

Reflect Reconciliation Action Plan

December 2021–2022



RECONCILIATION
ACTION PLAN

REFLECT





Aussie Industries operates out of the land of the Darug and Eora peoples in Greenacre. We acknowledge the ancestors and spirits of this great land and pay our respects to the Elders past and present.

We acknowledge the Aboriginal peoples as the Traditional Custodians of this land and extend this respect to all Aboriginal and Torres Strait Islander peoples.

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Connection by Jake Simon

INYADOT ART has been engaged by Aussie Industries to translate the internal values and principles within their organisation and how these values would reverberate externally when building relationships and engagement with Aboriginal and Torres Strait Islander peoples, businesses and community.

This pallet represents the Aussie Industries brand while incorporating an array of colours reflective of the land, sea, sustainability and diversity. This is of particular relevance due to the nature of the waste industry in which Aussie Industries operates.

There is a strong path of lavender in the centre of this design, lavender being a shade of purple is "harmonious " and fosters the reconciliation theme.

The other main colour "red" representing what flows in our veins, what makes us all the same, we all bleed red, family, kinship and community which is a part of us all.

The remaining colours interpret the journey from land to sea, the land and sea provides for us all and gives life.

The main takeaway from this piece is to understand our reliance on the land and the sea, the duty of care we have to nurture and teach others about caring and protecting the earth, give back what we take and only take what we need.

Jake Simon
Worimi / Biripi
INYADOT ART



Artist Bio



INYADOT ART is a 100% Aboriginal owned and operated, contemporary art with traditional elements throughout all works.

Jake Simon is a proud Worimi-Biripi man, born in Worimi country, Jake has lived on Gadigal lands of the Eora nation since 2018.

Inspired by traditional art language, Jake adds colour and vitality to a stark world of black and white.

His work fuses traditional form with contemporary methodology to transform cultural storytelling into modern conceptual messaging.



A Message from Reconciliation Australia

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

Aussie Industries 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 over 2.3 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 Aussie Industries 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 Aussie Industries, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

A handwritten signature in blue ink, appearing to read "Karen Mundine".

Karen Mundine
Chief Executive Officer
Reconciliation Australia



A Statement from our CEO

Aussie Industries is committed to strengthening and building the capacity of First Nations peoples through collaboration, partnerships and understanding.

It is with great pleasure that I present our inaugural Reflect Reconciliation Action Plan (RAP), the beginning of what is a long-term commitment to supporting social and economic prosperity for Aboriginal and Torres Strait Islander peoples.

As a waste management organisation closely associated with land, water, places, culture, history and the broader natural environment, it is our responsibility to understand more about Aboriginal and Torres Strait Islander peoples and the sacred 'connection to country' which is so important to First Nations cultures. This awareness allows us to understand the importance of the work we undertake and the cultural associations that apply.

As a major player in the waste industry across NSW, we have a duty of care to influence the waste sector where possible in relation to recycling, environmental protection and sustainability. Caring for the environment and ensuring a sustainable future for generations to come is a critical element of who we are as a business and aligned with the values of Aboriginal and Torres Strait Islander peoples.

Improving the social and economic resilience of Aboriginal and Torres Strait Islander peoples through initiatives that focus on achieving positive outcomes in employment, procurement and capacity building underpins Aussie Industries vision for reconciliation.

I personally champion this RAP and encourage each of us as individuals, managers and leaders to take action and implement our Reflect RAP deliverables to progress on this reconciliation journey.



Emmanuel Roussakis
CEO
Aussie Industries

Our Business

Aussie Industries is a leading Australian owned waste management company that provides skip bin hire, recycling and commercial waste solutions across greater Sydney.

With consistent growth and increasing market share, Aussie Industries is recognised as one of the largest, fastest growing and most reputable waste management providers across NSW. Aussie Industries prides itself on maintaining its small business ethos, approach and attention to detail, particularly as it relates to its customer engagement and service delivery.





Established in 1987 as a skip bin hire business, Aussie Industries has grown and diversified its service offering to have three separate but strategically integrated streams with Aussie Skips, Aussie Commercial and Aussie Recycling backed by a current fleet of over 85 trucks, 4000 bins and two green star accredited recycling facilities.

Aussie Industries caters to and operates across multiple sectors including residential, commercial, industrial and construction.

We are a socially conscious and community orientated organisation that has a strong commitment to the development of its people and culture.

Our core strength includes our ability to produce a high-quality service for our clients, every time, which factors in all aspects of innovation and accreditations. We are ISO certified across ISO9001 (Quality), ISO14001 (Environmental) & AS4801 (OH&S Management) standards. We are also a member of the Waste Contractors and Recyclers Association of NSW and Infrastructure Sustainability Council. Our head office is in Greenacre, New South Wales, and as an organisation we deliver our services across the greater Sydney region, currently employing an array of full time, permanent and casual staff with a total cohort of 90 employees.

One of our core organisational pillars is our commitment to ongoing training and

development for all our staff, including executive leadership. This focus stems from our pursuit for excellence and accountability to lead the waste industry by example, particularly around environmental sustainability, individual health and safety as well as diversity and inclusion. We provide continuous learning opportunities to ensure all personnel are up-to date and certified in all aspects of accreditations and certifications.

We are also proud to showcase that our executive leadership team which comprises of 5 people, has 3 women holding key positions which is a rare achievement, considering these roles are non-traditional in the waste industry. We support flexible working conditions and advocate for this through our internal policies for parents or those with carer responsibilities. We are also proud of the fact that we are an incredibly diverse workforce with countless cultures represented throughout our organisation.

Although, the representation of First Nations peoples within our business is lacking with currently no employees identifying as Aboriginal or Torres Strait Islander people and part of the reason for the development of this Reflect RAP was the realisation more needed to be done to contribute towards higher representation of Aboriginal and Torres Strait Islander peoples and their business through our supply chain.



Our Journey

At Aussie Industries, we are committed to building a sustainable future for our people and our planet. We understand the magnitude of our responsibility toward the physical environment as well as the ecosystem we create for our people within our business. We have focused on creating a fulfilling atmosphere for our people at work, while instilling a belief that we do things the right way in everything that we do.

In-turn we've developed a genuinely passionate group of people who want to look after our clients long-term, as a result, they have stayed with us along the journey, developing lasting careers. Our people's passion extends beyond the business, to supporting the communities where we operate and having a positive impact on their sphere of influence which includes clients, candidates, colleagues and communities.

Thus, the natural progression for Aussie Industries was the development of a RAP, which would formulate and formalise our commitment as a socially responsible business and begin our journey contributing towards reconciliation. This Reflect RAP would allow Aussie Industries to increase awareness of First Nations Peoples within our organisation as well as provide a framework for building relationships, respect and opportunities.



Our Reconciliation Action Plan

The development of this Reflect RAP is a commitment to build trust and strengthen relationships both internally and externally, and to deepen our understanding and respect of Aboriginal and Torres Strait Islander peoples.

We endeavour to enhance the cultural diversity of our organisation and to be reflective of the communities in which we operate and live. We are also motivated to identify, develop and deliver sustainable opportunities within our sphere of influence for First Nations peoples.

Through our discussions with Aboriginal organisations such as Gali Group, we now understand the unique appeal the waste industry has to First Nations peoples, driven by the close cultural association to the physical environment and the responsibility that comes with caring for country.

At Aussie Industries, we are eager to understand more about this connection to land and water and how we can improve our practices and our approach towards more sustainable and environmentally friendly practices.

Working closely with government organisations and tier 1 contractors where the requirement for environmentally conscious waste disposal has never been more important and stringent, gaining insight into Aboriginal and Torres Strait Islander cultural protocols will be invaluable, building our knowledge around traditional practices relating to land management, waste disposal, sustainability and creating mutually beneficial outcomes for all involved.

This Reflect RAP is both an acknowledgment of Aussie Industries social responsibility to work towards a better understanding of our own position in the community and a framework for the actions we will take to advance reconciliation.

Our vision is that we have a workforce that acknowledges the past, understands the present and focuses on an inclusive future. Through this RAP we will engage staff and stakeholders across our business and industry to reflect on our own understanding of history, to learn and build awareness, challenge beliefs and practices and identify greater opportunities for a positive and inclusive future.

This will include ongoing engagement with, and listening to, Aboriginal and Torres Strait Islander staff as well as reaching out to external Aboriginal and Torres Strait Islander stakeholders to inform and help guide the implementation of our RAP actions. The RAP will guide us towards more effective engagement with Aboriginal and Torres Strait Islander communities throughout greater Sydney and ensure our relationships grow with awareness and respect.





The Opportunities

We believe we have a real opportunity to increase our Aboriginal and Torres Strait engagement through increased employee representation within our business as well as via increased contractor and supplier participation. We are well positioned with a diverse offering of opportunities across our market sectors to attract and engage individuals in a variety of positions with the potential for career progression as well as outsourcing some of our service offerings through our procurement channels.

To actively build supply chain diversity we will be working with organisations such as Supply Nation to build our capacity as part of this initiative.

The executive leadership as a collective had agreed prior to the development of this RAP that Aussie Industries will work with stakeholders and First Nations businesses to promote our services and the various positions available for employment. Ideally we are aiming to be in a position where new candidates approach us by way of

referral rather than just through direct advertising or recruitment channels. To do this we will work with local First Nations organisations to build rapport and relationships that develop trust and a working partnership throughout various First Nations communities.

As part of the process of increasing First Nations representation within our business, we will be implementing a culturally appropriate self-identification procedure for individuals to optionally self-identify through an anonymous organisation wide survey, this includes updating our personal details form for new starters.

This will enable us to keep track of our progress, including attraction and retention of Aboriginal and Torres Strait Islander peoples and help ensure accountability and progress moving forward. The objective is to have a culturally appropriate strategy as part of our on-boarding and employment pathways.

Driving the RAP within Aussie Industries

The development of this RAP has and will continue to be championed by our CEO Emmanuel Roussakis and designed to reflect our commitment to facilitate awareness, understanding and stronger relationships with Aboriginal and Torres Strait Islander peoples. As an organisation, we appointed Nansi Phillips our Group Operations Manager as our senior RAP champion as she has been pivotal to the development of this RAP, having a genuine commitment to diversity and inclusion, leading by example in a non-traditional role for women as an executive leader within one of the largest waste management companies in NSW.

Nansi believes that real cultural change needs to be shown not taught, therefore has taken the responsibility to drive the RAP to ensure all its aims and objectives are met. Nansi has been an advocate for authentic First Nations participation and has lobbied for local input and advice from members of the local Aboriginal community as part of developing Aussie Industries inaugural Reflect RAP. Nansi engaged with Gali Group, a local Aboriginal business working within the waste industry in September 2020 to assist with the development of a RAP and as a result, have now created a strategic alliance ready to build some very profound opportunities for Aboriginal and Torres Strait Islander peoples and communities across NSW in 2021 and beyond.

Aussie Industries Reflect RAP was developed through a consultative approach, led by our RAP working group and in collaboration with Aboriginal and Torres Strait Islander peoples through organisations like Gali Group who have

consulted across our business on what each of us can do to contribute to our reconciliation vision.

From within Aussie Industries we will have a RAP Working Group of 5 employees that will oversee and guide the implementation, progress, revision and further development of the RAP.

We have been very particular with who we choose as part of the RAP working group, we have chosen individuals that are diverse in culture, opinion and roles within our organisation. The RAP working group will consist of the following individuals, Shalvin Maharaj – Allocations Manager, Ana Sevo – Office Manager, Saili Taupau – Customer Service Manager, Adam Moustakas – Fleet Manager and Nansi Phillips – Group Operations Manager

The RAP working group will be guided by the assistance of an external advisory group. As part of the RAP we will establish an external independent RAP advisory committee that will be represented by members of the local First Nations communities from south west Sydney. The advisory committee will provide oversight and governance over the implementation of the RAP as well guidance around First Nations cultural protocols when engaging with suppliers or new employees.

This independent contribution will provide valuable insight into our progression as an organisation and provide unbiased external feedback to evaluate the progress on our reconciliation journey.

Moving Toward Reconciliation

Prior to the development of this Reflect RAP, we had engaged with some First Nations businesses as part of our supply chain diversity prompted by the NSW governments Aboriginal Participation Policy.

After eventually engaging with Gali Group, this provided the initial motivation and knowledge to move forward and formalise a plan to develop our First Nations commitment. We have since partnered with Gali Group, an Aboriginal owned waste management and integrated services business as part of our supply chain and have worked collaboratively on the fulfilment of numerous waste management contracts.

Progressing forward, we engaged an Aboriginal artist to commission an art piece for our office space and have held numerous envisioning workshops to bring the artwork to life.

We also commissioned a digital artwork for this Reflect RAP document with the intention to also brand some of our trucks and plant equipment. We strongly advocate for publicising our commitment to reconciliation and therefore we have agreed to display this artwork across our fleet of trucks and skip bins.

We have worked to increase First Nations employment across our business, from office staff to drivers, we have been actively working to provide opportunities for First Nations peoples through our direct networks. Gali Group will be assisting in a more formal capacity as part of the implementation of this RAP to build our capacity to employ more First Nations peoples.

As part of our organisational commitment to upskill all our staff and provide ongoing professional development opportunities, cultural awareness training for all of our staff is on the radar. Although this was discussed prior to the development of our RAP, this will form part of our deliverables and commitment with this Reflect RAP.

The above highlights our journey towards the development of our inaugural Reflect RAP, the partnerships and initiatives developed and supporting the growth and prosperity of First Nations businesses, peoples and communities. We look forward to implementing the actions within this document and playing our role in advancing reconciliation.





Relationships

Action	Deliverables	Timeline	Responsibility
1 Establish and strengthen relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	1.1 Develop a list of Aboriginal and Torres Strait Islander organisations and peoples within our local community or sphere of influence	March 2022	Group Operation Manager (GOM)
	1.2 Research and implement best practice that support partnerships with Aboriginal and Torres Strait Islander peoples	April 2022	GOM
2 Build relationships through celebrating National Reconciliation Week	2.1 Introduce staff to National Reconciliation Week by circulating resources and materials	May 2022	Office Manager
	2.2 Have RAP Working Group members participate in external National Reconciliation Week events	May 27 th – 3 rd June 2022	Office Manager
	2.3 Encourage staff to attend at least one National Reconciliation Week event	May 27 th – 3 rd June 2022	Customer Service Manager (CSM)
3 Promote our RAP and Reconciliation journey through our sphere of influence	3.1 Educate all staff on our reconciliation commitment and responsibilities within our RAP	December 2021	Office Manager
	3.2 Communicate our commitment to reconciliation to all staff	December 2021	CSM
	3.3 Identify and connect with other RAP organisations to collaborate on our journey	June 2022	CSM
	3.4 Amend Human Resources on-boarding documents to include reference to our RAP	July 2022	Office Manager
	3.5 Identify external stakeholders that our organisation can engage with on our reconciliation journey	August 2022	Office Manager
4 Promote positive race relations through anti-discrimination strategies	4.1 Conduct a review of current Human Resources policies and procedures to identify any anti-discrimination provisions and future needs	July 2022	Fleet Manager
	4.2 Research best practice and policies in areas of race relations and anti-discrimination	August 2022	Fleet Manager



Respect

Action	Deliverables	Timeline	Responsibility
1 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	1.1 Review current cultural learning training and identify training needs required within the organisation	September 2022	GOM
	1.2 Organise the delivery of workshops for internal cultural awareness	November 2022	Office Manager
	1.3 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation	August 2022	CSM
2 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	2.1 Recognise Aboriginal and Torres Strait Islander dates of significance	March 2022	CSM
	2.2 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisations operational area	January 2022	Office Manager
	2.3 Develop and implement a policy to increase staff's understanding of the purpose and significance of cultural protocols. This includes understanding the significance and reason for Acknowledgement of Country and Welcome to Country protocols.	February 2022	CSM
3 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	3.1 Raise awareness and share information amongst staff about the meaning of NAIDOC Week	4 th –11 th July 2022	Office Manager
	3.2 Introduce staff to NAIDOC Week by promoting external events in our local area	4 th –11 th July 2022	CSM
	3.3 RAP Working Group to participate in external NAIDOC Week events	4 th –11 th July 2022	GOM



Opportunities

Action	Deliverables	Timeline	Responsibility
1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	1.1 Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	April 2022	Allocation Manager
	1.2 Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and development opportunities	February 2022	Fleet Manager
2 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	2.1 Investigate Supply Nation membership	May 2022	Allocation Manager
	2.2 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	June 2022	GOM

Governance



Action	Deliverables	Timeline	Responsibility
1	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	1.1 Form RAP Working Group (RWG) to govern and implement RAP	December 2021 GOM
		1.2 Establish Aboriginal and Torres Strait Islander representation on the RWG	January 2022 CSM
		1.3 Draft a terms of reference document for the RWG	March 2022 Office Manager
2	Provide appropriate support for effective implementation of RAP commitments	2.1 Identify and define resource needs for RAP implementation	December 2021 GOM
		2.2 Engage senior leaders in the delivery of RAP commitments	December 2021 Office Manager
		2.3 Define appropriate systems and capability to track, measure and report on RAP commitments	February 2022 CSM
3	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	3.1 Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia	September 30 th 2022 CSM
4	Continue our reconciliation journey by developing our next RAP	4.1 Review RAP based on achievements, challenges and lessons learned	November 2022 GOM
		4.2 Register via Reconciliation Australia's website to begin developing our next RAP	September 2022 Office Manager