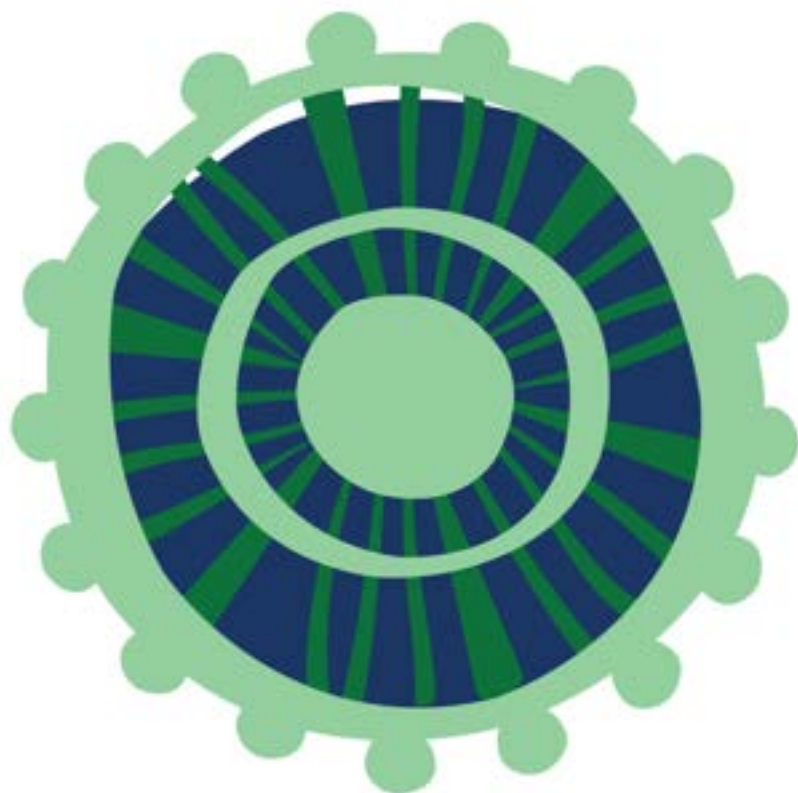




Reconciliation Action Plan

Innovate RAP
May 2026 - May 2028





Acknowledgement of Country

Securecorp would like to acknowledge the Traditional Custodians of the Countries that we all live and work on and recognise their continuing connection to lands, waters, skies and cultures.

We pay our respects to Elders past and present and extend this respect to all Aboriginal and Torres Strait Islander peoples.



Luke and Siena Tieri Bayadherra

FEATURED ARTISTS

Proud Aboriginal Yorta Yorta brother and sister Luke and Siena Tieri are descendants of the James Family and their cultural origins are embedded in Yorta Yorta Country, Shepparton Victoria.

Both are emerging artists and founders of the Aboriginal business 'Bayadherra' which means 'turtle' in Yorta Yorta language.

Their purpose is to advance reconciliation and encourage cultural awareness and understanding by Innovateing their traditional storylines and Indigenous heritage in contemporary art pieces.



Yapaneyepuk Nyan Nitel

“Together we gather”

ABOUT THE ARTWORK



The artwork captures the ongoing commitment of Securecorp's journey to engage in meaningful reconciliation by developing relationships with Aboriginal and Torres Strait Islander peoples.

Central to the artwork is the large yarning circle that Innovates the growth of engagement between Securecorp and community; the inner yarning circle surrounded by U shapes depicts the beginning of conversations that will promote respect, growth and opportunities for community. The lines that connect the yarning circles Innovate communication and collaboration to expand cultural knowledge, understanding and meaningful relationships.

The 3 pathways flow inwards to the yarning circle Innovateing the internal and external sharing of cultural knowledge. The subtle shape of a boomerang influences the movement of these pathways, and the circular design depicts Securecorp's commitment to community safety through innovative and sustainable solutions. The colour yellow symbolizes the sun's spiritual energy to positively influence the development of connections.

Along these pathways are 3 meeting places which represent the importance of Community, Culture and Country - they are also representative of Securecorp's values; Reliability, Integrity and Results.

Ombre dots and the green chevron background represent the changing landscape and respect for Country; rich ochre desert sandhills, grey mountainous terrain, green grasslands and lush tropics.

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MESSAGE FROM OUR MANAGING DIRECTOR

As a trusted provider of security, technology and cleaning services, we are proud to work with a diverse range of clients and stakeholders across Australia to help keep our communities safe and supported.

We recognise that our people, culture, values and standards play a vital role in shaping our organisation and are fundamental to the way we operate and deliver services.

We acknowledge that reconciliation is a shared responsibility and an ongoing journey.

Through our Innovate Reconciliation Action Plan, we are committed to embedding reconciliation into the way we do business. This includes fostering inclusive environments, building strong and respectful partnerships, strengthening education and awareness across our workforce, and creating culturally safe workplaces where our people, partners and stakeholders feel welcomed, valued and respected.

We are proud of the progress we have made to date and acknowledge that reconciliation is an ongoing journey, one that requires continued commitment, learning and action.

We look forward to continuing our reconciliation journey and strengthening our contribution to meaningful and lasting change.



Harrie Veerman
Managing Director
Securecorp

STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

Innovate RAP

Reconciliation Australia commends Securecorp on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. 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.

Securecorp continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Securecorp will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Securecorp using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Securecorp to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Securecorp will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Securecorp's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Securecorp on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



OUR VISION FOR RECONCILIATION

Securecorp's vision for reconciliation is to continue to contribute to and build respectful relationships, strengthening our understanding and deepening trust and collaboration between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

We recognise the importance of reconciliation as a shared journey and acknowledge that learning, listening and engagement are essential to creating lasting change. Our RAP provides a framework to increase cultural awareness across our workforce, challenge misconceptions, and promote respect for Aboriginal and Torres Strait Islander histories, cultures and peoples.

Securecorp is committed to embedding reconciliation into our organisational culture and business practices. Our employment and development strategies focus on community engagement and building partnerships with First Nations peoples, businesses and communities, while supporting a diverse, equitable and inclusive workforce.

Central to our vision is the creation of culturally safe and supportive workplaces where Aboriginal and Torres Strait Islander peoples feel respected, valued and included.

We are committed to expanding opportunities for employment, learning and development, and to increasing our people's understanding of the role they play in advancing reconciliation.

Through the delivery of our Innovate RAP, Securecorp seeks to strengthen relationships, deepen knowledge and create opportunities that align with our values and contribute to positive outcomes for Aboriginal and Torres Strait Islander peoples, our workforce and the communities in which we operate.

OUR BUSINESS

Securecorp is a leading national provider of security, monitoring, technology and cleaning services delivered by professional and experienced employees.

Our purpose is to protect our communities through safe, sustainable and innovative solutions. Securecorp strive to be a leader in service & product solutions driven by our innovative and ethical culture, protecting communities for generations to come.

Our people are our company's most important asset and are central to everything we do. Securecorp and the entities that are associated with the core business presently employs approximately 2,500 staff and we employ around 10 self-identified First Nations people from the overall workforce group. We are committed to further building relationships, knowledge and trust that will continue to open up these opportunities in the future.

Our mission is to consistently deliver innovative, sustainable services that are specialised and focused on preserving the safety of our customers and communities.

Our core values of Reliability, Integrity and Respect support our vision and guides our behaviours providing a common language to guide expectations of ourselves and others. We have a strong focus on attracting the right people, providing them with outstanding training and the ability to approach their role with resilience and alignment to the Company's core values, along with an ongoing focus on excellent service delivery and continuous improvement.

Securecorp currently provides services in Victoria, Queensland, New South Wales, Tasmania, South Australia and Western Australia. We have an office in Victoria, Queensland, New South Wales and South Australia along with operational offices at most of our contracted sites.

Across all entities and services, we are focused on quality management, innovation, professional development, and exceptional service delivery.

SECURITY AND GUARDING

SECURITY SUPERVISORS AND MANPOWER

Securecorp provides highly professional security officers across a range of business sectors, Australia-wide. We have the capabilities and flexibility to provide security manpower for any size operation – even at short notice. Key industry sectors include commercial, corporate, retail, government, transport, education, healthcare, and major events. Our people are well-trained to deliver welcoming, safe, and secure facilities.

CONTROL ROOM OPERATORS

Securecorp is a leading provider of control room operators to some of Australia's largest control rooms. Our control room operations add another layer of security to enhance the safety of your facilities.

PATROL, ROVING AND LOCK-UP OFFICERS

Securecorp further ensures the safeguarding of facilities through the provision of patrols, roving and lockup security services. Depending on requirements we can provide either a discreet service or a highly visible presence that will deter anti-social behaviour.

EVENT STAFF AND CROWD CONTROLLERS

Securecorp is proud to safeguard some of the most iconic events in Australia. Our award-winning service is based on a customer service approach that delivers everything from security screening, bag inspections, barrier entry control, pitch invasion protection, incident response and management, and reporting risk issues.

TRAFFIC AND CAR PARK MANAGEMENT

Securecorp's traffic and car park management teams ensure your traffic flow operates in a safe and efficient manner. With the best personal protective equipment and training available, our teams can manage large volumes of traffic during peak times and at special events.

ELECTRONICS

Securecorp Electronics team specialises in the design, construction and maintenance of electronic security systems.

With a highly talented and accredited team of technicians, project managers and technical experts our services include the provision and ongoing maintenance of:

- Alarm Systems
- Close Circuit Television (CCTV)
- Control Room Design
- Access Control
- Virtual Patrols
- Sentinel building site security
- iPATROL video intruder detection system
- Evacuation Mustering Systems
- CCTV IP Analytics
- Intercom and PA Systems
- Integrated Systems
- Duress Systems
- Automated Numberplate Recognition Analytics
- 24 Hour Alarm and Video Monitoring
- Emergency Warning and Intercommunication Systems
- Perimeter Defence and Detection
- Satellite Asset and people tracking

CLEANING

Delivering leading edge, results driven, and professional cleaning services to Australian retail, commercial, government, business, aviation, and education sectors.

Securecorp Cleaning offers the following core services:

- Commercial Cleaning
- Periodic Maintenance
- Rapid Response
- Covid-19 Specialised Cleaning
- Support Services.

OUR RECONCILIATION JOURNEY



Securecorp is committed to making a genuine and positive contribution to reconciliation in Australia. We are passionate about doing our part to strengthen relationships, build respect and create opportunities between Aboriginal and Torres Strait Islander peoples and the broader Australian community.

Our reconciliation journey to date has focused on engaging our workforce and developing meaningful partnerships with First Nations businesses and organisations. Through these partnerships, we have sought to provide cultural education, experiences and opportunities that increase awareness, understanding and respect for Aboriginal and Torres Strait Islander histories, cultures and peoples across our organisation.

During National Reconciliation Week, Securecorp partnered with Aboriginal Cultural Immersions to deliver a powerful educational experience for our team. We were privileged to participate in a Welcome to Country and Smoking Ceremony led by Uncle Mark Brown, alongside cultural performances by Yidaki Master Ganga Giri and Spiritual Songman Djarrin Blow. These experiences provided our people with valuable opportunities to learn, reflect and deepen their understanding of culture and Country.



Our team also participated in a NAIDOC Week celebration lunch hosted by Future Women, acknowledging and celebrating the rich history, diverse cultures and achievements of Aboriginal and Torres Strait Islander peoples. These activities have supported meaningful engagement and helped foster greater cultural awareness and respect within our workforce.

Securecorp has built strong partnerships with Indigenous Workstars and Asset College to support the Standing Strong Security of Your Future Program. This program is designed to create meaningful employment pathways for Aboriginal and Torres Strait Islander peoples seeking to enter the security industry, aligning with our commitment to expanding opportunities and supporting economic participation.

In addition, Securecorp is a member of Supply Nation, demonstrating our commitment to increasing engagement with Aboriginal and Torres Strait Islander businesses and supporting economic participation. Our Supply Nation membership provides a framework to strengthen our procurement practices, build sustainable supplier relationships and create shared value through inclusive business opportunities.

As part of this commitment, we procure stationery through **Muru Office Supplies**, a certified Indigenous-owned business. This supports our inclusive procurement practices and contributes to sustainable economic opportunities for Aboriginal and Torres Strait Islander enterprises.

As we continue our reconciliation journey, Securecorp recognises that this work requires ongoing learning, listening and action. Our Innovate Reconciliation Action Plan provides a framework to build on the foundations established to date, strengthen relationships, increase cultural capability across our workforce and create sustainable opportunities that support reconciliation outcomes.

Through the implementation of our previous Reconciliation Action Plan, Securecorp gained valuable insights into the importance of taking a considered, organisation-wide approach to reconciliation. Key learnings included the need for strong leadership support, clear governance, and ongoing communication to build understanding and momentum across our workforce.

We recognised that meaningful engagement takes time and that cultural learning is most effective when it is embedded into everyday practices rather than treated as a one-off activity. Our previous RAP helped establish foundational relationships with First Nations organisations, increased awareness and participation across the business, and highlighted opportunities to strengthen accountability and expand our impact.

These learnings have informed the development of our Innovate RAP and will support the continued integration of reconciliation into our culture, policies and business operations.





OUR RAP

The RAP aims to encourage Securecorp's commitment to engage in a comprehensive employment and learning strategies and provide opportunities for employment, personal growth and interactions to strengthen Aboriginal and Torres Strait Islander communities.

Securecorp is passionate about supporting Aboriginal and Torres Strait Islander people in pursuing their aspirations and that non-Indigenous Australians are encouraged to develop an understanding of Aboriginal and Torres Strait Islander histories and cultures and are committed to achieving harmony and opportunity for all.



OUR RECONCILIATION COMMITTEES

While an overall RAP will keep Securecorp accountable to deliver educational and awareness activities to our people and increase engagement with the First Nations organisations and community, we have created our Committee to ensure this important work takes place.

RAP STEERING COMMITTEE

Maria Cianciaruso - General Manager, People and Culture (Lead RAP Champion)

Luke Tomlinson - Founder, National Elite Security (First Nations Representative)

Matthew Lewis - General Manager, Safety and Compliance

Natalie O'Donoughue – Learning & Development Coordinator

Katrina Cole – Social Media, Marketing & Events Coordinator

RAP CHAMPION GROUP

Maria Cianciaruso - General Manager, People and Culture (Lead RAP Champion)

Matthew Lewis - General Manager, Safety and Compliance

Natalie O'Donoughue – Learning & Development Coordinator

Katrina Cole – Social Media, Marketing & Events Coordinator

Tracy Firth - HR Manager NSW / QLD

Colin Smith - HR Advisor NSW / QLD

LEADERSHIP TEAM

Our leadership team, including our Executive Management Team, has embraced the core purpose of the RAP and is committed to supporting the important initiative.

RELATIONSHIPS



Securecorp's believes long-term partnerships are built on reliability. That's why it's one of our values. We're committed to building long-term relationships with Aboriginal and Torres Strait Islander peoples, predominately within our workforce, with our stakeholders, the services and products we use as well as the greater public community we operate in.

Action	Deliverable	Timeline	Responsibility
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.	October 2026	- Lead: General Manager, People and Culture - Support: Learning & Development Coordinator
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2026	- Learning & Development Coordinator - Social Media, Marketing & Events Coordinator
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May - 3 June annually	- Lead: General Manager, People and Culture - Support: Social Media, Marketing & Events Coordinator
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June annually	- Lead: General Manager, People and Culture - Support: Social Media, Marketing & Events Coordinator
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June annually	- Lead: General Manager, People and Culture - Support: Social Media, Marketing & Events Coordinator
	Organise at least one NRW event each year.	27 May - 3 June annually	- Lead: General Manager, People and Culture - Support: Social Media, Marketing & Events Coordinator
	Register all our NRW events on Reconciliation Australia's NRW website.	27 May - 3 June annually	Learning & Development Coordinator

RELATIONSHIPS



Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	June 2026 & 2027	General Manager, People and Culture
	Communicate our commitment to reconciliation publicly.	June annually	Support: Executive Management Team
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	July- August 2026/2027	- Lead: Learning & Development Coordinator - Support: Executive Management Team
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	August 2026	- Lead: Learning & Development Coordinator - Support: Executive Management Team - Support: Social Media, Marketing & Events Coordinator
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.	October 2026	- Lead: General Manager Safety and Compliance - Support: HR
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy	November 2026	- Lead: General Manager Safety and Compliance - Support: Learning & Development Coordinator
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	December 2026	- Lead: General Manager Safety and Compliance - Support: Learning & Development Coordinator - Support: HR
	Educate senior leaders on the effects of racism.	2026-2028	- Lead: General Manager, People and Culture - Lead: Learning & Development Coordinator - Support: HR

RESPECT



One of Securecorp's values is Integrity. It means we work together demonstrating honesty, empathy and respect for doing what is right. We're committed to increasing our workforce's awareness and understanding of Aboriginal and Torres Strait Islander peoples and we believe this is an important first step to building a respectful and trusting partnership.

Action	Deliverable	Timeline	Responsibility
5. 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.	November 2026	- Lead: General Manager, People and Culture - Support: Learning & Development Coordinator
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	November 2026	- Lead: Learning & Development Coordinator - Support: Social Media, Marketing & Events Coordinator
	Develop, implement, and communicate a cultural learning strategy document for our staff.	January 2027	- Lead: General Manager, People and Culture - Support: Learning & Development Coordinator
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	February 2027	- Lead: General Manager, People and Culture - Support: Learning & Development Coordinator
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July - August annually	- Lead: General Manager, People and Culture - Support: Learning & Development Coordinator
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	July - August annually	- Lead: Learning & Development Coordinator - Support: RAP Working Group
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	July - August annually	- Lead: General Manager, People and Culture - Support: Social Media, Marketing & Events Coordinator
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	July - August annually	- Lead: General Manager, People and Culture - Lead: Learning & Development Coordinator - Support: HR

RESPECT



Action	Deliverable	Timeline	Responsibility
	RAP Working Group to participate in an external NAIDOC Week event.	July annually	- Lead: General Manager, People and Culture - Support: Social Media, Marketing & Events Coordinator
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	August annually	Lead: - General Manager, People and Culture Support: - General Manager Safety and Compliance - RAP Working group
	Promote and encourage participation in external NAIDOC events to all staff.	July - August annually	- Lead: General Manager, People and Culture - Support: Social Media, Marketing & Events Coordinator



OPPORTUNITIES



We're a diverse organisation and we're committed to seeking further opportunities of diversity and inclusivity in our workforce, service, and product suppliers. One of these ways is by seeking to understand how we can improve opportunities with and for First Nations people.

Action	Deliverable	Timeline	Responsibility
8. 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.	August 2027	- Lead: General Manager, People and Culture - Support: HR Team
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	August 2027	- Lead: General Manager, People and Culture - Support: HR Team
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	August 2027	- Lead: General Manager, People and Culture - Support: HR Team
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	August 2027	- Lead: General Manager, People and Culture - Support: HR Team
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	August 2027	- Lead: General Manager, People and Culture - Support: HR Team

OPPORTUNITIES



Action	Deliverable	Timeline	Responsibility
9. 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.	May 2027	- Lead: General Manager, People and Culture - Support: Learning & Development Coordinator - Support: Social Media, Marketing & Events Coordinator
	Investigate Supply Nation membership.	July 2026	- Lead: General Manager, People and Culture - Lead: Learning & Development Coordinator
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	May 2027	- Lead: General Manager, People and Culture - Lead: Learning & Development Coordinator
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	May 2028	- Lead: General Manager, People and Culture - Lead: Learning & Development Coordinator
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	May 2027	- Lead: General Manager, People and Culture - Lead: Learning & Development Coordinator - Support: Social Media, Marketing & Event Coordinator
	<i>Partner with First National Recruitment Agencies and RTO's to create employment pathways into the Security Industry</i> <i>Continue to partner with current First nations recruitment agencies to create meaningful employment pathways for First Nations people</i>	December 2027	- Lead: General Manager, People and Culture - Support: HR Team
	<i>Establish a structured induction program with partnering agencies to support First Nations employees through successful onboarding and culturally safe induction to support a positive experience and retention in the security industry.</i>	December 2027	- Lead: General Manager, People and Culture - Lead: Learning & Development Coordinator - Support: HR Team

GOVERNANCE



Action	Deliverable	Timeline	Responsibility
10. 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.	July 2027	- Lead: General Manager, People and Culture - Support: Learning & Development Coordinator - Support: HR Team
	Review & Maintain a Terms of Reference for the RWG	September annually	- Lead: General Manager, People and Culture - Support: General Manager Safety and Compliance - Support: RAP Working Group
	Meet at least four times per year to drive and monitor RAP implementation.	February, May, July, October 2026-2028	- Lead: General Manager, People and Culture - Lead: Learning & Development Coordinator
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	September annually	- Lead: General Manager, People and Culture - Lead: Learning & Development Coordinator - Support: RAP Work Group
	Engage senior leaders in the delivery of RAP commitments.	August 2027	- Lead: General Manager, People and Culture - Support: Learning & Development Coordinator - Support: Social Media, Marketing & Events Coordinator
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	August 2027	- Lead: General Manager, People and Culture - Lead: Learning & Development Coordinator
	Maintain an internal RAP Champion from senior management.	December 2026	Managing Director

GOVERNANCE



Action	Deliverable	Timeline	Responsibility
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.	July annually	Lead: Learning & Development Coordinator
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	General Manager, People and Culture
	Report RAP progress to all staff and senior leaders quarterly.	Quarterly from September 2026	General Manager, People and Culture
	Publicly report our RAP achievements, challenges and learnings, annually.	December annually	General Manager, People and Culture
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2028	General Manager, People and Culture
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	May 2028	- Lead: General Manager, People and Culture - Lead: Learning & Development Coordinator
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	November 2027	General Manager, People and Culture

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