



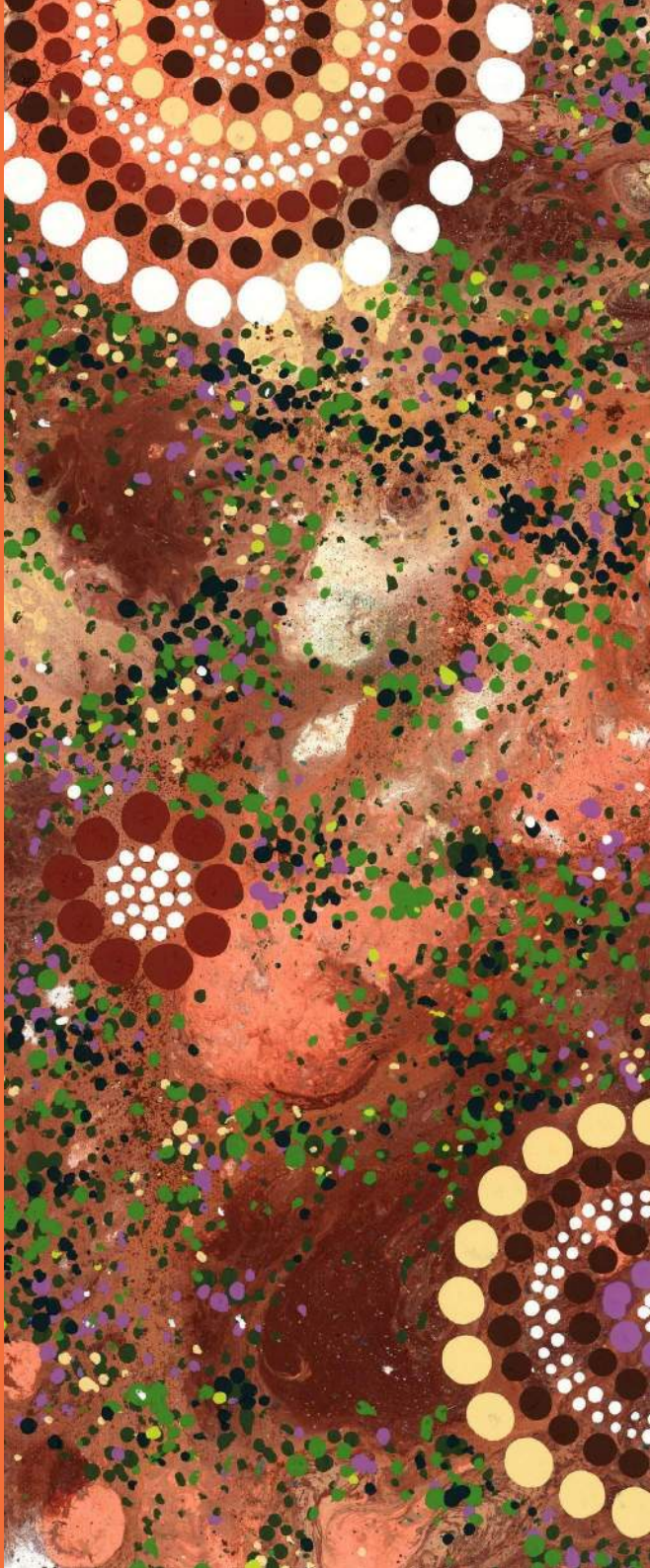
RECONCILIATION
ACTION PLAN

REFLECT

April 2023 - April 2024

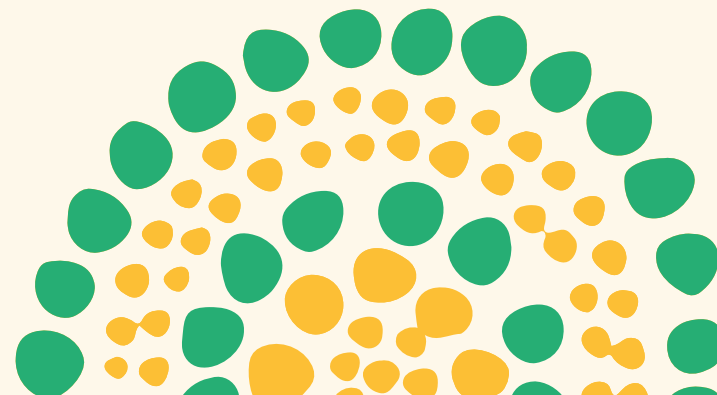


Reflect Reconciliation
Action Plan



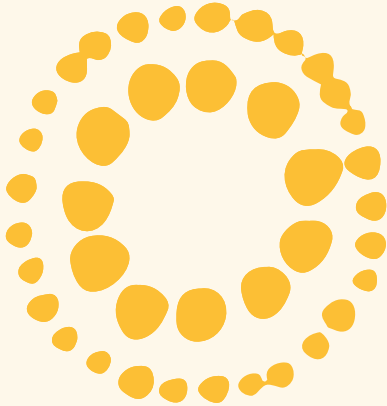
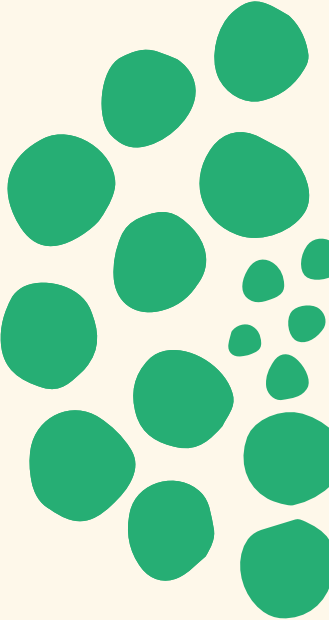
Acknowledgement of Country

Diona's head office is located on Cammeraygal Country. We acknowledge the Traditional Custodians, the Cammeraygal, who have always belonged to this place, and cared for it. We acknowledge their Elders and leaders, past and present, and those who will come through in the future. As an organisation with multiple locations, we extend our respect to the Traditional Custodians of Country throughout Australia and acknowledge their continuing connection to land, waters and community.



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Message from Reconciliation Australia

Congratulations Diona, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

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

Diona joins a network of more than 2,200 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.

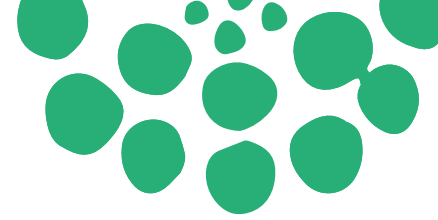
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Diona 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.

Karen Mundine

Chief Executive Officer
Reconciliation Australia





Artist Statement

Bradley Kickett

Beeljar Yerrigan is an artwork showing the waterways in the Whadjuk Noongar Country in the south west of Australia. The title of the work comes from Noongar words for river and estuary or flow of water.

The waterways are the lifeline of the area. The artwork depicts the rich soil and vegetation surrounding the river providing a constant and abundant food and water source.

Bradley Kickett is a local Noongar artist. He was born in Northam and grew up in Perth. He is descended from the Kickett clan in York, Western Australia. He began painting in 2007. Bradley's style of art is abstract with paintings depicted from an aerial view and illustrated in a fluid style that he has developed over the last few years.

Bradley's art pieces are influenced by experiencing Noongar country, from the oceans to the rivers and seeing the wildflowers and the land from the air and showing the flow and the shapes of the earth. These images are all interwoven with the history and the stories that are shared and passed down to him from his family and Elders.



Photo of Bradley Kickett delivering the art to Calibre Perth office and presenting to George Nuich EGM

Introduction

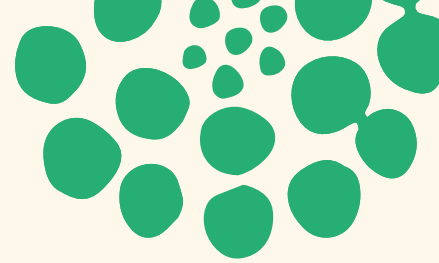
Introduction from John O'Connor

As Director of Operations for Diona, I am proud to support and lead our organisations deep commitment to reconciliation. I believe we grow better as an organisation, and as individuals, when we all take part in living an ethos where everyone matters always. Our 2023-2024 Reconciliation Action Plan will be our inaugural RAP. It is a Reflect RAP, meaning our goals and objectives are deliberately challenging so we can affect real and sustained change in the way we do business. While we've made some inroads in creating successful partnerships and opportunities for Aboriginal and Torres Strait Islander Peoples through our community initiatives, procurement and supply chain processes and employment on site, there is always more we can do.

This plan is the next step in our journey. It supports reconciliation and advocates for an equitable and just future for all. This step focuses on the long-term:

- building and strengthening our relationships with Aboriginal and Torres Strait Islander Peoples
- creating supportive environments built on respect
- creating mutually beneficial partnerships that drive economic opportunities
- and tracking and measuring our progress

At Diona, we know our success lies in our diversity and embracing our differences. It's only through this inclusiveness that we can generate diversity of thought, create safe and welcoming workplaces, and be that organisation everyone wants to join.



Our Vision

Our vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander Peoples are treated equally and given the same opportunities that all other Australians are given on a daily basis. This will include the acceptance of all past events, so that as we all move forward together, we learn from history to ensure that respect is always given to all Australians and that the value of the rich history and customs of Aboriginal and Torres Strait Islander Peoples is embraced by all. This will be achieved through continued education and open communication.

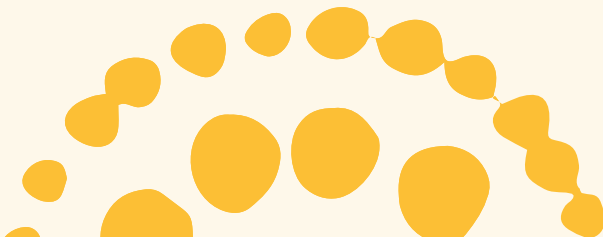
In relation to our organisation this means celebrating Aboriginal and Torres Strait Islander Peoples significant achievements and cultural celebrations, ensuring more opportunities exist for workforce engagement and strong, sustainable relationships within the Aboriginal and Torres Strait Islander Peoples communities within which our businesses operate are developed. To do this we will ensure that we educate our people on Aboriginal and Torres Strait Islander Peoples history, develop pathways for employment and engagement and engage in an open and transparent manner with the communities that we operate within regularly.

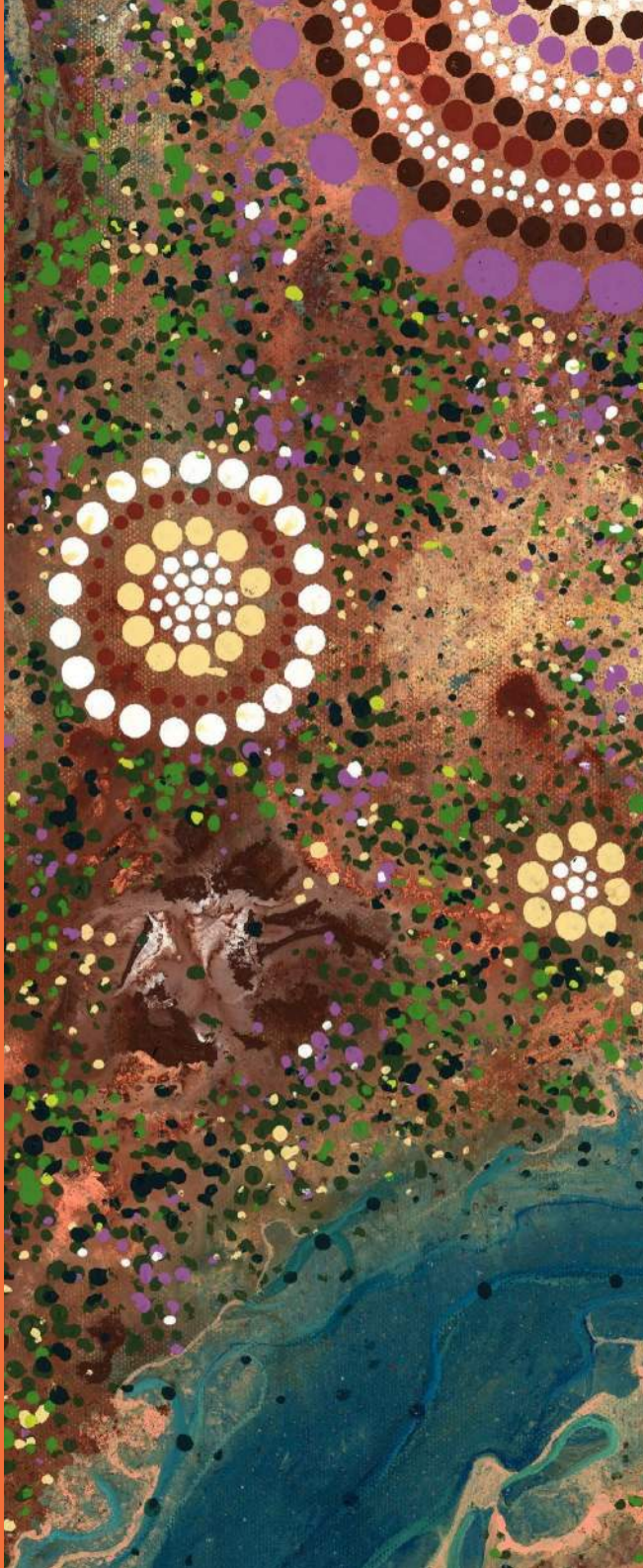
Our passion for, and commitment to reconciliation is based in recognition of the history of Aboriginal and Torres Strait Islander Peoples lengthy history with this land and our value of “we succeed together” to partner and provide opportunities for potentially generations to come.



Image (above): Our WaterNSW project team members standing at the shores of Lake Cargelligo representing local indigenous artwork integrated into our high visibility shirts.

Image (below): Local men performing a welcome dance and smoking ceremony as part of the welcome to Wiradjuri country on behalf of the Murrin Bridge Local Aboriginal Land Council.





About Diona

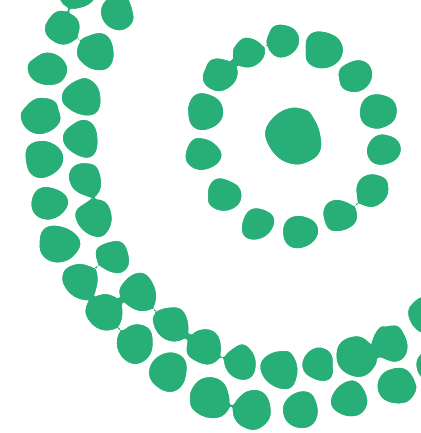
Our Business

John and Margaret O'Connor founded Diona in 1980. Since then, the company has grown to become one of the most respected engineering companies in Australia currently with approximately 250 employees including 3 Aboriginal and Torres Strait Islander employees. Our specialty is technically complex urban projects. We have a proven track record of developing equipment and innovative solutions to meet challenging client requirements.

At Diona, we pride ourselves on our ability to self-perform. With a range of skilled personnel and specialised plant, we have the flexibility and depth to deliver complex infrastructure projects and react quickly to changes in scope. We approach every project collaboratively engaging with our clients, stakeholders and the community from start to finish. We feel that an open dialogue and complete transparency does, in fact, translate to fewer headaches, less room for error and much smoother project scheduling. In turn, this means lower costs and fewer delays.

Moreover, we believe our approach translates to a safer project and every single Diona employee, from Excavator Operator to Operations Manager, live and breathe a safety-first culture. Our workforce is well-trained in workplace health, safety and environment management.

Our business vision is to become Australia and New Zealand's most respected employee-driven engineering and utilities services partner.

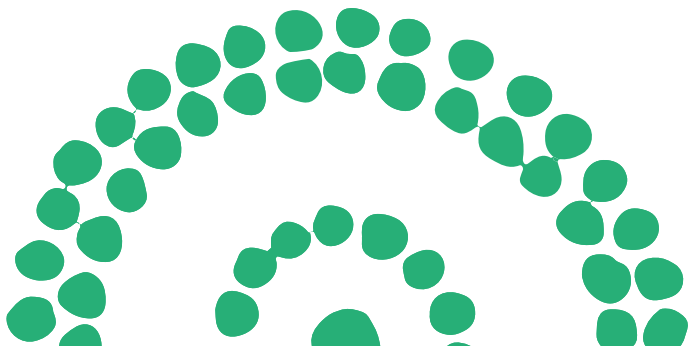


About Diona

Our Values



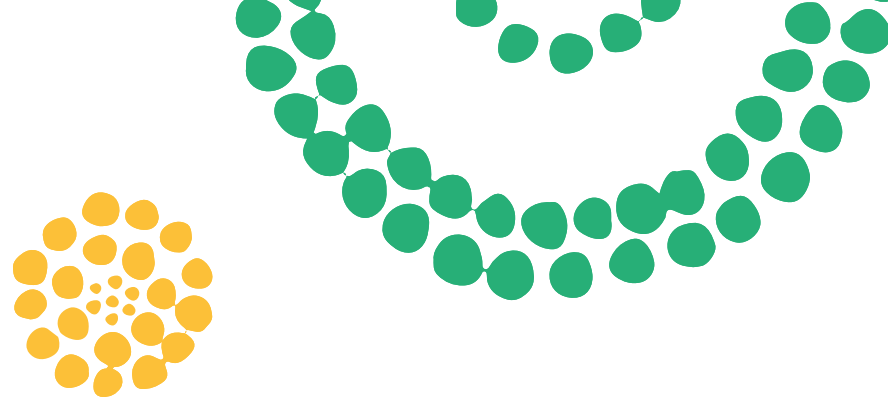
At Diona we take Our Values seriously. They underpin our culture and guide how we treat our clients, our communities and each other. They help us stay true to what matters most.



Our Operations



About Diona



Our RAP

Diona appreciates the value inherent to a diverse workforce and acknowledges the necessity for enhanced Aboriginal and Torres Strait Islander Peoples Engagement within our workplace. This will not only improve our business through diversity of thought, background and experience, but also better service our clients and the communities within which we work. Specifically, our Aboriginal and Torres Strait Islander Peoples Engagement Strategy aims to improve our current engagement levels with the Aboriginal and Torres Strait Islander communities by building on the existing relationships and promoting respect and opportunities for Aboriginal & Torres Strait Islander employees and communities within which we work. Attracting, embracing and fostering diversity at all levels within our organisation is essential to living our values, building our culture and achieving our goals. Our RAP will be championed by Diona's Environment and Sustainability Manager.

Through our Aboriginal and Torres Strait Islander Peoples Engagement Strategy we will provide a clear vision and framework for positively influencing the creation of respectful relationships between Diona and Aboriginal & Torres Strait Islander communities. We aim to increase employment and supplier opportunities for Aboriginal and

Torres Strait Islander Peoples and to enrich our workforce through inclusion, understanding and appreciation of traditional cultures.

The development of a Reconciliation Action Plan will be the way that we head towards reconciliation within our business.

Our Aboriginal and Torres Strait Islander Peoples Engagement Strategy incorporates five strategic priorities that will enable Diona's success in developing a truly inclusive workplace culture.

These are:

1. Employee engagement

Building awareness both internally and externally to ensure all employees and prospective employees have a positive experience and are active participants on Diona's journey towards Aboriginal and Torres Strait Islander Peoples engagement.

2. Increased Aboriginal and Torres Strait Islander Peoples participation

Building strong and enduring relationships with the Aboriginal and Torres Strait Islander communities through

the provision of a working environment that is culturally sensitive and supportive for all employees, suppliers and contractors.

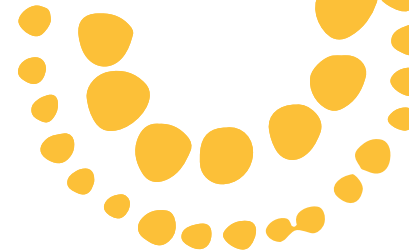
3. Leadership accountability and capability - Eliminating unconscious bias, setting goals and empowering our leaders to take responsibility and lead by example to set the new standard in Aboriginal and Torres Strait Islander Peoples engagement.

4. Supportive policies and procedures - Reviewing existing and implementing new and enhanced workplace policies and procedures to ensure all aspects of our ways of working incorporate Aboriginal and Torres Strait Islander Peoples diversity and equality.

5. Measures and reporting - Understanding our current employee, supplier and sub-contractor count to allow us to set practical and aspirational goals, regularly tracking our progress and sharing our success.

Diona is committed to fostering workplace diversity. In 2018, we established our initial First Nations Engagement Committee to develop a targeted plan for supporting, promoting and delivering opportunities for Aboriginal and Torres Strait Islander people. In 2019, we launched our first Indigenous Engagement Strategy, based on a four-year plan.

About Diona



What We've Achieved (2018-2022)

Relationships

Since undertaking activities to work toward reconciliation, our business has sought to build strong and enduring relationships with First Nations communities through the provision of a working environment that is culturally sensitive and supportive for all employees, suppliers and contractors. This environment has fostered trusted relationships with Aboriginal and Torres Strait Islander subcontractors engaged on a repeat basis.

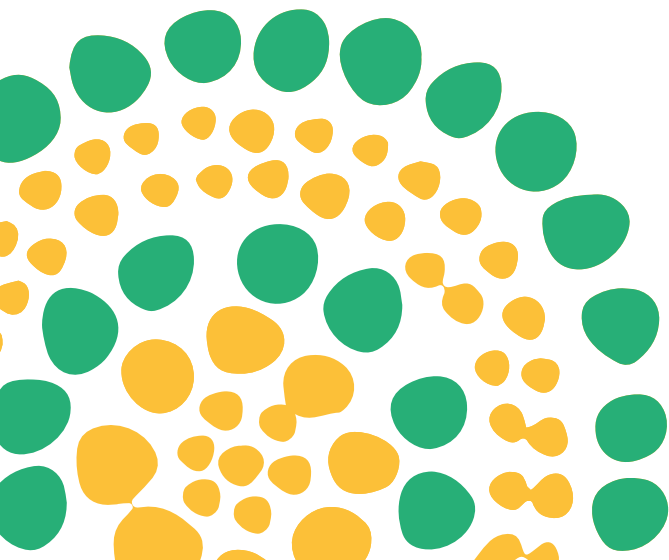
Respect

Acknowledgement of Country statements were developed for each office across the country and used for a period of time. These statements are uniform in design but specific to the Traditional Custodians or Traditional Owners of the lands upon which our offices are located. These statements are displayed in prominent locations in some offices with the remainder being reinstated. Additionally, workplace policies and procedures were reviewed to ensure all aspects of our ways of working incorporate First Nations diversity and equality.

Opportunities

At Diona we also recognise the work remaining to be done and the opportunities to further our efforts towards reconciliation. A few of these opportunities are outlined below:

- First Nations Engagement Strategy, this strategy to be revised, published and communicated
- Communications Plan rolled out for observances of upcoming NAIDOC Week and National Reconciliation Week including the Anniversary of the 1967 Referendum
- Expanding up our existing network of Aboriginal and Torres Strait Islander Peoples subcontractors and suppliers
- Former Indigenous Engagement Committee – had representation from all divisions of the business this should be replicated with the formation of the RAP working group and ensure Aboriginal and Torres Strait Islander employees are empowered in initiative ownership document developed in line with RAP working group efforts.



About Diona

Our Partnerships/Current Activities

Living Our Vision

2018 Initiatives

In 2018, Diona as part of the Calibre Group formed its first Indigenous Engagement Committee. This committee was comprised of employees across various levels of seniority within Calibre/Diona and included 2 Aboriginal and Torres Strait Islander employees. The committee developed and began implementation of our Indigenous Engagement Strategy and delivered upon this strategy through observance of NAIDOC week within each of our corporate offices and through the development and presentation in each office of an Acknowledgement of Country specific to the geographical location for each office and the representative local Traditional Owners or Custodians.

2019 initiatives

In 2019, Diona built upon the groundwork of 2018 and expanded upon the observances of NAIDOC week in many offices and shared through the business via live feed (also recorded to allow later viewing) more substantive observances such as our Bush Tucker Tea in the Group's Perth office. This morning tea was provided by Kuditj, an Aboriginal owned catering company and featured indigenous bush tucker. The SBS documentary "Connecting to Country" was also shared and viewed by employees across the business. Perhaps the highlight of the NAIDOC observances was the presentation of commissioned art created for the Robe Valley Sustaining (RVS) (sister company Calibre project site) site camp by Aboriginal artist Kimberly Slattery where she presented the art and the story behind the painting.



Image: Diona staff David Crowhurst and Chris Dimond along with Murrin Bridge Local Aboriginal Land Council Chair, Judy Bartholomew and team.



About Diona

Our Partnerships/Current Activities

Living Our Vision

2020 initiatives

Unfortunately, 2020 saw the onset of the COVID-19 pandemic and NAIDOC week celebrations across Australia were postponed to later in the year and even once finally observed, were forced into largely scaled-back observances. This scaled-back approach was also the case for Diona. However, we took the opportunity of a remotely working (home-based) workforce and ensured that we had appropriate and interesting electronic content to share with the business. This was accomplished through a communication from CEO, Peter Massey and a feature video of one of our long-term sub-contractors, Jarrod Smith. In the video, Jarrod shared his personal journey of discovering his own Aboriginal heritage, and how this journey has been through the perspective of a Diona contractor.

In 2021, Diona's focus was on building the momentum and continuing our RAP development journey through a refreshed range of initiatives into 2022. As we launch into 2023, we look forward to implementing the initiatives and commitments outlined in this RAP. The formation of our RAP Working Group will be a vital step in this process.

Our RAP Working Group will be heavily involved in these initiatives in their areas of the business, championed by members of Diona's Executive team particularly the Environment and Sustainability Manager and representatives from our individual business functions and regions in Australia. This ensures the working group has a diverse set of skills, experience, views and ideas. Interest in the participation in the working group is strong and approximately 25% of the expected members of this group are Aboriginal or Torres Strait Islander individuals.

Our RAP Working Group will include team members from across the business, including Senior Management representation, People and Capability representatives, Procurement leads, Community and Stakeholder Management teams, operational roles, and Aboriginal and Torres Strait Islander Peoples from outside the organisation where they would like to be involved. This includes subcontractors and consultants.



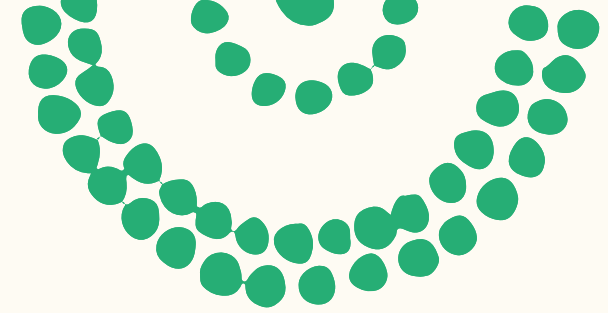
Image: Diona's team members with the WaterNSW project team and members from the Murrin Bridge Local Aboriginal Land Council.

Our Commitments

At Diona we are proud of the commitments we have set for our business in this inaugural Reflect RAP. A full breakdown of these commitments can be found in the following tables.

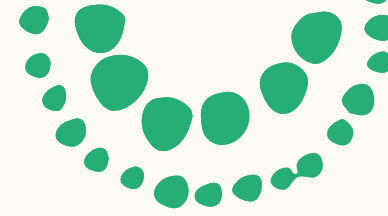
Relationships

We believe in building real and authentic relationships with Aboriginal and Torres Strait Islander Peoples and communities in every region where we operate to support positive outcomes.



Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations to support positive outcomes.	Identify Aboriginal and Torres Strait Islander Peoples stakeholders and organisations within our local area or sphere of influence.	August 2023	Head of Stakeholder Engagement
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander peoples stakeholders and organisations for use within Diona.	August 2023	Head of Stakeholder Engagement
	Incorporate Aboriginal and Torres Strait Islander Peoples stakeholder initiatives into all project community relations action plans.	July 2023	Head of Stakeholder Engagement
	Identify an Aboriginal and/or Torres Strait Islander Peoples not-for-profit organisation to develop a community partnership with within Diona's business framework.	August 2023	Environment and Sustainability Manager
	Meet with at least two local Aboriginal and Torres Strait Islander Peoples organisations to develop guiding principles for future engagement.	August 2023	Director of Operations
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Head of Stakeholder Engagement
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2023	Environment and Sustainability Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2023	Director of Operations

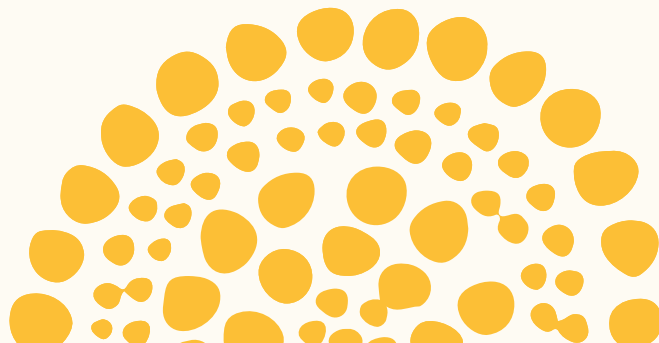


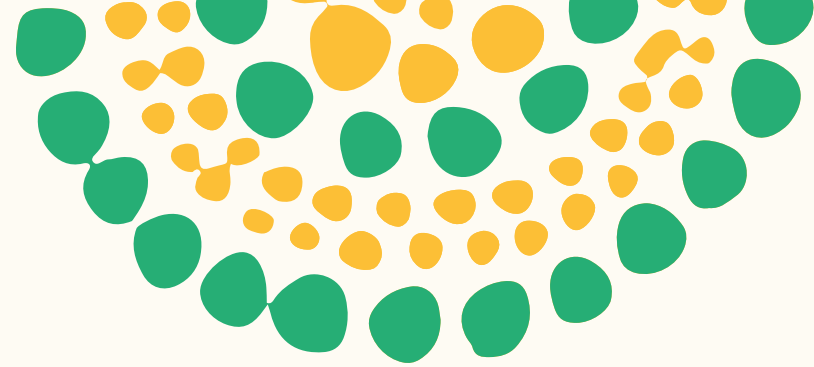


Our Commitments

Relationships

Action	Deliverable	Timeline	Responsibility
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	April 2023	Director of Operations
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August 2023	Head of Stakeholder Engagement
	Identify RAP implemented and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	August 2023	Environment and Sustainability Manager
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination for potential integration to our processes.	July 2023	People and Capability Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and adjust where required.	July 2023	People and Capability Manager



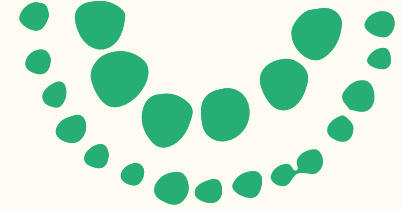


Our Commitments

Respect

Diona aims to create a supportive environment built in respect for Aboriginal and Torres Strait Islander Peoples who work with and engage with us. We will work to understand and appreciate through learning the traditions, customs and knowledge of and connection to the lands that Aboriginal and Torres Strait Islander Peoples have and learn how generations have interacted with the land and each other to foster respect.

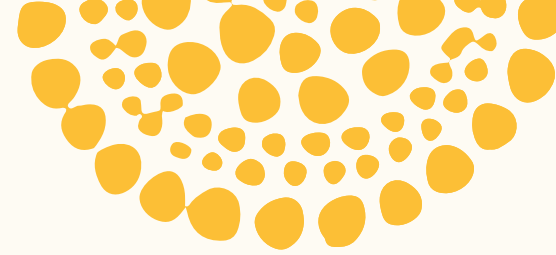
Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander Peoples cultures, histories, knowledge and rights within our organisation.	July 2023	Environment and Sustainability Manager
	Conduct a review of cultural learning needs within our organisation.	August 2023	People and Capability Manager
Identify and engage with an Aboriginal and Torres Strait Islander Peoples cultural awareness training supplier that defines the continuous cultural learning needs of employees in all areas of our business in Australia, is interactive and face to face where possible, and is incorporated into Diona-wide initiatives with targets including:	<ul style="list-style-type: none"> Supplier(s) identified 	May 2023	Environment and Sustainability Manager
	<ul style="list-style-type: none"> 100 per cent of employee personnel to undertake on-line cultural learning activities in Diona training and development program 	August 2023	
	<ul style="list-style-type: none"> Board, Executive and Senior Leaders to undertake face to face cultural workshop learning activities 	July 2023	
	<ul style="list-style-type: none"> All RAP Working Group members to undertake cultural learning activities. 	July 2023	
Demonstrate respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols.	Research and develop a timeline of significant Aboriginal and Torres Strait Islander historical events and achievements to share and retain within the business' system to aid in the education and awareness of all staff regarding the significance of Aboriginal and Torres Strait Islander history.	July 2023	Environment and Sustainability Manager
	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	August 2023	Environment and Sustainability Manager
	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2023	Environment and Sustainability Manager



Our Commitments

Respect

Action	Deliverable	Timeline	Responsibility
	Display an Acknowledgement of Country plaque at each Diona office location in Australia.	August 2023	Head of Stakeholder Engagement
	Develop a cultural protocol document to ensure explanations of Aboriginal and Torres Strait Islander Peoples cultural norms are being used correctly and regularly. Overview of event protocols (e.g. Welcome to Country, Acknowledgement of Country).	August 2023	Head of Stakeholder Engagement
	Develop traditional owners list and key contacts with relevant states, territories and specific local communities.	July 2023	Head of Stakeholder Engagement
	Invite a local Traditional Owner to provide a Welcome to Country at a minimum of two significant internal events (eg NAIDOC Week, NRW, leadership conference).	May and July 2023	Environment and Sustainability Manager
	Ensure Diona's team members provide an Acknowledgement of Country at all public events at the commencement of important internal and external events.	August 2023	Director of Operations
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.	June 2023	Head of Stakeholder Engagement
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	Head of Stakeholder Engagement
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023	Environment and Sustainability Manager
	Hold an internal or public NAIDOC Week event in consultation with Aboriginal and Torres Strait Islander peoples.	First week in July 2023	Head of Stakeholder Engagement
	Support each Diona office and site in celebrating events by promoting events internally and via social media, and by providing time and resources appropriate to the events.	First week in July 2023	Director of Operations
	Incorporate celebrations (including NAIDOC Week and National Reconciliation Week) into Diona's annual event calendar. This may also extend to locally organised events outside of NAIDOC and National Reconciliation Weeks where appropriate.	April 2023	Head of Stakeholder Engagement



Our Commitments

Opportunities

We believe in creating a work environment and culture that supports Aboriginal and Torres Strait Islander Peoples. Our aim is to encourage Aboriginal and Torres Strait Islander Peoples to work and grow with us whilst we learn from their rich cultures, history and experience by sharing of some of these experiences. Our program and targets are designed to provide opportunities that lead to practical, long-term pathways to employment or partnerships which in turn will also help our business with diversity of thought and approach. We will continue to actively explore and encourage local partnerships and support local Aboriginal and Torres Strait Islander Peoples businesses to create economic independence and mutually beneficial commercial agreements.

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander Peoples employment within our organisation.	July 2023	People and Capability Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2023	People and Capability Manager
	Support Construction industry employment and contracting engagement initiatives that promote positive outcomes for Aboriginal and Torres Strait Islander Peoples.	June 2023	Environment and Sustainability Manager
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 Peoples owned businesses.	July 2023	Procurement Manager
	Investigate Supply Nation membership.	June 2023	Procurement Manager
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander Peoples business in a local community in which we operate and document case study of successful joint venture arrangement.	October 2023	Procurement Manager
	Conduct tender process workshops and develop a proposal template and supporting guidelines for the local communities where we operate.	June 2023	Procurement Manager
	Gather data regarding Aboriginal and Torres Strait Islander Peoples organisations and community contacts where Diona is most active.	August 2023	Environment and Sustainability Manager

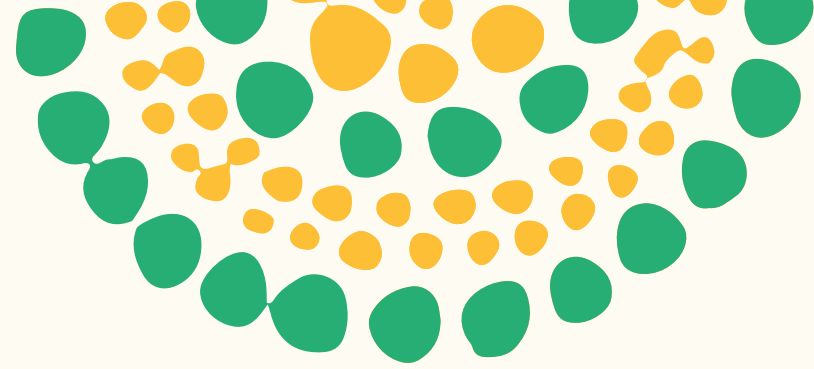
Our Commitments

Governance

Diona believes in developing and delivering an action-oriented, evidence-based plan that strengthens our strategic approach to supporting Aboriginal and Torres Strait Islander Peoples. Our approach adopts appropriate measures to evaluate how we've tracked against our objectives. We will implement a range of practical, achievable actions and monitor our progress on a quarterly basis.

The RAP Working Group will review our progress and make required adjustments to ensure we meet our outlined targets. An annual progress report will be published in addition to the final report that will be produced every three years upon completion of the current RAP.

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	April 2023	Environment and Sustainability Manager
	Draft a Terms of Reference for the RWG.	April 2023	Environment and Sustainability Manager
	Establish Aboriginal and Torres Strait Islander Peoples representation on the RWG where they want to have involvement.	April 2023	Environment and Sustainability Manager
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2023	Environment and Sustainability Manager
	Engage senior leaders in the delivery of RAP commitments.	April 2023	Director of Operations
	Continue to engage and support our existing senior leader in the position of RAP Champion.	September 2023	Environment and Sustainability Manager
	Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2023	Environment and Sustainability Manager



Our Commitments

Governance

Action	Deliverable	Timeline	Responsibility
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023	Environment and Sustainability Manager
	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	June 2023	Environment and Sustainability Manager
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	August 2023	Environment and Sustainability Manager
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2024	Environment and Sustainability Manager



Contacts:

Chris Arrington

Environment and Sustainability Manager
Chris.arrington@diona.com.au
0400 687 814

David Crowhurst

Head of Stakeholder Engagement
David.crowhurst@diona.com.au
0409 555 292

Artwork by Bradley Kickett

Designed by:

 BALARINJI