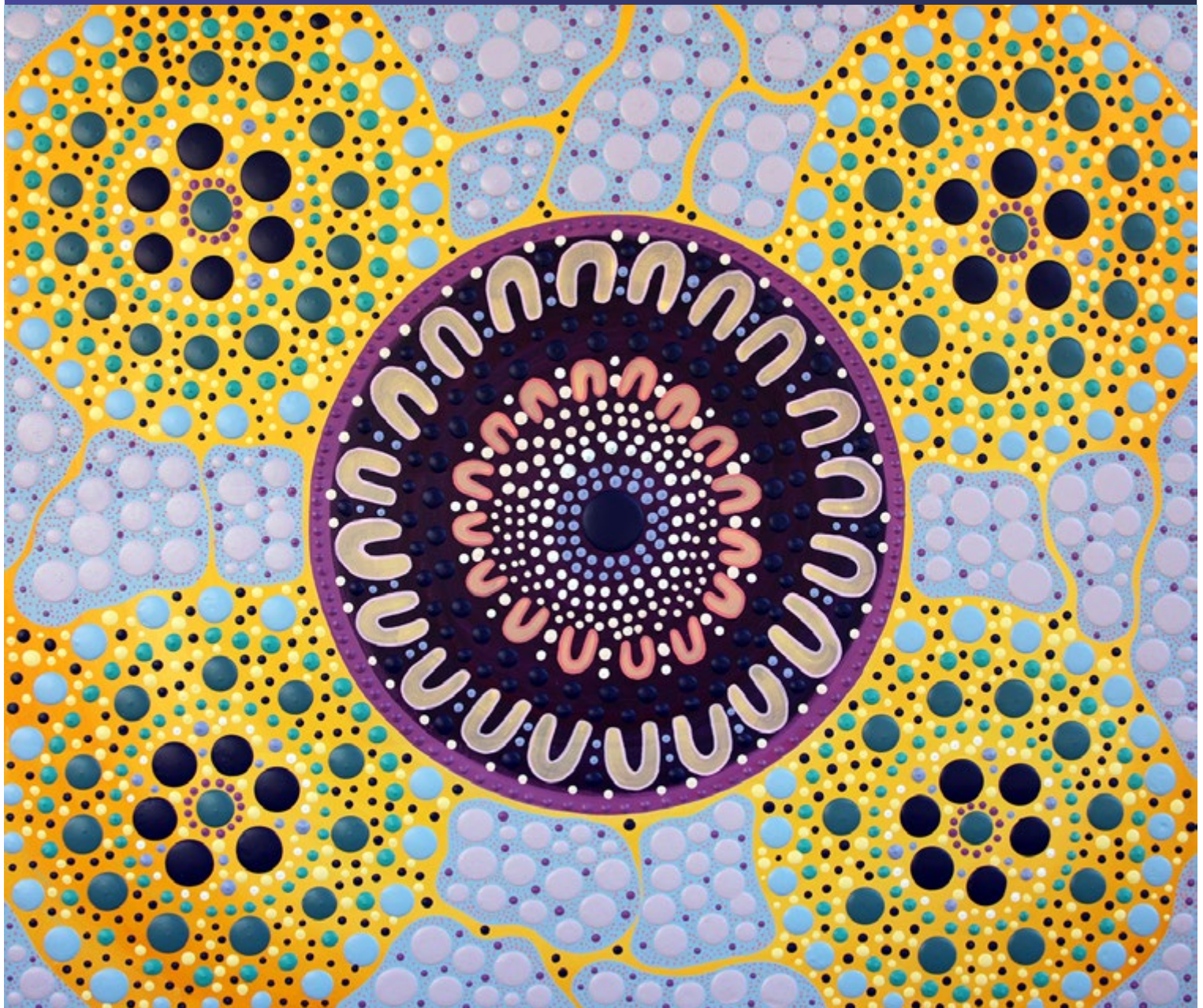


TLEA

*REFLECT -
RECONCILIATION ACTION
PLAN*

TIANQI LITHIUM ENERGY AUSTRALIA
July 2024 – December 2025



Acknowledging Country

We acknowledge the Traditional Custodians of the land on which our operations are located, the Whadjuk and Gnaala Karla Boodja people of the Noongar Nation. We pay our respects to the Elders, past, present and emerging, and recognise their continued cultural and spiritual connections to Country.



About the artwork

The artwork uses traditional influences to reflect the core values and team environment of TLEA. TLEA has many different individuals who come from various countries. The central focus point in the artwork uses symbology to show these individuals coming together. The colour selection depicts the coastal location of TLEA and the local weather patterns. Native vegetation used by the Nyungar people, like the salt bush, wattle, and acacia trees, are also represented through colour. TLEA is in a location that has many rock formations, and in particular limestone, which holds and filters water for Nyungar people.



Justin Martin

Justin Martin is an Aboriginal artist from Perth Western Australia (Wadjuk country). Justin is 34 years old and married with four beautiful children. He comes from a large family with two brothers and three sisters.

Justin's father is Greg Martin a Yamatji man from the mid-west Western Australia and his mother is Cheryl Martin nee Walley a Noongar woman from the southwest of Western Australia. Justin belongs to a strong group of tribes called the Widi, Budimia and Wadjuk people. Justin has been painting for eight years, using oil based paint and stretched canvases. His Dot painting is an art passed down from generation to generation.

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Message from the Chief Executive Officer

I am pleased to present the Tianqi Lithium Energy Australia (TLEA) Reflect - Reconciliation Action Plan (RAP). This is our first RAP, and it is a demonstration of our respect for the rights, cultures, and histories of the Aboriginal and Torres Strait Islander peoples, who we recognise as the Traditional Custodians of the land on which we operate.

This Reflect RAP provides a framework for us to identify opportunities for meaningful engagement with local Elders and families, to promote diversity and inclusion within our workforce, and to support commercial opportunities for Aboriginal and Torres Strait Islander business initiatives.

By incorporating reconciliation principles into our business practices, we are creating a more inclusive and sustainable future for our company and our communities.

We will ensure that our commitments are realistic, achievable, sustainable, and authentic.

Our vision will be underpinned by an understanding that it is essential to:

- Develop an informed understanding of cross-cultural sensitivities that apply to Aboriginal and Torres Strait Islander employees, peoples, and communities.
- Ensure that all employees embrace and support the agreed actions of our Reflect RAP.
- Develop meaningful relationships with Aboriginal and Torres Strait Islander peoples.
- Ensure that our contribution to Aboriginal and Torres Strait Islander communities reflects shared values and delivers positive outcomes.

Our aim is to explore opportunities by contributing to capacity-building programs designed to improve social and economic outcomes for Aboriginal and Torres Strait Islander peoples in our Kwinana community.

This plan demonstrates our commitment to develop and maintain meaningful relationships between TLEA and Aboriginal and Torres Strait Islander peoples, communities, suppliers, and organisations. Our Reflect RAP embeds practical activities that focus on the key areas of Relationships, Respect, Opportunities and Governance.



The RAP Working Group (RWG) will keep us accountable and communicate the intent of our Reflect RAP to all our staff and contractors. In developing our Reflect RAP, we will consult with all areas of our business and the Kwinana operations, and specifically with our Aboriginal and Torres Strait Islander employees, with external Aboriginal and Torres Strait Islander peoples, our clients, agencies, and other key stakeholders.

I believe our Reflect RAP will be a positive, growth experience for all those involved in its implementation and ongoing development. All staff will be encouraged to provide input, ideas, and support to ensure that our commitments are meaningful, impactful, and sustainable, aiming to collectively make a positive difference in contributing to a more inclusive and reconciled society.

Raj Surendran
CEO

Statement from Chief Executive Officer of Reconciliation Australia

Inaugural Reflect RAP

Reconciliation Australia welcomes Tianqi Lithium Energy Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Tianqi Lithium Energy Australia joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 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 Tianqi Lithium Energy Australia 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 Tianqi Lithium Energy Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
CEO



RECONCILIATION
ACTION PLAN

REFLECT

Our Business

TLEA is part of a global rechargeable battery supply chain that is scaling up to meet world demand for electric vehicles and renewable energy storage. We have pioneered downstream processing of lithium hydroxide in Australia, helping to establish a new industry, creating jobs, and assisting communities.

TLEA is a joint venture between Tianqi Lithium Corporation (51%), one of the world's top producers of lithium chemicals for electric vehicle batteries, and Australian miner, IGO Limited (49%). TLEA owns and operates a lithium hydroxide plant in Kwinana and has a 51% stake in the Talison Lithium Mine, Greenbushes.

The plant manufactures battery-grade lithium hydroxide from spodumene mined and concentrated at Greenbushes, approximately 250km from Kwinana. The lithium hydroxide produced at Kwinana is shipped to customers in Europe and Asia.

Three byproducts are produced as part of the manufacturing process: aluminosilicate, gyplime, and sodium sulphate. TLEA has been working to develop commercial uses for these products and to secure long-term offtake agreements.

Aluminosilicate can be used as a partial replacement for cement in paving blocks, concrete, road base, and in paste backfill for underground mines. Gyplime is used in fertiliser, and sodium sulphate is used to make detergent. Our goal is to be a zero-waste facility and we are working toward achieving decarbonisation goals for climate change.

Our Values

Our values, purpose and aspirational goal are our guiding principles when operating our business.

Aspiration

We will be a world-leading lithium producer, pioneering sustainable production.

Purpose

We work as one to deliver the inputs for new energy that drives the world forward.

Our Values Guide Our People

Distinction

Our people deliver a level of excellence to each other, the community, the environment and to our customers, which makes us unique.

Pragmatism

We deal with challenges in a reasonable and logical way.

Honesty

We are open, honest, and transparent in our dealings, regardless of the setting or context.

Tenacity

Never give up. We know that success doesn't happen by chance. We work hard, persevere, and never stop learning.

Innovation

We set the standard in implementing new ideas in ways that add value.

Our People

TLEA employs approximately 350 people on a permanent, full-time basis at our Kwinana plant, Research and Development laboratory at Bibra Lake, and corporate office in the Perth CBD. Our workforce includes 14 apprentices and trainees who live in the Kwinana area or are friends or family members of one of our team.

TLEA will provide additional opportunities for another 300-400 people when construction of our second production train recommences.

Statistics on Aboriginal and Torres Strait Islander peoples are not formally collected by our company, but some members of our workforce have volunteered this information and identify as Aboriginal and/or Torres Strait Islander peoples. Based on that information we currently have four Aboriginal and/or Torres Strait Islander employees, which represents 1.4 percent of the 2024 workforce.

Our Locations

Kwinana Lithium Hydroxide Refinery

61 Donaldson Road, Kwinana WA 6167

Tianqi Lithium Energy Australia

Level 19, Forest Centre, 221 St Georges Terrace, Perth WA 6000

TLEA R&D Laboratory

Unit 1/34 Barberry Way, Bibra Lake, WA 6163



Our Vision for Reconciliation

Our vision for reconciliation is to create a workplace that embraces unity, respect, and collaboration between all cultures, and provides genuine opportunities for Aboriginal and Torres Strait Island peoples in our community to benefit from our operations.

We want to unite the rich culture, history and heritage of the Gnaala Karla Boodja and Whadjuk peoples with that of our workforce from around the globe, to ensure that our entire team feels welcome, respected, and recognised.

We believe that to build a strong and engaged workforce our business practices, communication styles and culture must support the diverse needs and aspirations of our entire team.

Our Approach

We will create an environment where Aboriginal and Torres Strait Islander peoples feel welcomed, respected, and valued. This will be achieved through the provision of on-going cultural education and events designed to create empathy, eliminate racism, and provide a working environment where power imbalances and structural discrimination are removed, and culturally safe spaces are created.

Our vision is underpinned by understanding. It will be essential to:

- Develop a better understanding of cross-cultural sensitivities.
- Ensure that all staff support the principles and agreed actions for our Reflect RAP.
- Ensure that our contribution to Aboriginal and Torres Strait Islander communities reflects shared values and delivers positive community solutions.

With that in mind we are committed to:

- Respecting the traditions, customs, and cultures of Aboriginal and Torres Strait Islander peoples within the localities in which we operate.
- Building and maintaining relationships with Aboriginal and Torres Strait Islander peoples.
- Partnering with Aboriginal and Torres Strait Islander communities to investigate and implement mutually viable economic business opportunities.

- Providing a working environment that is culturally sensitive and supportive for all employees, including Aboriginal and Torres Strait Islander peoples.
- Delivering Cross Cultural Awareness Training and Cultural Education programs.

A key component of our Reflect RAP will be to investigate a range of initiatives to progressively increase the number of Aboriginal and Torres Strait Islander peoples employed at our operations. This will include (where relevant) training initiatives which enable Aboriginal and Torres Strait Islander peoples to secure meaningful employment that links to extended career pathways such as traineeships, apprenticeships, and school-to-work opportunities.


This approach will include:

- Ensuring there are no false expectations.
- Building capacity and skills that can lead to career development and advancement within TLEA.
- Incorporating Aboriginal and Torres Strait Islander engagement principles within our workplace culture and practices.

Through our cultural awareness and extended cultural education activities, we will garner support and involvement throughout all levels of TLEA. This will ensure all staff actively contribute to our Reflect RAP objectives and better understand cultural differences that support the principles of reconciliation, diversity, and inclusion.

Our strategies will focus on key deliverables, including (but not limited to):

- Increased employment and training opportunities for Aboriginal and Torres Strait Islander peoples.
- Increased opportunities for commercial contracts to be awarded to Aboriginal and Torres Strait Islander contractors and suppliers.
- Increased respect and improved relationships between our Aboriginal and Torres Strait Islander and non-Indigenous employees within our company and the broader community.

A blurred person with dark hair and glasses, wearing a dark blue shirt, is walking from left to right in the foreground. In the background, a white wall features a large poster with the text 'EMPOWER EACH OTHER' and a smaller quote below it. To the left of the wall is a glass door or window.

EMPOWER EACH OTHER

We show initiative, we take
responsibility, and we seize the day.

DOING GREAT
THINGS

TLEA Reflect RAP Working Group (RWG)

The Reflect RWG includes leaders from across the company with representation from our Aboriginal and Torres Strait Islander staff. We also have provision for representation from Kwinana Aboriginal and Torres Strait Islander communities. The RWG will oversee the management and implementation of the Reflect RAP.

This will ensure that the development, implementation, and reporting requirements are adhered to so that we can review and monitor progress. All RWG members have been provided with the Terms of Reference document to ensure roles and responsibilities are clearly defined and the reporting requirements to Reconciliation Australia are understood.

Our inaugural RAP Champion is our General Manager Operations Erik Laurent.

The RWG will be tasked with providing ongoing guidance and will monitor progress to ensure our commitments are met over the next 18 months.

Our cultural awareness strategy will help us embed cultural protocols to support our engagement activities and, more importantly, the agreed actions and formal commitments of the Reflect RAP.

The RWG will work closely with staff, external individuals, groups, and other key stakeholders to address any issues or concerns and, where relevant, develop appropriate resolutions.

TLEA - RAP WORKING GROUP MEMBERS	
RAP Champion – Tianqi Lithium Kwinana (TLK)	General Manager Operations
TLK	HR Manager
TLK	HSE & Training Advisor
TLEA	Group Financial Controller
TLK	Senior Specialist Contracts
TLK	Purchasing Lead
TLEA	Manager Corporate Affairs
TLEA	ESG and Sustainability Manager
TLK	Laboratory Coordinator
TLK	Office Manager
Aboriginal Community Representation	External advisor



WE CAN ACCOMPLISH MORE TOGETHER

By creating a **Legacy of Success**, being **Outcomes Focused**,
Empowering Each Other, **Collaborating Openly** and focusing on
Innovation, together we embrace the future and do great things.

DOING GREAT
THINGS

Our approach to Community Engagement

TLEA understands that diversity exists within Aboriginal and Torres Strait Islander communities, therefore each community is different and unique. In acknowledging that, we understand what applies in one, will not necessarily apply in another.

Our objectives are to ensure we:

- Understand the local customs, traditions, and practices.
- Understand concerns or impacts that industry may present at a local level.
- Establish positive and long-lasting relationships.
- Understand the communication protocols that exist when first engaging.
- Allow time for discussion, and for meetings to be planned.
- Ensure relevant staff participate in face-to-face meetings with local community members to:
 - Acknowledge how human relationships underpin communication within Aboriginal and Torres Strait Islander communities.
 - Establish and build trust in the development of sustainable agreements and effective long-term engagement.

Focus Areas

Our RAP incorporates four key focus areas:

- Relationships
- Respect
- Opportunities
- Governance

This will allow us to identify and determine specific actions which will provide meaningful, mutually beneficial, sustainable, and achievable outcomes.

The Reflect RAP outlines our internal and public commitment to contribute to social and economic equities of Aboriginal and Torres Strait Islander peoples in this country.

This will include accessing how we can best contribute to capacity building activities that will provide long-lasting benefits to Aboriginal and Torres Strait Islander peoples.

A primary focus will be to understand the needs, aspirations, and expectations of Aboriginal and Torres Strait Islander communities to enable us to become more effective and help build knowledge that will improve our capacity in this area.

Cultural learning and education activities will be essential to creating an environment which not only enables Aboriginal and Torres Strait Islander peoples to access opportunities, but supports retention, upskilling, and personal growth.



Relationships

Our Reflect RAP gives us the opportunity to develop strategies designed to deliver mutually beneficial outcomes within the Aboriginal and Torres Strait Islander communities where we have a presence. This will be based on understanding the principles of cultural diversity and ensuring Aboriginal and Torres Strait Islander peoples can connect with our company meaningfully. We will achieve this by ensuring engagement protocols are clearly understood, culturally appropriate, respected, and maintained. Our approach will be to work collaboratively with local Aboriginal and Torres Strait Islander peoples, organisations, and representatives from key communities.

This will involve actively listening and engaging, to develop and build relationships within these communities, aiming to:

- Ensure there are no false expectations.
- Deliver long-term sustainable outcomes.
- Build capacity and transferrable skills.
- Achieve positive and social economic impacts.
- Develop and maintain long-term collaborative working relations with local Aboriginal and Torres Strait Islander communities.

COLLABORATE ONLY

our knowledge, we s...ther,
upport each other to...an be.

DOING GREAT
THINGS



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our sphere of influence. 	August 2024	Lead: Manager Corporate Affairs Support: HSE & Training Advisor
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	August 2024	Lead: Manager HR Support: ESG & Sustainability Manager
	<ul style="list-style-type: none"> Project and site managers to establish relationships with relevant Aboriginal and Torres Strait Islander communities, organisations, and other stakeholders within the locality of our operations. 	December 2025	Lead: GM Operations Support: ESG & Sustainability Manager
2. Build Relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's resources and reconciliation materials to our staff. 	May 2025	Lead: Manager Corporate Affairs Support: Office Manager
	<ul style="list-style-type: none"> RAP Working group to participate in an external NRW event. 	June 2025	Lead: GM Operations Support: Manager Corporate Affairs
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	June 2025	Lead: General Manager Operations Support: Manager Corporate Affairs
	<ul style="list-style-type: none"> Communicate and display NRW material in all offices where possible. 	May 2025	Lead: Manager Corporate Affairs Support: Office Manager
	<ul style="list-style-type: none"> Facilitate an Internal event or activities to celebrate NRW across all offices / operations / projects. 	June 2025	Lead: Manager Corporate Affairs Support: Office Manager

3. Promote reconciliation through our sphere of influence and raise awareness of the RAP.	<ul style="list-style-type: none"> Conduct Formal RAP launch at Kwinana refinery. 	July 2024	Lead: Manager Corporate Affairs Support: Office Manager
	<ul style="list-style-type: none"> Develop a communication strategy to raise awareness across the company about the RAP actions and targets. 	July 2024	Lead: Manager Corporate Affairs Support: HR Manager
	<ul style="list-style-type: none"> Identify external stakeholders who we can engage with on our reconciliation journey. 	December 2025	Lead: Manager Corporate Affairs Support: Purchasing Lead
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations we could approach to collaborate with on our reconciliation journey. 	December 2025	Lead: Manager Corporate Affairs
	<ul style="list-style-type: none"> Include summary of RAP commitments into all staff inductions. 	September 2024	Lead: HR Manager Support: HSE Training Advisor
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	July 2025	Lead: HR Manager Support: Sustainability & ESG Manager
	<ul style="list-style-type: none"> Conduct a review of current HR policies and procedures to identify existing anti-discrimination provisions and future needs. 	November 2025	Lead: HR Manager Support: GM Operations
	<ul style="list-style-type: none"> Ensure all staff are aware of anti-discrimination policies and procedures. 	December 2024	Lead: HR Manager Support: GM Operations

Respect

Respectful behaviour is critical to setting the foundation for meaningful relationships and partnerships. Therefore, being respectful of Aboriginal and Torres Strait Islander peoples cultural and communication protocols is critical to establishing relationships and partnerships within the Aboriginal and Torres Strait Islander communities.

Engagement will be facilitated through:

- Regular communication and meetings with key Aboriginal and Torres Strait Islander communities and organisations.
- Conducting Information sessions and project briefings, providing updates on employment, training, and commercial opportunities.
- Encouraging participation at all levels within the Aboriginal and Torres Strait Islander communities.



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, history, knowledge, and rights through Cultural learnings - Cultural Awareness Training (CAT).	<ul style="list-style-type: none"> Develop a strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation. 	October 2024	Lead: HSE Training Advisor Support: Manager Corporate Affairs
	<ul style="list-style-type: none"> Engage representatives from local Aboriginal and Torres Strait Islander communities in the development and delivery of Cultural Awareness Training. 	December 2024	Lead: HSE Training Advisor Support: HR Manager
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	October 2024	Lead: HSE Training Advisor Support: HR Manager
	<ul style="list-style-type: none"> Establish Cultural Awareness Training (CAT) Calendar. 	December 2025	Lead: HSE Training Advisor Support: HR Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander people by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Custodians of the lands and waters within our organisation's operational area. 	December 2025	Lead: HSE Training Advisor Support: Manager Corporate Affairs
	<ul style="list-style-type: none"> Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	December 2024	Lead: Manager Corporate Affairs Support: HSE Training Advisor
	<ul style="list-style-type: none"> Develop and implement a Cultural Protocol Procedure that respects Traditional Custodians and assists staff in understanding the meaning of cultural practices. 	September 2024	Lead: Manager Corporate Affairs Support: Office Manager

7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by participating in and celebrating NAIDOC Week	<ul style="list-style-type: none"> Raise awareness and share information among staff about the meaning of NAIDOC Week. 	July 2024/2025	Lead: Manager Corporate Affairs Support: Office Manager
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	July 2024/2025	Lead: Manager Corporate Affairs Support: Officer Manager
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	July 2024/2025	Lead: GM Operations Support: ESG & Sustainability Manager
	<ul style="list-style-type: none"> Display NAIDOC material in all offices. 	July 2024/2025	Lead: Office Manager Support: Manager Corporate Affairs

Opportunities

TLEA proposes to investigate opportunities to increase the number of Aboriginal and Torres Strait Islander peoples within our workforce.

This approach will include opportunities to:

- Build capacity and skills for career advancement and development opportunities.
- Incorporate Aboriginal and Torres Strait Islander engagement principles within our workplace culture and practices.
- Set targets that are realistic and achievable.
- Work with local Aboriginal and Torres Strait Islander agencies and key stakeholders to:
 - Access local knowledge and relationships.
 - Ensure relevant protocols are respected and acknowledged.
 - Communicate employment, training, and business opportunities.

TLEA will also identify and explore opportunities to engage local Aboriginal and Torres Strait Islander contractors and suppliers, who can provide services aligned to our work scopes.

We will investigate the use of the following networks and agencies to identify potential contractors and suppliers:

- Southwest Aboriginal Land and Sea Council (SWALSC)
- Gnaala Karla Booja Aboriginal Corporation
- Whadjuk Aboriginal Corporation
- Waalitj Hub
- Aboriginal Business Directory WA (ABDWA).
- Supply Nation
- Noongar Chamber of Commerce and Industry WA (NCCIWA)
- Local community-based organisations



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Develop a strategy for employment of Aboriginal and Torres Strait Islander peoples within our organisation. 	September 2025	Lead: HR Manager Support: Group Finance Manager
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander peoples in our workforce to inform future employment and professional development opportunities. 	September 2025	Lead: HR Manager Support: Group Finance Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Review supplier evaluation criteria to promote opportunities for procurement from business owned by Aboriginal and Torres Strait Islander peoples. 	September 2025	Lead: Purchasing Lead Support: Senior Specialist Contracts
	<ul style="list-style-type: none"> Investigate Supply Nation Membership. 	September 2025	Lead: Purchasing Lead Support: Senior Specialist Contracts

Governance

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG).	<ul style="list-style-type: none"> Maintain RWG to govern RAP implementation. 	December 2025	Lead: GM Operations Support: Office Manager
	<ul style="list-style-type: none"> Develop Terms of Reference for the RWG. 	July 2024	Lead: Manager Corporate Affairs Support: Group Finance Manager
	<ul style="list-style-type: none"> Increase Aboriginal and Torres Strait Islander peoples representation in the RWG. 	December 2025	Lead: GM Operations Support: ESG & Sustainability Manager
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for effective RAP development and implementation. 	October 2024	Lead: GM Operations Support: Group Finance Manager
	<ul style="list-style-type: none"> Engage senior management in the delivery of RAP commitments. 	July 2024	Lead: GM Operations Support: Manager Corporate Affairs
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	December 2025	Lead: ESG & Sustainability Manager Support: Group Finance Manager

12. Build accountability and transparency through reporting on RAP achievements, challenges, and learning both internally and externally.	<ul style="list-style-type: none"> ▪ Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss important RAP correspondence. 	June 2024/2025	Lead: Manager Corporate Affairs Support: Office Manager
	<ul style="list-style-type: none"> ▪ Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	August 2025	Lead: Manager Corporate Affairs Support: Office Manager
	<ul style="list-style-type: none"> ▪ Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	September annually	Lead: Manager Corporate Affairs Support: ESG & Sustainability Manager
13. Continue our reconciliation journey by development of the next phase of our RAP.	<ul style="list-style-type: none"> ▪ Register via Reconciliation Australia's website to begin developing next RAP. 	September 2025	Lead: GM Operations Support: Manager Corporate Affairs



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TLEA

