

RECONCILIATION  
ACTION PLAN

REFLECT



AUGUST 2020 - AUGUST 2021

# RECONCILIATION ACTION PLAN

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## ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Owners of the land across Australia on which we work and live. We pay our respects to Aboriginal and Torres Strait Islander Elders past, present and future, and we value Aboriginal and Torres Strait Islander histories, cultures and knowledge.



## About the Artwork

The piece, titled Whirlpool, was painted by artist and Noongar Martu Annabella Flatt. The artwork was purchased in November 2019 from Spinifex Hill Studio in Port Hedland and is on display in our Corporate office in Henderson for all to enjoy.



'When I paint it takes my worries away. It takes the beauty out from within me to put on canvas, so that the world can see I'm a beautiful person within.'

**Annabella Flatt, Artist**

## MEET THE ARTIST

"I'm a Noongar Martu, and a single mum. I started painting about eight years ago. I didn't know I could paint. I could draw – my favourite subject at school was Arts and Crafts. I've lived most of my life in Perth. I only decided to go back home so my kids could learn who they are and where they come from, their culture and language.

When I paint it takes my worries away. It takes the beauty out from within me to put on canvas, so that the world can see I'm a beautiful person within. I want to become a well-known artist, and for people to appreciate my work. I hope one day I make it. I'd love to become famous for my art. My kids are proud of me. They love my work."

# SPINIFEX HILL STUDIO



PRINCIPAL PARTNER





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## MESSAGE FROM ORONTIDE CEO, STEWART MADDISON

**As CEO of Orontide, I am delighted to present our 2020 - 2021 Reflect Reconciliation Action Plan (RAP). We are a WA owned business providing services to our State's major Industry sectors and working across regional areas in the Pilbara and North West of WA, the Goldfields and the South West.**

As a company, Orontide is committed to creating sustainable employment and economic opportunities for local people and industry stakeholders in the areas in which we operate and we place a strong focus on providing employment opportunities for Aboriginal and Torres Strait Islander People through our business and our sub-contractors. This commitment extends beyond working in local communities to include actively contributing to them, through the support and utilisation of local services.

Establishing a RAP for Orontide is about taking the next step as we continue our journey to make a meaningful difference to the lives of Aboriginal and Torres Strait Islander peoples. We believe it will help us to deliver on our commitment to contributing to a strong and sustainable future for the communities in which we operate. Our business is built upon our Orontide Values, which we believe are aligned in many ways with the underlying principles of the RAP process.



As we embark on the first stage of our Reconciliation Action Plan (RAP) process, we acknowledge the work that lies ahead and recognise that our journey towards reconciliation is only just beginning. Our approach to the RAP process will involve consultation and collaboration with Aboriginal and Torres Strait Islander people who we believe are best placed to provide guidance on this path to ensure the changes we make and the actions we take are successful. We also acknowledge our requirement for transparency in the process and the need for reporting to Reconciliation Australia on our progress and will endeavour to meet these requirements.

We see the RAP process as an opportunity to make real progress and to build on the foundations of our efforts so far. I look forward to seeing this progress and am confident we will achieve success with our strong commitment to the Orontide RAP.



**Stewart Maddison**

CEO

Orontide

**“We are very aware of the importance of embracing an inclusive workforce culture that supports, values and respects Aboriginal and Torres Strait Islander employees. Our RAP outlines our vision and the steps we will take as a company to achieve this.”**



## MESSAGE FROM RECONCILIATION AUSTRALIA CEO, KAREN MUNDINE

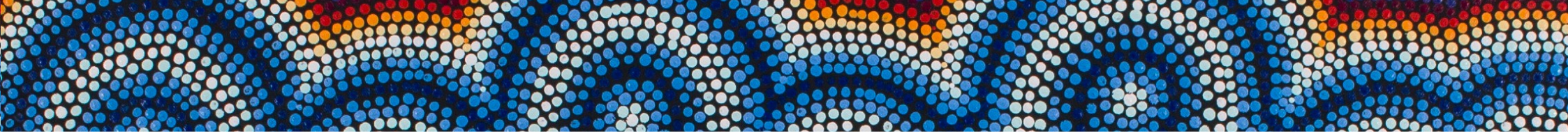
**Reconciliation Australia is delighted to welcome Orontide Group to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.**

As a member of the RAP community, Orontide Group joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.







The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides Orontide Group a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, Orontide Group will lay the foundations for future RAPs and reconciliation initiatives.

We wish Orontide Group well as they take these first critical steps in their reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Orontide Group on their first RAP, and look forward to following their ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

**This Reflect RAP provides Orontide Group with a roadmap to begin their reconciliation journey.**

**Through implementing a Reflect RAP, Orontide Group will lay the foundations for future RAPs and reconciliation initiatives.**

## OUR BUSINESS

Orontide are a leading Western Australian owned company providing specialist engineering, maintenance and preservation services to the Oil and Gas; Mining and Resources; Defence and Commercial Marine industries for 40 years. With a total of over 21,000 sqm of workshop space across WA, our business activities are supported by three sites in Henderson and two regional sites in Bunbury and Port Hedland.

Our diverse range of capabilities spans two service divisions and includes engineering and design; manufacturing/metal fabrication; site services; surface treatment and preservation; maintenance and installation.

Our large pool of skilled employees brings a wide range of nationalities and cultures that make our workforce unique and valuable to our business. We recognise and celebrate this diverse cultural landscape and the broad range of perspectives and experience this brings to our business. Currently our workforce comprises approximately 320 employees of which 6 (1.6%) identify as Aboriginal and/or Torres Strait Islander.

PORT HEDLAND

WESTERN AUSTRALIA

HENDERSON

PERTH

BUNBURY



# OUR CAPABILITIES



ENGINEERING & DESIGN



MANUFACTURING/METAL FABRICATION



SITE SERVICES



SURFACE TREATMENT & PRESERVATION



MAINTENANCE & INSTALLATION

MINING & RESOURCES



MINERALS PROCESSING

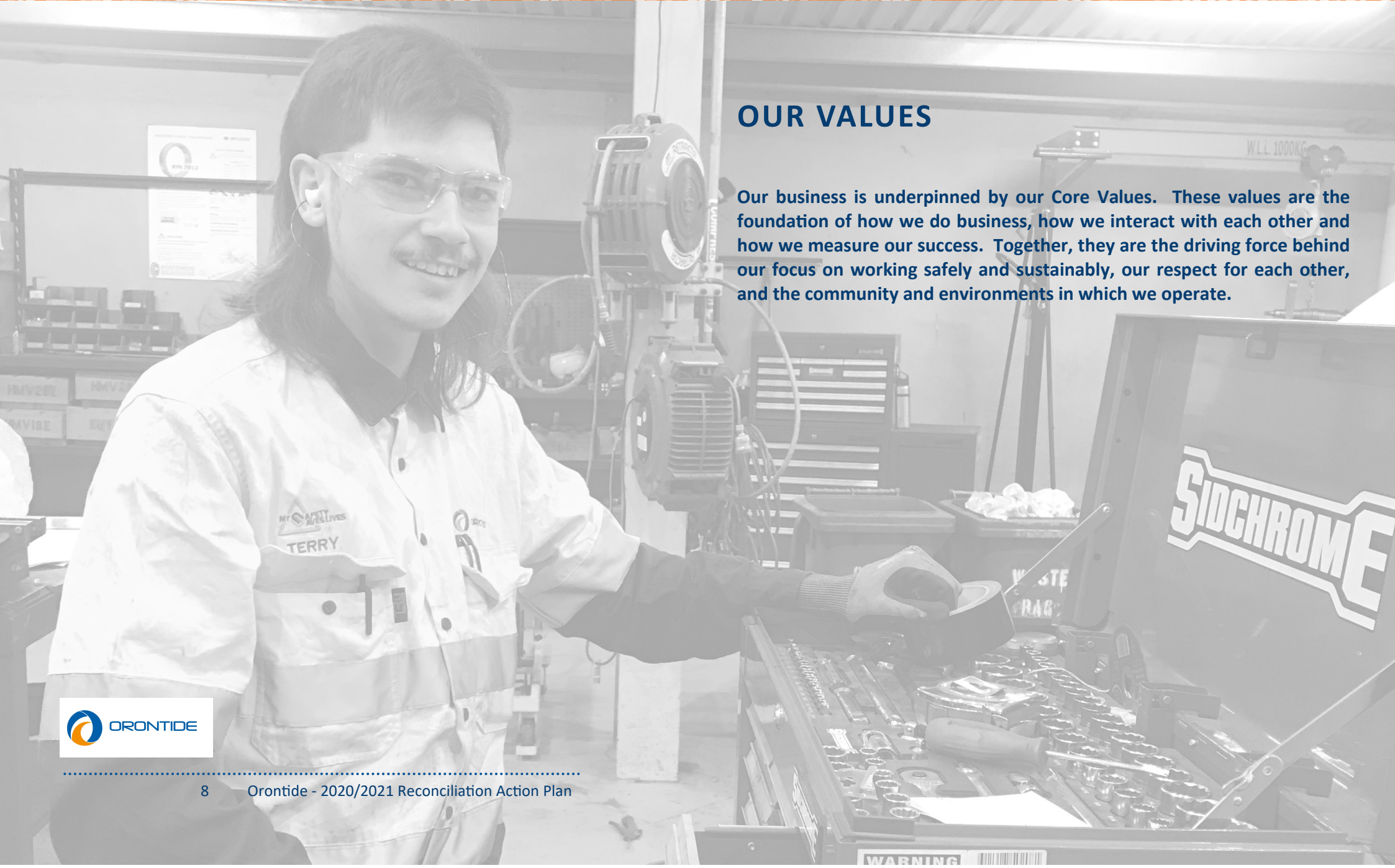


OIL & GAS



DEFENCE & COMMERCIAL MARINE





## OUR VALUES

Our business is underpinned by our Core Values. These values are the foundation of how we do business, how we interact with each other and how we measure our success. Together, they are the driving force behind our focus on working safely and sustainably, our respect for each other, and the community and environments in which we operate.





### Safety

We undertake world-leading safety practices. We look after each other and ensure that safety is our number one priority.



### Teamwork

We operate as one team committed to common goals. We show support for each other and empower our people to reach their full potential.



### Achievement

We work very hard and therefore celebrate our successes. We promote, recognise and reward outstanding performance.



### Integrity

We act with total integrity and with the highest of moral principles. We are honest and ethical in all interactions with our employees, clients and stakeholders.



### Respect

We treat each other with the utmost respect, the way that we'd expect to be treated ourselves. We embrace the culture and diversity of our workforce.



### Sustainability

We have a continual focus upon the growth, profitability and longevity of our business. We support the communities in which we operate and have an unwavering commitment to minimising our impact upon the environment.



## OUR RAP

Our values of Safety, Teamwork, Achievement, Integrity, Respect and Sustainability are aligned in many ways with the underlying principles of the RAP process. The practical actions outlined in our RAP will provide us with a roadmap designed to ensure that Orontide becomes a more inclusive company, benefiting Aboriginal and Torres Strait Islander peoples and communities. Whilst this is our first RAP, Orontide have been working hard for many years and have made sound progress towards achieving equality and equity within our business through a variety of cultural awareness, acceptance and inclusion activities.

Our Aboriginal and Torres Strait Islander Engagement Policy has now been in place for a number of years and has enabled us to provide opportunities to engage and support Aboriginal and Torres Strait Islander suppliers and community groups.

These opportunities have included community partnerships with:

- Tura Music's Regional Touring Program in the Pilbara in support of Indigenous musicians; and
- Royal Lifesaving WA's Spirit Carnival which aims to reduce drowning deaths of children from remote Aboriginal communities in the North;

as well as support of charity groups such as Fair Game where sports equipment is recycled and donated to remote under-serviced areas to inspire healthier, more cohesive communities.

Our Aboriginal and Torres Strait Islander Employment Strategy was developed to support our recruitment and selection procedure, and our commitment to local hiring, training and development within the communities in which we operate. Aligning our business with

**“By developing our first RAP, Orontide will build and strengthen respectful, long lasting, inclusive relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities throughout Australia.”**



organisations such as the Aboriginal Workforce Development Centre (AWDC) and Norwest Contracting and Rail, has been a valuable step in attracting, recruiting and retaining Aboriginal and Torres Strait Islander employees within our organisation.

Our continued participation in NAIDOC Week aims to bring positive and enduring change to our organisation by engaging employees across our business in support of our nation's focus on reconciliation. And improved race relations.

By developing our first RAP, Orontide will build and strengthen respectful, long lasting, inclusive relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities throughout Australia. Our RAP process will involve consultation and collaboration with Aboriginal and Torres Strait Islander people who we believe are best placed to provide guidance on this path to ensure the changes we make and the actions we take are successful.

Our approach to diversity and the development of our RAP, is led by our CEO, Stewart Maddison and is championed at our highest levels, by the Board and Senior Management Team.



## RELATIONSHIPS



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	February 2021	Group HR & HSEQ Manager
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	February 2021	Group HR & HSEQ Manager
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	May 2021	HR Operations Manager
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	May 2021	General Manager
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	May 2021	CEO
<b>3. Promote reconciliation through our sphere of influence.</b>	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>	August 2020	CEO
	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	August 2020	HR Operations Manager
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	August 2020	HR Operations Manager





ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	December 2020	HR Advisor
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	December 2020	HR Advisor
<b>5. Raise internal and external awareness of the Orontide RAP.</b>	<ul style="list-style-type: none"> <li>Develop and implement a communication strategy to raise awareness of the RAP to both internal and external stakeholders.</li> </ul>	August 2020	Marketing Specialist
	<ul style="list-style-type: none"> <li>Launch and celebrate the RAP through events and internal/external communications.</li> </ul>	August 2020	Marketing Specialist
	<ul style="list-style-type: none"> <li>Publish the Orontide RAP on our website and company document control system.</li> </ul>	August 2020	Marketing Specialist

# RESPECT



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul>	November 2020	Group HR & HSEQ Manager
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	January 2021	HR Operations Manager
<b>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.</li> </ul>	October 2020	HR Operations Manager
	<ul style="list-style-type: none"> <li>Increase staffs’ understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	October 2020	Group HR & HSEQ Manager



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	<ul style="list-style-type: none"><li>• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li></ul>	July 2021	General Manager
	<ul style="list-style-type: none"><li>• Introduce our staff to NAIDOC Week by promoting external events in our local area.</li></ul>	July 2021	General Manager
	<ul style="list-style-type: none"><li>• Ensure Orontide RAP Working Group participate in one external NAIDOC Week event.</li></ul>	First week in July, 2021	General Manager

## OPPORTUNITIES



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	March 2021	Group HR & HSEQ Manager
	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	April 2021	HR Advisor
<b>10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	January 2021	Group Supply Manager
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	August 2020	Group Supply Manager

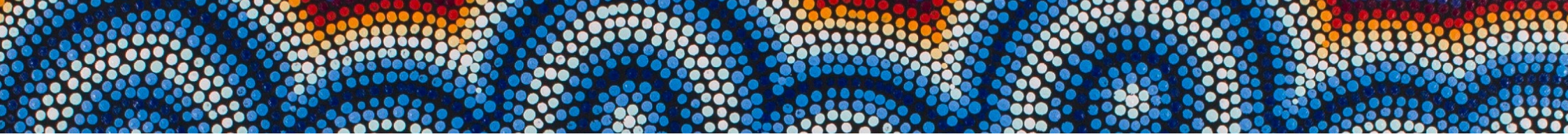
## GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>	<ul style="list-style-type: none"> <li>Form a RWG to govern RAP implementation.</li> </ul>	August 2020	Group HR & HSEQ Manager
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the RWG.</li> </ul>	August 2020	HR Advisor
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	August 2020	Group HR & HSEQ Manager
<b>12. Provide appropriate support for effective implementation of RAP commitments.</b>	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	August 2020	HR Operations Manager
	<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	September 2020	Group HR & HSEQ Manager
	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	September 2020	HR Operations Manager



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	<ul style="list-style-type: none"><li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li></ul>	30 September 2020	HR Advisor
<b>14. Continue our reconciliation journey by developing our next RAP.</b>	<ul style="list-style-type: none"><li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li></ul>	April 2021	HR Operations Manager



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