



**ActewAGL**

Joint  
Venture

# ActewAGL Joint Venture Reconciliation Action Plan

June 2025 – May 2027



RECONCILIATION  
ACTION PLAN


INNOVATE



A decorative border at the top of the slide featuring a black background with colorful dots in yellow, green, blue, and red. Overlaid on these dots are larger, concentric circles in yellow, green, and blue, and wavy, flowing lines in blue and green.

# Acknowledgement of Country

*The ActewAGL Joint Venture acknowledges the Traditional Custodians of the lands on which we live and work. We pay respect to the Elders, past and present and celebrate all First Peoples' continuing connections and contributions to Country.*

A decorative border at the bottom of the slide, identical to the one at the top, featuring a black background with colorful dots and larger concentric circles and wavy lines.





**John Knox**

Chief Executive Officer,  
ActewAGL Joint Venture

A handwritten signature in dark ink, appearing to read 'J Knox', with a stylized flourish.

# Message from our CEO

**When we commenced our reconciliation journey, we were in a place of questioning how we could make a meaningful impact and what that would look like. As a business with a long history and close connection to many in Canberra and the surrounding regions, our responsibility to contributing positively to our region's inclusive culture is significant.**

Our Reflect RAP provided us with the opportunity to learn and grow in this space. We gained valuable insights into the perceptions and experiences of our employees and community that we take with us into our Innovate RAP.

We have seen a notable change in mindset throughout the business in the way we do things—actively taking part in reconciliation has added a new dimension to decision making, our engagement activities and how we think when seeking out opportunities.

I would like to thank the business for coming together to celebrate National Reconciliation Week and NAIDOC week each year. This has led to some fantastic opportunities for reflection and to learn from and engage with First Nations people within our community.

We have considerable work ahead of us in our Innovate RAP, however I am confident we have put in place the scaffolding required to achieve our goals, particularly through formally embedding reconciliation into our Diversity, Equity and Inclusion Strategy.

I look forward to taking this next step and continuing to work with Reconciliation Australia, our RAP Working Group and colleagues across the Joint Venture on our reconciliation journey.



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

# Statement from CEO of Reconciliation Australia

**Reconciliation Australia commends ActewAGL Joint Venture on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).**

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for ActewAGL Joint Venture to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, ActewAGL Joint Venture will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. ActewAGL is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.







# Statement from CEO of Reconciliation Australia

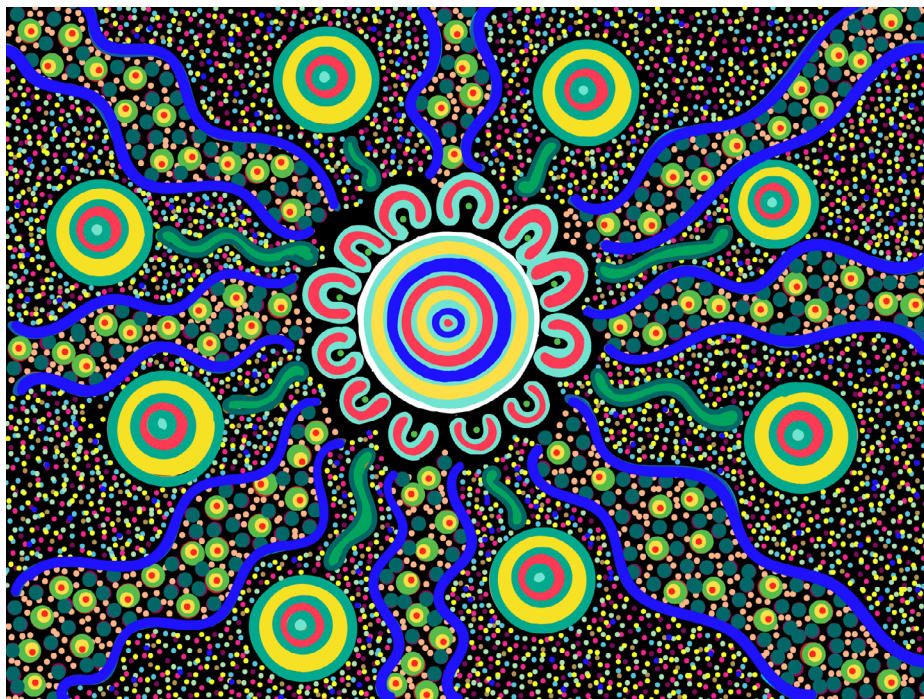
Implementing an Innovate RAP signals ActewAGL Joint Venture's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

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

Congratulations ActewAGL Joint Venture on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**

Chief Executive Officer  
Reconciliation Australia



## The Energy of Connection

The Campsite in the middle represents the entire Community. The Green lines that flow from the Campsite are the energy lines that flow out to the Sacred Sites in Ngunnawal Country. From these sites we draw energy and power from our Mother Earth and Father Sky.

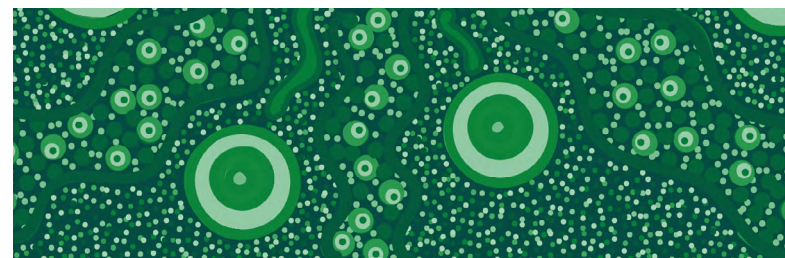
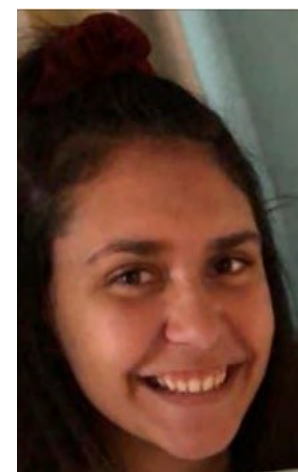
The Blue Lines represent the connecting Water ways. Inside the connecting water ways are the Traditional Owners "The Ngunnawal People."

Every other small dot represents the many Nations and many People that also connect to Ngunnawal Country and the Energy and Power they bring to give life to the Community.

# About our RAP artwork

## About the artist

Shaenice Allan is a Ngunnawal, Bundjalung & Kamilaroi Artist. She has been painting for 15 years, telling the stories that are told to her. Shaenice's paintings represent and connect to the Land of her peoples. The stories are an important part of Shaenice's Art. They describe the many stories, the many pathways and the many lines that connect her to Mother Earth.





# Our business

The ActewAGL Joint Venture, along with our predecessors, has been supplying reliable essential services to the Canberra region since 1915. We are the largest energy supplier in the Canberra region and are focused on providing our customers with access to safe, sustainable, reliable and affordable energy. Our sphere of influence encompasses our employees, customers, local community and industry stakeholders, with our customers at the heart of everything we do. Through our community partnerships, we are proud to fund and support various projects, organisations and events in our region.

The ActewAGL Joint Venture is one of the Canberra region's largest employers, with two bases in Canberra; ActewAGL House in the Canberra City, and the Evoenergy Depot in Greenway. Currently, the ActewAGL Joint Venture employs just under 700 employees, of which six identify as Aboriginal and/or Torres Strait Islander people. We operate in the ACT and South-East NSW, across at least ten traditional Aboriginal lands. The ActewAGL Joint Venture is made up of two partnerships:

## DISTRIBUTION PARTNERSHIP

ActewAGL Distribution is owned 50 per cent each by Icon Water Limited and Jemena Ltd via subsidiary companies.

ActewAGL Distribution owns and operates the electricity network in the ACT and the gas networks in ACT, Queanbeyan, Jerrabomberra, Bungendore and Nowra, under the brand name 'Evoenergy'.

Evoenergy supplies electricity to over 225,400 residential and business customers across the ACT and 152,000 gas customers in the ACT and NSW. Distribution services include customer solutions, asset strategy and planning functions, technical regulatory standards, program development and delivery, and corporate services.

## RETAIL PARTNERSHIP

ActewAGL Retail is owned 50 per cent each by Icon Water Limited and AGL Energy Ltd via subsidiary companies. ActewAGL Retail has been operating in the region for over 100 years providing energy to the ACT and nearby centres including Queanbeyan, Goulburn, Yass, Young, Nowra and Bega.

ActewAGL Retail is the largest energy retailer in the ACT with high brand awareness and established local footprint. Along with managing customer service and solutions in a competitive energy retailing market, ActewAGL Retail is supporting customers through the energy transition by offering sustainable energy solutions to support the electrification of transport and the home.





# Our vision for Reconciliation

In a just, equitable and reconciled Australia, First Nations peoples will have the same opportunities to work and live in our community and access energy supplied by ActewAGL and Evoenergy.

To attain this vision, ActewAGL and Evoenergy will work together to empower and connect communities through our operations, creating more employment and commercial opportunities, providing a respectful and equitable workplace and accepting the history and heritage of First Nations peoples as part of our way of working and company culture.

**We endeavour to achieve this by committing to these three statements:**

**We aim to increase awareness and understanding of First Nations peoples' diverse cultures and histories, while actively collaborating for positive outcomes.**

Our commitment to equity, rather than mere equality, empowers First Nations individuals, and we recognise our social responsibility for authentic engagement and consultation.

**At ActewAGL and Evoenergy, every employee should be well-informed about our reconciliation efforts, demonstrating these values daily.**

Our vision is a future where society is equitable, and all cultural values contribute to Australia's identity.

**Our vision at ActewAGL and Evoenergy is to foster a society where First Nations cultures and histories are deeply understood and respected.**

Through actively collaborating and engaging with First Nations peoples to collectively improve our social and environmental wellbeing.



# Our RAP

As one of the ACT's largest employers, we recognise our responsibility in contributing to reconciliation of the Canberra region and the wider nation. Our Innovate RAP builds on the scoping and foundational work we undertook in our Reflect RAP and aims to create tangible change not just for our business, but also for our customers and community.

Our RAP demonstrates a real commitment to raising the profile, awareness and understanding of Aboriginal and Torres Strait Islander peoples and communities within the business. Further, working towards incorporating our RAP initiatives into business-as-usual will allow us to develop a common understanding of all our stakeholders, leading to more well-informed staff who can service the whole community with confidence and pride. We are approaching our Innovate RAP with the intention of learning and growing our reconciliation contribution.

## Our reconciliation journey

Our reconciliation journey commenced in 2021 with the launch of our Reflect RAP. This RAP allowed us to scope our capacity for reconciliation and put in place the foundations required to help us increase our commitment to progressing reconciliation. Key challenges we encountered centred on the need for greater consultation with First Nations peoples, a lack of cultural learning, refining our internal communications content to better reach all of our people, and better sharing the responsibility of reconciliation across the organisation.

Significant changes for the business include the visibility of cultural protocols such as an Acknowledgement of Country at the beginning of all important meetings and events, inclusion of National Reconciliation Week and NAIDOC Week in our internal communications calendar and an improved understanding of our First Nations workforce.

## Workplace RAP Barometer

In 2022 and 2024, the ActewAGL Joint Venture participated in the biennial Workplace RAP Barometer survey. Our participation allowed us to see how we compare to other organisations at a similar RAP stage and identify areas for growth and improvement.

The results show that we still have work to do to ensure our people have a solid understanding of the basic concepts that underpin reconciliation, and educating our workforce has been a concerted effort with the creation of our Diversity, Equity and Inclusion Network and of our internal communication team.

The results of the 2024 WRB support the scaffolding of our Innovate RAP and support us to further improve our understanding and better contribute to reconciliation.

# RAP Working Group

Our RAP Working Group (RWG) was established in 2021 to drive and govern the development and implementation of our RAPs, and has been refreshed to meet the needs of our Innovate submission.

The ActewAGL Joint Venture is proud to be partnered with Curijo, a respected Aboriginal-owned and female-led consultancy, for the development and implementation of our Innovate Reconciliation Action Plan. This partnership reflects our commitment to walking alongside Aboriginal and Torres Strait Islander peoples in a respectful and meaningful way, embedding Cultural integrity, truth-telling, and self-determination into our RAP journey.

Working with Curijo enables us to strengthen our internal capability and ensure RAP actions are informed by strong Cultural knowledge and lived experience. As we move forward, this partnership will continue to guide us in growing and creating genuine relationships, building Cultural capability across our organisation, and creating sustainable opportunities that contribute to reconciliation in action. Together, we are committed driving positive change and growing a Culturally-safe and inclusive environment for all.

Our RAP Working Group includes permanent First Nations representation from Curijo, and people from across the ActewAGL Joint Venture who are passionate about reconciliation and whose roles allow them to drive reconciliation on the ground. This includes representatives from Corporate Affairs, Talent and Capability, ActewAGL Retail, Evoenergy Communications, Evoenergy Environment and our field workforce.

## RWG Members



### Evoenergy

- Strategic Communications Advisor
- Communications and Engagement Manager
- Standards and Assurance Manager
- Environmental and Sustainability Manager



### Corporate Services

- Media and Corporate Communications Advisor
- Media and Corporate Affairs Lead
- Manager Talent and Capability
- Talent Sourcing Advisor
- People Project Officer



### ActewAGL Retail

- Energy Solutions Manager
- Manager Sustainability and Finance Products
- Team Lead Customer Channels

*First Nations Representative from Curijo.*





# RAP Ambassadors

Our RAP Working Group is further supported by a team of enthusiastic RAP Ambassadors who champion reconciliation within their respective business areas. RAP Ambassadors are Group Managers appointed to the role due to their position having a direct influence on a RAP deliverable. RAP Ambassadors are responsible for providing guidance and oversight, and to ensure appropriate delegation and time is provided for their deliverable to be achieved.

Evoenergy	Corporate Services	ActewAGL Retail
Group Manager Customer Delivery	Group Manager People and Corporate Affairs	Group Manager Energy Transition Products
Group Manager Strategy and Operations	Group Manager Procurement	Group Manager Marketing and Customer Channels

# RAP Champions

As part of our Innovate RAP, we have appointed three RAP Champions to further advocate for reconciliation at an executive level:

- ✓ General Manager People & Legal
- ✓ General Manager Evoenergy
- ✓ General Manager ActewAGL Retail

These are the go-to executive for all things RAP-related, working closely with the RAP Working Group and the Executive team to ensure our RAP stays on track and is championed at the highest level.

# Our partnerships & current activities

## Community partnerships and grants

At ActewAGL, we're deeply committed to giving back to our community and supporting those within our region. While we proudly partner with a range of local charities, low-income groups, and not-for-profit organisations, our Innovate RAP sharpens our focus on Aboriginal and Torres Strait Islander stakeholders. Building on the foundations of our Reflect RAP, this next phase enables us to better align our Community Grants program with the specific needs and aspirations of First Nations communities within our sphere of influence.

## Representative Aboriginal Organisations

Evoenergy engage and work with the four Representative Aboriginal Organisations (RAOs) recognised under ACT legislation (Heritage Act 2004) during the planning and design process for major network projects. The four RAO's that Evoenergy engage with are:

1. Buru Ngunawal Aboriginal Corporation
2. Mirrabee Group
3. King Brown Tribal Group
4. Ngarigu Currawong Clan

Evoenergy collaborates with RAOs to ensure potential projects do not negatively impact on the values, connection or significance ascribed to an area from First Nations peoples. Evoenergy maintains a strong relationship with RAOs, and with ACT Heritage, and has a number of supporting manuals, processes and plans that seek to protect heritage values in the ACT, in addition to regular training of field staff. We are committed to strengthening our collaboration by increasing our engagement with RAOs once per quarter and present early-stage design plans for feedback and consideration, demonstrating a genuine commitment to consultation in addition to the mandatory requirements in the Planning Act 2023.





# Relationships

The ActewAGL Joint Venture understands the importance of building respectful relationships with First Nations peoples in our local Canberra community and surrounds. As a trusted local business with over a 100 years' history, our purpose is to service our community in the best way possible. We do this through trusted relationships and knowing what is important to the individuals and groups within our community. We are committed to nurturing our existing relationships with First Nations peoples in our community and investing in new ones to ensure we have authentic, respectful collaboration and shared understanding on our reconciliation journey.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	June 2026	Customer Delivery Group Manager Group Manager Energy Transition Products
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2026	Customer Delivery Group Manager
	Engage once per quarter with our RAOs on upcoming future projects in early design to incorporate any feedback and demonstrate considered and genuine consultation outside of mandatory requirements via the Planning Act 2023.	June 2026	Environment and Sustainability Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May – 3 June yearly	Media and Corporate Communications Advisor
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June yearly	RAP Chair/RAP Champions
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June yearly	RAP Champions
	Organise at least one NRW event each year.	27 May – 3 June yearly	Thrive First Nations Pillar
	Register all our NRW events on Reconciliation Australia's NRW website.	May yearly	RAP Chair



# Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	April 2026	Group Manager People and Corporate Affairs
	Communicate our commitment to reconciliation publicly.	October 2026	Group Manager People and Corporate Affairs
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	June 2026	RAP Champions
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	July 2026	RAP Chair
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2026	Group Manager People and Corporate Affairs
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	January 2026	Group Manager People and Corporate Affairs
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	November, 2026	Group Manager People and Corporate Affairs
	Educate senior leaders on the effects of racism.	March 2026	RAP Champions/RAP Working Group
5. Increase engagement with First Nations People regarding energy equity and the energy transition, developing a targeted program within 12 months that highlights their role and aligns with ActewAGLs broader community engagement strategy.	Identify and engage with key Aboriginal and Torres Strait Islander stakeholders through consultation sessions.	January 2026	Manager Sustainability and Finance Products
	Conduct a comprehensive assessment to understand the impacts of electrification on the various First Nations communities.	June 2026	Manager Sustainability and Finance Products
	Develop a framework to ensure First Nations participation in the electrification process.	June 2027	Manager Sustainability and Finance Products
	Draft and refine policies that address the identified impacts and incorporate community feedback.	July 2027	Manager Sustainability and Finance Products
	Implement the policies and programs and regularly monitor their effectiveness.	July 2027	Manager Sustainability and Finance Products





# Respect

Respect is key to ensuring the value of First Nations cultures, knowledge, and histories is acknowledged and celebrated. We are committed to increasing our cultural awareness and learning, to build the respect within our workforce and positively impact the broader community. We respect the connections and contributions Traditional Custodians have to the lands on which we work and live and aim to keep this respect front and centre as we work on Country.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	June 2026	Group Manager People and Corporate Affairs
	Consult local Traditional Custodians and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	January 2026	Group Manager People and Corporate Affairs
	Develop, implement, and communicate a cultural learning strategy document for our staff.	June 2026	Group Manager People and Corporate Affairs
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	January 2026	RAP Chair
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2026	RAP Chair
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	March 2027	RAP Chair
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country and Acknowledgement of Country.	July 2026	RAP Chair
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Complete	RAP Chair
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC week event.	First week in July, yearly	RAP Chair
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	April 2026	Group Manager People and Corporate Affairs
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July, yearly	Group Manager People and Corporate Affairs



# Respect

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Integrate 'Caring for Country' principles into the ActewAGL Sustainability Strategy to promote environmental stewardship and cultural respect.	Engage with stakeholders, including First Nation communities and leaders to gather insights and feedback on Caring for Country principles.	July 2026	Manager Sustainability and Finance Products
	Develop policies and provide training on Caring for Country principles for staff.	December 2026	Manager Sustainability and Finance Products
	Embed Caring for Country in our sustainability strategy and develop metrics to monitor success.	May 2027	Manager Sustainability and Finance Products





# Opportunities

Opportunities for Aboriginal and Torres Strait Islander peoples provide direct benefits to our business, our people and the communities we serve. We are committed to increasing employment opportunities and improving employee experience for First Nations peoples through our Diversity, Equity and Inclusion strategy as we value an inclusive and diverse workforce that is reflective of our community. Increasing supplier opportunities for First Nations businesses means we can directly impact economic and social mobility on our reconciliation journey.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Continue building understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2026	Group Manager People and Corporate Affairs
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	April 2026	Group Manager People and Corporate Affairs
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	January 2026	Group Manager People and Corporate Affairs
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	January 2026	Group Manager People and Corporate Affairs
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workforce.	June 2026	Group Manager People and Corporate Affairs
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	May 2027	Group Manager Procurement
	Investigate Supply Nation membership.	July 2026	Group Manager Procurement
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	October 2026	Group Manager Procurement
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	May 2027	Group Manager Procurement
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	November 2026	Group Manager Procurement



# Opportunities

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12. Increase awareness and participation of the ACT and surrounding Aboriginal and Torres Strait Islander communities in the ActewAGL Community Grants program.	Collaborate with Aboriginal and/or Torres Strait Islander organisations, RAOs and leaders to spread the word and build trust.	December 2025	Energy Solutions Manager
	Collaborate with our marketing agency to use targeted social media campaigns to reach a wider audience and provide detailed information about the grants, specifically catered toward our First Nations communities.	February 2026	Energy Solutions Manager
	Distribute brochures and flyers in community centres, schools, and other key locations.	April 2026	Energy Solutions Manager
	Conduct workshops and information sessions at Aboriginal and Torres Strait Islander community events to explain the application process and benefits of the grant program.	January 2026	Group Manager People and Corporate Affairs





# Governance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Bi-monthly, annually	RAP Chair
	Apply and maintain the Terms of Reference for the RWG.	June, yearly	RAP Chair
	Meet at least four times per year to drive and monitor RAP implementation.	Bi-monthly, annually	RAP Chair
14. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2025	RAP Working Group
	Engage our senior leaders and other staff in the delivery of RAP commitments.	April 2026	RAP Champions
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	July 2025	RAP Chair
	Maintain an internal RAP Champion from senior management.	June, annually	RAP Chair
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually	RAP Chair
	Contact Reconciliation Australia to request our unique link, to access the online RAP impact survey.	1 August, annually	RAP Chair
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RAP Chair
	Report RAP progress to all staff and senior leaders quarterly.	Quarterly	RAP Chair
	Publicly report our RAP achievements, challenges and learnings, annually.	February, annually	RAP chair
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2026	RAP Chair
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	May 2027	RAP Chair
16. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2027	RAP Chair



**ActewAGL**

Joint  
Venture

## Contact details

Eliza Versegi  
Media and Corporate Communications Advisor, RAP Chair  
Phone: 0414 515 359  
Email: [media@actewagl.com.au](mailto:media@actewagl.com.au)

*All images are proprietary and used with permission.  
Commissioned artwork by Shaenice Allan is featured with consent and gratefully acknowledged.*



RECONCILIATION  
ACTION PLAN

**INNOVATE**