



Endeavour
Energy



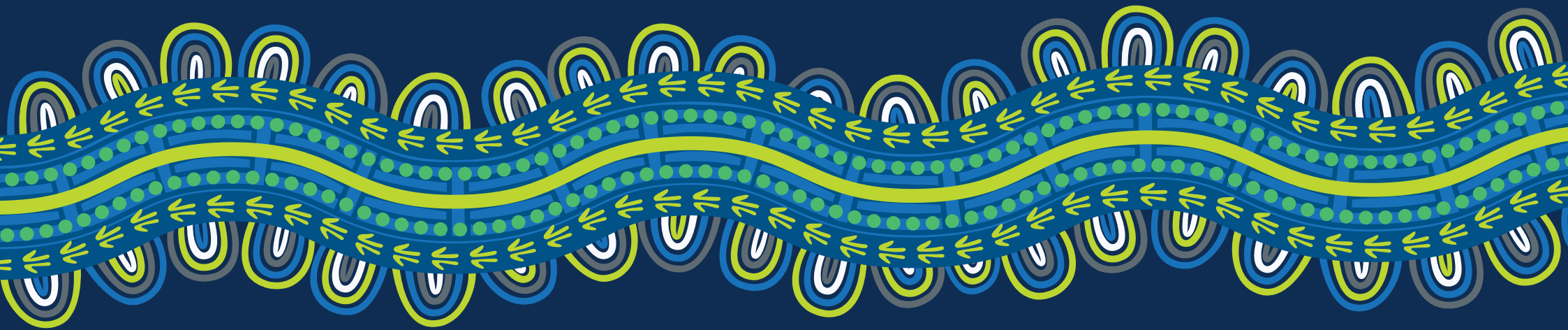
RECONCILIATION
ACTION PLAN
REFLECT

Reconciliation Action Plan

November 2021 - November 2022

Acknowledgement of Country

Endeavour Energy acknowledges the Traditional Custodians of Country where we work - the people of the Dharug, Wiradjuri, Dharawal, Gundungurra and Yuin nations - and recognises their continuing connection to the land, waters and community. We pay our respect to them and their cultures and to Elders past and present.



Contents

About the artist	4
About the artwork	5
A message from our CEO.....	6
A message from Reconciliation Australia	7
Our business	8
Our network area	9
Our people	10
Our vision, purpose and values	10
Our RAP	11
Our RAP teams.....	12
Our reconciliation journey	14
Relationships.....	16
Respect.....	17
Opportunities.....	18
Governance and reporting	19





About the artist

Rhonda Sampson is a proud Kamilaroi woman who is very proud of her heritage and is highly engaged with her community in Campbelltown, on Dharawal Country. Shortly after starting her own business, RS Creative Solutions in 2017, Rhonda began her creative journey when she was engaged to design artwork for Father Chris Riley's Youth off the Streets Reconciliation Action Plan. The artwork also featured on Mobile Youth Centre that launched from old Parliament House in Canberra on Channel Seven's Sunrise. Extremely proud of her heritage, Rhonda incorporates her culture into her graphic design business and has created bespoke digital Aboriginal artworks that feature on Reconciliation Actions Plans for several organisations including: The South Sydney Rabbitohs/Souths Cares, One Door Mental Health and Western Sydney Airport.

Rhonda possesses strong ambition, immense creativity and innovative skills whether they be in design or in business. During 2019 Rhonda completed a Diploma in Graphic Design, from which she graduated with distinctions, and is further recognised as: Winner - Southern and South Western Sydney Region, NSW Training Awards, Winner - TAFE NSW Excellence Awards, Winner - TAFE NSW Gili Awards, Finalist - Fisher's Ghost Art Award. Rhonda is in demand, procuring work with Government agencies, community organisations and start up Indigenous Businesses that want to retain her services. Previously she has been commissioned by The National Apprentice Employment Network (NAEN), NSW Fire and Rescue, and Campbelltown Sports Stadium, Western Sydney Airport to name a few. RS Creative Solutions is a Registered Business with Supply Nation.

About the artwork

Artwork storyline

The artwork *“Powering a Brighter Future Together”* is a visual representation of Endeavour Energy’s reconciliation journey. The artwork depicts Endeavour Energy’s commitment to Reconciliation and building on the strengths of our people within the communities we work.

Our journey of reconciliation

Our Reconciliation Action Plan (RAP) provides a framework for Endeavour Energy to support reconciliation, develop respectful relationships and create meaningful opportunities with Aboriginal and Torres Strait Islanders peoples.

Our RAP Journey which is represented across the artwork represents our journey together. It includes the three pillars of our RAP **Respect** (top left-hand corner), **Relationships** (centre) and **Opportunities** (bottom right-hand corner). These pillars symbolise how we continue to build relationships, respect and opportunities for Aboriginal and Torres Strait Islander peoples and communities

Five Aboriginal Nations

The five main circular symbols represent the different country Endeavor Energy respectfully works within: Wiradjuri, Dharawal, Dharug, Gundungurra and Yuin nations.

Connections

The connection lines represent Endeavor Energy showing respect and support for Aboriginal and Torres Strait Islander peoples within Australia and acknowledges their connection to land and sea from urban, regional, rural and remote locations.

Our network

Our network provides power to 2.6 million people across Western Sydney, Illawarra, South Coast and Southern Highlands which is represented by the navy lines with green dots throughout the artwork.



“Powering a Brighter Future Together”

We provide over 50,000+ km of powerlines across the network which are represented by the five navy lines working out from the centre and the green dots represent the power poles.

Our places

We have a number of field service centres and offices across the network where our staff operate from which are represented by the green circular symbols.

Our people

Our people are from a diverse range of backgrounds working in different roles across Endeavour. Our people are represented by the orange symbols which symbolise their hard hats working within the communities we serve.

Background spirals

The spirals in the background of the artwork are inspired by Endeavour Energy’s logo which has become a symbol to the communities we serve as a safe pair of hands which ‘keep the lights on’ rain, hail or shine. It is a symbol of trust and reliability and together we commit to *“Powering a Brighter Future Together”*.

A message from our CEO

I am extremely proud to present Endeavour Energy's first Reconciliation Action Plan (RAP). This is a significant step for us and affirms our commitment to reconciliation with Aboriginal and Torres Strait Islander peoples and communities in Australia.

Our first RAP will lay the foundations and support us in developing stronger and respectful relationships. It outlines how we will contribute to the reconciliation process by respecting culture and heritage and providing meaningful employment opportunities.

As an essential services provider operating in high-growth regions of New South Wales, Endeavour Energy is well-positioned to deliver impactful and sustainable actions towards reconciliation.

Our people live and work in the communities we serve. Our goal is to build a diverse and inclusive workplace reflective of our customers and communities and to make Endeavour Energy a place where everyone feels valued and respected.

Making a positive contribution to the communities we serve is at the heart of what we do. By outlining our commitment to strengthen relationships with Aboriginal and Torres Strait Islander communities, this RAP stays true to our purpose of powering communities for a brighter future by connecting communities and empowering lives.

We're committed to achieving the actions and targets outlined in this RAP over the next 12 months and look forward to partnering with Reconciliation Australia on our journey.

Thanks to everyone at Endeavour Energy who has helped initiate this journey and our RAP Steering Committee and Working Group members.

I encourage all our employees, community members and business partners to support us along our reconciliation journey. We look forward to making a positive contribution in support of reconciliation with Aboriginal and Torres Strait Islander peoples in Australia.

Guy Chalkley

Chief Executive Officer, Endeavour Energy



A message from Reconciliation Australia

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

Endeavour Energy joins a network of more than 1,100 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 Endeavour Energy 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 Endeavour Energy, 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



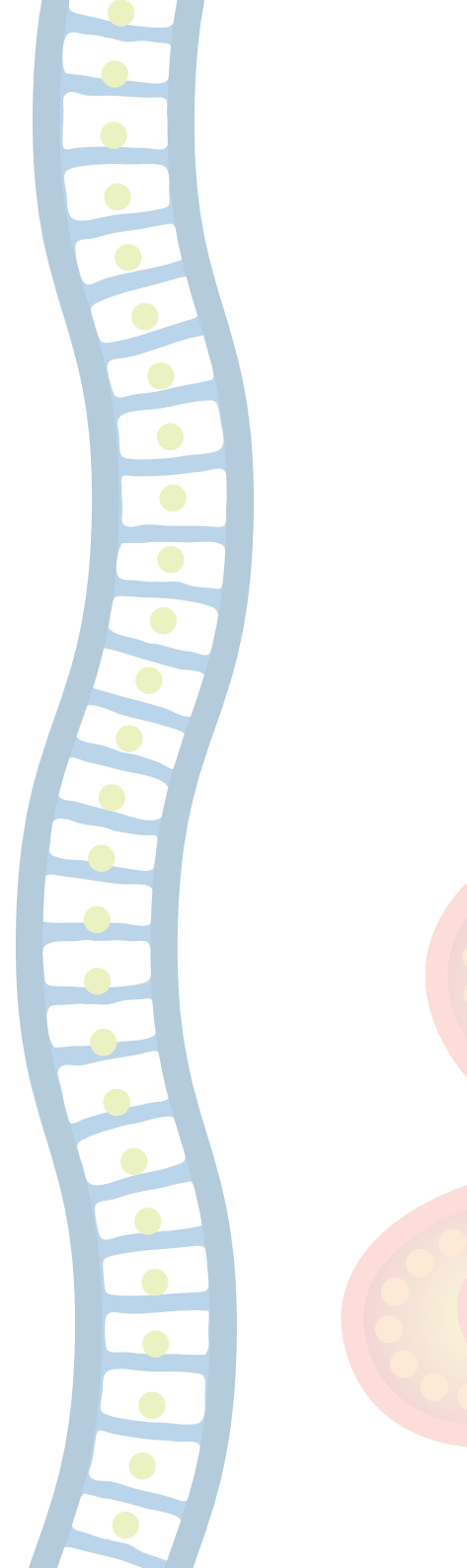
Our business

At Endeavour Energy, we're powering communities for a brighter future. We're responsible for providing a safe, reliable and affordable power supply for over 2.6 million Australians living and working across Sydney's Greater West, the Blue Mountains, the Southern Highlands, Illawarra, and the South Coast of NSW ('network area'). Our people have been proudly serving our communities for over 100 years, working behind the scenes to build, maintain and operate the electricity network connecting 1.1 million homes and businesses across our network area.

Our work makes a critical contribution to the economic development, growth and prosperity of the regions we serve. We power the fastest growing regions in NSW, including Sydney's Greater West, which is forecast to grow by almost one million people by 2031.

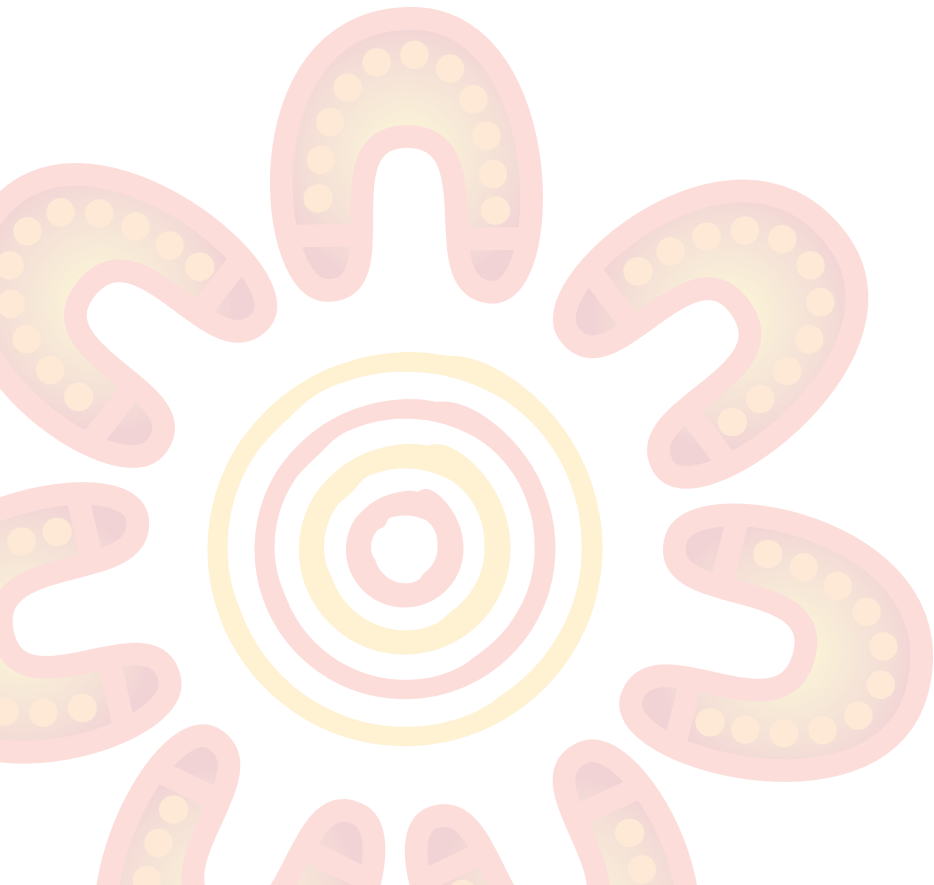
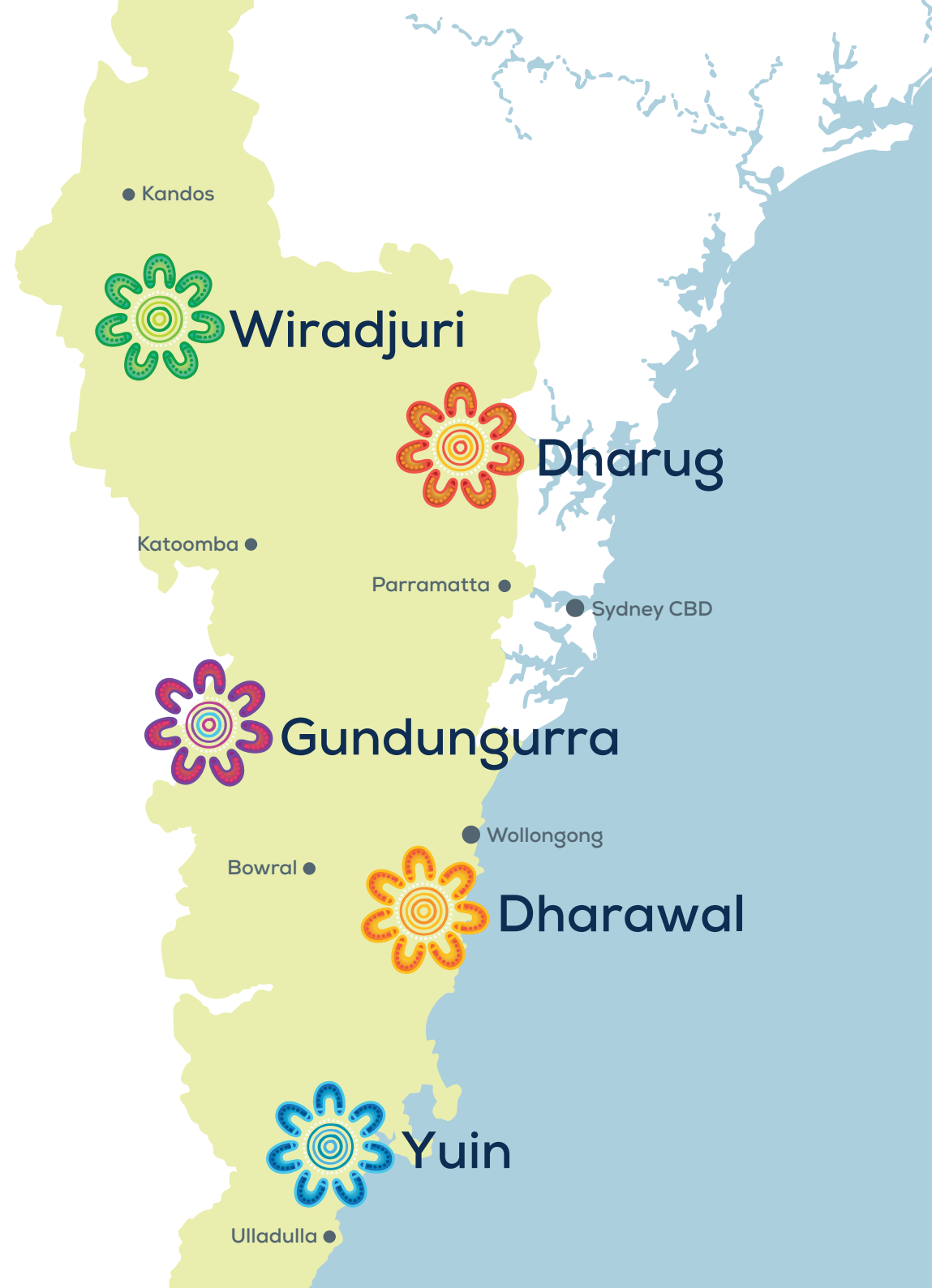
We are determined to be one of the best performing networks in Australia and are at the forefront of our industry in integrating traditional and renewable energy sources. Due to rapid industry changes, we are transitioning from a traditional 'poles and wires' business to a distributed services operator. We're working with customers, stakeholders and regulators to help deliver a clean energy future. We are leveraging technology and data to plan the grid of the future where smart meters, batteries, and solar integrate seamlessly with the traditional distribution network to power communities for a brighter future.

Our approach to diversity and inclusion is about reflecting our communities, making Endeavour Energy a place where everyone belongs and putting our people and customers at the heart of what we do. We're building an inclusive, flexible and supportive workplace where differences are valued and everyone feels respected and supported to grow. By building a diverse and inclusive workplace we can positively influence reconciliation in the communities we serve.



Our network area

Our electricity network spans Sydney's Greater West, the Blue Mountains, the Southern Highlands, Illawarra and the South Coast of NSW. Our network area overlaps with five First Nations: the Dharug, Wiradjuri, Dharawal, Gundungurra and Yuin nations.



Our people

We employ over 1650 people, based at a number of field service centres and offices across our network area. The majority of our employees are also our customers, both living and working in the communities we serve across our network area.

We currently employ 35 people who identify as Aboriginal and/or Torres Strait Islander people, which is two per cent of our workforce (as of October 2021). To support employment pathways at Endeavour Energy, we have focused on increasing the representation of Aboriginal and Torres Strait Islander peoples in our Apprentice program. Our 2021 Apprentice intake included three persons who identify as Aboriginal and/or Torres Strait Islander people, representing 25 per cent of our 2021 cohort. We are committed to continuing to employ Aboriginal and Torres Strait Islander candidates in all future apprentice intakes.

Our vision, purpose and values

At Endeavour Energy, our vision, purpose and values form the basis of everything we do and the way we do it. Our vision is to be *amongst the best performing networks in Australia*. Our purpose is *powering communities for a brighter future*.



**Put Safety first.
Care. Always.**



**Listen.
Share goals.
Work together as one.**



**Stretch for excellence.
Innovate.
Challenge ourselves.
Create value.**



**Be nimble.
Be flexible.
Be open to learn.
Embrace opportunities.**



**Do what you say,
and own the impact
of what you do.
See it through**

Our RAP

This RAP outlines Endeavour Energy's commitment to reconciliation and supports building relationships, respect and opportunities for Aboriginal and Torres Strait Islander peoples and communities. It inspires our efforts to strengthen our community relationships and promote respect for Aboriginal and Torres Strait Islander peoples, cultures and traditions.

As an essential services provider operating in high-growth regions of New South Wales, we are well-positioned to deliver impactful and sustainable actions towards reconciliation.

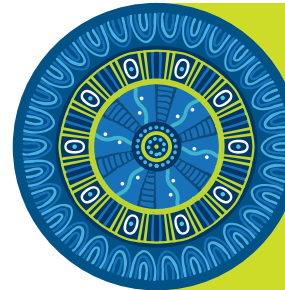
The majority of our people live and work in the communities we serve, which provides us with a unique opportunity to create and strengthen meaningful relationships.

Endeavour Energy is embarking on a foundational Reflect RAP which includes practical actions to help drive our contribution to reconciliation within our organisation and in the communities in which we operate. Committing to a Reflect RAP allows us to spend time developing relationships with Aboriginal and Torres Strait Islander stakeholders, exploring our sphere of influence and shaping our vision for reconciliation. This process will provide the solid foundations to ensure our future RAPs are meaningful, mutually beneficial and sustainable.



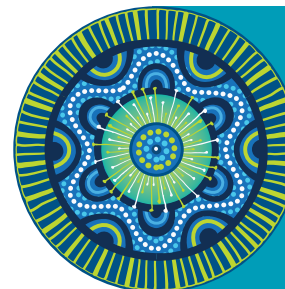
Relationships

- Grow respectful relationships with Aboriginal and Torres Strait Islander communities
- Promote reconciliation inside and outside our organisation
- Celebrate National Reconciliation Week
- Committed to addressing racism and anti-discrimination



Respect

- Build respect for Aboriginal and Torres Strait Islander cultures, histories and traditions
- Grow our understanding of Traditional Custodians in our network area
- Observe Aboriginal and Torres Strait Islander cultural protocols
- Celebrate NAIDOC Week
- Build respect for Aboriginal and Torres Strait Islander conservation and land management knowledge and practices



Opportunities

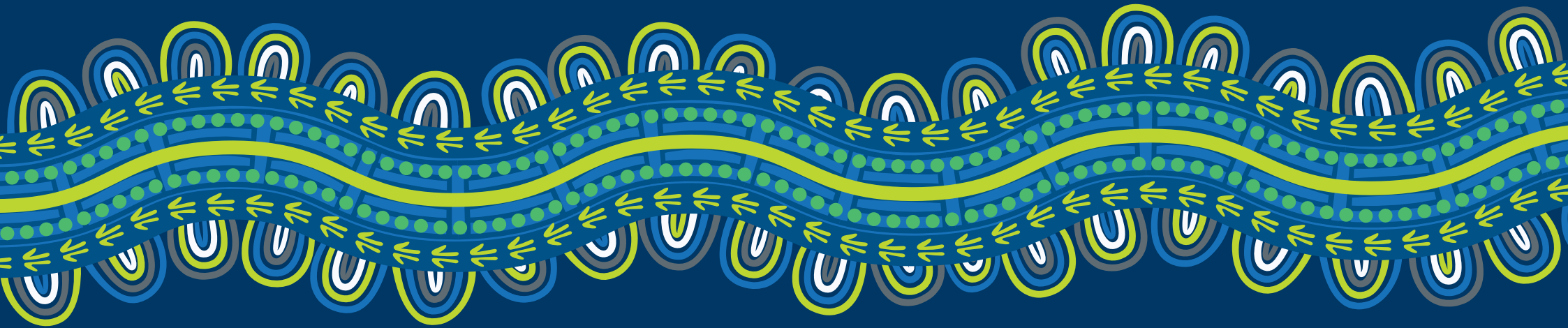
- Increase employment opportunities for Aboriginal and Torres Strait Islander peoples
- Increase procurement opportunities for Aboriginal and Torres Strait Islander businesses

Our RAP teams

Our RAP is championed by our Chief Executive Officer Guy Chalkley in collaboration with Endeavour Energy's Executive Team and RAP Steering Committee.

The development of our Reconciliation Action Plan is led by a RAP Steering Committee and Working Group ('RAP teams').

The RAP teams are employee-led forums for consultation and engagement, committed to progressing reconciliation inside and outside our business. The RAP teams includes representatives with Aboriginal and Torres Strait Islander heritage as well as diverse representatives from all levels and functional areas across the business. This ensures the RAP is guided by Aboriginal and Torres Strait Islander knowledge and perspectives and aligned with Endeavour Energy's Inclusion and Diversity Strategy. The RAP teams are responsible for the development, implementation and reporting of RAP progress as well as promoting reconciliation across the organisation.



Our RAP Steering Committee:

The RAP Steering Committee members include:



Guy Chalkley
Chief Executive Officer



Melissa Irwin
General Manager People
Culture & Transformation



Matt Lynch
Head of Procurement
Logistics & Fleet



Bruce Scoble
Head of Commercial
Operations



Peter Hanley
Head of Ausconnex



Jan Roden
Manager Organisational
Development



Harley Heffernan
Manager Internal
Communications



Gina Pavlovic
Manager Sustainability
and Environment



Vaib Bohra
Manager Transmission South,
Field Operations



Jacqueline Crompton
Stakeholder and
Communications Manager



Mark Barton
District Operator,
Network Operations and
Response and RAP Lead



Gudrun Elms
Inclusion and Diversity
Manager

Our RAP Working Group:

To support the RAP Steering Committee, we have established a working group. The RAP Working Group members include:

- Jeremy Davis, Leading Hand EFM, Shellharbour
- Craig Jones, Electricity worker, Penrith
- Michael Wasson, Technologist Protection, Glendenning
- Dale Moylan, Live Lineworker, Penrith
- Adam Walton, Leading Hand Live Lineworker, Narellan
- Karen Vandenberg, Manager People & Culture Operations
- Katelyn Wallace, Employee Communications Specialist
- Maryanne Misdorn, People & Culture Program Manager
- Greg Rose, PMO and Governance Manager
- Manuj Saxena, Senior Performance Optimisation & Transformation Analyst
- Lucia Rossi, Change Partner
- Peter Payne, Media Manager

Our reconciliation journey

This RAP is an important step on our journey to advance reconciliation, and will see us continue to actively promote reconciliation within our organisation and the communities we serve - connecting with partner organisations, implementing recruitment programs, and building connections with Aboriginal and Torres Strait Islander communities.

Employee profile

Mark Barton is a proud Yorta Yorta man and a leader at Endeavour Energy. He joined as an apprentice in 1994. His career has gone from strength to strength and he is now a District Operator, a highly skilled technician working on our high voltage network. His commitment to supporting Endeavour's reconciliation goals is demonstrated by his active role in leading the RAP Steering Committee and development of our first RAP.

Reconciliation journey

We recognise the importance of understanding and respecting Aboriginal and Torres Strait Islander peoples, cultures and histories as we work towards reconciliation.

The highlights of our reconciliation journey from 2017 to present include:

- Launching Endeavour Energy's Inclusion and Diversity strategy with a key focus on building Aboriginal and Torres Strait Islander Cultural Awareness.
- Celebrating National Reconciliation Week and NAIDOC weeks with events to raise awareness and understanding by employees of Endeavour and their families. Providing paid leave to Aboriginal and Torres Strait Islander identified employees to participate in NAIDOC week activities.
- Consulting with Aboriginal and Torres Strait Islander employees to learn about their experiences working at Endeavour and providing the opportunity to participate in Aboriginal Culture workshops to engage and build their understanding about Aboriginal cultures, histories and traditions.
- Identifying Aboriginal cultural heritage sites across our network area.
- Introducing Acknowledgement of Country protocols across the organisation and identifying the First Nations peoples for each Endeavour Energy site location.
- Building employment pathways for Aboriginal and Torres Strait Islander peoples by using targeted recruitment strategies, including building relationships and partnerships with Aboriginal employment agencies, to attract candidates for Apprentice programs.



“In my journey from apprentice to leader, I have been empowered by the welcoming and supportive environment of managers and colleagues. I am proud to play a leading role in shaping Endeavour’s commitment to reconciliation and support for Aboriginal and Torres Strait Islander staff and to make a difference to the communities we serve.”

Mark Barton
District Operator
Proud Yorta Yorta Man



Relationships

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Explore and identify key Aboriginal and Torres Strait Islander peoples, communities and organisations within our network area that we could engage with on our reconciliation journey.	April 2022	Stakeholder & Communications Manager
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2022	Stakeholder & Communications Manager
	• Develop an engagement plan to support building relationships, with Aboriginal and Torres Strait Islander communities, customers and partners.	June 2022	Stakeholder & Communications Manager
	• Explore and identify Aboriginal organisations aligned to our network area that we can partner with for volunteering opportunities for staff.	March 2022	People & Culture Program Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Celebrate National Reconciliation Week (NRW) with communications and activities to raise awareness and understanding about the meaning of NRW for our staff.	27 May - 3 June 2022	Inclusion & Diversity Manager and Manager Internal Communications
	• Share resources on NRW from Reconciliation Australia with staff.	27 May - 3 June 2022	Inclusion & Diversity Manager and Manager Internal Communications
	• RAP Steering Committee and Working Group members to participate in an external NRW event.	27 May - 3 June 2022	RAP Lead
	• Encourage and support employees to participate in external events to recognise and celebrate NRW.	27 May - 3 June 2022	RAP Lead and Manager Internal Communications
3. Promote reconciliation through our sphere of influence.	• Publish the RAP and related information on our website to promote our commitment to reconciliation to external stakeholders.	December 2021	Stakeholder & Communications Manager
	• Develop and implement a communications strategy to communicate our RAP and commitment to reconciliation to staff.	March 2022	Manager Internal Communications
	• Identify external stakeholders that our organisation can engage with on our journey to promote reconciliation.	April 2022	Stakeholder & Communications Manager
	• Develop opportunities to positively influence external stakeholders to promote reconciliation.	June 2022	Stakeholder & Communications Manager
	• Collaborate with other RAP organisations to explore and develop ways to promote reconciliation.	February 2022 and September 2022	Inclusion & Diversity Manager
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	March 2022	Manager People & Culture Operations
	• Conduct a review of relevant HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2022	Manager People & Culture Operations
	• Review Appropriate Workplace Behaviour Training to ensure it sufficiently addresses anti-discrimination and race relations.	July 2022	Inclusion & Diversity Manager
	• Engage with Aboriginal and Torres Strait Islander employees to ensure anti-discrimination provisions are appropriate to address any instances of racism in the workplace.	August 2022	Inclusion & Diversity Manager
	• Raise awareness across the organisation around expectations for appropriate workplace behaviour including anti-discrimination requirements, racism and its effects.	September 2022	Inclusion & Diversity Manager



Respect

Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop business case for developing and implementing Aboriginal and Torres Strait Islander cultural awareness training for employees across our organisation.	February 2022	Inclusion & Diversity Manager
	• Provide opportunities for RAP Steering Committee and Working Group to participate in cultural awareness training.	February 2022	Inclusion & Diversity Manager
	• Review cultural learning needs across our organisation and consider various ways cultural learning can be provided (online, face to face workshops or cultural immersion).	May 2022	Inclusion & Diversity Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Explore and develop an understanding of the Traditional Owners of the lands and waters, and the Aboriginal Land Councils, within our network area.	February 2022	RAP Lead
	• Develop and communicate a Guide to Cultural Protocols for Welcome to Country and Acknowledgement of Country to increase employee understanding of the purpose and significance.	April 2022	RAP Lead and Manager Internal Communications
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Provide opportunities for Aboriginal and Torres Strait Islander employees to participate with their cultures and communities during NAIDOC Week.	First week in July 2022	Inclusion & Diversity Manager
	• Celebrate NAIDOC week with communications and activities to raise awareness and understanding about the meaning of NAIDOC Week for our staff.	First week in July 2022	Inclusion & Diversity Manager and Manager Internal Communications
	• Encourage employees to participate in external events to recognise and celebrate NAIDOC week.	First week in July 2022	Manager Internal Communications
	• RAP Steering Committee and Working Group members to participate in an external NAIDOC Week event.	First week in July 2022	RAP Lead
8. Build Respect for Aboriginal and Torres Strait Islander conservation and land management knowledge and practices.	• Research other organisations and/or programs that have incorporated Aboriginal and Torres Strait Islander conservation, land management and cultural heritage practices into their work to learn from challenges/success.	May 2022	Manager Sustainability & Environment and Manager Commercial Operations
	• Review Endeavour Energy's Environment practices including the Vegetation Management Strategy and processes for Environmental Impact Assessments, for opportunities to incorporate Aboriginal and Torres Strait Islander conservation, land management and cultural heritage considerations, where practicable.	July 2022	Manager Sustainability & Environment and Manager Commercial Operations



Opportunities

Opportunities			
Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Review and document current processes for recruiting and supporting Aboriginal and Torres Strait Islander candidates for Apprentice program.	February 2022	People & Culture Program Manager
	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	April 2022	Manager People & Culture Operations
	• Implement Endeavour Energy's Inclusion and Diversity Strategy to support employment opportunities for Aboriginal and Torres Strait Islander peoples, including apprenticeships and direct employment.	May 2022	Manager People & Culture Operations
	• Review the sourcing strategies and recruitment channels we use to broaden our reach to Aboriginal and Torres Strait Islander candidates.	May 2022	Manager People & Culture Operations
	• Identify current Aboriginal and Torres Strait Islander employees and engage with them to understand experiences of working at Endeavour to inform future employment and development opportunities.	February 2022	Manager People & Culture Operations Inclusion & Diversity Manager
	• Explore opportunities to develop potential partnerships aligned to our network area that provide pathways to employment for Aboriginal and Torres Strait Islander peoples.	July 2022	Inclusion & Diversity Manager
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Investigate Supply Nation membership to support procurement from Aboriginal and/or Torres Strait Islander owned businesses.	January 2022	Head of Procurement, Logistics & Fleet and Head of Ausconnex
	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	February 2022	Head of Procurement, Logistics & Fleet
	• Review and update procurement policies and procedures to promote supplier diversity and for the inclusion of opportunities for procuring goods and services from Aboriginal and Torres Strait Islander owned businesses.	March 2022	Head of Procurement, Logistics & Fleet
	• Promote and encourage existing and new suppliers to demonstrate commitment to supplier diversity and contribute to procurement opportunities for Aboriginal and Torres Strait Islander owned businesses where sensible to do so for mutual benefit.	May 2022	Head of Procurement, Logistics & Fleet
	• Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	June 2022	Head of Procurement, Logistics & Fleet



Governance and reporting

Governance and Reporting			
Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Establish a RAP Steering Committee and Working Group to oversee the development, launch and implementation of the RAP.	December 2021	Inclusion & Diversity Manager
	• RAP Steering Committee to meet quarterly, and RAP Working Group to meet monthly, to monitor and report on RAP implementation.	Steering Committee: January 2022, April 2022, July 2022, October 2022 Working Group: Monthly, Review May 2022	Inclusion & Diversity Manager
	• Establish a Terms of Reference for the RAP Steering Committee and Working Group.	December 2021	Inclusion & Diversity Manager
	• Ensure Aboriginal and Torres Strait Islander representation on the RAP Steering Committee and Working Group.	December 2021	Inclusion & Diversity Manager
12. Provide appropriate support for effective implementation of RAP commitments.	• Define and establish appropriate reporting processes to track, measure and report on RAP commitments.	December 2021	Inclusion & Diversity Manager
	• Define resource needs for RAP implementation.	January 2022	Inclusion & Diversity Manager
	• Engage senior leaders in the delivery of RAP commitments.	January 2022	Inclusion & Diversity Manager
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 contact are up-to-date to ensure we are receiving important correspondence.	June 2022	Inclusion & Diversity 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 2022	Inclusion & Diversity Manager
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022	Inclusion & Diversity Manager
	• Communicate our RAP achievements, challenges and learnings to key stakeholders using various channels.	October 2022	Inclusion & Diversity Manager
14. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	August 2022	Inclusion & Diversity Manager
	• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	August 2022	Inclusion & Diversity Manager



**Endeavour
Energy**



For more information please contact

Gudrun Elms
Inclusion & Diversity Manager
M: 0447 345 933
gudrun.elms@endeavourenergy.com.au