AusNet

RECONCILIATION ACTION PLAN
INNOVATE

Innovate Reconciliation Action Plan

July 2026 – July 2028



Acknowledgment of Country

AusNet acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the lands on which we live and work. We pay our respects to Elders past and present, and celebrate their continuing connection to Country.







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For more information about our Reconciliation Action Plan, or if you'd like to discuss any aspect of our commitments, please email RAP@ausnetservices.com.au or reach out to the contacts below.

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A message from Reconciliation Australia



Karen Mundine

Chief Executive Officer
Reconciliation Australia

Reconciliation Australia commends AusNet 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 AusNet 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, AusNet 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 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. AusNet is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

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

A message from AusNet



David Smales

Chief Executive Officer
AusNet

At the heart of any commitment to reconciliation is a recognition that meaningful progress begins with respect, early engagement, and economic partnership.

Reconciliation at AusNet is not a symbolic gesture, it is a strategic imperative that strengthens our organisation, deepens our relationships with Traditional Owners and First Nations peoples, and contributes to a more inclusive, equitable society. By acknowledging the enduring connection of First Nations peoples to Country and culture and by actively listening and learning, we create the foundation for genuine collaboration.

As we move from our Reflect to our Innovate Reconciliation Action Plan, we are deepening our commitment to meaningful and lasting reconciliation. This transition marks a shift from intention to action, embedding respectful relationships, cultural learning, and genuine partnerships with Aboriginal and Torres Strait Islander peoples into the fabric of our business.

This Innovate RAP provides AusNet with a clear and measurable list of actions to be delivered over the next two years. It is a proud and positive step forward, demonstrating our dedication to creating a more inclusive and equitable future that honours the past and contributes to our vision to be trusted to bring the energy today and build a cleaner tomorrow.



Fran Duiker

Executive General Manager
Gas & Metering
AusNet

I am proud to be part of AusNet's continuing commitment to Aboriginal and Torres Strait Islander peoples and the lands on which we deliver our energy services.

Reconciliation is a journey of discovery and learning that AusNet has embraced with humility and purpose. As we move from our Reflect RAP to an Innovate RAP, we deepen our understanding and strengthen our resolve.

Reconciliation demands more than goodwill; it requires structured, strategic action. It is vital to building a fair and inclusive society that acknowledges the truth of our shared histories and respects the enduring Culture and contributions of Aboriginal and Torres Strait Islander peoples.

AusNet's Innovate RAP provides us with a clear framework to strengthen our engagement with Aboriginal and Torres Strait Islander peoples, embed Cultural understanding across our organisation, and continue to drive meaningful change.

This Innovate RAP marks a critical phase where we move beyond awareness into implementation, aligning our values with tangible commitments and outcomes. Through this plan, we are committed to building respectful relationships, creating opportunities, and ensuring our policies and practices reflect the voices and aspirations of Traditional Owners and First Nation Communities.

This RAP is not just a plan; it is a channel for organisational transformation, accountability, and positive long-term impact.

Our vision for reconciliation

At AusNet, we envision a future where First Nations peoples are respected, empowered, and recognised as key partners in shaping an inclusive, net zero energy future.

As we enable the transition to a net zero future, our commitment goes beyond environmental outcomes; it includes building trust and delivering lasting social value in the communities in which we operate. Central to this is building and maintaining strong, enduring relationships with First Nations peoples, grounded in mutual respect, honesty, and accountability. Through early engagement, active listening, continuous learning, and meaningful action, we are dedicated to working in partnership with First Nations communities to create the energy network of tomorrow.

We are dedicated to working toward delivering the work we do in line with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) including alignment with the principles of self-determination, healing Country (both through reducing our environmental impact and supporting restoration efforts) and building equity for future generations.

To realise our vision for reconciliation, we will:

Build Cultural Awareness and Safety



Foster a culturally safe and inclusive workplace by providing comprehensive cultural awareness training at all levels of the organisation. We will embed this awareness through the visible and ongoing celebration of First Nations cultures—not just on significant dates, but throughout the year. Cultural safety and inclusivity will be advanced through a focus on the nine guiding principles that underpin Aboriginal and Torres Strait Islander definitions of Social and Emotional Wellbeing (SEWB).

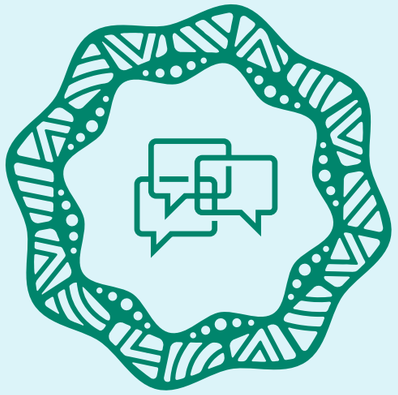


Support First Nations Economic Participation and Reconciliation

Strengthen our commitment to economic inclusion by increasing procurement from First Nations-owned and operated businesses. We will also work to grow First Nations employment and retention within AusNet and across our contractor network.

Deepen Engagement with First Nations Peoples

Enhance our engagement both internally and externally. Internally, by listening to and learning from the experiences of First Nations employees at AusNet. Externally, by engaging early and meaningfully with Traditional Owners and First Nations communities in the areas where our projects are proposed.



Our business

AusNet is Victoria's largest diversified energy network business, and we connect communities with reliable, affordable, and sustainable energy.

With over $13 billion in assets, we operate three core regulated networks: electricity distribution, gas, and the state-wide electricity transmission network. We also have a portfolio of contracted energy infrastructure. Our commercial business, 'Mondo' provides a range of energy and technical services and solutions. We have a dedicated team of over 1,500 employees who serve more than 1.6 million customers.

As a critical infrastructure provider, AusNet plays a key role in providing essential energy to millions of households and businesses across the state. In addition to our role in Victoria, our electricity transmission network plays a pivotal role in the National Electricity Market (NEM), connecting into New South Wales, South Australia and Tasmania.

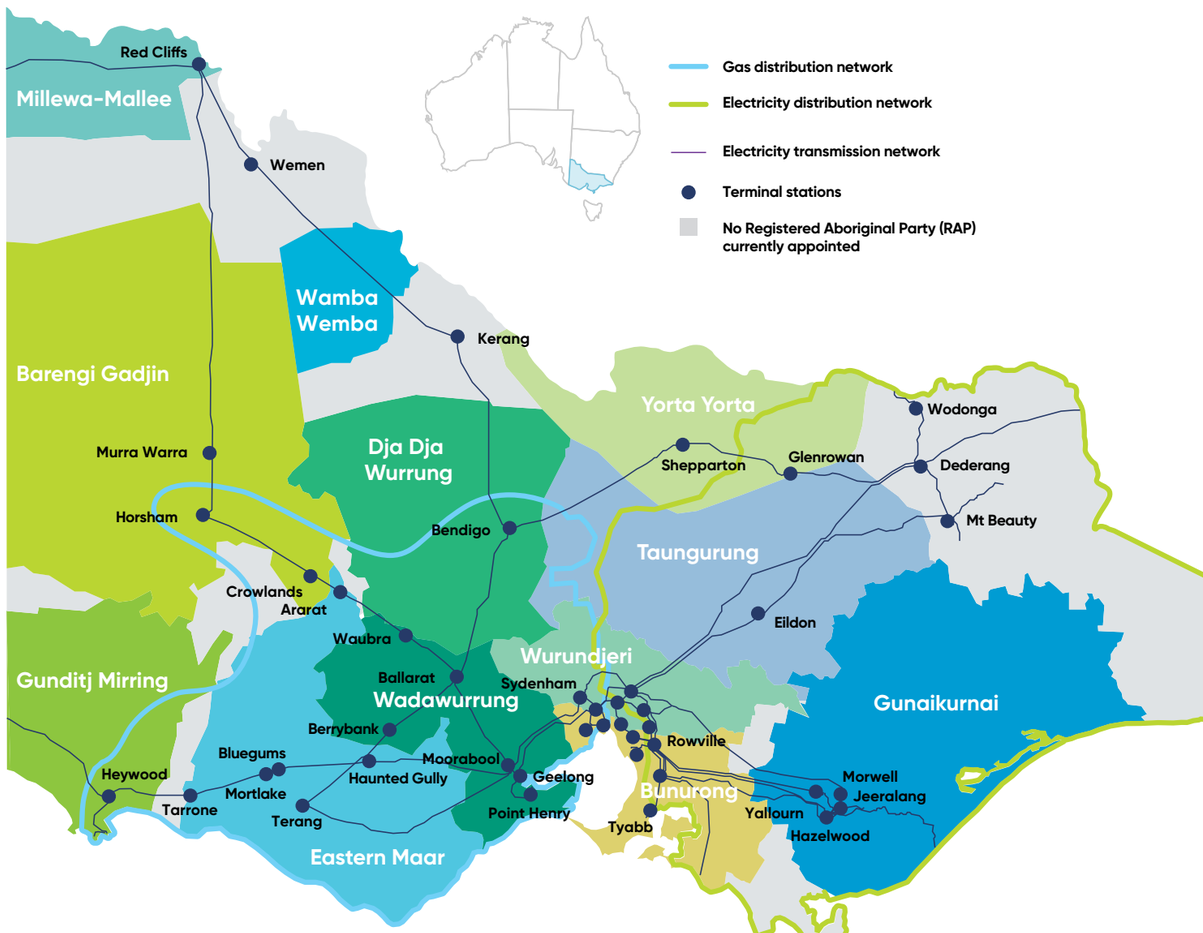
AusNet has a diverse internal and external stakeholder environment, reflecting its broad operational footprint and commitment to reconciliation. AusNet works closely with Registered Aboriginal Parties.

A Registered Aboriginal Party (RAP) is a legally recognised representative body of Aboriginal Australians responsible for managing and protecting Aboriginal cultural heritage in a specific area, particularly in Victoria, Australia.

Internally this includes a growing focus on Cultural awareness, inclusion, and engagement with First Nations staff. While we do not yet formally collect data on the number of First Nations peoples presently employed, our most recent whole-of-staff anonymous survey indicates that approximately 10 respondents identify as Aboriginal and/or Torres Strait Islander people AusNet is also proud to have two dedicated First Nation positions to walk alongside us on our journey with reconciliation and truth-telling.

AusNet's energy infrastructure - including terminal stations, gas distribution assets, electricity transmission and distribution network assets - is located across all 12 Registered Aboriginal Party areas within Victoria. Across these areas, AusNet actively engages with Traditional Owners, Registered Aboriginal Parties (RAPs), First Nations businesses, and community organisations.

▲ Formally Recognised Traditional Owners for AusNet locations in Victoria



This image has been created using information from the Victorian Aboriginal Heritage Council Registered Aboriginal Parties* map and Aboriginal Cultural Heritage Register and Information System (ACHRIS).

*Traditional Owner groups, legally recognised under the Aboriginal Heritage Act, with responsibilities for managing and protecting Aboriginal Cultural Heritage on Country.



Our Reconciliation Action Plan

AusNet is committed to doing its part for bridging inequity and inequality across the business, industry and the areas it works Reconciliation is an important part in addressing the past injustices, strengthening relationships with First Nations peoples, and building a more inclusive and equitable future together.

Our Reconciliation Action Plan program is a powerful framework for identifying meaningful actions that can be implemented across the business, along with clear timeframes for delivery.

AusNet are proud to have established two dedicated First Nations roles - our Traditional Owner Engagement Advisor and Senior RAP implementation specialist – both actively contributing to the Innovate RAP.

The Senior RAP Implementation Specialist, a specialised role to lead, refine, and drive the effective implementation of AusNet's Reconciliation Action Plan (RAP). This role will be embedding reconciliation initiatives across the organisation, establishing and managing a robust project framework that includes clear timelines, deliverables, performance indicators, risk mitigation strategies, and monitoring progress. The Senior RAP implementation advisor, will steward governance functions, providing high-quality secretariat support to the RAP Working Group and ensuring that reporting to internal and external stakeholders is accurate, timely, and actionable.

The Traditional Owner Engagement Advisor role is intended to strengthen relationships with Traditional Owners, Aboriginal and Torres Strait Islander communities, key government and community stakeholders to ensure respectful, culturally informed engagement that advances reconciliation outcomes. It aims to guide the organisation through advice, policy and program development, communication and education initiatives, and continuous improvement aligned with cultural expectations and best practice.

Our Innovate RAP will continue to recognise and respect First Nations peoples' cultures, knowledge and histories and build cultural awareness and cultural safety within our workplace. We will create meaningful opportunities for employment, procurement and community partnerships as well as strengthen our relationship with Traditional Owners and local First Nations communities.

This Innovate RAP has been developed through collaboration with senior leadership, and consultation with our RAP working group. Our RAP working group has 20 dedicated and passionate members representing key business units from across AusNet, including procurement, communications, sustainability, engagement, land, and planning. Together, they are well-positioned to deliver the work required to fulfil the RAP commitments. We have revitalised the RAP Working Group terms of reference to strengthen governance and representation across the organisation.

Fran Duiker, Executive General Manager of Gas and Metering and Aaron Dalla-Vecchia, Manager of Heritage and Traditional Owner Engagement co-chair our bi-monthly RAP Working Group Meetings. Through their leadership, the Working Group remains accountable for progress against RAP deliverables and stays informed of activities across the business affecting reconciliation.



RAP Working Group Members

- Executive General Manager, Gas and Metering
- General Manager, Communications, Engagement, Land and Planning
- General Manager Workplace Relations & People Advisory
- Manager, Heritage and Traditional Owner Engagement
- Manager, PSCM Excellence & Capability
- Manager, Traditional Owner Engagement
- Manager, Communications and Social Impact
- Supplier Partnership Manager
- Strategic Talent Manager
- Sustainability Manager
- Compliance Manager Distribution
- Portfolio Director
- Senior RAP Implementation Advisor
- Senior OD advisor
- Senior Property Officer
- Traditional Owner Engagement Advisor
- Strategy Specialist (Traditional Owners)
- Strategy Specialist
- Sustainable Procurement specialist
- Sustainability Analyst Junior
- Position held for Aboriginal and/or Torres Strait Islander or Yarning Circle representative members

Our reconciliation journey

AusNet established a Reconciliation Action Plan Working Group in December 2020. The aim was to provide a coordinated, enterprise-wide, approach to reconciliation: building respect, relationships, governance and opportunities.

We subsequently registered with Reconciliation Australia to complete our Reflect RAP in May 2021, commissioned our RAP artwork in mid-2022 and submitted our draft Reflect RAP in mid-2023. A key milestone in our reconciliation journey was the acceptance by Reconciliation Australia and publication of our Reflect RAP in August 2023.

As part our transition from the Reflect RAP to the Innovate RAP, we conducted external and internal reviews of our previous commitments and achievements. This included a gap analysis and the identification of 'next steps' to strengthen our reconciliation efforts. This work has helped AusNet strengthen relationships with Aboriginal and Torres Strait Islander peoples, communities and stakeholders, expand our sphere of influence, and commit to meaningful actions while continuing to scope initiatives under Innovate RAP.

The gap analysis undertaken identified key challenges experienced during the Reflect RAP stage, the fundamental challenge being a lack of a clear reporting and tracking methodology. These key learnings taken from the Reflect RAP have resulted in the implementation of the key roles of Manager, Heritage and Traditional Owner Engagement, Senior RAP Implementation Specialist and Traditional Owner Engagement Advisor, this coupled with the oversight of the Executive General Manager, Gas and Metering Networks will ensure a clear governance structure is maintained with clear reporting lines. A methodology for planning, scheduled deliverable and tracking of progress will be maintained through the two-year period.

We've grouped AusNet's key reconciliation achievements under three core pillars to provide a snapshot of our reconciliation to date.

Relationships

Respect

Opportunities

Relationships

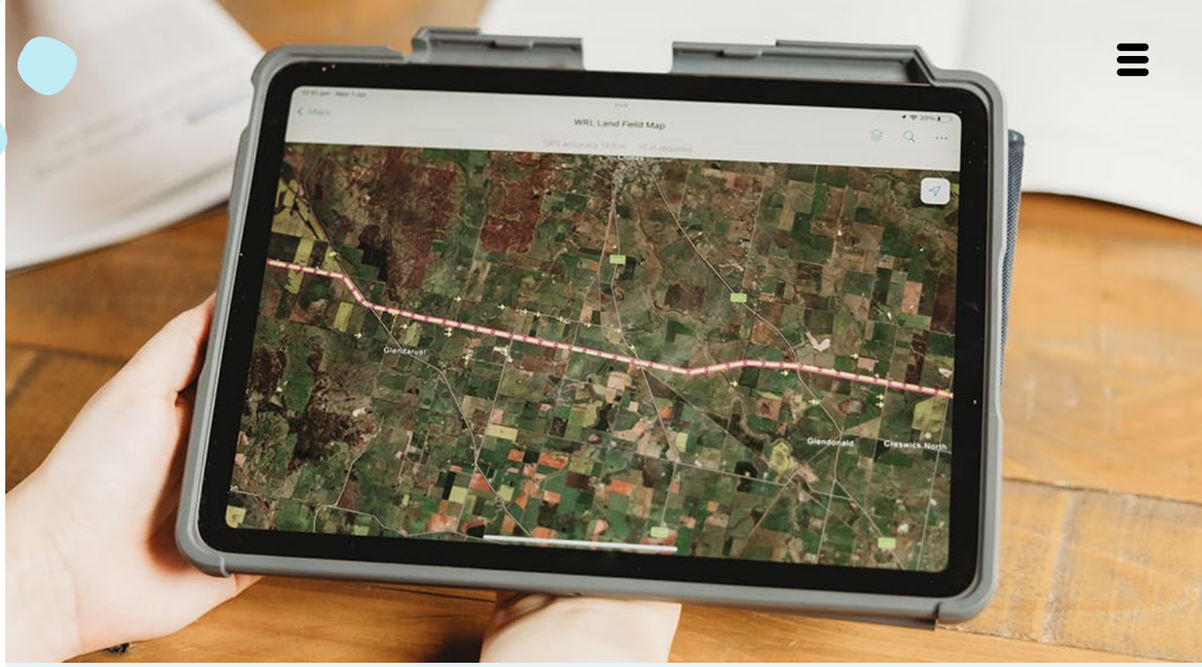
AusNet is committed to building and maintaining strong relationships with Traditional Owner groups and First Nation stakeholders.

AusNet recognises that without strong relationships, guided by respectful and open engagement any reconciliation activities will be transactional in nature rather than meaningful and impactful.

We recognise that building these relationships with Traditional Owners and First Nations stakeholders is something that takes time, however it is essential to operating responsibly and ethically on land with deep cultural, spiritual and historical significance and importance. That is why we are committed to fostering meaningful connections, listening and learning from First Nations voices and embedding relationship building into the way we work.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Action 1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.		
Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Aug 2026	**Lead:** Traditional Owner Engagement Advisor **Support:** Senior RAP Implementation Specialist **Support:** Manager, Heritage and Traditional Owner Engagement
Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Oct 2026	**Lead:** Traditional Owner Engagement Advisor **Support:** Manager, Heritage and Traditional Owner Engagement **Support:** Senior RAP Implementation Specialist
House, make available and circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2027 May 2028	**Lead:** Manager of Communications and Social Impact **Support:** Senior RAP Implementation Specialist
All members of the RAP Working Group to participate in an external NRW event.	27 May - 3 Jun 2027 27 May - 3 Jun 2028	**Lead:** Senior RAP Implementation Specialist
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 Jun, 2027 27 May - 3 Jun 2028	**Lead:** Manager, Heritage and Traditional Owner Engagement **Support:** Traditional Owner Engagement Advisor **Support:** Senior RAP Implementation Specialist
Organise one NRW event each year.	27 May - 3 Jun, 2027 27 May - 3 Jun 2028	**Lead:** Senior RAP Implementation Specialist **Support:** RAP Working Group Chair
Register all our NRW events on Reconciliation Australia's NRW website.	May 2027 May 2028	**Lead:** Senior RAP Implementation Specialist
Action 3. Promote reconciliation through our sphere of influence.		
Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Jul 2027	**Lead:** Senior OD advisor **Support:** Manager, Heritage and Traditional Owner Engagement **Support:** Senior RAP Implementation specialist
Communicate our commitment to reconciliation publicly via the AusNet website.	Feb 2027	**Lead:** Manager of Communications and Social Impact **Support:** Senior RAP Implementation Specialist
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Aug 2027	**Lead:** Senior RAP Implementation specialist
Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Oct 2027	**Lead:** Senior RAP Implementation specialist

DELIVERABLE	TIMELINE	RESPONSIBILITY
Action 4. Promote positive race relations through anti-discrimination strategies.		
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Feb 2027	**Lead:** Head of Workplace Relations **Support:** Manager, Heritage and Traditional Owner Engagement **Support:** Traditional Owner Engagement Advisor **Support:** Senior RAP Implementation specialist
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	May 2027	**Lead:** Head of Workplace Relations **Support:** Manager, Heritage and Traditional Owner Engagement **Support:** Traditional Owner Engagement Advisor **Support:** Senior RAP Implementation Specialist
Develop, implement, and communicate an anti-discrimination policy for our organisation.	Nov 2027	**Lead:** Head of Workplace Relations **Support:** Senior RAP Implementation Specialist **Support:** Manager of Communications and Social Impact
As part of the cultural learning strategy include training to educate senior leaders on the effects of racism.	Mar 2027 Mar 2028	**Lead:** Manager, Heritage and Traditional Owner Engagement **Support:** Traditional Owner Engagement Advisor **Support:** Senior RAP Implementation Specialist
Action 5. Continue to build on and maintain relationships established through the Western Renewables Link project		
Continue to meet with Registered Aboriginal Parties to discuss the details of the Western Renewables Link, including key milestones, and provide an opportunity to respond to any concern or feedback from the Registered Aboriginal Parties' representatives.	Sep 2026 Dec 2026 Mar 2027 Jun 2027 Sep 2027 Dec 2027 Mar 2028 Jun 2028	**Lead:** Manager, Traditional Owner Engagement **Support:** Strategy Specialist (Traditional Owner)
Finalise the benefit sharing agreements to ensure impacted Traditional Owner groups receive meaningful benefits from this project.	Dec 2027	**Lead:** Manager, Traditional Owner Engagement **Support:** Strategy Specialist (Traditional Owner)



Western Renewables Link (WRL)

The Western Renewables Link is a proposed new transmission line starting at Bulgana in Victoria's west and extending approximately 190km to Sydenham in Melbourne's north-west. This critical infrastructure will unlock the renewable energy potential of Western Victoria as a key Renewable Energy Zone and help deliver clean and affordable energy to all Victorians. The project will help power up to one million homes and support Victoria's transition to cleaner, more reliable energy.

The proposed alignment spans across the traditional Countries of five Registered Aboriginal Parties in the west of Victoria. The project team has been working with these Registered Aboriginal Parties on several fronts to build and maintain relationships across the project life cycle. The project funded positions within each Registered Aboriginal Party to support WRL engagement and participation in project negotiations.

The project's heritage team worked with the Registered Aboriginal Parties to assess and minimise the impact to Aboriginal cultural heritage through both the Environment Effect Statement (EES) and the Cultural Heritage Management Plan (CHMP) processes.

The EES public exhibition process concluded in August 2025. Engagement with the Registered Aboriginal Parties will continue as part of the CHMPs finalisation and evaluation, through to construction and operation.

The Traditional Owner benefit sharing team is working alongside a Wiradjuri Elder and each of the five Registered Aboriginal Parties to help deliver long-lasting, wide-ranging project benefits. Included in this are employment and procurement opportunities, pecuniary and non-pecuniary benefits, including the funding of clean energy initiatives that will provide ongoing financial benefits (reducing electricity bills for Community). The team continues to hold roundtable forums to discuss the details of the project, key milestones and proposed benefit sharing opportunities while providing an opportunity to respond to any concerns or feedback from the Registered Aboriginal Parties representatives.

Western Renewables Link

Respect

At AusNet, we deeply value cultural diversity and the unique perspectives it brings.

We are committed to fostering an inclusive environment that embraces and respects both differences and commonalities across a wide range of communities.

Respect for Aboriginal and Torres Strait Islander peoples' culture and histories is not optional at AusNet. It helps us to do our work responsibly, strengthens our relationships with communities and ensures that everything we do is done with care for Country and culture. We look forward to continuing to build respect through training, celebration of culture and visibility of culture as part of our day-to-day business as usual practices.

National Reconciliation Week

In 2025, AusNet hosted a National Reconciliation week event with a Wayapa Wuurrk Wuurrkshop facilitated by Palawa woman Rebecca Quin.

Rebecca shared her journey as an Aboriginal woman growing up in Victoria, highlighting the hardships and exclusion she faced. She spoke about how her connection to her ancestors guided her, eventually bringing her to the Wayapa teachings, and the joy and hope she feels in sharing these teachings with diverse audiences. Rebecca guided participants though an immersive experience of the 14 elements of Wayapa, emphasising the profound connection between mindfulness, movement, cultural wisdom and connection to Country.

Attendees were encouraged to reflect on their own connections, spirits and ancestors.

Participants took home native edible plants from 100% Aboriginal community-owned bush nursery Willum Warrain, ally friendly Purpose Pins or a lanyard from Clothing the Gap and enjoyed a delicious Indigenous fusion lunch catered by Pawa catering.

A member of the RAP Working Group also attended On-Country Cultural Awareness training with Jillian West.



DELIVERABLE	TIMELINE	RESPONSIBILITY
Action 6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.		
Conduct a review of cultural learning needs within our organisation.	Dec 2026 Dec 2027	**Lead:** Senior OD Advisor **Support:** Senior RAP Implementation Specialist
Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Dec 2026	**Lead:** Traditional Owner Engagement Advisor **Support:** Manager, Heritage and Traditional Owner Engagement **Support:** Senior RAP Implementation Specialist
Develop, implement, and communicate a cultural learning strategy document for our staff.	Dec 2026	**Lead:** Manager, Heritage and Traditional Owner Engagement **Support:** Senior OD Advisor **Support:** Senior RAP Implementation specialist
Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Dec 2026 Dec 2027	**Lead:** Manager, Heritage and Traditional Owner Engagement **Support:** Senior RAP Implementation specialist
Action 7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.		
Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Sep 2027	**Lead:** RAP Implementation specialist **Support:** Traditional Owner Engagement Advisor
Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Jul 2027	**Lead:** Senior RAP Implementation specialist **Support:** Traditional Owner Engagement Advisor
Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Jun 2027 Jun 2028	**Lead:** Traditional Owner Engagement Advisor **Support:** Senior RAP Implementation specialist
Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Dec 2026 Dec 2027 Jun 2028	**Lead:** RAP Working Group Chair **Support:** Executive Leadership Team

DELIVERABLE	TIMELINE	RESPONSIBILITY
Action 8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week		
RAP Working Group to participate in an external NAIDOC Week event.	5 Jul – 12 Jul 2027 6 Jul – 13 Jul 2028	**Lead:** RAP Working Group Chair
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week and associated events.	Jul 2027 Jul 2028	**Lead:** GM People Enablement **Support:** Strategic Talent Manager **Support:** Senior RAP Implementation specialist
Promote and encourage participation in external NAIDOC events to all staff.	First week in Jul, 2027 First week in Jul 2028	**Lead:** Manager Communications and Social Impact **Support:** RAP Working Group
Organise at least one NAIDOC event each year.	6 Jul – 13 Jul 2027 5 Jul – 12 Jul 2028	**Lead:** Senior RAP Implementation Specialist **Support:** RAP Working Group Chair
Action 9. Increase visibility of Aboriginal and Torres Strait Islander cultures and histories.		
Develop, implement and maintain a signage, artwork and naming plan for all AusNet offices.	Oct 2026	**Lead:** Traditional Owner Engagement Advisor **Support:** Senior RAP Implementation Specialist **Support:** Manager, Heritage and Traditional Owner Engagement
Conduct a signage & artwork audit to identify opportunities for inclusion of Aboriginal & Torres Strait Islander art across AusNet locations.	Oct 2026	**Lead:** Traditional Owner Engagement Advisor **Support:** Senior RAP Implementation Specialist **Support:** Manager, Heritage and Traditional Owner Engagement
Consult with Traditional Owners to provide appropriate names for the AusNet meeting rooms (identified as part of the audit).	Jan 2027	**Lead:** Traditional Owner Engagement Advisor **Support:** Senior RAP Implementation Specialist **Support:** Manager, Heritage and Traditional Owner Engagement

NAIDOC Week Celebrations

Each year AusNet celebrates Aboriginal and Torres Strait Islander culture. NAIDOC Week provides employees with the opportunity to learn about, honour and celebrate the histories, cultures, and achievements of Aboriginal and Torres Strait Islander peoples. Attendance at these events continues to grow year on year.

In 2025, AusNet invited Wurundjeri Elder Perry Wandin to deliver a Welcome to Country at our Southbank head office and introduce a cultural immersion into native cooking with Nornie Bero from the Komet Tribe of the Meriam people in the Torres Strait. Attendees were encouraged to see, smell and taste the native flavours on offer and challenged to think about how we could incorporate them into our pantries and our own home cooking. The event was catered by First Nations business Jarrah catering and attendees walked away with Clothing the Gap lanyards and purpose pins.

The celebrations were well attended and met with enthusiasm, with one participant saying, “What a privilege to have Nornie in our office for such an informative session. Definitely keen to try some native spices at home! Thanks to Perry also for the nice Welcome to Country.”

In 2024 and 2025, members of AusNet’s RAP working group attended the NAIDOC Gala Ball. This was a fantastic opportunity to come together to celebrate Aboriginal and Torres Strait Islander culture and to recognise the achievements of award recipients.

Each year, our employees have the opportunity and are encouraged to step out of the office to attend the Victorian Flag Raising Ceremony at Federation Square.



Opportunities

Opportunities are vital to reconciliation; they create practical and measurable ways to between First Nations peoples and non-Indigenous Australians.

AusNet is committed to providing employment, procurement training opportunities and support for First Nations stakeholders and recognises the opportunities that the work we undertake can provide in improving social and economic outcomes for Australian communities, including First Nations communities.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Action 10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.		
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Oct 2026 Oct 2027	**Lead:** Strategic Talent Manager **Support:** Manager, Heritage and Traditional Owner Engagement
Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	Oct 2026 Oct 2027	**Lead:** GM People Enablement **Support:** Strategic Talent Manager **Support:** Senior RAP Implementation specialist
Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Dec 2027	**Lead:** GM People Enablement **Support:** Strategic Talent Manager **Support:** Senior RAP Implementation specialist
Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Dec 2026 Dec 2027	**Lead:** GM People Enablement **Support:** Strategic Talent Manager **Support:** Senior RAP Implementation specialist
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Aug 2027	**Lead:** GM People Enablement **Support:** Strategic Talent Manager **Support:** Senior RAP Implementation specialist



Image: Supply Nation Indigenous Business Trade Fair (Melbourne), Thursday 19 Feb 2026

Procurement opportunities

Our procurement team champions a strong commitment to advancing reconciliation by actively identifying, promoting, and realising procurement opportunities for First Nations businesses. AusNet has maintained memberships with both Kinaway Chamber of Commerce Victoria and Supply Nation since 2021, ensuring ongoing access to a diverse network of First Nations suppliers.

The team continues to engage meaningfully with these partners regularly attending Kinaway and Supply Nation events and collaborating closely with member businesses to explore and realise opportunities that support economic inclusion and long-term partnerships.

As a result, over the last two years, AusNet has entered and maintained contracts with six Aboriginal and Torres Strait Islander businesses and spent over $1,200,000 ($1,296,944) with Supply Nation and Kinaway registered businesses.

We are continuing to build capacity and developing AusNet's next three-year Sustainable Procurement Plan, which will include strategic objectives and key procurement outcomes for the business.

DELIVERABLE	TIMELINE	RESPONSIBILITY
Action 11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.		
Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Jun 2027	**Lead:** Manager, PSCM Excellence & Capability **Support:** Senior RAP Implementation specialist
AusNet to continue to maintain Supply Nation and a Kinaway membership and actively engage.	Dec 2026	**Lead:** Manager, PSCM Excellence & Capability
Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Jan 2027	**Lead:** Manager, PSCM Excellence & Capability **Support:** Senior RAP Implementation specialist
Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Nov 2026	**Lead:** Manager, PSCM Excellence & Capability **Support:** Senior RAP Implementation specialist
Develop and maintain commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Jan 2027 Jan 2028	**Lead:** Manager, PSCM Excellence & Capability **Support:** Senior RAP Implementation specialist
Action 12. Improve the ability for Aboriginal and Torres Strait Islander employees to be heard on matters that affect them at AusNet		
Develop and maintain the AusNet Yarning Circle and ensure Aboriginal and Torres Strait Islander employees have the opportunity to meet quarterly.	Jul 2026 Oct 2026 Jan 2027 Apr 2027 Jul 2027 Oct 2027 Jan 2028 Apr 2028	**Lead:** Senior RAP Implementation specialist **Support:** Traditional Owner Engagement Advisor
Develop a Terms of Reference for the Yarning Circle and review annually	Dec 2026 Dec 2027	**Lead:** Senior RAP Implementation specialist **Support:** Traditional Owner Engagement Advisor
Have a member of the People Leader Management or member of the Executive Team attend at least one meeting annually.	Dec 2026 Dec 2027	**Lead:** Senior RAP Implementation specialist **Support:** Traditional Owner Engagement Advisor

Scholarship and Grant Opportunities

AusNet provides grants and scholarships to the wider community and has included a significant portion identified for Aboriginal and Torres Strait Islander applicants.

AusNet's $12 million Energy Resilience Community Fund, which helps build and strengthen community energy resilience has delivered $99,950 of funding to Taungurung Land and Waters Council and the Gippsland and East Gippsland Aboriginal Cooperative to First Nations-led energy resilience projects.

In addition, AusNet has entered into a $280,000 scholarship agreement with Federation University, awarding four students $7,000 each to support their studies.

The scholarships have been in place since 2022, and the funding is committed until 2032. Two of the positions each year are identified for First Nation students pursuing higher education.

AusNet has also committed an additional $21,000 for an ongoing bursary established in memory of Darren Griffin, co-CEO of Barengi Gadjin Land Council, supporting Aboriginal and Torres Strait Islander students studying archaeology or heritage management at La Trobe University. The first recipient will be recognised in 2026.



Governance

DELIVERABLE	TIMELINE	RESPONSIBILITY
Action 13. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.		
Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Dec 2026 Dec 2027	**Lead:** Senior RAP Implementation specialist **Support:** Traditional Owner Engagement Advisor **Support:** RAP Working Group Chair
Review Terms of Reference for the RWG.	Apr 2027	**Lead:** Senior RAP Implementation specialist
Meet at least four times per year to drive and monitor RAP implementation.	Sep 2026 Dec 2026 Feb 2027 Jun 2027 Aug 2027 Dec 2027 Feb 2028 Jun 2028	**Lead:** Senior RAP Implementation Specialist
Action 14. Provide appropriate support for effective implementation of RAP commitments.		
Define resource needs for RAP implementation.	Aug 2026	**Lead:** Manager, Heritage and Traditional Owner Engagement **Support:** Senior RAP Implementation Specialist
Continue to engage our senior leaders and other staff in the delivery of RAP commitments.	Aug 2026 Aug 2027	**Lead:** Senior RAP Implementation Specialist **Support:** Executive General Manager, Gas and Metering **Support:** Manager, Heritage and Traditional Owner Engagement
Define and maintain appropriate systems to track, measure and report on RAP commitments.	Oct 2026	**Lead:** Senior RAP Implementation Specialist
Appoint and maintain an internal RAP Champion from senior management and rotate annually.	Dec 2026 Dec 2027	**Lead:** Executive General Manager, Gas and Metering **Support:** Manager, Heritage and Traditional Owner Engagement

DELIVERABLE	TIMELINE	RESPONSIBILITY
Action 15. 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.	Sep 2026 Sep 2027	**Lead:** Senior RAP Implementation specialist
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 Aug 2026 1 Aug 2027	**Lead:** Senior RAP Implementation specialist
Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 Sep 2026 Sep 2027	**Lead:** Senior RAP Implementation specialist
Report RAP progress to all staff and senior leaders quarterly.	Aug 2026 Nov 2026 Jan 2027 May 2027 Sep 2027 Dec 2027 Jan 2028 May 2028	**Lead:** Senior RAP Implementation specialist **Support:** Executive General Manager, Gas and Metering **Support:** Manager, Heritage and Traditional Owner Engagement
Publicly report our RAP achievements, challenges and learnings, annually.	Oct 2026 Oct 2027	**Lead:** Senior RAP Implementation specialist **Support:** Manager Communications and Social Impact
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Apr 2028	**Lead:** Senior RAP Implementation specialist
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Dec 2027	**Lead:** Senior RAP Implementation specialist
Action 16. Continue our reconciliation journey by developing our next RAP.		
Register via Reconciliation Australia's website to begin developing our next RAP.	Jul 2028	**Lead:** Senior RAP Implementation specialist



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