

An abstract painting of a river with fish. The river flows from the top left towards the bottom right, with various shades of blue and green representing water and banks. Several white fish with brown outlines are swimming in the water. The background is a mix of green, brown, and blue, suggesting a natural landscape.

~ INNOVATE ~
Reconciliation Action Plan (RAP)

**MPC Kinetic Holdings Limited
Innovate Reconciliation Action Plan
September 2022 – September 2024**



**Relationships | Respect
Opportunities | Governance**

Acknowledgment

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of this country and recognise their connection to land, water and community. We pay our respect to them, their culture and the Elders both past and present.



The Aboriginal artwork used throughout this Innovate RAP has a close connection with MPK and its relationship with the Traditional Owners of the Surat region where the company operates. MPK collaborated with well-known Roma-based Aboriginal artist Susie Klein, who works with young Aboriginal artists in the region. The collaboration resulted in a suite of Aboriginal artworks being created by her students, which MPK has since used to wrap some of its field trucks and is featured within our Innovate RAP. Depicted in the photo are young Aboriginal artists Skye Draper, Kathleen Holley, Nova Kardosch, Mary Mooka and Darcey Patterson (absent artists from photo were Jargo Draper, Shae Beck and McKyra Lister), with Susie Klein and MPK Social Performance Manager Glenn Pfluger.

Statement from CEO of Reconciliation Australia



Reconciliation Australia commends MPC Kinetic 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 MPC Kinetic 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, MPC Kinetic 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. MPC Kinetic is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals MPC Kinetic's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations MPC Kinetic on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our vision for reconciliation

MPC Kinetic's core values are centred on caring, solving and delivering and the company believes it should and can apply these core values to realise its vision for reconciliation.

We Care: A diverse workforce culture that embraces Aboriginal and Torres Strait Islander peoples' cultures and traditions and continuously works to maintain positive relationships based on MPK's genuine pursuit to protect, embrace and foster all cultures and traditions.

We Solve: Enabling Aboriginal and Torres Strait Islander peoples to reach their highest potential, MPK will continue to develop and work with all Aboriginal and Torres Strait Islander stakeholders on strategies that lead to increased and beneficial engagement outcomes in areas of employment, training and business use, and also supporting the socio-economic development of the Aboriginal and Torres Strait Islander peoples host communities MPK engages with.

We Deliver: the genuine pursuit of national reconciliation through the continuous improvement of engagement with our people. We will deliver better, more successful reconciliation strategies for our staff and stakeholders.

Our Business

MPK is an innovative Australian-based infrastructure and services provider to the energy and resource sectors.

We continue to play a key role in delivering Australia's largest resource developments, and as a result, our organisation has forged strong, long-term working relationships with our country's leading resource companies. The company's breadth of expertise across the Oil and Gas, Mining, Renewable and Water sectors is underpinned by understanding and commitment to our client needs. MPK can deliver positive project outcomes for its clients because it has a strong understanding of development and operational challenges, and backs this up with a determined pursuit of innovative solutions that deliver maximum benefit. MPK prides itself on its strong commitment to social responsibility and believes working alongside communities helps to foster positive legacies for its clients, workforce and local communities. As part of MPK's commitment to creating lasting contributions, it supports regional communities through sponsorship, education, employment and economic initiatives. MPK's people are at the forefront of who the company is and what it does.

MPK's highly experienced workforce are based across Australia and New Zealand with than ~950 staff across Australia, with 32 of our employees identifying themselves as Aboriginal and/or Torres Strait Islander people. As a team, MPK is fully equipped to deliver large-scale, complex engineering and construction projects. We have permanent offices in Brisbane, Wellcamp and Roma, as well as temporary project offices as projects arise. As at January 2023, we have temporary offices for projects in Moomba - SA, Glenden and Dulacca - Qld, Tamworth - NSW, Pilbara/Burrup - WA and Rokewood - Vic.

MPK's sphere of influence is widespread and, like many companies, is a combination of internal stakeholders, such as our employees and management teams and our many external stakeholders too, including our key clients, the practitioners we work with in our industry and importantly, the host communities that we operate around.



MPK believes in all stakeholder scenarios, the company and its workforce has the capacity, but also the responsibility, to play an influential role in breaking down the barriers to genuine reconciliation with Aboriginal and Torres Strait Islander peoples and, through leading by example, achieve that end. MPK will underpin all of its actions for reconciliation with the company's core values of caring, solving and delivering, and use those guiding principles to inform and influence all of its stakeholders, whether they be the company's clients, the people it employs or the communities it comes into contact with during its operations.

MPK's business is founded on three core values which encompass 'Caring', 'Solving' and 'Delivering'. Adopting this approach, MPK will focus on instilling these core values and principles to underpin its Innovate RAP, ensuring a strong foundation.

Our RAP

Through committed implementation of MPK's first Reconciliation Action Plan - Reflect, we believe we have become a better company, and one which is now far more aware of the positive outcomes that can be achieved through genuine commitment and focus on engaging with Aboriginal and Torres Strait Islander peoples. But it aims to do better.

On the back of the successful implementation of MPK's first RAP in 2019/2020, and the positive engagement outcomes the company achieved in areas of increased employment and training of Aboriginal and Torres Strait Islander peoples, use of their businesses, and increased workforce awareness of their cultures, traditions and connections to the land we operate on, MPK has stepped up its level of commitment.

While it has built a strong RAP Working Group, with members drawn from every part of the business, including Executive Management, site and corporate personnel, and importantly, First Nations members of our workforce. MPK believes every single company employee can be a champion for increased, genuine and positive engagement with Aboriginal and Torres Strait Islander peoples, however, Glenn Pfluger, Social Performance Manager will be appointed the official MPK RAP Champion to drive internal engagement and awareness of MPK's Innovate RAP.

Specifically, our RAP Working Group members are as follows:

- Tony O'Sullivan - Chief Operation Officer (Infrastructure),
- Hannah Milford - Human Resources Manager,
- Trent Avery - Operations Manager (Services - Fluid Management, Roma),
- Nicola Mavromatis - Project Administrator (Infrastructure - Santos GLNG Gathering Project),
- Cameron Holland - Supervisor (Infrastructure - Santos GLNG Gathering Project) and,
- Glenn Pfluger - Social Performance Manager (RAP Champion).

Nicola Mavromatis and Cameron Holland identify as First Nations people and Nicola is a proud Yawuru woman.

Our RAP contd.

MPK's RAP Working Group was established in October 2019 to develop the company's Reflect RAP, which was implemented during 2020. The RAP Working Group will continue to meet quarterly to manage implementation of MPK's second Innovate RAP and will regularly report back to MPK's workforce to ensure it is aware of the successes of RAP initiatives delivered, but also so they can be a part of the company's engagement focus and its success.

Key to the success of MPK's Innovate RAP will be the continued proactive engagement, employment and overall betterment of Aboriginal and Torres Strait Islander communities, organisations and peoples.

Through the successful and committed implementation and awareness campaign that was built around MPK's first Reflect RAP, the company's entire workforce, from Executive to project site personnel, now view MPK's ongoing progress to the Innovate RAP, as a formal extension of an ongoing commitment to better engage, understand and deliver greater outcomes for Aboriginal and Torres Strait Islander peoples.

The Innovate RAP MPK has developed, further builds upon the existing relationships it has with Aboriginal and Torres Strait Islander peoples and the businesses they own and operate, and is underpinned by the premise of ensuring meaningful, sustainable, achievable and beneficial outcomes through positive relationships, genuine respect and increased opportunity.

MPK will continue to:

- Raise employee awareness of and engagement with Aboriginal and Torres Strait Islander peoples' cultures.
- Strengthen its relationships and work alongside business partners who are also committed to reconciliation.
- Investigate opportunities to ensure its workplace is inclusive for current and future Aboriginal and Torres Strait Islander employees to ensure it continues to attract and retain a diverse workforce.
- Actively participate in and celebrate National Reconciliation Week, and NAIDOC week as an organisation committed to reconciliation in Australia.

Our RAP contd.

MPK believes its development and implementation of its first Reflect RAP in 2019/20 was a success with positive outcomes across all of the key focus areas.

Specifically, MPK was able to:

Increase the level of workforce awareness of Aboriginal and Torres Strait Islander peoples' cultures and traditions, and also the company's goal of increasing opportunities for First Nations people through more employment and training of Aboriginal and Torres Strait Islander peoples and use of Aboriginal and Torres Strait Islander businesses.

This was achieved through a strategic, company-wide education campaign that centred on key Aboriginal and Torres Strait Islander events, including NAIDOC Week and National Reconciliation Week (NRW), and also through Aboriginal and Torres Strait Islander-focused Toolbox Talks to the workforce.

While MPK has been able to achieve a number of positive outcomes during its initial RAP implementation, its post RAP implementation assessment identified a number of areas where the company can improve and achieve better outcomes.

Some of the key failings identified included, but are not limited to the following:

Retention of Aboriginal and Torres Strait Islander RWG members:

MPK found that with some of its projects either being of a short duration or being completed halfway through RAP implementation, it lost key Aboriginal and Torres Strait Islander RWG members, due to them moving on to other projects with other contractors. To ensure this does not occur again, and MPK is able to retain a stronger Aboriginal and Torres Strait Islander RWG membership base and their positive initiatives and commitment, it has been strategic in selecting Aboriginal and Torres Strait Islander RWG members who are likely to be with MPK

throughout the entire RAP implementation period. Also, as a strategy to encourage other Aboriginal or Torres Strait Islander employees to be involved with the RWG, and potentially become a full time RWG member, MPK has communicated to its Aboriginal and Torres Strait Islander workforce that there is an open invitation for them to attend any RWG meetings, to learn more about the intent of the RWG and its RAP implementation, and to provide any input they believe adds value to RWG discussions and initiatives.

Instances of low employee buy in:

MPK found that on its larger projects, the level of employee buy in for Aboriginal and Torres Strait Islander education and awareness initiatives during NAIDOC and NRW (ie; participation in acknowledgment events and take up of Cultural Heritage educational materials in site offices or clicks on online material) was lower than on smaller projects. It was determined that smaller project workforces are more "tight knit" and more likely to join in and be engaged in initiatives due to stronger camaraderie as opposed to larger workforces. To ensure maximum participation during RAP implementation, MPK will develop awareness, education and participation events and initiatives that can lend themselves to the formation of smaller groups, even if they take place within larger workforces.

Competing initiatives during RAP implementation:

MPK found that at times its activities, such as NAIDOC Week and NRW events and activities, coincided with other pre-existing MPK and Client-lead project events that had been developed by site workforces or, occurred when some workforces were on R&R, meaning the RWG was unable to roll out events at appropriate times or impact was lessened due to competing events. As part of the RWG's planning focus, all events, initiatives will be better strategically planned, so that it delivers maximum impact and participation by MPK workforces.

Case Study

MPK believes a gauge of the success of a strengthened focus on Aboriginal and Torres Strait Islander peoples' cultures and traditions can be seen through the entire company's national operations and 1400-strong workforce holding an event to recognise NRW, either through Aboriginal and Torres Strait Islander-focused Toolbox Talks, Aboriginal and Torres Strait Islander flag raisings, poster presentations and videos, and Aboriginal and Torres Strait Islander-focused project and corporate barbecues and lunches. All company Aboriginal and Torres Strait Islander activities were underpinned by the full support of the company's Executive Management Team, with a CEO message being emailed to every single employee discussing the importance of recognising NRW across the company, and once again outlining MPK's commitment to positive, genuine and increased engagement with First Nations people through its Reflect RAP.

During implementation of MPK's Reflect RAP, the company developed and rolled out two indigenous art competitions for First Nations youth in Western Australia's Pilbara region and Queensland's Surat Basin with winning artwork being used to wrap company mining trucks and company caps and PPE shirts.

MPK also increased its positive engagement with Aboriginal and Torres Strait Islander peoples and businesses by employing more Aboriginal and Torres Strait Islander peoples across its projects and also entering into an agreement for the supply of project PPE by an Aboriginal and Torres Strait Islander-owned and Supply Nation-listed business – lifting company engagement of Aboriginal and Torres Strait Islander businesses to fifteen.

Relationships



Partnering with communities is at the core of MPK's business. The company is proud to work in diverse environments and takes this responsibility seriously.

MPK believes every project, no matter how large or small, is an opportunity for MPK to contribute to the communities in which it operates, including aiding in the development of host community industries.

MPK approaches each project individually, actively identifying opportunities for local community engagement and participation that will provide beneficial outcomes for the project team, client and local community alike.

As a company that has worked in remote and regional Australia for many years, MPK sees the immense benefit of working in partnership with the many First Nations and non-Indigenous organisations located in these areas, including, but not limited to:

- MPK's workforce having more opportunities to learn about the many different First Nations cultures that are present when working on different traditional lands and through this, breaking down any barriers that may be present between Aboriginal and Torres Strait Islander peoples and the company's workforce.
- MPK's increased investment with its existing First Nations businesses it already engages with, which enables business capacities to be fully realised and results in further Aboriginal and Torres Strait Islander employment and training opportunities.
- MPK's continued partnering with Aboriginal and Torres Strait Islander businesses and their support organisations, who share MPK's company values for caring and solving, will deliver further positive health and wellbeing of Aboriginal and Torres Strait Islander peoples.
- MPK's embracement and promotion of Aboriginal and Torres Strait Islander Arts, through strategic initiatives and internal training for company employees exposes them to and increases their knowledge of cultural heritage and further supports reconciliation and understanding.
- MPK's responsible management of its impact on the environment and the cultural heritage of Australia, helps build social and economic development of Aboriginal and Torres Strait Islander communities.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Review Sept 2022 Review Sept 2023	Social Performance Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2023	Social Performance Manager
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023/4	EGM- Corporate Services

Relationships contd.



Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW).	RAP Working Group members to participate in an external NRW event.	May 2023/4 June 2023/4	RAP Champion
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2023/4 June 2023/4	EGM- Corporate Services
	Organise at least one NRW event each year.'	May 2023/4 June 2023/4	EGM- Corporate Services
	Register all our NRW events on Reconciliation Australia's NRW website	May 2023/4	EGM- Corporate Services
	Begin strategic planning for NRW across the organisation including a focus on supporting smaller teams-based activities.	Jan 2023	RAP Champion
3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation with a stronger focus on supporting smaller teams-based initiatives.	June 2023	EGM- Corporate Services RAP Champion
	Communicate our commitment to reconciliation publicly.	Oct 2022	EGM- Corporate Services
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Review Dec 2022 Dec 2023	Social Performance Manager
	Collaborate with RAP network, construction industry associations MPK is a member of such as the APGA and APPEA, and other like-minded organisations to develop ways to advance reconciliation.	Feb 2023	Social Performance Manager
4. 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.	Dec 2022	HR Manager
	Develop, implement and communicate an anti-discrimination policy for our organisation.	Dec 2022	HR Manager
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Dec 2022	HR Manager
	Educate senior leaders on the effects of racism.	Dec 2022	HR Manager

Respect



MPK believes that in order for its RAP implementation to be successful and deliver the positive reconciliation outcomes it sets out achieve, it is imperative that it first instill or enhance a sense of respect within its non-Indigenous workforce for Aboriginal and Torres Strait Islander peoples, and closer to home, the company's Aboriginal and Torres Strait Islander employees, MPK believes this sense of respect will come by ensuring the company's core value of Caring is continually promoted across all areas of the company, so that the key components of caring are embraced by the MPK workforce and become the norm. The intent of MPK, through its RAP implementation, is to build within its workforce a higher level of confidence and willingness to engage with First Nations stakeholders and clients, to foster a positive and productive work environment for all employees and to support the retention of First Nations employees. A successful outcome of MPK's RAP implementation will be the fostering of a genuine sense, right across the workforce, that our employees are working for a company that values and cares for its Aboriginal and Torres Strait Islander employees and is committed to playing its part in reconciliation with Aboriginal and Torres Strait Islander People.



Respect contd.



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	June 2023	Social Performance Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	June 2023 June 2024	Social Performance Manager
	Develop, implement and communicate a cultural learning strategy for our staff.	Dec 2023	Human Resources Manager
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Dec 2023	Social Performance Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Jun 2023	Social Performance Manager
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Jun 2023	Social Performance Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Jan 2023	Social Performance Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Jan 2023	Social Performance Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2023/4	RAP Champion
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	First week in July, 2023/4	HR Manager
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2023/4	EGM- Corporate Services
	Begin strategic planning for NAIDOC across the organisation including a focus on supporting smaller teams-based activities.	First week in July, 2023/4	RAP Champion

Opportunities



A key focus for MPK is increasing its level of workforce diversity and its provision of genuine opportunities for people from varied ethnic and cultural backgrounds and genders. The company believes implementation of its Innovate RAP will enable this to be achieved as it includes focused strategies aimed at engagement, employment and development of peoples from Aboriginal and Torres Strait Islander backgrounds. MPK has and will continue to develop strategies that serve to better engage and develop Aboriginal and Torres Strait Islander peoples already working for the company, and through this success, be viewed by the Aboriginal and Torres Strait Islander community and wider employment sector, as a company that truly embraces and promotes equal employment opportunity and values a diverse workforce culture.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Sept 2023	HR Manager
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	Jan 2023	HR Manager
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Feb 2023	HR Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Feb 2023	HR Manager
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Feb 2023	HR Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Aug 2023	EGM- Corporate Services / Social Performance Manager
	Investigate Supply Nation membership.	Jan 2024	Social Performance Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Aug 2023	Social Performance Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Aug 2023	EGM- Corporate Services
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Jan 2024	Social Performance Manager

Opportunities contd.



Action	Deliverable	Timeline	Responsibility
10. Support Aboriginal and Torres Strait Islander community groups in the areas we operate to develop youth sporting initiatives.	Support the Surat Aboriginal Corporation's Annual Basketball Clinic through financial aid and promotion of their event.	Dec 2022	Social Performance Manager
	Seek out other Aboriginal and Torres Strait Islander community groups who are looking for financial and implementation assistance for the development of youth sporting initiatives.	June 2023	Social Performance Manager
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Review Sept 2023	EGM- Corporate Services
	Establish and apply a Terms of Reference for the RWG.	Sept 2022	EGM- Corporate Services
	Meet at least four times per year to drive and monitor RAP implementation.	Sept 2022/3, Dec 2022/3, March 2023/4, June 2023/4	EGM- Corporate Services
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Sept 2022/3	EGM- Corporate Services
	Engage our senior leaders and other staff in the delivery of RAP commitments.	Sept 2022/3, Dec 2022/3, March 2023/4, June 2023/4	EGM- Corporate Services
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Sept 2022/3, Dec 2022/3, March 2023/4, June 2023/4	EGM- Corporate Services
	Maintain an internal RAP Champion from senior management.	Sept 2022	EGM- Corporate Services
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important Correspondence.	June annually	Social Performance Manager
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	August annually	Social Performance Manager
	Provide a traffic light report to Reconciliation Australia to help inform the development of our next RAP.	May 2024	Social Performance Manager
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sept, 2023/4	EGM Corporate Services

Governance



Action	Deliverable	Timeline	Responsibility
13. Contd.	Report RAP progress to all staff and senior leaders quarterly.	Dec 2022 March 2023 June 2023 Sept 2023 Dec 2023 March 2024 June 2024 Sept 2024	EGM- Corporate Services
	Publicly report our RAP achievements, challenges and learnings, annually.	Sept 2023/4	EGM- Corporate Services
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	March 2024	EGM- Corporate Services
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Sept 2024	EGM- Corporate Services



Contact details

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STAY IN TOUCH WITH US

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