025

RELATIONSHIPS



Building mutually beneficial relationships strongly aligns to our value of taking care of our people at Inghams and the communities where we work. Through our RAP journey, we are committed to formalising relationships with Aboriginal and Torres Strait Islander peoples that enables us to play an active role in reconciliation.

ACTION 1: Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverables	Timeline	Responsibility
Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	October 2024	General Manager, Communications
Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2025	General Manager, Communications

ACTION 2: Build relationships through celebrating National Reconciliation Week (NRW).

Deliverables	Timeline	Responsibility
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2025	General Manager, Communications
RAP Working Group members to participate in an external NRW event.	May 2024 and 2025	General Manager, Communications
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2024 and 2025	Chief People Officer

ACTION 3: Promote reconciliation through our sphere of influence.

Deliverables	Timeline	Responsibility
Communicate our commitment to reconciliation to all staff.	May 2024 and 2025	General Manager, Communications
Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2024	National Business Manager, Sales
Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	October 2024	National Business Manager, Sales

ACTION 4: Promote positive race relations through anti-discrimination strategies.

Deliverables	Timeline	Responsibility
Research best practice and policies in areas of race relations and anti-discrimination.	October 2024	General Manager, People and Performance, Operations (Australia)
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2025	General Manager, People and Performance, Operations (Australia)

RESPECT



Our value of curiosity encourages us to improve every day by learning more. We believe that by increasing the understanding of Aboriginal and Torres Strait Islander peoples, that our team will have a greater understanding and respect for their unique histories and cultures. Our 7,000 people, in turn, will be empowered to share this experience with our external stakeholders and partners.

ACTION 5: Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.

Deliverables	Timeline	Responsibility
Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	February 2025	Learning and Capability Manager
Conduct a review of cultural learning needs within our organisation.	February 2025	Learning and Capability Manager

ACTION 6: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverables	Timeline	Responsibility
Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	July 2024	Site Leaders
Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2024	Site Leaders

ACTION 7: Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverables	Timeline	Responsibility
Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	May 2024 and 2025	Site Leaders
Introduce our staff to NAIDOC Week by promoting external events in our local area.	May 2024 and 2025	Site Leaders
RAP Working Group to participate in an external NAIDOC Week event.	July 2024 and 2025	General Manager, Communications

OPPORTUNITIES



Inghams' inclusion, equity and diversity framework is underpinned by our value of courage. We believe that inclusion creates a psychologically safe environment for our people by reaffirming their value at Inghams, and giving them the courage to speak up and contribute to a full range of agendas, including speaking up to work safely, speaking up for better ways of working, and speaking up to do the right thing.

Our value of courage and our scale will underpin our drive to create meaningful and sustainable opportunities for reconciliation.

ACTION 8: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.

Deliverables	Timeline	Responsibility
Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	February 2025	Talent Acquisition Manager
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2025	Human Resources Manager

ACTION 9: Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverables	Timeline	Responsibility
Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	December 2024	General Manager, Procurement
Investigate Supply Nation membership.	February 2025	General Manager, Procurement

GOVERNANCE



Our value of commitment will be demonstrated through our implementation of a Reflect Reconciliation Action Plan, and the commitment to see our journey through to an Elevate RAP. We are committed to taking actions that are appropriate within our sphere of influence and confirmed as culturally appropriate through our consultation with Aboriginal and Torres Strait Islander peoples and communities.

ACTION 10: Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

Deliverables	Timeline	Responsibility
Form a RWG to govern RAP implementation.	August 2024	General Manager, Communications
Establish Aboriginal and Torres Strait Islander representation on the RWG.	August 2024	General Manager, Communications
Draft a Terms of Reference for the RWG.	September 2024	General Manager, Communications

ACTION 11: Provide appropriate support for effective implementation of RAP commitments.

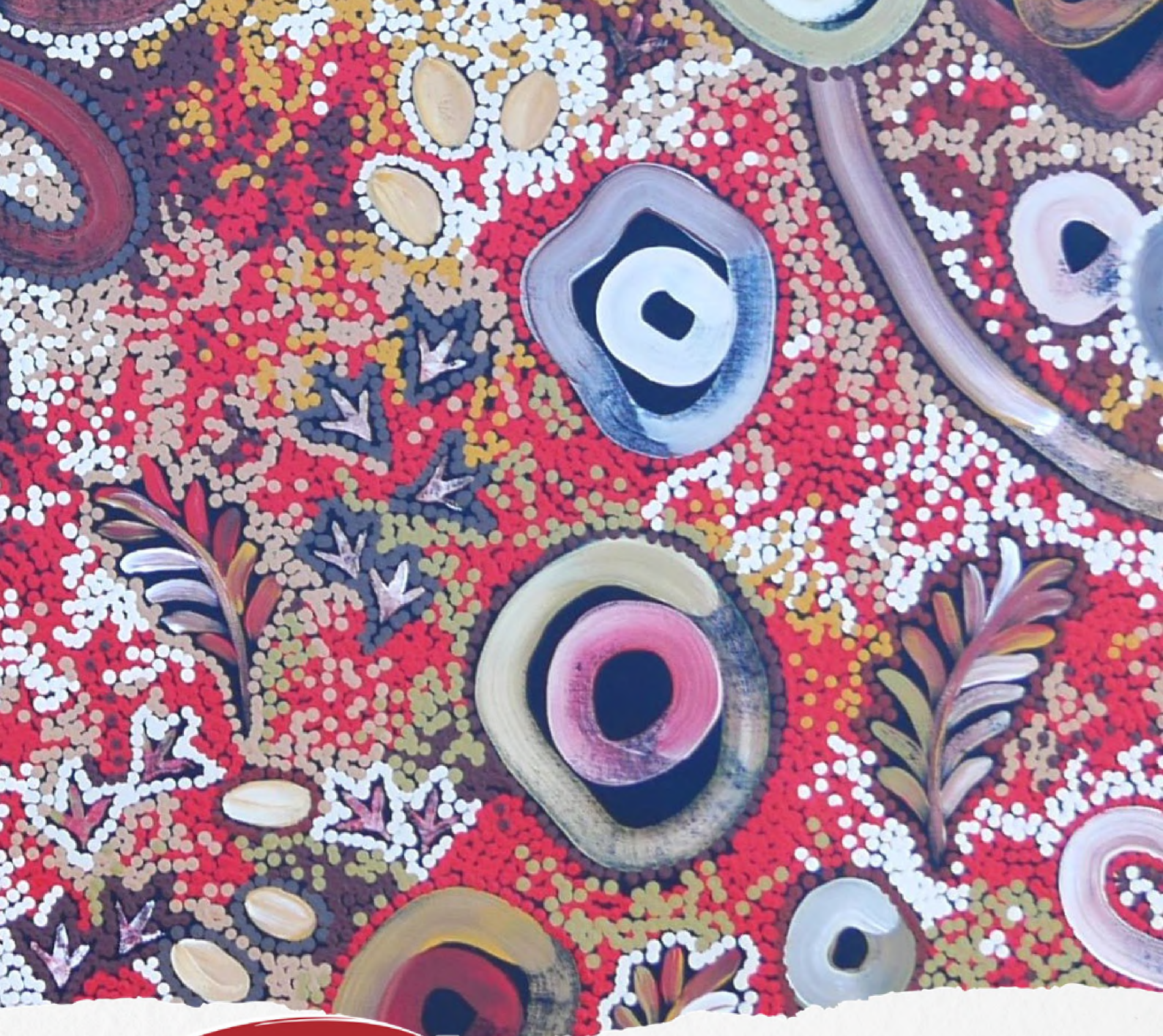
Deliverables	Timeline	Responsibility
Define resource needs for RAP implementation.	February 2025	General Manager, Communications
Engage senior leaders in the delivery of RAP commitments.	August 2024	Chief People Officer
Appoint a senior leader to champion our RAP internally.	August 2024	General Manager, Communications
Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2024	Human Resources Manager

ACTION 12: Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.

Deliverables	Timeline	Responsibility
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.	April 2025	General Manager, Communications
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	April 2025	General Manager, Communications
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	May 2025	General Manager, Communications

ACTION 13: Continue our reconciliation journey by developing our next RAP.

Deliverables	Timeline	Responsibility
Register via Reconciliation Australia's website to begin developing our next RAP.	March 2025	General Manager, Communications



CONTACT DETAILS

LEASA BEASLEY
GENERAL MANAGER, COMMUNICATIONS
0439 415 225
LBEASLEY@INGHAMS.COM.AU

INGHAMS.COM.AU



**RECONCILIATION
ACTION PLAN**

REFLECT