



Innovate
Reconciliation
Action Plan
October 2021 - October 2023



Table of Contents

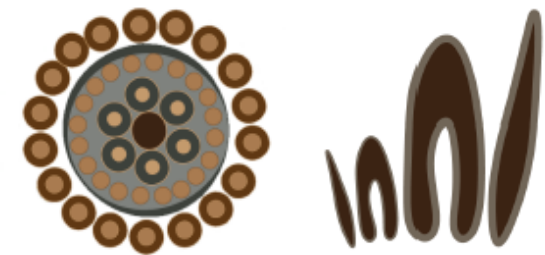
Vision for Reconciliation	pg. 3
Artist and Artwork	pg. 4
Reconciliation Australia CEO Statement	pg. 5
Evolve Environmental Directors Statement	pg. 6
Our Company	pg. 7
Our RAP	pg. 8
Relationships	pg. 11
Respect	pg. 13
Opportunities	pg. 15
Governance	pg. 17
Reconciliation Program Contact	pg. 19

Warning

Aboriginal and Torres Strait Islander peoples should be aware that this publication may contain names of people who have passed away.

Acknowledgment of Country

Evolve Environmental Solutions acknowledge the Traditional Owners of country throughout Australia and recognise their continuing connection to land, waters and community. We pay our respect to them, their cultures and to Elders past, present and emerging.





Vision for Reconciliation

Evolve Environmental Solutions vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander peoples are afforded equal opportunities for education, employment and career progression within the environmental conservation sector. Our wider vision for reconciliation is an Australia that embraces unity between First Nation peoples and other Australians, and a national culture that represents equality and equity, historical acceptance of our shared history and removal of negative race relations.

Following our commitment to our RAP, Evolve will achieve our vision through educating our staff members, shareholders, partners, clients and sub-contractors of the importance the diversity of knowledge, cultural value and perspective First Nations peoples will bring to our projects. Evolve Environmental Solutions is an environmental conservation company that was created to meet the growing demand for specialised environmental contracting and ecological studies. Our commitment to reconciliation is reflected by Evolve's continual pursuit of industry professionalism and the delivery of achievable solutions to complex ecological challenges. As a company we value integrity, passion, innovation and leadership, which is reflected across our company objectives;

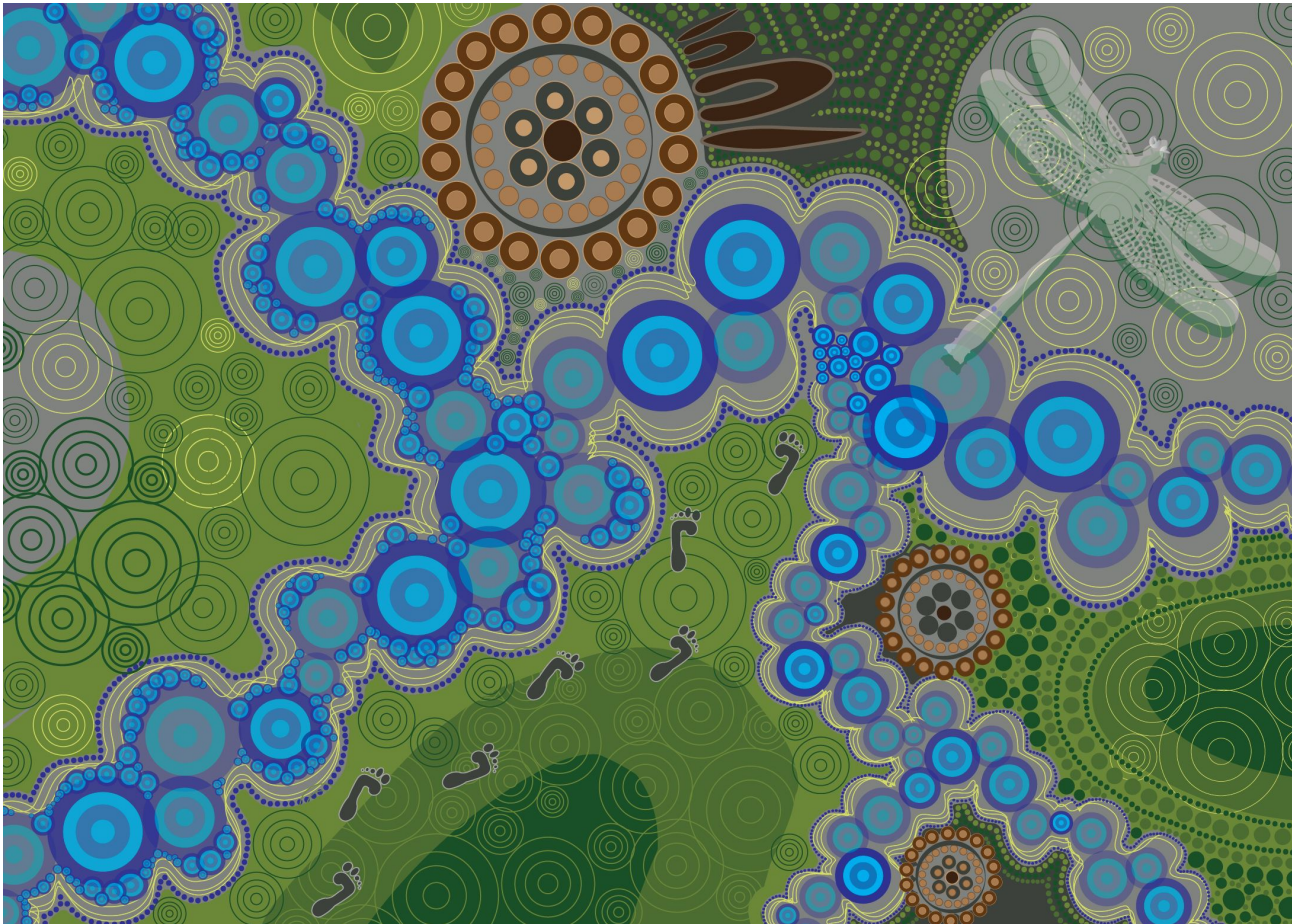
- The improvement of scientifically based ecological rehabilitation and land management practices, through advocacy, collaboration and partnership with external stakeholders
- Development of best-practice standards and requirement for excellence in professional practice
- Promoting and supporting environmental outcomes through both traditional and innovative methods of environmental management

- Encouraging and inspiring our staff to become advocates of environmentally responsible business
- Pursuing and providing opportunities for our staff to continue developing their knowledge within in the field of environmental management

Evolve Environmental Solutions strength comes from providing positive outcomes for all parties involved with the process of design, building, evaluation, assessment and maintenance of environmentally sensitive projects and areas. Strengths our company will continue to develop alongside our commitment to the formal establishment of a strong presence for reconciliation within our culture and daily operations.



Artist and Artwork



Amanda Pitt-Lythgoe

Amanda is a proud Kabi Kabi woman who has a strong connection to the Sunshine Coast, its hinterland, and Mary Valley region through her mother. Amanda's mother was a very well respected Kabi Kabi Elder, affectionately known as Aunty Joy. Aunty Joy ensured her children were brought up in Kabi Kabi Country and knew the sacred heritage of their land. After returning to Country to care for her parents [from Western Australia], Amanda reinvigorated her artistic talents, showcasing her interpretations of her Country through her artwork.

Amanda has since exhibited in Tall Trees Art Exhibition 2020 where she received the People's Choice Award for her art and returned to the exhibition in 2021. She has also had her art shown in the 2021 NAIDOC Exhibition - Heal Country at Cooroy Butter Factory Arts Centre and the NAIDOC 2021 Sunshine Coast Council Culture; Remembered; Revitalised; Reactive exhibitions at Caloundra Regional Art Gallery.

Throughout Amanda's upbringing, her mother always shared knowledge of Kabi Kabi Country and Countrymen through oral traditions. Amanda now passes on this wisdom on to her two daughters: continuing the transference of knowledge to the next generation. Amanda draws on this knowledge to produce culturally appropriate artwork and is evident in the pride she takes in her art.

The piece commissioned for Evolve Environmental Solutions' RAP speaks to the company's journey and vision. The piece showcases a river nourishing the land and new growth after back burning. An Elder is standing around a fire teaching the new generation how to care for country. The footprints signify our connection to country and this incorporated with the dragonfly, showcase new beginnings through positive change.

Reconciliation Australia CEO Statement

Reconciliation Australia commends Evolve Environmental Solutions 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 Evolve Environmental Solutions 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, Evolve Environmental Solutions 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 over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Evolve Environmental Solutions is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Evolve Environmental Solutions' 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 Evolve Environmental Solutions on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





Evolve Environmental Solutions Directors Statement

Evolve Environmental Solutions is dedicated to the sustainable management and repair of our environment, delivering landscape revegetation and rehabilitation projects to our many clients. During our brief history, Evolve has had the privilege of employing several staff that identify as Aboriginal and Torres Strait Islander people.

As a company that works on the land, restoring the natural environment, Evolve has an obligation to acknowledge the thousands of years Aboriginal & Torres Strait Islander peoples lived in harmony with Country and contributed to sustainable land practices. Evolve commits to collaborate with Aboriginal and Torres Strait Islander peoples, sharing our knowledge and opportunities in the field of land management. We acknowledge reconciliation will occur when all Australians are represented as equals in employment, education, training, and opportunity.

As Director of Evolve Environmental Solutions, I wish to take this opportunity to formally acknowledge our team's commitment to our Innovate Reconciliation Action Plan and the commencement of its implementation. Even though our company is young, we have already had the privilege of employing several team members who identify as Aboriginal or Torres Strait Islander people, worked with and learned from Elders and been involved with projects that give back to First Nations communities.

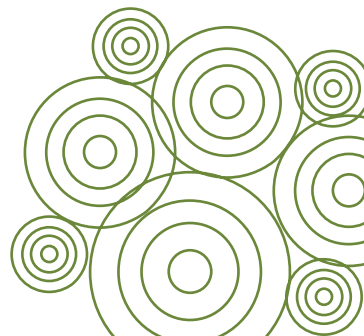
Our team recognizes the hardships Aboriginal and Torres Strait Islander peoples have been subject to since the colonisation of Australia. Including but not limited to, loss of culture and language, racism, denial of citizenship rights and displacement of home. We recognise that First Nations peoples hold a deep connection to their ancestral landscapes, and this is critical to their overall wellness. Connection to Country is central to Aboriginal peoples' existence and reflects the notion of an innate connection to land.

Disconnection from the land compromises cultural connections and causes extreme distress and feelings of powerlessness.

Evolve Environmental Solutions' mission is grounded in our dedication to the sustainable management and repair of our environment, through the delivery of quality landscape revegetation and rehabilitation projects on behalf of our clients. As a company that works on the land, restoring the natural environment, Evolve recognises our obligation to acknowledge the thousands of years Aboriginal and Torres Strait Islander peoples lived in harmony with Country and contributed to sustainable land practices.

The Evolve management team are aware of the field of research relating to EcoHealth: a holistic approach to health and wellbeing. Evolve acknowledges, contemporary ecological health and social sciences have much to learn from the holistic philosophy of First Nations peoples and their traditional expertise derived from centuries of refining knowledge about the links between eco-systems and health. EcoHealth is transdisciplinary, linking human health and wellbeing to ecology and ecosystems, identifying the interconnectedness of environmental, socio-cultural, and economic factors by applying ecology and public health approaches.

John White
Director
Evolve Environmental Solutions



Our Company

At Evolve Environmental Solutions, we work with clients, colleagues, and the environment to design, develop and create outcomes that seek to enhance and restore ecological communities through land management techniques both emerging and traditional. Founded in 2012, Evolve set out to create a business that is focused on professionalism, achievable solutions and provides our clients with the most value. Evolve Environmental Solutions is a key company within the Eureka Group Australia which also includes the following companies; Eureka Landscapes Pty Ltd, Soak It Pty Ltd and Tubestock Nursery Australia Pty Ltd.

Today, the original team of three lead the current work force of just over forty, three of whom identify as First Nations people. Evolve has a low staff attrition level, due in part to the main driver of employment is considered to be, contributing to strong ecological outcomes across the southeast Queensland region. This information was identified through staff surveys, providing employees the opportunity to contribute to the type of work the company undertakes, driving our strategic direction. Every day our shared corporate aim is to plant as many plants as possible, manage landscapes to ensure native habitat for both flora and fauna on land and in our waterways and emerge as cultural stewards focused on achieving best practice ecological outcomes.

As a well respected environmental construction company within southeast Queensland, Evolve is regularly engaged by private companies, local and state government departments. Recently being appointed to the Department of Transport & Main Roads Environmental & Cultural Heritage Services panel for work across the state. Our sphere of external influence extends across the private and public sectors on small- and large-scale projects where we offer, design, consultancy, management and construction services.

Undertaking works for such a variety of clients enables Evolve to engage with an extensive supplier, consultant and sub-contractor network that includes engagement opportunities direct with Aboriginal and Torres Strait Islander groups. With our office based in Brisbane, First Nations where we regularly undertake works include the Waka Waka, Badtjala, Kabi Kabi, Yuggera, Barranggam and Bunjalung. We envisage over time, developing close relationships with the Traditional Owners of where we operate, demonstrating our commitment to and respect for country, through engagement, inclusion and collaboration.






Our RAP

Evolve Environmental Solutions works directly with the layers of landscape. From soil composition, water quality, through to the management of vegetation. Reconciliation is another layer of our landscape, both in terms of the histories of land management and the diverse layers that is built into our workspace, understanding how a more holistic approach encompasses rights and symbolic and practical actions in our workplaces.

This Reconciliation Action Plan is Evolve Environmental Solutions first plan to be endorsed by Reconciliation Australia. Previous to our partnership with Reconciliation Australia, Evolve has had a strong history of engagement with in the space of reconciliation. The development of relationships with First Nations peoples and practices has come through the structure of our business, relationships with clients who are involved with reconciliation and Christina Gnezdiloff's actions as Business Development Manager. Christina, within her role, project manages culturally sensitive projects which require her to engage with First Nations peoples on behalf of the client and community, during the design, construction and maintenance phases of the project timeline. She is also a current member of the Australian Institute of Landscape Architects, QLD Chapter, Connection to Country Committee. The committee is dedicated to the development of relationships within local communities, First Nations practices and education institutions. As a result of these connections, Evolve Environmental has been recognised by Reconciliation Australia as a candidate for the Innovate Reconciliation Action Plan.

Evolve Environmental Solutions key reconciliation learnings prior to beginning the process of building a RAP:

- Education - Providing support and encouraging continuous education opportunities - Evolve will continue to support school-based trainees that identify as Aboriginal and/or Torres Strait Islander people.

- Staff Engagement - Getting our people engaged and interested - All Evolve staff know that cultural heritage and the further development and implementation of RAPs is an ongoing project for Evolve. They each know they play a part in how the company is perceived in the entire market, including who the Traditional Owners are of the area in which they are working
 - Cultural Learning - What can we learn from each other to strengthen our business - We provide monthly updates through toolbox talks and all team leaders are aware of the Traditional Owners of the land on which they work, we have found it gives a greater sense of purpose to our staff, when they recognize and honor the Traditional Owners. Evolve have undertaken cultural awareness training under the guidance of the Kabi Kabi people on two separate occasions with direct on ground learning undertaken. Evolve staff walked a site with Kabi Kabi representatives, contributing to the identification of potential artefacts for assessment.
 - Employment - Changes and additions that we could make to our employment package - Since the objectives were set in 2018, Evolve have employed two staff members who identify as First Nations people. One started as a school-based trainee and has now become a full-time member of the crew who work on Jagera land.
 - Procurement - Diversify our range of suppliers to incorporate Aboriginal and Torres Strait Islander businesses - Our objective was to register with Supply Nation, however as a small company, subject to economic influences, we found the joining fees to be cost prohibitive. Evolve identifies this is an area in which further research is required in order to diversify our procurement strategy.
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RAP Working Group and Key Representatives:

The RAP Working Group (RWG) for Evolve Environmental Solutions has been established and will be responsible for the development, implementation, communication, and reporting of the RAP elements. The RWG includes key staff members from across the Eureka Group Australia¹ who are responsible for representing the different business sectors.

The following individuals are the members of the RWG and hold specific responsibilities for the delivery of RAP actions:

- Eureka Group Managing Director
- Eureka Group Director
- Evolve Environmental Director *Champion*
- Eureka Group People & Culture Manager
- Eureka Group HSEQ Manager
- Eureka Group HSEQ Advisor
- Eureka Group Communications & Marketing Officer
- Evolve Environmental Business Development Manager *Champion*
- Evolve Environmental Ecology & Offsets Manager
- Evolve Environmental Senior Team Leader
- Evolve Environmental Operations Manager
- Evolve Environmental Team Leader First Nations Internal Advisor
- Tubestock Nursery Australia Nursery Dispatch and Sales Co-ordinator
- Tubestock Nursery Australia Productions Co-ordinator

The RWG will then communicate with the Evolve Environmental management team and Team Leaders, who will then be responsible for championing our RAP throughout the business.

Purpose:

The decision to include representatives from each company into the RWG is to create a collaborative and educational setting for learnings of RAP elements to be discussed and a diversity in the feedback received. It will also ensure the knowledge gained from these meetings will be accessible to those who are currently/previously involved in reconciliation and those who are yet to be engaged in this space.

The goals of the RWG are:

- 1- Communicate/share learnings to RWG
- 2- Provide opportunities for collaboration/ work-shopping ideas
- 3- Provide opportunities to share resources

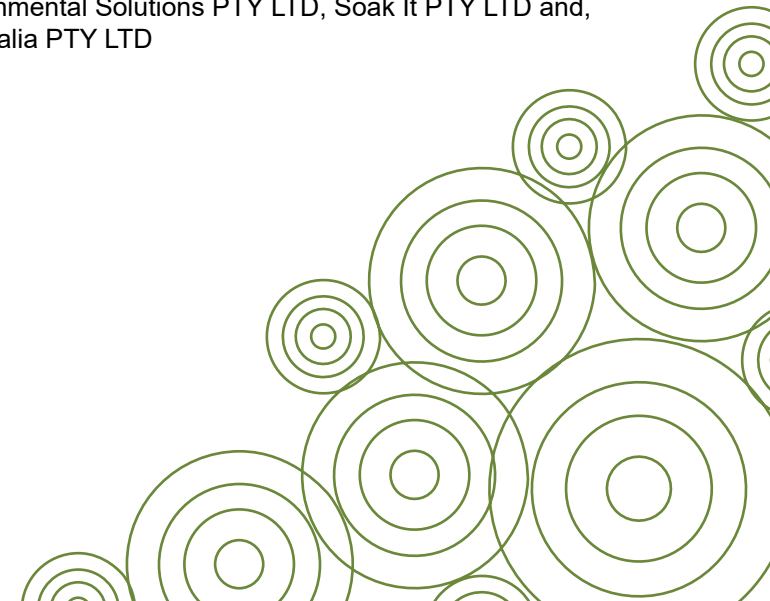
Method of Implementation:

The Evolve Environmental Solutions Director, Business Development Manager, Ecology & Offsets Manager and Senior Team Leader will be responsible for the actioning of RAP deliverables. As the management team for Evolve is small, the above members will receive support from the Eureka Group HR Manager, HSEQ manager and Communications & Marketing officer, to complete and action RAP deliverables.

These representatives will meet once a month to report learnings and plan the RAP targets for the next month. They will simultaneously engage in quarterly meetings with the RWG to continue the discussion of reconciliation, along with our First Nations external advisors. The external advisors will be invited to participate in the RWG by November 2021 and will facilitate feedback and brainstorming of alternate approaches to Evolve Environmental actioning of RAP deliverables.

Footnote:

- (1) The Eureka Group Australia encompasses four companies; Eureka Landscapes PTY LTD, Evolve Environmental Solutions PTY LTD, Soak It PTY LTD and, Tubestock Nursery Australia PTY LTD





Relationships

Relationships			
Developing partnerships with Aboriginal and Torres Strait Islander groups will allow Evolve Environmental Solutions to support/empower projects of inclusion and positive ecological outcomes. Utilizing the position that our Company holds within the Rehabilitation and Revegetation of Natural Areas industry, will assist in cultivating a space for collaboration and shared learnings within the realm of environmental management.			
Action	Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. 	October 2021	Business Development Manager
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	October 2021	Communications & Marketing Officer
<ul style="list-style-type: none"> Build relationships through celebrating National Reconciliation Week (NRW). 	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2022, 2023	Communications & Marketing Officer
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May- 3 June, 2022, 2023	Communications & Marketing Officer
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May- 3 June 2022, 2023	Communications & Marketing Officer
	<ul style="list-style-type: none"> Organise at least one NRW event each year. 	27 May- 3 June 2022, 2023	Business Development Manager
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website 	May 2022, 2023	Business Development Manager
<ul style="list-style-type: none"> Promote reconciliation through our sphere of influence. 	<ul style="list-style-type: none"> Implement strategies to engage our staff in reconciliation. 	November 2021	Business Development Manager
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. 	October 2021	Communications & Marketing officer



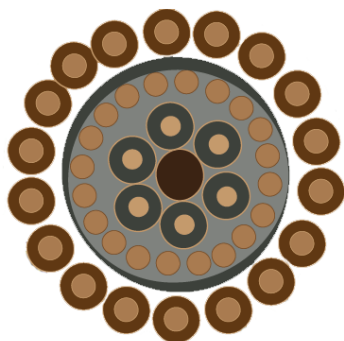
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	February 2022	Business Development Manager
	<ul style="list-style-type: none"> Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation. 	February 2022	Business Development Manager
	<ul style="list-style-type: none"> Include an overview of the RAP within new employee packs. 	October 2021	Business Development Manager
	<ul style="list-style-type: none"> Encourage partner organisations to develop their own RAPS 	June 2022	Business Development Manager
<ul style="list-style-type: none"> Promote positive race relations through anti-discrimination strategies. 	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	November 2021	Business Development Manager
	<ul style="list-style-type: none"> Develop, implement and communicate an anti-discrimination policy for our organisation. 	December 2021	Eureka Group Managing Director
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	October 2021	Evolve Director
	<ul style="list-style-type: none"> Educate senior leaders on the effects of racism. 	October 2021	Eureka Group Director
	<ul style="list-style-type: none"> Host a screening of the Final Quarter for staff and facilitate a discussion following the film utilising the associated resources 	August 2022	Business Development Manager



Respect

Respect			
Guidance by Aboriginal and Torres Strait Islander communities will become a part of our future operations. Ensuring better long term environmental, social and cultural outcomes, achieved by observing, learning and understanding Aboriginal and Torres Strait Islander peoples and communities care for Country. Promoting respect within our Company will develop a stronger, more positive working culture for our staff by instilling a passion in staff for the histories of our landscape.			
Action	Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. 	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	November 2021	Business Development Manager
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy. 	February 2022	People & Culture Manager
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural learning strategy for our staff. 	December 2021	Business Development Manager
	<ul style="list-style-type: none"> Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. 	June 2022	Business Development Manager
	<ul style="list-style-type: none"> Investigate local cultural immersion opportunities for staff and circulate a calendar of events to all staff, providing information to enable self-driven activities to be undertaken. 	December 2022	Business Development Manager
<ul style="list-style-type: none"> Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. 	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	October 2021	Business Development Manager
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	November 2021	Business Development Manager
	<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. 	November 2021	Evolve Director

	<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	November 2021	Business Development Manager
<ul style="list-style-type: none"> Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. 	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2022 & 2023	Communications & Marketing Officer
	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	December 2021	People & Culture Manager
	<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	June and July 2022, 2023	Communications & Marketing Officer
<ul style="list-style-type: none"> Build respect and understanding on each project site of who the Traditional Land Owners are and contributions made to the land. 	<ul style="list-style-type: none"> Educate Evolve staff on appropriate engagement with Traditional Owners prior to the commencement of ground work to support and enable respectful relationships. <i>* The intention here is to open up channels to build a relationship with the community. Where they will be able to provide insights and knowledge of the land in question commencement of work regarding their contributions to the site (past and present).</i> 	October 2021	Business Development Manager
	<ul style="list-style-type: none"> Incorporate into site specific documentation the identity of the Traditional Land Owners and their contribution to the land and/or project, to be acknowledged at daily pre-start meetings. 	October 2021	HSEQ Manger
	<ul style="list-style-type: none"> Develop a protocol that identifies the Traditional Owners and their engagement with the site, on all marketing material where projects are featured. 	October 2021	Communications & Marketing officer



Opportunities

Opportunities			
A diversified and empowered workforce will encourage innovation through ideas and will lead to the creation of lasting ecological change for the future environment. Evolve will provide opportunities for leadership through a focus on education, securing a strong professional workforce for Evolve and encourage growth in the environmental sector			
Action	Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. 	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	December 2021	Evolve Director
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. 	March 2022	Evolve Director & HR Manager
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	April 2022	Evolve Director
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	June 2022	People & Culture Manager
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	April 2022	Evolve Director
	<ul style="list-style-type: none"> Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce. 	June 2022	Evolve Director
	<ul style="list-style-type: none"> Provide continuous support to Evolve school-based trainees who identify as First Nations people. 	September 2023	Evolve Director
<ul style="list-style-type: none"> Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. 	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	July 2022	Evolve Director
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	July 2022	Business Development Manager
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	June 2022	HSEQ manager

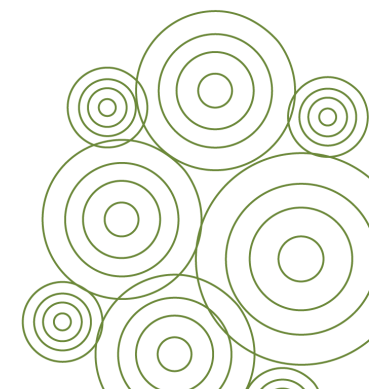
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	June 2022	Business Development Manager
	<ul style="list-style-type: none"> Research alternative methods to diversify our procurement strategy 	June 2022	Business Development Manager
<ul style="list-style-type: none"> Provide opportunities for mutual knowledge sharing between Evolve staff and Traditional Owners with the aim of building better ecological solutions 	<ul style="list-style-type: none"> Develop a protocol that enables Traditional Owners to participate in project planning ahead of on ground works beginning 	February 2022	Evolve Director
	<ul style="list-style-type: none"> Develop a protocol that enables Traditional Owners the ability assess Evolve works both through desk top investigation and on ground operations. 	February 2022	Business Development Manager
	<ul style="list-style-type: none"> Work with Traditional Owners to develop a set of benchmarks to be achieved that works towards an environmental Traditional Owner compliance. 	February 2022	Business Development Manager



Governance

Governance			
Action	Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP. 	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. 	December 2021	Evolve Director
	<ul style="list-style-type: none"> Maintain and review a Terms of Reference for the RWG. 	October 2021	Business Development Manager
	<ul style="list-style-type: none"> Meet at least four times per year to drive and monitor RAP implementation. 	October, December 2021 March, June, September, December 2022, 2023	Communications & Marketing Officer
<ul style="list-style-type: none"> Provide appropriate support for effective implementation of RAP commitments. 	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	October 2021	Business Development Manager
	<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments. 	October 2021	Business Development Manager
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	October 2021	Business Development Manager
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	August 2021	Evolve Director
<ul style="list-style-type: none"> Build accountability and transparency through reporting RAP achievements, challenges 	<ul style="list-style-type: none"> Contact Reconciliation Australia to ensure that our primary and secondary contact are up-to-date to ensure we are receiving important correspondence and reporting information. 	June 2022, 2023 and annually	Business Development Manager

and learnings both internally and externally.	<ul style="list-style-type: none"> Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the annual RAP Impact Measurement Questionnaire 	1 August 2022, 2023 and annually	Business Development Manager
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September, 2022, 2023 and annually	Business Development Manager
	<ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly. 	October, December 2021 March, June, September, December 2022, 2023	Evolve Director
	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings, annually. 	December 2021, 2022 and October 2023	Business Development Manager
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	May 2022	Business Development Manager
<ul style="list-style-type: none"> Continue our reconciliation journey by developing our next RAP. 	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	June 2023	Business Development Manager



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