



Allcott Hire
All Equipment. All for Hire. All Areas.

REFLECT

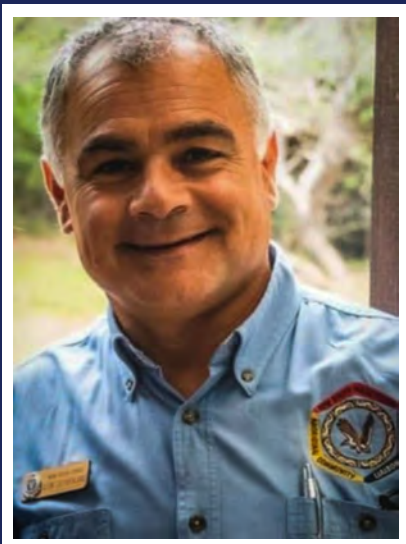
July 2022 - June 2023



RECONCILIATION
ACTION PLAN

REFLECT





ABOUT OUR ARTIST

Glen Sutherland (Gulguma Art) is a Wiradjuri man from central west NSW living in the Illawarra. Glen has been painting and telling stories to connect people with Aboriginal culture over many decades. Glen works with the NSW Police and a range of community services such as the Koori Men's Support Group, Wollongong Corrective Services, the Illawarra Aboriginal Medical Centre and Warrigal Employment, to deliver programs that target building rapport between Aboriginal Peoples and the wider community across the Lake Illawarra region.

Through this artwork, Glen has created a story which connects Allcott Hire, family and work colleagues to country and the three Aboriginal nations:

Brisbane - Turrbal Nation **Unanderra** - Yuin Nation **Melbourne** - Wurrundjeri Nation

The larger meeting place with people sitting around, represents family & colleagues. The footprints that are coming and going and travelling back and forth from the smaller meeting places, represent the Allcott Hire family and staff in their day to day lives. The colours that are made up of dreaming green and brown represent the coast lines, and the orange and blues are the sand and ocean. The blue and yellow represent the colours of Allcott Hire and the earthy colours are other Aboriginal nations. The return boomerangs are a key part of the story and represent family and work colleagues returning home safely.



A MESSAGE FROM OUR CEO



It is with a united vision for the future, that I announce Allcott Hire's commitment to creating a comprehensive and attainable Reflect Reconciliation Action Plan. We view this plan as only the first step in our journey to be actively engaged in increasing awareness and driving forward reconciliation with Aboriginal and Torres Strait Islanders across the community.

As an industry, Hire & Rental, is uniquely placed to be a key player in creating shared value and opportunity across Aboriginal and Torres Strait Islander communities. Through our diverse supply chain and provision of equipment to multiple industries, our reach is broad, and this is reflected in the ambitions of our Reflect RAP.



Michael Cotter

Managing Director & Group CEO

While our initial plan is focussed on what we can control as an organisation within the next 12 months, every commitment we make has the full support of our management team and will be embedded in the way we do business for the long term. We acknowledge the diverse contributions of the First Peoples of Australia and commit to identifying opportunities that create improved long term economic and social outcomes for Aboriginal and Torres Strait Islanders.

Allcott Hire is a family-owned business, and we pride ourselves on going the extra mile to support our customers and staff. Having a diverse and inclusive work environment that celebrates individual differences is our strength. We are excited to now have a Reflect RAP that will inspire and educate all staff to do more for their community and to understand how their actions can create a better, more equal, Australia for First Nations people.



OUR BUSINESS

Allcott Hire is a family-owned business that has been supporting our customers to get the job done, no matter how big or small, for over 30 Years. Founded by Michael Cotter, it is his continued leadership and values of honesty, integrity, reliability, and transparency that make Allcott Hire the easiest rental company in Australia to do business with.

We are a diverse business and equipped to meet customer requirements across multiple industries and sectors. Our reach is far, with a branch network that covers the entire east coast of Australia. As a rental company we are unique from our competitors, with our ability to provide complete aluminium scaffolding system solutions through our sister company Aluminium Scaffolds.

Our strategy for the future is underpinned by Mike's vision for us to be the easiest rental company in Australia to do business with.

Always Hire from Allcott Hire Guarantee

The *Always Hire from Allcott Hire* guarantee is a commitment to our customers on what they can expect, each and every time they do business with us, being;

- ✓ Always Easy to Deal With
- ✓ Always Focused on Quality
- ✓ Always Working to be Better
- ✓ Always Get it Done

Any guarantee to our customers will only ever be possible through the greatness of our staff. To that end, Allcott Hire is determined to become an employer of choice, with the safety and well being of our staff being paramount to everything that we do. With our branch network covering the entire east coast of Australia, we have a workforce of over 150 staff. While we strive to be better, we are proud to currently have five Aboriginal and / or Torres Strait Islander staff, in roles that range from Drivers to Senior Management.

This Reflect RAP will ensure that we continue to explore every opportunity to increase representation of First Nations people in our workforce and create a framework underpinned by a diverse and inclusive workforce.

DEVELOPING OUR RAP

Allcott Hire is committed to being better. Better at meeting our customer's needs, better at being an employer of choice and better at ensuring we are playing our part in creating a united Australia, where First Nations People have the same economic and social opportunities as all Australians.

It is this desire to be better that has led us to take our first step towards reconciliation, in the creation of a comprehensive and attainable Reflect Reconciliation Action Plan.

While early in our journey, we feel that the opportunities for us to make an impact are broad. With a diverse supply chain that includes labour, equipment and materials, there are multiple opportunities for us to be better at engaging with Aboriginal and Torres Strait Islander businesses across NSW, VIC, QLD and the ACT.

We have taken a measured approach to creating our RAP and have been focussed on setting targets and actions that are achievable and that will create lasting change for our business, our employees, and our community.

Through this process, we have also acknowledged our inability to do this alone. Internally we have created a RAP working group that has met regularly to share ideas, challenge the status quo, and create accountability for its members.

The members of this committee are diverse and represent all levels of the organisation. We have taken the step of mandating that our steering group is to have a minimum 50% of its members identify as Aboriginal and / or Torres Strait Islander people. We believe this will increase accountability and enhance our ability to create a RAP that is meaningful and lasting. We have also nominated our Greater Sydney Regional Manager to be our RAP Champion, being of Aboriginal heritage he is passionate about the Reflect RAP we are creating and to making sure we stay true to our commitments.

Externally we have identified the NSW Indigenous Chamber of Commerce (NSWICC) as an organisation that we can Partner with to identify opportunities for us to be better at engaging First Nations suppliers right across our supply chain. With their help, we have done an initial data wash of our supplier listing and have identified multiple opportunities

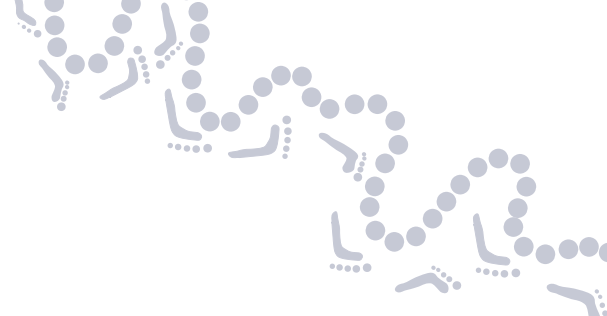
for us to shift supply to Indigenous owned businesses. We will commence this transition in 2022.

Our RAP has outlined actions, responsibilities, timelines and targets under the key areas of **RELATIONSHIPS, RESPECT** and **OPPORTUNITIES**. We will engage all staff on our RAP and its targets, to ensure buy in right across our organisation. We will also publish an annual report that outlines our progress against these targets.





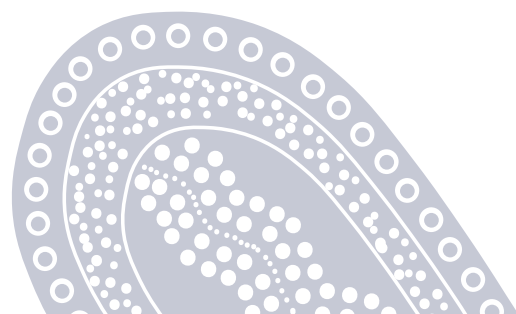
RELATIONSHIPS



	Action	Deliverable	Timeline	Responsibility
1	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.	June 2022	HR Manager
		Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	HR Manager
2	Build relationships through celebrating National Reconciliation Week (NRW).	Encourage all staff, including senior leaders to participate in external NRW events and share their experience with the business via internal and external communication channels i.e. social media	27 May - 3 June 2022	GM
		Circulate Reconciliation Australia's NRW resources and materials to our staff.	27 May - 3 June 2022	GM
		RAP Working Group members to participate in external NRW event.	27 May - 3 June 2022	GM
3	Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	June 2022	GM
		Identify external stakeholders that our organisation can engage with on our reconciliation journey. For example, our customers and contractors.	June 2022	GM
		Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2022	Regional Managers
4	Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination, with the view to incorporate findings into the business's key documentation.	June 2022	HR Manager
		Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2022	HR Manager



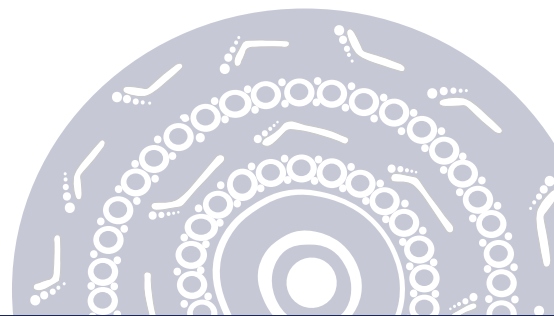
RESPECT



Action	Deliverable	Timeline	Responsibility
5	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.	July 2022 HR Manager
		Conduct a review of cultural learning needs within our organisation.	August 2022 HR Manager
6	Demonstrate respect to Aboriginal and Torres Strait Islander people 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.	June 2022 Special Projects Manager
		Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	January 2023 HR Manager
7	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.	July 2022 GM
		Introduce our staff to NAIDOC Week by promoting external events in our local areas.	July 2022 GM
		RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2022 GM



OPPORTUNITIES



Action	Deliverable	Timeline	Responsibility
8	Develop a business case to increase our employment of Aboriginal and Torres Strait Islander people to 2.5% across all levels of the business.	June 2023	HR Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2022	HR Manager
	Develop pathways for our Aboriginal and Torres Strait Islander staff to partake in Allcott Hire supported professional development training in 2022	December 2022	HR Manager
9	Develop a business case to increase and sustain our procurement from Aboriginal and Torres Strait Islander owned businesses to a minimum of 1.5%	June 2023	Special Projects Manager
	Maintain membership of NSWICC	October 2022	GM



GOVERNANCE



Action	Deliverable	Timeline	Responsibility
10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RGW to govern RAP implementation.	October 2022	GM
	Review draft terms of reference for the RWG.	October 2022	GM
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	June 2023	GM
11 Provide appropriate support for effective implementation of RAP commitments.	Define resources needed for RAP implementation	October 2022	Projects Manager
	Continue to engage senior leaders in the delivery of RAP commitments	November 2021	GM
	Define appropriate systems and capability to track, measure and report on RAP commitments	October 2023	GM
12 Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up to date to ensure we are receiving important correspondence.	June 2022	HR 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 2022	HR Manager
	Complete and submit the RAP Impact Measurement Questionnaire (RMIQ) to Reconciliation Australia annually.	September 2022	HR Manager
13 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2023	Projects Manager

Contact Details

For more information about our RAP and what we are doing to meet our deliverables, please contact:

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