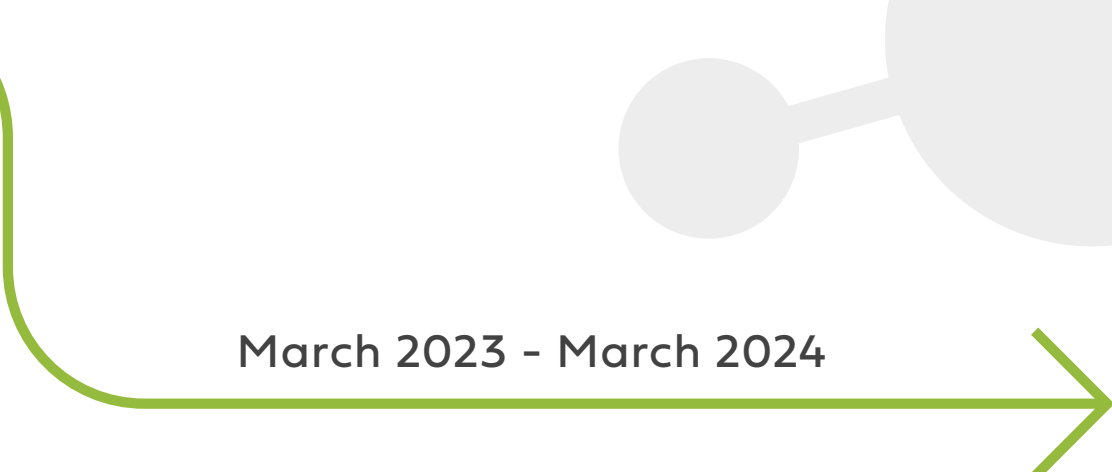


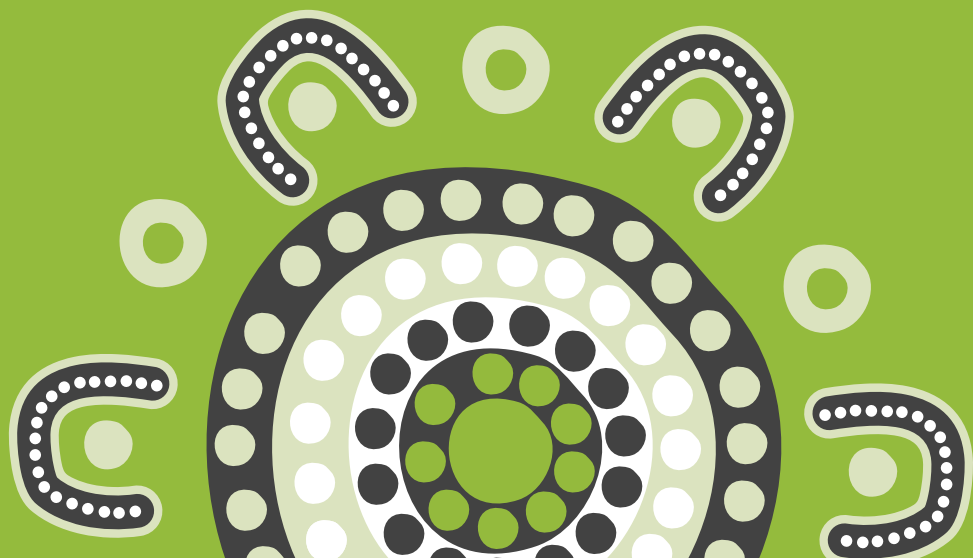
Refect Reconciliation Action Plan

March 2023 - March 2024

A large, thick green arrow points from the left towards the right, starting from a rounded shape on the left and ending in a simple arrowhead. The text 'March 2023 - March 2024' is centered above the arrow.

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Introductory statement from Reconciliation Australia CEO

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

Onneer 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 Onneer 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 Onneer, 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

About us

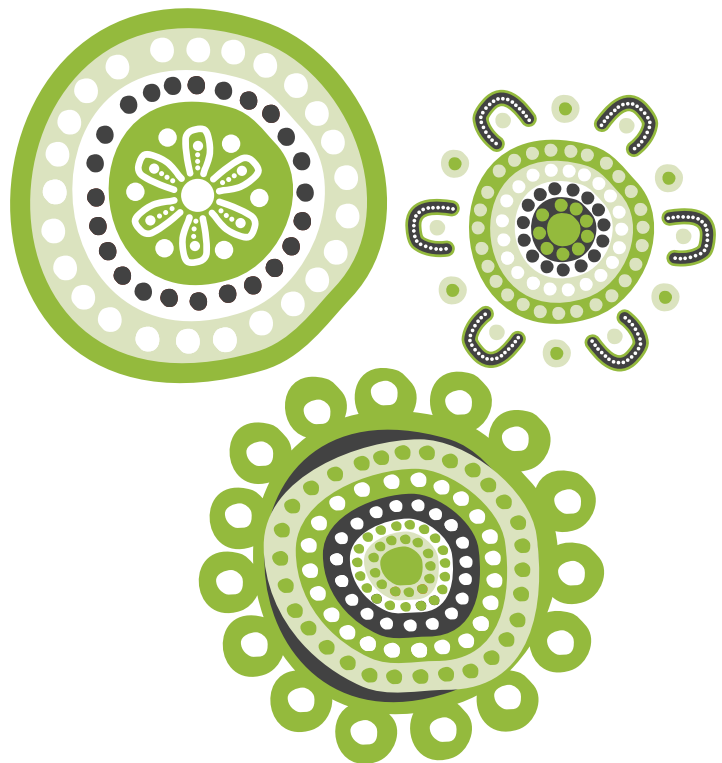
We are an authority on Esri ArcGIS software and perform the highly specialised role of operating, maintaining and integrating large-scale Enterprise GIS (geographical information system) systems built on Esri's ArcGIS Platform which provides our clients with a GIS that effectively drives their business mapping, analytics, and data needs.

Our team's expertise can assist organisations with anything from infrastructure, architecture and solution requirements through to the routine operations, business processes, data, web services and people management, critical to GIS success.

Our head office is based in Canberra, ACT and as of November 2022, we have 11 staff Australia wide. We work in across five offices, located in: Meanjin (Brisbane); Ngunnawal and Ngambri (Canberra); Yuwibara (Mackay, QLD); and Yugambah (Gold Coast).

The reconciliation journey is important to Onneer's two founding members and as they begin the company's movement to growth, they want to cement the values towards "a just, equitable and reconciled Australia".

While this RAP is the beginning of Onneer's formal reconciliation journey, our staff contribute to reconciliation in our individual lives. However, we intend to implement our RAP throughout the whole organisation and bring everyone along on this important journey.



Our RAP

In February 2022, Onneer's directors committed to the reconciliation movement to **help build relationships, respect and trust between the wider Australian community and Australia's First Peoples** citing that "it was time".

They felt it was also time to make an impactful contribution to help bring parity between non-Indigenous Australians and First Nations Australians in the areas of well-being that Onneer employment offers or any employment for that matter.

The intent is to also encourage participation in a cultural shift to deliberately create a culturally safe and inclusive environment while increasing awareness for First Nations initiatives and reconciliation initiatives that can be implemented in workplaces.

We will use the Reflect RAP as a start to consider our organisational capacity to change our practices to make a more culturally inclusive workplace.

In addition, Onneer wants to do its bit by approaching the issue in a meaningful way that is impactful, sustainable and holistic by addressing areas in their purview of expertise such as education and employment.

As such, we will focus our efforts on education and training in GIS, and creating jobs and career paths focused on increasing First Nations engagement in the sector.

To make a sustainable difference, Onneer will approach opportunities to work with First Nations communities by asking our leaders across the organisation to consider how company initiatives can be leveraged for other purposes including First Nations advantage.

This is the start of Onneer's reconciliation journey which will include reporting quarterly on RAP progress captured in this document such as the work towards engaging with First Nations people, and establishing the Indigenous Cadetship, to name a few.

The RAP Working Group was established in March 2022 and comprises Onneer's digital writer and GIS analyst. It is expected that the Working Group will change membership eventually to broaden Onneer staff awareness and learnings about our First Nations people.

The nominated RAP Champion is Onneer managing director Ben Berghauser.

Our partnerships/current activities

We intend to explore potential community partnerships as part of our Reflect RAP, but to date we have not cultivated or developed any community partnerships.

In relation to internal initiatives, we are developing an Indigenous Cadetship program and aim to have this operating in 2023.



The deliverables: Relationships



Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Nov 2023	GIS Analyst
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Jun 2023	GIS Analyst
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	GIS Analyst and Writer
	RAP Working Group members to participate in an external NRW event.	27 May - 3 Jun 2023	GIS Analyst and Writer
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 Jun 2023	GIS Analyst and Writer
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Jun 2023	GIS Analyst and Writer
	Communicate our commitment to reconciliation publicly	Feb 2023	Writer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Jun 2023	GIS Analyst
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Jun 2023	GIS Analyst
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Jun 2023	Company Director and GIS Analyst
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Aug 2023	Managing Director

The deliverables: Respect



Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Aug 2023	GIS Analyst
	Conduct a review of cultural learning needs within our organisation.	Sep 2023	Company Directors
	Investigate cultural learning opportunities for staff.	Jun 2023	Writer
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Sep 2023	GIS Analyst and Writer
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Jun 2023	GIS Analyst and Writer
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	Jul 2023	GIS Analyst and Writer
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	Jun 2023	GIS Analyst and Writer
	RAP Working Group to participate in an external NAIDOC Week event.	Jul 2023	GIS Analyst and Writer

The deliverables: Opportunities



Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop and implement a strategy for Aboriginal and Torres Strait Islander employment within our organisation.	Sep 2023	Writer
	Develop a strategy to include a First Nations cadet in the RWG in the coming months.	Sep 2023	Writer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Jun 2023	GIS Analyst
	Develop and implement Onneer's Indigenous Cadetship Program with the aim to accept one First Nations applicant in 2023.	Nov 2023	Managing Director Writer GIS Analyst
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Sep 2023	Writer
	Investigate Supply Nation membership.	Sep 2023	Writer

The deliverables: Governance



Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	Sep 2023	GIS Analyst and Writer
	Draft a Terms of Reference for the RWG.	May 2023	GIS Analyst
	Establish Aboriginal and Torres Strait Islander representation on the RWG through the Indigenous Cadetship.	Dec 2023	Writer
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Jun 2023	GIS Analyst
	Engage senior leaders in the delivery of RAP commitments.	Apr 2023	Writer
	Maintain a senior leader to champion our RAP internally.	Apr 2023	Managing Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Apr 2023	GIS Analyst
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.	Jun annually	Writer
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 Aug annually	Writer
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sep annually	Writer
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Jun 2024	Writer

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