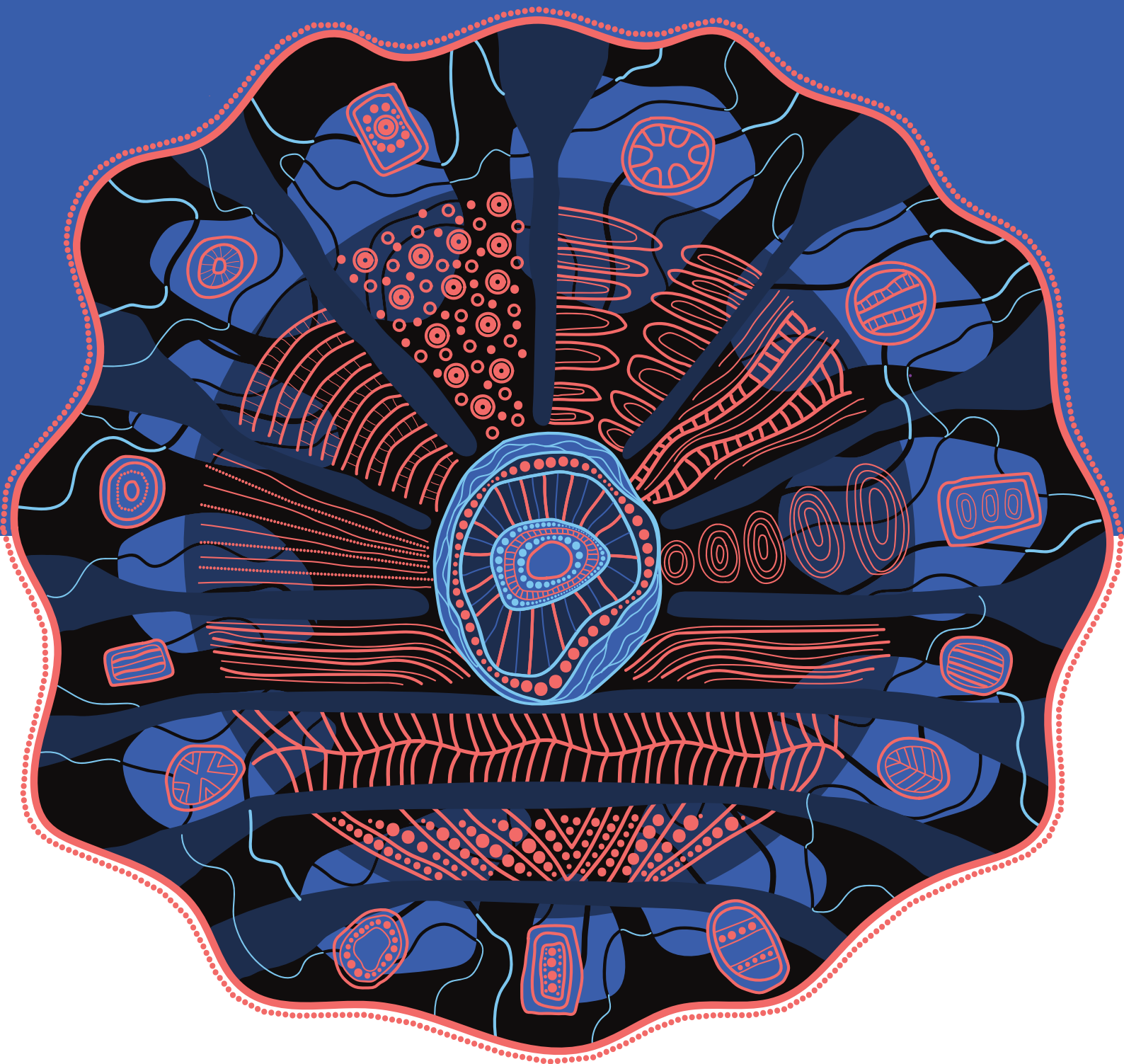

Innovate Reconciliation Action Plan

July 2025 – July 2027



Acknowledgement of Country

DT Global would like to acknowledge the Traditional Custodians of the lands, waters, and skies from which we operate.

We recognise and deeply respect the diverse cultures, languages, and enduring connection to Country of Australia's First Nations Peoples. We pay our respects to Elders past and present and honour the wisdom and leadership of all First Nations communities, whose knowledge has nurtured these lands and waters for millennia.

Language Clarification:

Throughout this document, you will see references to "First Nations" and "Indigenous." "First Nations" refers specifically to Aboriginal and Torres Strait Islander Peoples, while "Indigenous" encompasses the broader Indigenous community with whom we collaborate across the Asia-Pacific (APAC) region.

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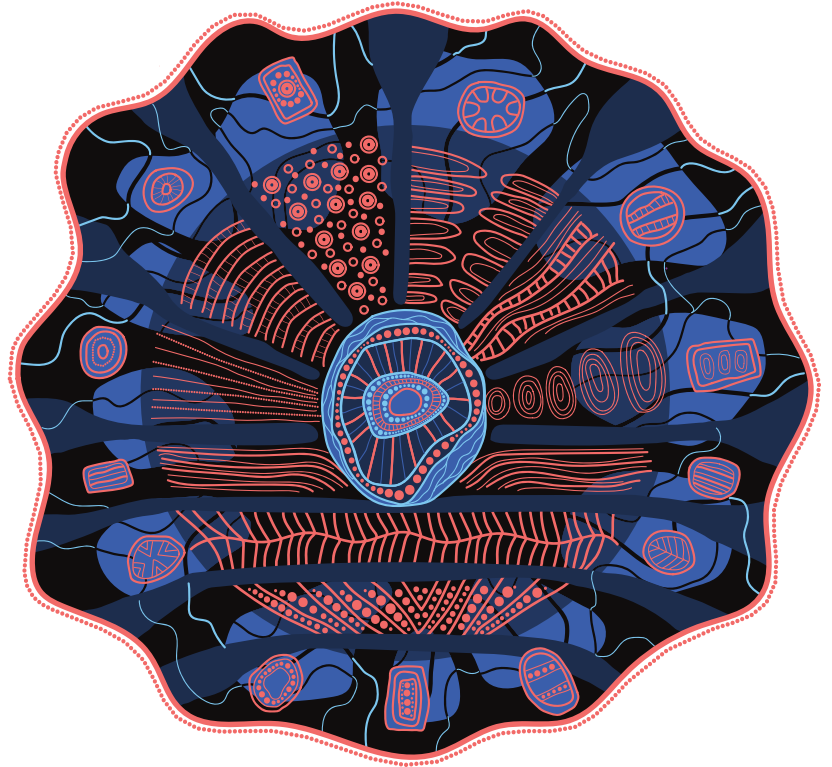
Artwork story

Shared Horizons, Journeys Connecting

As the sun rises at a new dawn, connections are made, knowledge is shared, and relationships are built.

Throughout DT Global's story, a commitment to building relationships with the communities in which we work drives our reconciliation journey forward.

Together, with innovation and respect, we carry our message towards new horizons.



About the Artist: David Williams

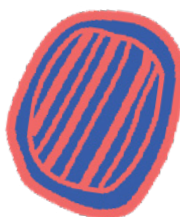
David is a proud Wakka Wakka man and the Executive Director and Founder of Gilimbaa. He is driven by a deep passion for harnessing the transformative power of creativity in order to amplify, celebrate, and educate wider Australia about Aboriginal culture.

Under his visionary leadership, Gilimbaa has become a trailblazing company, weaving First Nations stories into Australia's national fabric, while using a diverse range of artistic mediums and communication to foster connection and understanding across communities.

As a practicing artist, designer, and musician for over 20 years, David aims to shine a light on First Nations culture at home and overseas, leaving an indelible mark on public art, design, and cultural projects. He also contributes to Queensland's cultural landscape through his positions as Chairperson of the Indigenous Advisory Panel and Board of Trustees Member at Queensland Art Gallery and Gallery of Modern Art.



David Williams
Executive Director and
Founder of Gilimbaa



CEO Statement

I am thrilled to share with you an important milestone in our organisation's journey: the release of our Innovate Reconciliation Action Plan (RAP) 2025-2027. This framework reflects our promise to advance the rights of Aboriginal and Torres Strait Islander peoples in Australia and contribute to a future built on equality, recognition, and empowerment.

It is an extension of our organisation-wide respect for all First Nations and Indigenous people across our global landscape, and their important contribution to our world – culturally, historically, and within the development space.

As a values-driven organisation that works alongside many diverse cultural groups, DT Global acknowledges the United Nations Declaration on the Rights of Indigenous Peoples and its call for self-determination and empowering Indigenous people to pursue their economic, social, and cultural development, freely.

In this second RAP, we have an opportunity to increase First Nations engagement and procurement in our operations, broaden our understanding of Australia's rich cultural heritage, and commit to shaping a better future for us all.

We know the path to reconciliation is not always straightforward but an ongoing journey. To support us in these efforts, we have established a dedicated and diverse RAP Working Group and a new First Nations Engagement Lead. Their roles are crucial in guiding our work, holding us accountable, and continuously encouraging us to improve.

Through their work, our RAP, and our growing list of First Nations partnerships and suppliers, we are beginning to evolve our ways of working and incorporate new perspectives into our corporate processes and programs.

At DT Global, we are committed to deepening our understanding of First Nations people and addressing inequality in our sector. I am confident that as we learn and grow our RAP, we will continue to make a positive impact in our work both in Australia and around the globe.

Together, we can build a future that reflects our shared values and aspirations.



Torge Gerlach
DT Global CEO

Reconciliation Australia Statement

Reconciliation Australia commends DT Global Australia Pty Ltd (DT Global) 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 DT Global 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, DT Global 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 three million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. DT Global 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.

Implementing an Innovate RAP signals DT Global'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 DT Global on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine
Reconciliation Australia CEO

Our Business

DT Global is a leading international development consultancy and thought leader, providing technical assistance and on-the-ground support in over 85 countries worldwide. With a dedicated team of more than 2,500 staff, we operate from over 60 project offices globally.

Australian Presence: In Australia, DT Global has established four offices located in Naarm (Melbourne), Meanjin (Brisbane), Canberra, and Tarntanya (Adelaide). Our Australian team comprises approximately 120 staff members, with 2.5% identifying as First Nations peoples.

Partnerships and Impact: We collaborate with governments, the private sector, foundations, NGOs, and civil society to deliver impactful programs. Our work spans from early-stage crisis and stabilisation assistance to economic development, governance, and environmental initiatives, transforming lives and fostering sustainable development.

We deliver solutions across five principal practice areas.

- Economic Growth
- Environment and Infrastructure
- Human Development
- Governance
- Stabilisation and Transition

As a global leader in international development, we work alongside First Nations and Indigenous communities in many countries and regions worldwide. We recognise that this geographic reach affords us opportunities to foster, enhance, and promote cultural respect and learning from and between First Nations and Indigenous people around the globe.

The Vanuatu-Australia Health Partnership's COVID response.



DT Global's Corporate Office staff in Melbourne/Naarm.



Our Vision for Reconciliation

Our vision for reconciliation is a world where First Nations people and their communities flourish, where lands and waters are protected and can thrive, where we celebrate a vibrant, shared identity rooted in equity and the inclusion of First Nations perspectives where they relate to connection to land, water, and community.

Commitment in Action

Our vision is to build strong, lasting relationships with First Nations People and their communities. These relationships will transform our work, enhancing insights, decolonizing our approach to international development, and shaping our projects throughout the Asia-Pacific region. Guided by our core values—civility, innovation, learning and adaptation, diversity, equity, inclusion and accessibility, and technical excellence—we aim to create a lasting positive impact.

We champion First Nation's economic development through employment and business enterprises, contributing to our goal of positively impacting 500 million lives by 2045. By aligning our reconciliation vision with our core values, we ensure our commitment to reconciliation is integral to our global business approach, fostering meaningful change.

We meet communities where they are and guide them to where they aspire to be, enhancing wellbeing, opportunities, and resilience. We recognise the self-determining rights of First Nations and Indigenous peoples and are committed to positively impacting their communities. First Nations procurement is a key way DT Global can create positive change, providing sustainable employment and training opportunities.

The United Nations Declaration on the Rights of Indigenous Peoples supports this by affirming the right to self-determination, allowing Indigenous peoples to freely pursue economic, social, and cultural development.

Our Core Partners

ETM Perspectives

At DT Global, we highly value our partnership with ETM Perspectives (ETMP), whose practice is rooted in Adaptive Leadership Theory, Transformational Leadership Principles, and Strength-Based Practice. ETMP fosters a safe learning environment that maximises development and change opportunities.

Through real simulations, case-in-point scenarios, and experiential techniques, individuals are encouraged to self-reflect and enhance their emotional intelligence. This process uncovers defaults and learned patterns, capturing lessons and co-creating resilience with the learner. Participants experience moments of illumination, where learning is immediately applicable and relevant, leading to personal change and collective growth.

Over the past two years, we have collaborated with ETMP on various programs, including the Emerging Leaders in International Development (ELID) program. ETMP's value to organisations like ours lies in the cross-cultural safety their programs offer. By approaching co-collaboration with a First Nations perspective, ETMP facilitates stronger partnerships with Indigenous communities and establishes strength-based, self-determining programs.

DT Global is committed to nurturing local leaders in the countries where we operate. This commitment is reinforced through our locally led development framework and demonstrated by initiatives like the ELID program.



Duane Vickery,
Managing Director
of ETM Perspectives

InTravel Group

In 2024, InTravel became DT Global's primary travel provider for our Asia-Pacific region. This partnership has significantly transformed our internal travel engagement. The care and customer service provided by InTravel go above and beyond any previous travel provider, reflecting their strong commitment to customer experience.

As a 100% Indigenous-owned business, InTravel Group was founded to deliver superior travel management services while creating employment and development opportunities for Indigenous Australians. They excel in both areas, offering services that surpass their competitors while upholding strong community values driven by their First Nations leadership.

Partnering with organisations like InTravel not only ensures we receive top-tier services but also supports our commitment to reconciliation and community development. This collaboration exemplifies how corporate services can be exceptional and socially responsible, benefiting our organisation and the broader community.

“

Being chosen as the travel management provider for DT Global has been significant for us in many ways. As a leading international development company making a positive impact on society, DT Global's values closely align with ours as a First Nations-owned, purpose-driven business. These values-based partnerships are not only meaningful but also great for business.

Our team takes great pride in creating and managing DT Global's unique international itineraries and enjoys collaborating with their operations team—it's truly a strong and rewarding relationship.

”



Dwayne Good,
Executive Director
of InTravel



Our Journey to Reconciliation

In 2022, DT Global acquired Cardno International Development. Both companies had completed the Reflect RAP process. During our integration, DT Global reviewed what we learned from our legacy organisations to develop an Innovate RAP for the next stage of our journey.

We sought feedback from staff on our previous Reflect RAPs and their expectations for the Innovate RAP. A key insight was the need for a dedicated resource to oversee all First Nations and Indigenous activities across the DT Global APAC footprint. Based on this feedback, DT Global appointed a permanent First Nations Lead in July 2024. This role oversees all aspects of First Nations engagement, including the Reconciliation Action Plan deliverables. Despite periods of notable change for both organisations, we have made significant advances through our Reflect RAPs. Our commitment to reconciliation remains strong as we continue to build on these foundations.

Our Approach

Our approach aims to establish enduring relationships with First Nations People and their communities, fostering awareness and understanding within our workforce, about First Nations language, heritage, traditions, and the truths of our shared history. We are committed to providing sustainable career and business opportunities for First Nations people within the international development industry.

In alignment with our project and program operations, we assign outcome measures and indicators to each action, enabling us to monitor, evaluate, reflect, and learn as we progress on our journey. The RAP is championed by our CEO, sponsored by the Managing Director of APAC, and led by our RAP Working Group, which includes staff from various business units based in Australia. This diverse representation ensures that the RAP is integrated into everyday business activities and not confined to one team or individual.

Joanne Choe,
Managing Director,
DT Global

Message from Joanne Choe, Managing Director

At DT Global Asia-Pacific, we are deeply committed to advancing reconciliation with Aboriginal and Torres Strait Islander peoples of Australia. I am truly honoured to be a part of this important journey and excited to share DT Global's Innovate Reconciliation Action Plan (RAP) for May 2025 – May 2027.

This Innovate RAP is a pivotal step in our progression toward creating a more inclusive, diverse, and equitable organisation that supports the national reconciliation movement.

As an international development organisation with a large footprint in the Asia Pacific region, including offices in Melbourne/Naarm, Adelaide/Tarndanya, Brisbane/Meenjin, and Canberra/Ngunnawal, we are dedicated to connecting with and learning from our diverse First Nations groups—their deep connection to country, community, and the environment; their rich cultural heritage; and the languages and belief systems that have sustained them for over 60,000 years. We have much to learn from the world's oldest continuous living culture.

This framework builds on lessons learned from our Reflect RAP and calls for us to build stronger, lasting relationships with our First Nations people and their communities, grounded in respect, learning, partnership, and self-determination.

We aim to create more meaningful opportunities for First Nations people to partner with us in domestic

and international development efforts while striving for greater First Nations representation, leadership, and perspectives in all our programs. We believe this collaboration will enrich our personal growth, improve our work, and enhance our impact.

I am particularly proud of our valued partnership with ETMP, a 100% Indigenous-owned and run company specialising in transformational and adaptive leadership, and the work they have done, and continue to do, with our Emerging Leaders in International Development, to promote self-development and prioritise the role of local leadership and locally led development. ETMP has also delivered training on cultural awareness and cross-cultural safety to many of our corporate and project staff and has helped us incorporate new ways of thinking into how we operate both in Australia and overseas. Thank you to ETMP, our DT Global RAP Working Group, the APAC Leadership Team, and all our staff in the Asia Pacific region for prioritising and committing to this crucial journey of reconciliation. It is such an important one.

I look forward to our continued growth as we take a collective step toward a more inclusive and united future.

Joanne Choe
DT Global APAC Managing Director



Karla Hume DT Global First Nations Lead/RAPWG Co-Chair – Truwulway/ Trawlwoolway Woman

In 2024, when I was approached to lead First Nations work at DT Global, I was thrilled by the opportunity to amplify our reconciliation objectives and extend our vision for reconciliation across the broader Asia-Pacific region. This role allows us to contribute meaningfully to the decolonisation of the international development industry.

I see immense value in incorporating First Nations and Indigenous perspectives into policy, and I am inspired by DT Global's genuine commitment to positively impacting the many First Nations and Indigenous communities we work alongside. Partnerships such as ETMP, where First Nations perspectives have directly translated into supporting and uplifting locally led deliverables and increasing representation of Indigenous leadership across APAC, exemplify how we can deliver superior services while upholding strong community values and decolonising our approach in-country. This approach enhances our operations and supports our broader goals of reconciliation and community development.

Karla Hume,
First Nations Lead,
DT Global

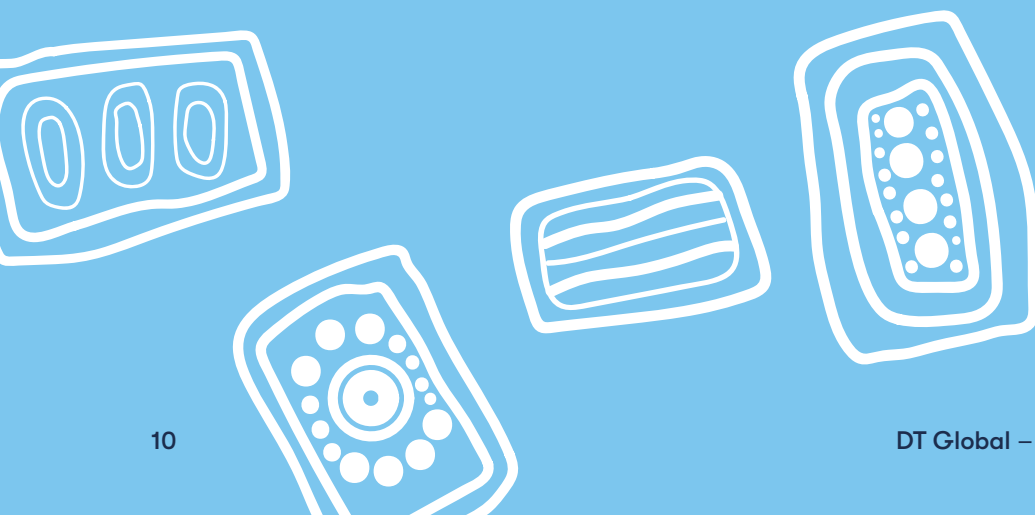




Relationships

We recognise that strong and respectful relationships with the communities where we work, live, and engage are essential for achieving long-lasting impact.

We deeply value the knowledge, skills, and experience that First Nations people and communities bring to our efforts to support development outcomes in the Asia-Pacific region and within their communities. By fostering these relationships, we aim to evolve our ways of working, incorporating new perspectives to address complex social, economic, and environmental challenges. Our goal is to maximise opportunities for First Nations people to partner with us in both domestic and international development contexts, ensuring that our approach aligns with our values of civility, innovation, learning and adaptation, diversity, equity, inclusion and accessibility, and technical excellence.



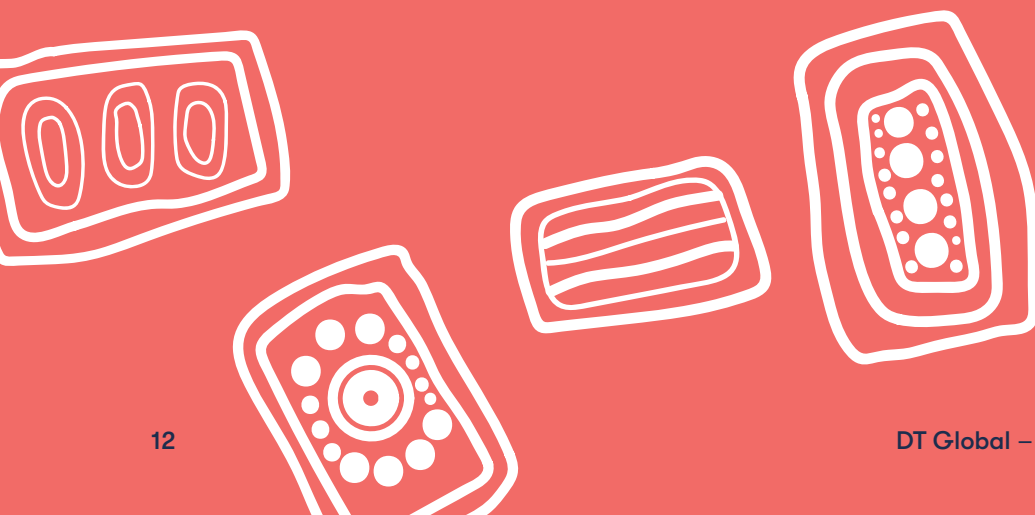
Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders, organisations, and community members to develop guiding principles for future engagement.	July 2026	First Nations Lead
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2026	First Nations Lead
	Work alongside First Nations organisations to identify opportunities for cross-cultural learning and exchange between First Nations practitioners and DT Global international programs.	January 2026, July 2026, January 2027, July 2027	First Nations Lead
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials to our staff.	May 2026/2027	Strategic Communications Manager
	RAP Working Group members to participate in an external NRW event.	May 2026/2027	RAPWG Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2026/2027	Managing Director
	Organise at least one NRW event each year.	May 2026/2027	First Nations Lead
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2026/2027	First Nations Lead
Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	July 2025	Head of People and Culture
	Communicate our commitment to reconciliation publicly through the DT Global website, LinkedIn, and other social media platforms.	July 2025	Strategic Communications Manager
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	January 2026, July 2026, January 2027, July 2027	First Nations Lead
	Develop and implement a RAP FAQ to communicate and embed RAP objectives throughout the organisation.	December 2025	Strategic Communication Manager
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	January 2026, July 2026, January 2027, July 2027	First Nations Lead
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.	June 2026	Head of People and Culture
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	July 2026	Head of People and Culture
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	January 2026	Head of People and Culture
	Educate senior leaders on the effects of racism, reform and reconciliation through bespoke cultural awareness sessions.	July 2026	Head of People and Culture



Respect

We understand the crucial role that respect plays in our reconciliation journey.

Through the Innovate RAP, we have gained a deeper understanding of First Nations people's unique shared history and lived experience. Respect is essential for fostering healthier, more equitable relationships with First Nations people and their communities moving forward. As a part of our reconciliation journey, we will continue to honour and celebrate the privilege of living in a nation enriched by the knowledge, cultures, and contributions of its First Peoples.



Action	Deliverable	Timeline	Responsibility
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.	January 2026	Head of People and Culture
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander Advisors to inform our cultural learning strategy.	January 2026	First Nations Lead
	Provide opportunities for RAP Working Group members, HR Managers and other key leadership staff to participate in formal and structured cultural learning.	Review January 2026, July 2026, January 2027, July 2027	Head of People and Culture
	Develop, implement, and communicate a cultural learning strategy document for our staff.	December 2026	First Nations Lead
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2026	First Nations Lead
	Develop, implement, and communicate a cultural protocol and communications document, including protocols for Welcome to Country and Acknowledgement of Country.	July 2026	First Nations Lead and Strategic Communications Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events, for example, annual offsite events.	Ongoing Review January 2026, July 2026, January 2027, July 2027	Managing Director
	Develop a directory of approved local Traditional Owners or Custodians who can be engaged for Welcome to Country and other relevant cultural protocols.	July 2026	First Nations Lead and Strategic Communications Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	July 2025	First Nations Lead
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.	July 2025/2026/2027	Managing Director
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	December 2025	Head of People and Culture
	Promote and encourage participation in external NAIDOC events to all staff.	July 2026/2027	First Nations Lead and Strategic Communications Manager



Opportunities

We are dedicated to creating more opportunities for First Nations businesses, individuals, organisations, and communities.

Through mutual understanding and trust, we aim to explore each other's capabilities and collaboratively apply them to development opportunities in First Nations communities. We strive to build enduring, meaningful relationships with First Nations people and their communities. These relationships will help us evolve our working methods, enhance our insights, and improve the communities and projects we partner with in Australia.



Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May 2026	Head of People and Culture
	Engage with Aboriginal and Torres Strait Islander staff and local Aboriginal and Torres Strait Islander subject matter experts/advisors to consult on our recruitment, retention, and professional development strategy.	May 2026	Head of People and Culture & Senior Manager - Strategic Talent Engagement
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	September 2026	Head of People and Culture & Senior Manager - Strategic Talent Engagement
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	September 2026	Senior Manager - Strategic Talent Engagement
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace and create a culturally safe working environment.	May 2026	Head of People and Culture & Senior Manager - Strategic Talent Engagement
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	September 2026	Head of Operations and First Nations Lead
	Develop and integrate an ethical and social Procurement Strategy that removes barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	September 2026	Head of Operations and First Nations Lead
	Maintain Supply Nation membership. Investigate opportunities to increase awareness of Supply Nation internally.	January/July 2026, January/July 2027	Head of Operations and First Nations Lead
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	ongoing Review January/July 2026, January/July 2027	Head of Operations and First Nations Lead
	Proactively explore commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	January 2026/2027	Head of Operations and First Nations Lead
Foster and enable participation of Aboriginal and Torres Strait Islander practitioners and businesses in international development.	Identify, develop and undertake international development-focussed workshop targeted at Aboriginal and Torres Strait Islander practitioners and businesses interested in working in the international development space.	January 2027	Head of Operations and First Nations Lead
	Work collaboratively with First Nations organisations to identify research or sponsorship opportunities that can be meaningfully offered to First Nations Communities in Australia.	January 2027	Managing Director



Governance

As a values-driven organisation, our values guide us in achieving our objectives.

This RAP serves as our road map. Central to accomplishing the outlined actions and deliverables are strong leadership, unwavering commitment, collaboration, and a commitment to equity. Effective governance and reporting on our RAP are crucial to our success.

Action	Deliverable	Timeline	Responsibility
Provide appropriate support for effective implementation of RAP commitments.	Develop an Annual First Nations procurement spending report to appropriately capture time and investment into First Nations-led supply activities.	October 2025/2026	Head of Operations and First Nations Lead
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	September 2025	RAPWG
	Appoint and maintain an internal RAP Champion from the DT Global APAC Management Team.	May 2026	Managing Director
	Engage our senior leaders and other staff in the delivery of RAP commitments through the provision of updates across all Management Team meetings.	Feb 2026/2027, May 2026/2027, August 2025/2026, November 2025/2026	Managing Director
Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2025/2026/2027	First Nations Lead
	Report RAP progress to all staff and the DT Global APAC Management Team quarterly.	April 2026/2027, July 2026/2027, Oct 2026/2027, Dec 2026/2027	First Nations Lead
	Publicly report our RAP achievements, challenges, and learnings annually.	July 2026/2027	First Nations Lead and Strategic Communications Manager
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026	First Nations Lead
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	May 2027	First Nations Lead
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2027	RAPWG
Establish and maintain an effective RAP Working group to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation in RAP Working Group.	Ongoing Review January/July 2026, January/July 2027	First Nations Lead
	Develop and establish Terms of Reference for the RAP working group.	July 2025	RAPWG
	Meet monthly to drive and monitor RAP implementation.	Ongoing review January/July 2026, January/July 2027	RAPWG

RAP Contact

Karla Hume First Nations Lead
rapwg@dt-global.com

