



GenusPlus Group
Reflect Reconciliation Action Plan
July 2023 – July 2024



Acknowledgement of Country

GenusPlus Group acknowledges the Traditional Owners of the land on which our head office is located, the Whadjuk people of the Noongar Nation; and respect their continuing culture and the contribution they make to the life of this city and this region.

As a national business with multiple locations across Australia we extend this respect to the Traditional Custodians on whose lands we work; and acknowledge their continuing connection to land, waters and community.

We recognise the strength and resilience of Australia's First Nations people and pay our respects to the Elders of today; those who have gone before us; and the Elders yet to come.

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About Our Cover Artwork



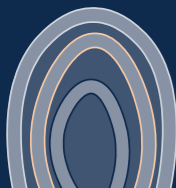
This element of the artwork shows GenusPlus Group as a family. David, the group's Managing Director, is fiercely protective of those who choose to adopt the Genus values.



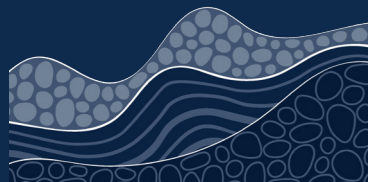
These symbols show the many places and communities that David, along with his company and family have been involved in.



These symbols, used throughout the artwork show the impact and engagement that The Genus family has within the community, industry, and environment.



The four arches shown in the artwork symbolise the four major sectors that Genus provides services to.



The layered sections below show that Genus is built on the bedrock of three generations of accumulated family expertise.



The Artist

Acacia Collard is a Badimia Yamatji – Ballardong Noongar woman who comes from two large families in WA and is currently living in the south of Perth.

Acacia specialises in contemporary Aboriginal artworks and designs through digital art and canvas mediums. As an artist she has worked with many organisations such as GenusPlus, schools and community groups to create designs for RAPs, websites and documents as well as running interactive workshops.

Acacia is passionate about mentoring and started her business Biliya Mentoring to provide a meaningful service with genuine care to mentees and employers. She prides herself as being professional and adaptable whilst keeping it fun and engaging.



Biliya Mentoring provides their majority of support on a pastoral level; what happens at home plays a pivotal role in how an employee carries themselves at work. With the right care and guidance a Mentor will work in conjunction with the employer and the Mentee to find the right balance for a successful career. They help with setting goals, developing confidence and navigating the ups and downs that life throws at them.

Biliya offers support to all industry groups and small employers to assist their Aboriginal employees, as well as other young people in their workforce. They aim to match the client with the best mentor service to suit each individual, helping them maintain employment and be successful.

Biliya is passionate about mentoring young people, Aboriginal and Torres Strait Islander people and anyone who may need some extra support in their employment journey.

www.acaciaculturaldesigns.com



Message from the Managing Director

We are very proud to present GenusPlus Group's first Reconciliation Action Plan (RAP). Through this Plan, we reaffirm our commitment to actively work toward reconciliation with Aboriginal and Torres Strait Islander peoples.

It is the culmination of a journey that began many years ago in the early days of our company. This account reflects some of my experiences. As a child, my brother, sister and I travelled with Dad and Mum to many of the Aboriginal Communities across Western Australia's Kimberley and Pilbara regions. Dad performed contract and maintenance work connecting a significant number of these communities to the network. My siblings and I attended local schools and participated in local community events. My traineeship saw me return to these communities with my Dad and brother; I learned my trade working on critical assets in the remote outback servicing some of the same communities we visited as kids. My friendships and business relationships formed then have been essential to my understanding of how we as a society can better support Aboriginal and Torres Strait Islander communities.

In addition to being part of my personal journey, this is now embedded in the DNA of the company. As our operations expand and we enter new regions across Australia, we must clearly establish how we will work with Aboriginal and Torres Strait Islander people. Upon the foundation of deep respect, we are committed to developing relationships, and to actively seeking business and employment opportunities with and for Aboriginal and Torres Strait Islander people.



It is not a matter of lip service. We recognise Aboriginal and Torres Strait Islander people as our coworkers, business partners, and members of all of the communities in which we live and work. Reconciliation Australia states that a RAP program's strength is as an underlying framework of relationships, respect, and opportunities. This enables us to strategically set our reconciliation commitments, which in turn align with our 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. These underlying dimensions are core to how we developed our RAP, but more importantly tell us about the way in which we will live and work.

Our first RAP clearly states what we are committing to do over the coming year. It tells us how we are going to actively pursue reconciliation and it will hold us accountable. Through our RAP, GenusPlus Group are committed to collaborating with companies and organisations across the country. This is to ensure that we achieve an Australian society that is inclusive and equitable, reconciled with the Aboriginal and Torres Strait Islander communities.

David Riches,
Genus Managing Director





Our Values



INNOVATION

We strive to learn, improve and seek out solutions that create value.



MATESHIP

We look out for each other and treat one another equally and with respect.



SAFETY

We embody "Think Safe. Work Safe. Home Safe."



COLLABORATION

We believe in the power of working together to achieve success.



INTEGRITY

We are honest, transparent and we do what we say we will do.

A Message from Reconciliation Australia

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

GenusPlus Group 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 GenusPlus Group to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

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



Karen Mundine,
Chief Executive Officer
Reconciliation Australia

Our Business

GenusPlus Group (ASX:GNP) is an end to end service provider for essential power and communications infrastructure. Genus provide an integrated service delivered through four key complementary businesses to our clients in the resources, power, utilities, and telecommunications sectors across Australia. Built on a bedrock of three generations of accumulated family expertise, today the GenusPlus Group is a leading ASX-listed provider of critical infrastructure services to a blue-chip client base

GenusPlus Group has a national presence with offices and depots including:

- 📍 **WA**
Key Offices – Belmont (Head Office), Kenwick,
Depot – Tom Price, Port Hedland, Mount Magnet, Leonora, Kambalda, Exmouth
- 📍 **NSW**
Key Offices – Prestons
Depot – Cameron Park
- 📍 **VIC**
Key Offices – Mulgrave
- 📍 **QLD**
Key Offices – Townsville, Rockhampton, Brisbane,
Depot – Fairney View, Clermont, Loganholme
- 📍 **SA**
Key Offices – Pooraka
- 📍 **TAS**
Depot – Bridgewater, Spreyton



GenusPlus Group currently has 950 employees of which 3% identify as Aboriginal and/or Torres Strait Islander people.

Our RAP

At Genus, we are committed to measuring and understanding the impacts of our activities – this includes ensuring that we remain focused on creating positive and tangible outcomes for our Aboriginal and Torres Strait Islander employees, partners and communities.

Our vision for reconciliation includes ensuring Aboriginal and Torres Strait Islander peoples have equal access to the exciting opportunities offered by the industries in which we operate. This RAP is an opportunity for us to show our ongoing commitment to building long term, sustainable relations with Aboriginal and Torres Strait Islander peoples through the provision of training, employment and business opportunities.

Our RAP – and our wider reconciliation journey – is aimed at fostering a deep understanding, respect and appreciation within our workforce for the unique and significant cultural contributions that Aboriginal and Torres Strait Islander peoples have made to Australia in the past and will continue to make into the future. There is still work ahead of us as a community, and we want to play our part in moving that work forward. Our RAP Champion who will be responsible for driving internal engagement and awareness of the RAP is our Group General Manager, HR.

Our approach to reconciliation is supported at the highest levels of our company. Our RAP Working Group comprise a wide range of Genus personnel from all facets of the business and include senior executives and Board

members; all are fully committed to the reconciliation movement and recognise that despite advances that have already been made, we can do more.

While as a group we focus on generating long-term careers, we also provide training and development opportunities and support for our employees to make meaningful contributions to the communities where we work. The commitments we have made within this RAP reflect our aim to continue creating tangible opportunities for Aboriginal and Torres Strait Islander peoples – through offering pathways to develop and succeed in our industry. We are confident that these commitments are achievable.

This RAP is an opportunity for us to show our ongoing commitment to building long term, sustainable relations with Aboriginal and Torres Strait Islander peoples.

Our RAP Working Group

GenusPlus Group's commitment to reconciliation has unwavering support from the company's founder & Managing Director, David Riches. At an implementation and integration level, our RAP is championed by Jane Carr, supported by the RAP Working Group, with representation from across our business.

1. Damian Wright

Chief Financial Officer & Joint Company Secretary

2. Kira McNeill

Group General Manager, SHEQ

3. Jane Carr

Group General Manager, Human Resources

4. Patrick Holt

Marketing Manager

5. Gerard Pignolet

Executive General Manager People, Risk & Compliance, Genus Communications



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2. ● ● ● ● ●



3. ● ● ● ● ●



4. ● ● ● ● ●



5. ● ● ● ● ●

Our partnerships/current activities

In developing this RAP, we have engaged with our sister company Maali Group – an Aboriginal-owned and managed multi-disciplined contracting company committed to sparking positive change.

Through following their advice and guidance, we have made sure we include Aboriginal and Torres Strait Islander representation on our RAP Working Group and throughout our decision-making process. The Working Group will ultimately be responsible for implementation of the actions identified in this RAP.

During the last 18 months the business has celebrated National Reconciliation by sharing cultural information throughout our business, participating in the Walk for Reconciliation and creating a collective artwork with Acacia Designs representing the reconciliation journey that GenusPlus Group are on with Maali Group, we have included 'Working with Aboriginal People' as a part of our induction for our leaders and also engaged an Aboriginal business to provide online cultural awareness for all of our staff.

This is a valuable first step to GenusPlus Group working towards cultural competence.



In NAIDOC Week 2022 we jointly held an Art and Culture event showcasing, with Maali Group, new Aboriginal and Torres Strait Islander artists and supporting local performers where we able to invite our clients to connect with community and share our journey of reconciliation and understanding.

GenusPlus Group's focus on community engagement reflects the Riches' family experience who have a long history of living and working in remote Aboriginal communities.

They have installed power to over 200 Aboriginal communities in Western Australia and carried out retrospective work in these communities for many years.



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.	July 2023	Procurement Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2023	Group General Manager HR
	Review and update existing engagement plans and policy to support the continuation of relationship building, with Aboriginal and Torres Strait Islander communities, businesses, and partners.	Sept 2023	Group General Manager HR
	Commence key relationship building with Aboriginal and Torres Strait Islander peoples in the communities in which we operate in line with our Community Engagement Plan.	July 2023	Group General Manager HR
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials to our staff.	May 2023	Group General Manager HR
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2023	Group General Manager HR
	Recognise and celebrate our participation in NRW via external and internal communication platforms.	27 May – 3 June 2023	Marketing Manager / Group General Manager HR

3. Promote reconciliation through our sphere of influence.

Continue to communicate our commitment to reconciliation to all staff directly and through the Group's intranet.	July 2023	Group IT Manager
Publish the RAP and related information on our website to promote our commitment to reconciliation to external stakeholders.	July 2023	Marketing Manager / Group General Manager HR
Continue to communicate with RA and identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2023	Group General Manager HR
Identify existing stakeholders that our organisation can engage with on our reconciliation journey.	July 2023	Group General Manager HR
Develop and implement a communications strategy to communicate our RAP and commitment to reconciliation to staff.	July 2023	Group General Manager HR / Marketing Manager

4. Promote positive race relations through anti-discrimination strategies.

Research best practice and policies in areas of race relations and anti-discrimination.	Aug 2023	Group General Manager SHEQ
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2023	Group General Manager HR
Review Appropriate Workplace Behaviour Training to ensure it sufficiently addresses anti-discrimination and race relations.	Aug 2023	Group General Manager SHEQ
Raise awareness across the organisation around expectations for appropriate workplace behaviour including anti-discrimination requirements, racism and its effects.	Oct 2023	Group General Manager SHEQ

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.	Jan 2024	Group General Manager HR / Group General Manager SHEQ
	Ensure all new staff participate in cultural awareness training within six months of onboarding.	Jan 2024	Group General Manager HR
	Review cultural learning needs across our organisation and consider various ways cultural learning can be provided (online, face to face workshops or cultural immersion).	Sept 2023	Group General Manager HR / Group General Manager SHEQ
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Sept 2023	Group General Manager HR
	Develop and communicate a Guide to Cultural Protocols for Welcome to Country and Acknowledgement of Country to increase employee understanding of the purpose and significance.	Sept 2023	Group General Manager HR / Marketing Manager

7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by participating in NAIDOC Week.

Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2023	Group General Manager HR
Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2023	Group General Manager HR / Marketing Manager
RAP Working Group to participate in an external NAIDOC Week event.	First week July 2023	Group General Manager HR

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Continue to build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2024	HR
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Aug 2023	Group General Manager HR
	Explore opportunities to develop potential partnerships aligned to our network area that provide pathways to employment for Aboriginal and Torres Strait Islander peoples.	Sept 2023	Group General Manager HR
	Review the sourcing strategies and recruitment channels we use to broaden our reach to Aboriginal and Torres Strait Islander candidates.	Sept 2023	Group General Manager HR
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Investigate Supply Nation membership to support procurement from Aboriginal and Torres Strait Islander owned businesses.	Aug 2023	Finance Manager
	Review and update procurement policies and procedures to promote supplier diversity and for the inclusion of opportunities for procuring goods and services from Aboriginal and Torres Strait Islander owned businesses.	Jan 2024	Finance Manager

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RAP Working Group to oversee the development, launch and implementation of the RAP.	July 2023	RAP Working Group
	RAP Working Group to meet regularly to monitor and report on RAP implementation.	July 2023	RAP Working Group
	Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group.	July 2023	RAP Working Group
	Draft a Terms of Reference for the RWG.	July 2023	RAP Working Group
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2023	Senior Leaders
	Maintain a senior leader to champion our RAP internally and engage others in the delivery of RAP commitments.	Sept 2023	RAP Working Group
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Sept 2023	RAP Working Group

12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June Annually	Group General Manager HR
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August Annually	Group General Manager HR
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	Group General Manager HR

13. Continue our reconciliation journey by developing our next RAP.

Register via Reconciliation Australia's website to begin developing our next RAP.	May 2024	Group General Manager HR
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Contact details

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