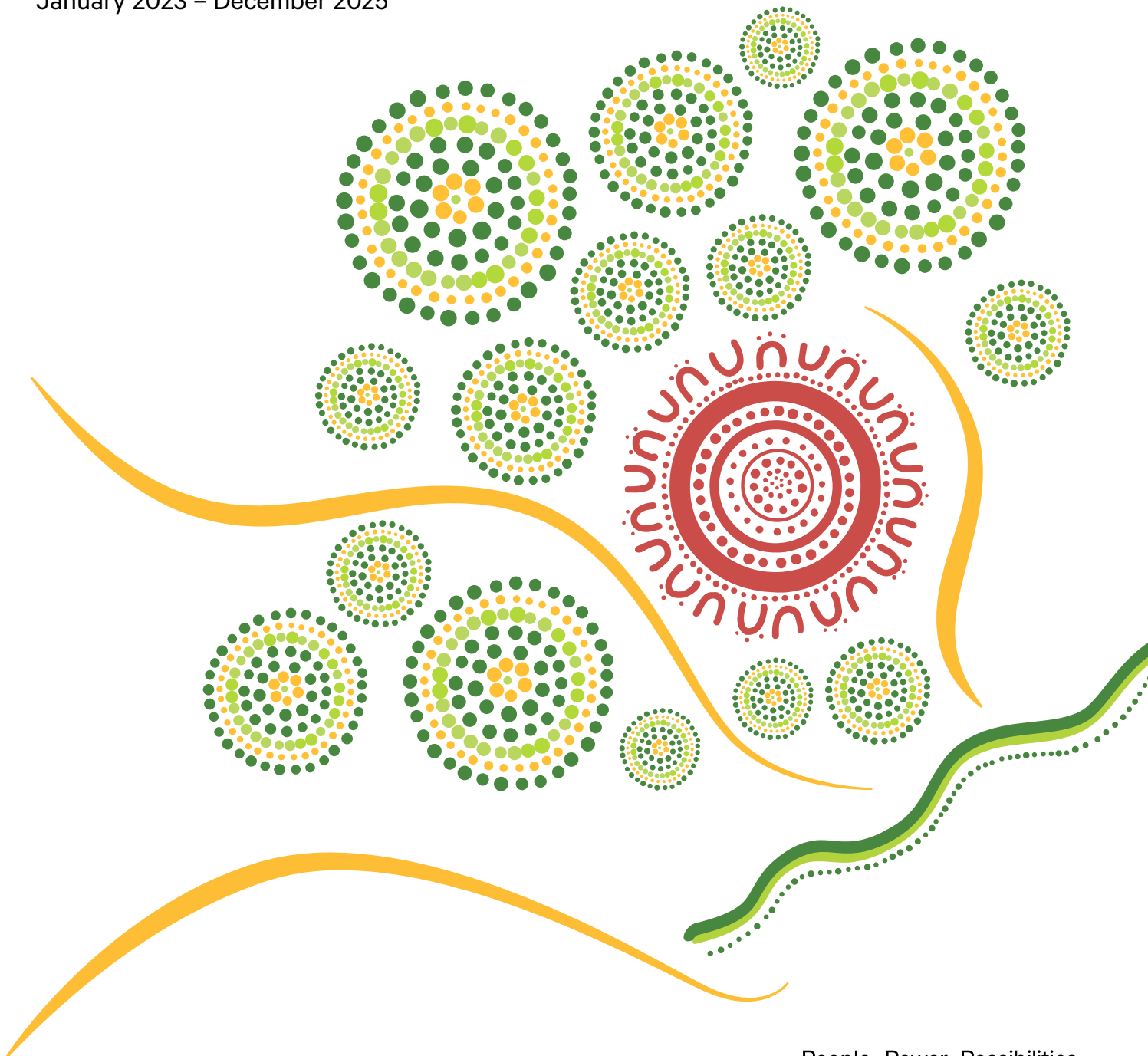




Transgrid's Stretch Reconciliation Action Plan

January 2023 – December 2025



People. Power. Possibilities.

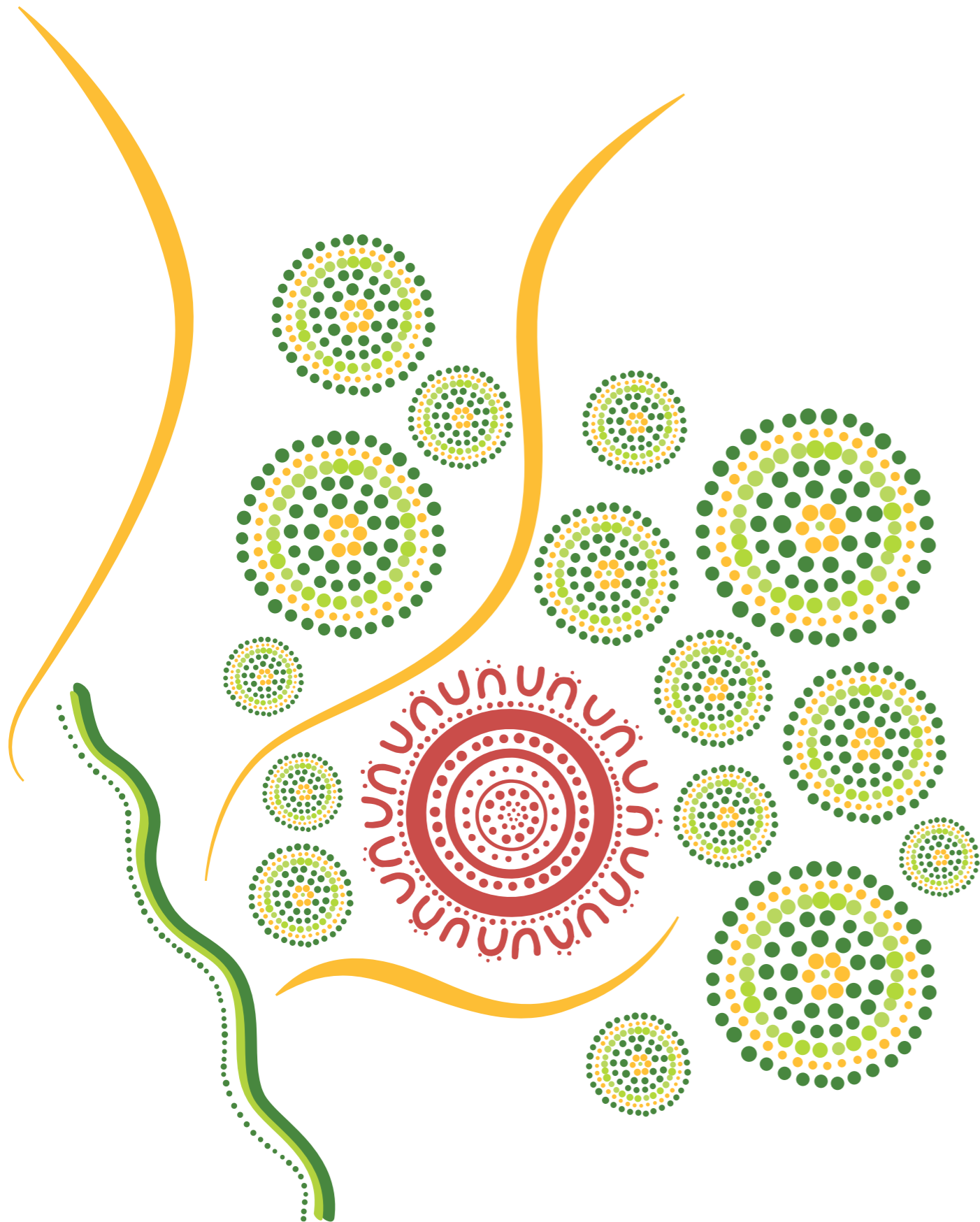
Acknowledgement of Country

In the spirit of reconciliation Transgrid acknowledges the Traditional Custodians of the lands where we work, the lands we travel through and the places in which we live.

We pay respects to the people and Elders, past, present and emerging and celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to the lands and waters of NSW and ACT.

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Karen Mundine
Chief Executive Officer
Reconciliation Australia

Reconciliation Australia message of endorsement

On behalf of Reconciliation Australia, I congratulate Transgrid on its formal commitment to reconciliation as it implements its first Stretch Reconciliation Action Plan (RAP), its third RAP overall.

Formed around the pillars of relationships, respect, and opportunities, the RAP program provides organisations with a framework to advance the reconciliation movement. Through the creation of this Stretch RAP, Transgrid continues to further its mission of working alongside the Aboriginal and Torres Strait Islander communities across its transmission network.

Transgrid has made great strides on its reconciliation journey to date, both internally and externally. It has implemented policies to create a culturally safe, engaged workforce, with close to 30% of its staff either participating in face-to-face or online cultural awareness training. Transgrid has made respectful consultation with Aboriginal and Torres Strait Islander people an integral component of its every day, establishing the Yura Ngura Indigenous Advisory in 2021, as well as regularly engaging with Heritage NSW to help protect First Nations cultural heritage. These initiatives, among others, speaks volumes of the strong foundations and learnings Transgrid has established in its RAPs so far.

Transgrid is continuing on this impressive trajectory in this Stretch RAP, taking on new opportunities designed to stretch and evolve its capabilities. Namely, it is taking on a leadership role in its sector, thoughtfully using cross-collaboration to grow its impact. This includes working with the Energy Charter's First Nations' Group to model best practice for engaging with Aboriginal and Torres Strait Islander communities; as well as forming an Energy Reconciliation Industry Network Group (RING) to set standards for reconciliation in the energy industry. Meanwhile, it is continuing to prioritise respect for Aboriginal and Torres Strait Islander heritage, engaging with Traditional Owner groups and Heritage NSW to update its Codes of Practice and Regulations, and using its 'Keeping Place' initiative to help repatriate artefacts found on Transgrid's worksites. These new projects show Transgrid ambitiously embedding and expanding on its commitments to bring reconciliation to the centre of its work and operations.

On behalf of Reconciliation Australia, I commend Transgrid on this Stretch RAP and look forward to following its ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia



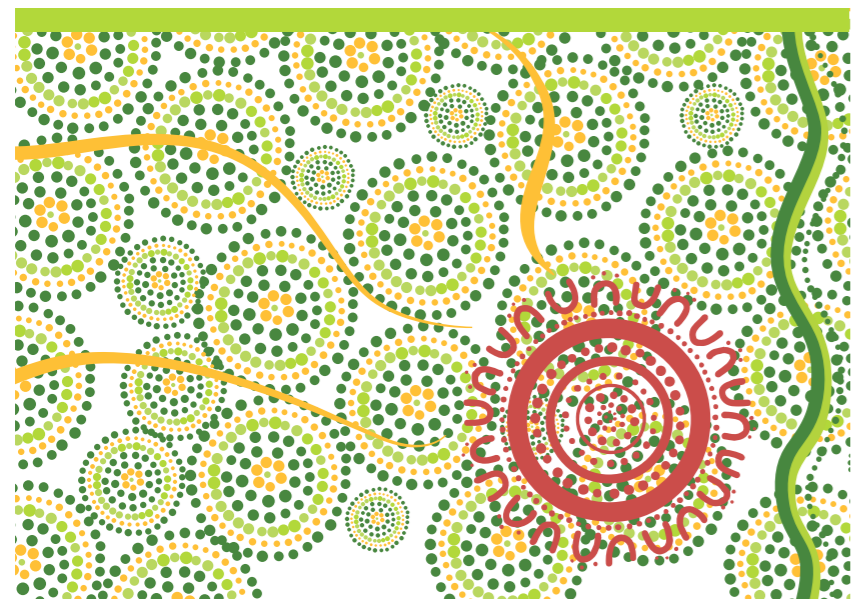
About the Artist

Proud descendants of the Biripi/ Worimi and Dharawal people of NSW, Sherrie Anderson and daughter Ava, are Saltwater women who keep their connection to Country and culture alive through art. Their art represents family and community connections along the water. During their artistic process they reflect on their Elders, family friends and people who positively impact their lives and the lives of others.



Nangamay – The Dreaming

The red dreaming circle depicts people who surround the dreaming circle. It represents the heart of what we do, and the possibilities.



Yura – The People

The symbols represent the Yura (people) and communities who we work with, live with, and learn from.



Gili – The Light

The green lines represent our power system, with the song lines below showing our journey across the country where we work (Ngura – Places).

Artwork 'Yura, Gili, Nangamay'

Yura, Gili, Nangamay was created for Transgrid's rebrand, and links to the brand tag line of People. Power. Possibilities.

This has been interpreted in Gadigal language as: People – Yura (people), Power – Gili (light) and Possibilities – Nangamay (dreaming/dream).

The artwork embraces the communities where we work, live and learn, our transition to clean energy, and the many men and women that are the heart of what we do at Transgrid.



CEO's message

Brett Redman
Chief Executive Officer

I am proud to introduce Transgrid's Stretch Reconciliation Action Plan (RAP), which challenges us to put reconciliation at the centre of our work and operations.

As operators of Australia's electricity transmission network in NSW and the ACT, Transgrid has engaged with Aboriginal and Torres Strait Islander communities, suppliers and people for many years.

The representatives of the world's oldest surviving culture have much to teach us. Their reciprocal relationship with Country and inherent responsibility to care for the land, offer us a benchmark to aspire to as we build the new transmission system that will carry Australia's renewable energy into New South Wales, Queensland, and Victoria.

Building new infrastructure in the community is a tremendous responsibility which we take very seriously. We consult extensively with Aboriginal and Torres Strait Islander communities impacted to ensure we are mindful of areas of cultural significance and tread lightly. We also employ and share economic benefits with local Aboriginal communities when that comes with the transmission build.

This RAP sets out our objectives as we continue our work to firmly embed respect for, and recognition of, Aboriginal and Torres Strait Islander cultures, rights, and opportunities throughout our business. Our goal is that reconciliation is a core consideration of every business decision across the Transgrid Group.

We thank Reconciliation Australia and the Transgrid Board for endorsing our Stretch RAP and continuing to support our reconciliation efforts. As the primary sponsor of this Stretch RAP, I strongly support its initiatives and programs and encourage everyone at Transgrid to get behind them.

I look forward, with you, to continuing to learn from our Aboriginal and Torres Strait Islander colleagues, partners, communities, and stakeholders.



Executive sponsor message

Craig Stallan
Executive General Manager – Delivery

Transgrid's Reflect RAP was launched in 2018, formalising the existing relationships we have with Aboriginal and Torres Strait Islander peoples. Going through that process taught us that, while we had pockets of positive engagement with First Nations peoples, as an organisation we were not considering reconciliation as a driving force behind our everyday actions.

In that first year, we took immediate action to educate our people. We saw increased respect, approached community relationship building with more humility, and we actively began to create opportunities to support reconciliation.

Our Innovate RAP expanded our focus to strengthen relationships with Aboriginal and Torres Strait Islander peoples, develop strategies for empowerment, and engage our people and stakeholders in driving positive change.

Over the last three years, I've been excited to see reconciliation gaining traction inside Transgrid. We now have a high level of commitment from our people and enthusiastic engagement with our RAP activities. Perhaps even more importantly, reconciliation has become a key consideration of decision making across our business.

Nowhere is this more evident than in Transgrid's early and respectful engagement with Aboriginal and Torres Strait Islander communities across the lands on which we are delivering our projects.

This Stretch RAP outlines our achievements, embedded commitments, and flags where we are now focusing our efforts as we continue our reconciliation journey. We thank our RAP Advisory Committee, RAP Working Group, our Aboriginal and Torres Strait Islander community and business partners, and the many Transgrid people who have so positively embraced our reconciliation actions.

Our vision for reconciliation

Transgrid is committed to deepening reconciliation with Aboriginal and Torres Strait Islander communities across our transmission network, and as we expand our network to enable the transition to a decarbonised energy system. Our vision is for the Aboriginal and Torres Strait Islander communities we work in to grow and achieve sustainable economic prosperity, and to see their cultural heritage and customs respected by all Australians.

Our commitment

Our Stretch RAP is set upon six core areas of focus, through which we are committed to:

1. **Furthering respectful and meaningful relationships with Aboriginal and Torres Strait Islander communities across our transmission network.**
2. **Deepening the cultural awareness, understanding and respect of our employees and leaders.**
3. **Showing deep respect for Aboriginal and Torres Strait Islander artefacts and places impacted by our projects.**
4. **Delivering measurable and sustainable economic benefits to Aboriginal and Torres Strait Islander businesses and communities that we work with.**
5. **Improving employment opportunities, retention and professional development of Aboriginal and Torres Strait Islander peoples within Transgrid.**
6. **Leading and championing reconciliation within the energy industry.**

We will use our unique expertise, resources and works programs to build respectful relationships with Aboriginal and Torres Strait Islander communities and business partners. We will deliver sustainable outcomes that will embrace strong economic participation and to develop people and their communities in a way that contributes to reconciliation and Closing the Gap (Outcome Area No.8) and drive reconciliation.

Our business

The Transgrid Group is made up of Transgrid and Lumea.

The Transgrid Group employs approximately 1300 permanent employees across seven locations in NSW – Sydney CBD head office, Western Sydney, Newcastle, Orange, Yass, Wagga Wagga, Tamworth, and an office in Melbourne, in order to meet day-to-day operational and maintenance requirements, and to provide emergency response services.

We are committed to building a high-performance culture where everyone can reach their potential while contributing to the success of the business and the role we play in the community. The Transgrid Group has a strong focus on diversity and inclusion so all employees feel valued and respected, and can do their best each day to deliver the best business outcomes. To do this, we strive to ensure all our people feel a sense of belonging, regardless of their race, gender, age, cultural identity or sexual orientation. In our 2022 voluntary Employee Engagement Survey, approximately 2 per cent of the employee population identified as Aboriginal and/or Torres Strait Islander people, and as a cohort had a higher engagement score than the Transgrid Group average.

An important aspect of our reconciliation journey is our inclusive and respectful engagement with Aboriginal and Torres Strait Islander peoples across the communities in which we work. We believe that the best way to communicate with communities is face-to-face, and that is the preferred approach we take when new projects are proposed. Our aspiration is for a future where Aboriginal and Torres Strait Islander peoples' deep knowledge of, and connection to, land or country is respected and celebrated by all.

As the Transgrid Group leads the way towards a more resilient energy future, we're working closely with our customers and communities to make sure no one is left behind. Our customers can be confident in the reliable, affordable and sustainable electricity we transmit as we make a better power system for generations to come.

Transgrid

Transgrid operates and manages the high-voltage electricity transmission network in NSW and the ACT. Our network connects NSW to Queensland and Victoria and forms the backbone of the National Energy Market (NEM).

The Transgrid network transports electricity from generation sources such as wind, solar, hydro, gas and coal power plants to large directly connected industrial customers and the distribution networks that deliver it to homes and businesses. Comprising 119 substations, over 13,204 kilometres of transmission lines and cables and five interconnections to Queensland and Victoria. The network is instrumental to the electricity system and economy and facilitates energy trading between Australia's largest states.

The NEM is currently undergoing a period of transition as the generation mix changes to include more renewables and storage technology, allowing greater participation from customers in the energy market. We are working with our customers and stakeholders across the energy supply chain and decision-making bodies to ensure we make a better power system for Australians. As the operators of the power system, we are in a unique position to drive progress, as we lead the transformation of the power system in the service of communities. To help Australia connect more renewables to the grid, Transgrid is building the new transmission that will deliver more reliable and low-cost energy by doubling our investment in assets by 2027 and tripling it by 2030.

Transgrid has long been a dependable partner to millions of Australians. As Australia transitions to the energy system of the future, our focus is to ensure that outcomes are in the long-term best interests of our customers and the community. We're making the right decisions now to prepare for the opportunities and challenges ahead – a changing climate, population growth and technology innovation.

Lumea™

LUMEA™ is the leading connector of renewables to the National Electricity Market (NEM), providing new transmission and connection infrastructure, as well as energy services. Customers include renewable generators, governments, and the high-energy users of the future, accelerating the journey to decarbonisation and digitisation. Lumea's commercial solutions and investment in new technologies combine to ensure faster speed to market and assurance across the life of an asset. This structure offers customers flexibility to engage a variety of delivery partners to ensure a solution that fits their needs.

Today, we are a leading essential infrastructure service provider creating market-first solutions to accelerate the energy transition and providing bespoke solutions to renewable energy generators and large load customers. We currently have 11,000 MW of renewable energy projects in operation or under construction, enough to power four million homes. We're also one of the leading telecommunications providers to renewable projects in Australia, with a focus on regional areas, data transmission and emergency broadcast services.

We design, fund and build assets. We provide end-to-end services, right from the exploration phase, to owning and operating the large-scale essential infrastructure our customers need.

Lumea is committed to supporting the goal of net-zero carbon emissions by 2050 by finding creative answers to complex problems, enabling customers to get reliable, sustainable power into the energy market – faster. We invest in innovative projects and smart technology that help accelerate Australia's energy transition. Further, we help our customers solve complex problems so they can produce, deliver and use clean, reliable energy with better digital communications to all Australians.

Our reconciliation journey so far

Our reconciliation journey started in 2018 with a Reflect RAP and just eight employees driving our first Advisory Committee. Over the last three years and the completion of our Innovate RAP, this has grown to an Advisory Committee, a Working Group, sub-Working Groups, a Clontarf Committee and the Yura Ngura Indigenous Advisory team, with more than 35 employees involved.

We're proud that we have a dedicated Aboriginal and Torres Strait Islander engagement and affairs team, Yura Ngura Indigenous Advisory, which further reflects the commitment we are making to grow respectful relationships in the communities we work with. The team consults on both internal and external projects, policies and procedures to ensure best practice engagement with community. Maintaining long-standing relationships with Aboriginal and Torres Strait Islander landholders and communities is an essential part of the way we do business.

To drive best practice, we have increased cultural awareness training to staff. By 2023, more than 28% of employees participated in the program:

- 225 employees have completed the e-learning cultural awareness module, which now forms part of our new starter mandatory induction.
- 175 senior and customer-facing employees undertook face-to-face cultural awareness training.

These programs are leading to greater understanding of and appreciation for Aboriginal and Torres Strait Islander cultures. We are also in the process of developing a further education module for our employees and contractors working across major projects out on Country. This module will ensure that our people act with respect, understanding and value for Aboriginal and Torres Strait Islander peoples and Country.

An important aspect of our reconciliation journey is our inclusive and respectful engagement with Aboriginal and Torres Strait Islander communities on the lands in which we work. Our approach is to work beyond compliance and industry targets.

- We have developed and maintain a register of 71 Local Aboriginal Land Councils that our assets interact with across NSW and ACT, identifying where our assets are located within council boundaries, and highlighting any known Aboriginal sites and sensitive areas known to the community that are in close proximity to our assets.
- We work closely with Aboriginal and Torres Strait Islander communities to present up-to-date information on our major projects. We provide early engagement and genuine consultation, connecting community leaders with our business leaders, to ensure decision-making is made at the community level.
- We have regular engagements with Heritage NSW to discuss our engagement and approach with Aboriginal and Torres Strait Islander communities and seek feedback on our approach to managing and protecting Aboriginal cultural heritage.

We are proud of our long commitment and the many recent contributions we have made to reconciliation, we also recognise the important and continuing role we have in promoting and protecting the rights of Aboriginal and Torres Strait Islanders peoples. We acknowledge our responsibility to include these principles and knowledge in the work we do, and look forward to fostering and further developing long-term trusted relationships with Aboriginal and Torres Strait Islander communities.

Our Stretch RAP

We are proud to launch our next Reconciliation Action Plan.

The enduring nature of our business provides us with the opportunity to deliver sustainable and far-reaching outcomes. The foundations of our commitments have been laid over time and will continue to grow and evolve. The purpose of this next RAP is to stretch us further, consolidate on the success of the past three years, and unite and inspire the community to walk with us and take the next big step in our reconciliation journey.

The biggest advance in developing this RAP is the diversity and breadth of internal consultation. We eagerly kick-started brainstorming our Stretch RAP with an offsite planning day in April 2022. This saw Executive Leaders, our RAP Advisory Committee and our RAP Working Group come together to reflect on the past

two years working on our Innovate RAP and to collaborate on future opportunities. In 2022, Yura Ngura Indigenous Advisory continued to consult across the entire business to develop and finalise initiatives, and to ensure we have a clear plan for implementation with every action and deliverable developed in 2022. The development of our initiatives had significant input from executives, senior leaders, functional leads, and Aboriginal and Torres Strait Islander employees.

We have chosen to focus on six key areas within the RAP pillars, Relationships, Respect, Opportunities, and Governance. These focus areas have considered Transgrid's unique opportunities and business strategy, and will help guide us towards meaningful and sustainable outcomes.



Our Stretch RAP (continued)

All initiatives in our Stretch RAP have been committed to by the relevant functional Executive General Manager within the business. The implementation progressed by our Working Group will be overseen by Executives through our RAP Advisory Committee, and reported to our CEO.

We believe it is important to have representation from each business unit to ensure that our vision and objectives are embedded in the business. In order to achieve this representation, we have structured our governance as three different committees plus sub-groups. These include an Advisory Committee, made up primarily of Executive General Managers, a Working Group (plus supporting sub-groups) with representatives from each business unit, plus a dedicated Clontarf Committee that will ensure the success of our relationship with the Clontarf Foundation. Across these groups there are six First Nations staff representatives.

Advisory Committee

- Executive Sponsor: Craig Stallan, Executive General Manager – Delivery
- Jane Sherlock, Executive General Manager – People, Culture & Safety
- Maryanne Graham, Executive General Manager – Community & Policy
- Sherrie Anderson, Yura Ngura Indigenous Advisory Manager, Community & Policy – Biripi Nation

Relationships

The enduring nature of our business means we are in a position to develop lasting and meaningful two-way relationships with First Nations stakeholders that can deliver ongoing sustainable and far-reaching outcomes. Our engagement approach is centred on the principles of transparency, accessibility, inclusiveness and communication, and includes bringing community voices into our decision making. We strive to maintain respect and recognition for their ongoing connections to Country and the importance of cultural heritage.

We are committed to leading the way in engaging with and developing sustainable relationships, and we recognise that strong relationships will provide us with opportunities to drive the objectives of our RAP. Through our relationships we are committed to creating participation opportunities for Aboriginal and Torres Strait Islander communities and businesses, promoting reconciliation, and reducing race-discrimination.

Transgrid also has a significant opportunity to champion reconciliation and influence better practice and outcomes amongst energy industry peers. Our position within the National Energy Market provides us with an opportunity to advocate for our peers to be part of the reconciliation journey.

Focus areas

Our focus is two-fold:

1. To continue developing respectful and meaningful relationships with First Nations communities across our transmission network, particularly as part of our work to deliver projects that will enable the renewable energy transition of our electricity grid.
2. To lead and champion reconciliation within the energy industry, by facilitating professional networking development opportunities and leading the conversation on reconciliation.



Engagement



Industry Leadership



Yura Ngura Indigenous Advisory

Established in 2021, the Yura Ngura Indigenous Advisory team are committed to driving reconciliation through inclusive and respectful engagement with Aboriginal and Torres Strait Islander peoples across the communities in which we work.

By connecting community leaders with our business leaders, we advocate for working in a culturally safe and inclusive manner which promotes sustainable development and community partnerships as a key element of our engagement.

The team supports, coordinates and provides advice to work beyond compliance and industry targets, with a focus on strengthening internal awareness, understanding, and consideration of Aboriginal and Torres Strait Islander peoples across all areas of our business and delivery partners. The team works under Transgrid's Aboriginal and Torres Strait Islander Engagement and Participation Policy.

We're excited that our Yura Ngura Indigenous Advisory team will now be taking the strategic lead on our RAP and driving ownership and participation across the business. We believe this is an important step in self-determination.

Relationships (continued)

Action and deliverable	Timeline	Responsibility
1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.		
<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement. 	October 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Review, update and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders. 	April 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Establish and maintain formal two-way partnerships with Aboriginal and Torres Strait Islander peoples, communities or organisations*. Including: <ul style="list-style-type: none"> Empowered Communities (NSW) Aboriginal Regional Assemblies (eg: Riverina Murray Regional Alliance, Murdi Paaki Regional Assembly, Three Rivers Regional Assembly) Aboriginal Affairs NSW Aboriginal Land Council National Indigenous Australians Agency Aboriginal Community Working Parties across NSW and ACT Economic Research Design Development Indigenous Investment Group (ERDDIIG) NSW Coalition of Aboriginal Peaks (NSW CAPO) 	October 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Review internal Aboriginal and Torres Strait Islander engagement procedures annually to ensure they remain culturally respectful and shift the focus away from a pure legislative and regulation focus. 	December 2023	EGM Community & Policy
<ul style="list-style-type: none"> Continue to identify Aboriginal and Torres Strait Islander organisations and agencies identified as key stakeholders for the business, and maintain open communication channels. 	December 2023	EGM Community & Policy
<ul style="list-style-type: none"> Every new build project to develop and implement an engagement and participation plan for working with Aboriginal and Torres Strait Islander stakeholders. 	October 2023, 2024, 2025	EGM Major Projects; EGM Delivery; EGM Community & Policy
<ul style="list-style-type: none"> Representatives of Aboriginal and Torres Strait Islander communities affected by new build projects shall be invited to participate in community consultative groups established for a project. 	October 2023, 2024, 2025	EGM Major Projects; EGM Delivery; EGM Community & Policy
<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander communities affected by new build projects shall be consulted as part of the development of community investment / benefit sharing plans. 	October 2023, 2024, 2025	EGM Major Projects; EGM Delivery; EGM Community & Policy
<ul style="list-style-type: none"> Share back to the local Aboriginal and Torres Strait Islander communities, cultural stories captured as part of engagement activities. 	October 2023, 2024, 2025	EGM Major Projects; EGM Delivery; EGM Community & Policy

* organisations listed above are First Nations-led; controlled; and/or owned.

Action and deliverable	Timeline	Responsibility
2 Build relationships through celebrating National Reconciliation Week (NRW).		
<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff via internal communication channels and our dedicated internal RAP blog. 	May 2023, 2024, 2025	RAP Working Group Chair
<ul style="list-style-type: none"> RAP Advisory and Working Group members to participate in two external NRW events. 	27 May – 3 June 2023, 2024, 2025	RAP Working Group Chair
<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in two external events to recognise and celebrate NRW. 	27 May – 3 June 2023, 2024, 2025	RAP Executive Sponsor
<ul style="list-style-type: none"> Organise NRW events and communication program for employees to engage with and celebrate NRW. This may include: <ul style="list-style-type: none"> Organise one organisation wide internal NRW event for staff A morning tea at each of our office locations Sharing articles covering topical issues Feature articles on prominent Aboriginal and Torres Strait Islander peoples Sharing Aboriginal and Torres Strait Islander recipes Interviews with Aboriginal and Torres Strait Islander organisations we partner with Providing information about external NRW events, and encouraging staff to participate. 	27 May – 3 June 2023, 2024, 2025	RAP Working Group Chair
<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website. 	May 2023, 2024, 2025	RAP Working Group Chair
<ul style="list-style-type: none"> Implement strategies to engage all staff to drive reconciliation outcomes. 	October 2023, 2024, 2025	EGM Community & Policy
3 Promote reconciliation through our sphere of influence.		
<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. Share our RAP vision, objectives, actions and outcomes externally through our communication channels (Facebook, LinkedIn, community newsletters). 	April, July, October 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes. 	October 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Collaborate with 6 RAP and other like-minded organisations to implement ways to advance reconciliation. 	December 2024, 2025	RAP Executive Sponsor
<ul style="list-style-type: none"> Seek Executive and Board support to sign our support for the Uluru Statement from the Heart. <ul style="list-style-type: none"> Communicate internally and externally about our support and why the call for Voice, Truth and Treaty is important for reconciliation Seek additional resources to support the understanding of Voice - Treaty - Truth-telling and share with employees. 	February 2023	RAP Executive Sponsor
<ul style="list-style-type: none"> Continue to sponsor and support the 7 News Indigenous Young Achiever Awards. 	April 2023, 2024, 2025	EGM Community & Policy

Relationships (continued)

Action and deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Host internal RAP events each year to educate and embed the pillars of relationships, respect and opportunities. These will alternate between Transgrid offices and vary in type to include things such as guest speakers, film screenings, panel discussions and internal radio episodes. 	July 2023, 2024, 2025	RAP Working Group Chair
<ul style="list-style-type: none"> Share stories with staff about Stretch RAP vision, objectives, activities and outcomes. 	Stretch RAP launch event, April 2023	EGM Community & Policy
<ul style="list-style-type: none"> RAP Advisory members to advocate and champion our RAP within the business. 	October 2023, 2024, 2025	RAP Executive Sponsor
<ul style="list-style-type: none"> Be an active participant in any legislative and regulation changes that affect Aboriginal and Torres Strait Islander peoples in our sphere of influence. 	October 2023, 2024, 2025	EGM Community & Policy
4 Promote positive race relations through anti-discrimination strategies.		
<ul style="list-style-type: none"> Continuously improve HR policies and procedures and communicate anti-discrimination provisions and policy for our organisation, through consultation with Aboriginal and Torres Strait Islander staff and/or advisors. 	March 2023, March 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Review and communicate an anti-discrimination policy with all staff. 	March 2023, March 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Provide ongoing education opportunities for senior leaders and managers on the effects of racism. 	August 2023, 2024, 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Senior leaders to publicly support anti-discrimination campaigns, initiatives or stances against racism by hosting events with Aboriginal and Torres Strait Islander Leaders on the effects of racism and how we can improve our anti-discrimination, harassment and equal opportunity policy. 	October 2023, 2024, 2025	EGM People, Culture & Safety EGM Community & Policy
5 Take a leading role in Energy Industry forums to champion reconciliation activities		
<ul style="list-style-type: none"> Collaborate with the Energy Charter's First Nations group on #BetterTogether initiatives to include diverse thought and improve the way in which we work with communities. Host 1 x event annually. 	April 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Establish an "Energy Ring" across other RAP participants. Host / coordinate sharing and 2 learning forums per year. 	December 2023	EGM Community & Policy

Respect

For Transgrid, respect means acknowledging and celebrating the traditional knowledge, cultural expression and lived experiences of Aboriginal and Torres Strait Islander Australians, and caring for the cultural heritage artefacts and places. We are also committed to an inclusive workplace at Transgrid where Aboriginal and Torres Strait Islander cultures and their unique place in Australia's history are represented, respected and celebrated.

We recognise and respect the importance of local and traditional knowledge, and value the experience and input of Aboriginal and Torres Strait Islander community members. This is vital in strengthening relationships and in building trust, safety and wellbeing – within our organisation and our wider communities. Aboriginal and Torres Strait Islander peoples bring valuable and unique contributions to Australian cultures and histories. Understanding this is the first step in building a shared national identity.

Focus areas

Our focus is two-fold:

- To deepen the cultural awareness and respect of our employees and leaders by continuing to enhance and embed recognition, respect and understanding of Aboriginal and Torres Strait Islander cultures, histories, artefacts, knowledge and rights through our cultural learning programs.
- To actively demonstrate deep care and respect for the cultural heritage artefacts and places across our transmission network, particularly those potentially affected by our project activities.



Understanding



Care of Artefacts

Case Study

Embracing culture into our project launch

Barkindji man, Malcolm King hand-crafted digging sticks to mark the start of construction works on Transgrid's project EnergyConnect.

Digging sticks have been used by Aboriginal peoples for tens of thousands of years. They are both a practical tool and an object of beauty that has become another way of telling and sharing stories. The markings on them are significant as each one tells a different story of place including burial sites; places for food, or where the waterways, creeks and swamps are located.

Malcolm says: "I hope that in some small way my art helps Aboriginal people connect more and I would like to think it gives Australians more broadly an opportunity to better understand and share our ancient culture. Art is like meditation for me now. It's like sitting on a riverbank and thinking about our old people and the stone tools they used. I reflect on this and wonder how far they travelled and the things they made."

Cradles for the digging sticks were made and taken to the Wagga Wagga Clontarf Academy where students participated in their design and painting.

The Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men and by doing so equips them to participate more meaningfully in society. Using the existing passion that these boys have for sport and art, and connecting it with culture, allows Clontarf to initially attract them to school, and then keep them coming.

We are really proud to partner with the Clontarf Foundation and be able to participate in activities like this.



Respect (continued)

Action and deliverable	Timeline	Responsibility
6 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.		
<ul style="list-style-type: none"> Conduct a review of our cultural learning strategy and program. This will include: <ul style="list-style-type: none"> Compile and analyse results of training needs analysis to inform the update of the cultural learning strategy and training plan Consulting with local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors, and Transgrid's Yura Ngura Advisory team on the implementation of the updated cultural learning strategy. 	March 2023, 2025 June 2023 & 2025 July 2023 & 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Implement and communicate cultural learning strategy with staff. 	September 2023, 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Deliver virtual cultural awareness training to staff: <ul style="list-style-type: none"> 100% of new staff from January 2023 90% of existing staff Build cultural awareness into existing recruitment skills training aimed at hiring managers. 	November 2023, 2024, 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Work with Aboriginal and Torres Strait Islander learning providers to deliver additional structured face-to-face cultural engagement learning for all nominated roles: <ul style="list-style-type: none"> Engagement and liaison roles RAP Advisory Committee and Working Group members, Hiring managers, Executive leadership team Board members. 	October 2023, 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Raise visibility of Aboriginal and Torres Strait Islander peoples in all organisational training materials by explicitly including Aboriginal and Torres Strait Islander case studies and content. 	October 2023, 2024, 2025	EGM People, Culture & Safety
7 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols, customs and significant artefacts.		
<ul style="list-style-type: none"> Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. <ul style="list-style-type: none"> Specific advice provided to all managers and leaders across the business. Include in cultural awareness training. 	National Reconciliation Week May, June 2023, 2024, 2025	EGM Community & Policy

Action and deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Develop and communicate cultural protocol guidance for staff, including: <ul style="list-style-type: none"> Wording templates for Acknowledgement of Country Information source to readily identify Country, wherever working from Guidelines for when to give an Acknowledgement Host resources on Transgrid's intranet page. 	July 2023	EGM Community & Policy
<ul style="list-style-type: none"> Invite a local Elder or Traditional Owner to provide a Welcome to Country or other appropriate cultural protocol at all significant events each year. 	October 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Include an Acknowledgement of Country, or other appropriate cultural protocols, at the commencement of important meetings. 	October 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Senior Leaders to provide an Acknowledgment of Country, or other appropriate cultural protocols, at all public events. 	October 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Embed Acknowledgment of Country into internal communications channels. 	October 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Host an Acknowledgment of Country pop-up on the Transgrid corporate website. 	December 2023	EGM Community & Policy
<ul style="list-style-type: none"> Include Acknowledgment of Country in all staff e-mail signatures. 	December 2023	EGM Community & Policy
<ul style="list-style-type: none"> Display Acknowledgment of Country plaques at all Transgrid office locations. 	December 2023	EGM Community & Policy
<ul style="list-style-type: none"> Consult with Traditional Owner groups and provide constructive feedback to Heritage NSW on potential ways that we can improve on the current Codes of Practice and Regulations. 	September 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> In consultation with relevant Traditional Owners, create a 'keeping place' for Aboriginal and Torres Strait Islander artefacts to be held for repatriation after being found on Transgrid worksites. 	December 2023	EGM Community & Policy
<ul style="list-style-type: none"> Provide spatial data mapping of cultural heritage finds back to the Aboriginal and Torres Strait Islander representative groups, and enable / support access to cultural data. 	October 2023, 2024, 2025	EGM Major Projects; EGM Delivery
<ul style="list-style-type: none"> Work with Aboriginal and Torres Strait Islander archaeologists to undertake cultural values assessments on our work sites. 	October 2023, 2024, 2025	EGM Delivery

Respect (continued)

Action and deliverable	Timeline	Responsibility
8 Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week		
<ul style="list-style-type: none"> In consultation with Aboriginal and Torres Strait Islander stakeholders, identify external NAIDOC Week events to promote to staff, including things such as educational blog posts, seminars, speaker panels, movie screenings, theatre shows and art exhibitions, and communicate to staff. Ensure that: <ul style="list-style-type: none"> RAP Advisory Committee and Working Group participate in an external NAIDOC Week event. Staff are encouraged and supported to participate in NAIDOC Week events in their local area by circulating a list of events via internal communications channels and our internal RAP blog. 	July 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Continue to promote and encourage Aboriginal and Torres Strait Islander employees to access the one-day of paid leave available to participate in NAIDOC Week events. 	June 2023, 2024, 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Senior Leaders to host NAIDOC event with guest Elder facilitating a Welcome to Country at each Transgrid office location accompanied by Aboriginal and Torres Strait Islander catered morning tea. 	July 2023, 2024, 2025	RAP Executive Sponsor
9 Build respect for Aboriginal and Torres Strait Islander peoples, their knowledge and cultures within site based project teams		
<ul style="list-style-type: none"> Project team inductions shall include cultural awareness learning of the Aboriginal and Torres Strait Islander Country they are working on. 	July 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Invite a local Elder or Traditional Owner to provide a Welcome to Country or other appropriate cultural protocol at significant project events, including "breaking ground". 	October 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Educate contractors on reconciliation through team meetings, toolbox talks, induction training and on country cultural awareness immersion. 	July 2023, 2024, 2025	EGM Major Projects; EGM Delivery

Opportunities

We know that Transgrid has an important role to play in creating a more equitable future, and that there is a significant opportunity for Transgrid to make meaningful and sustainable contributions.

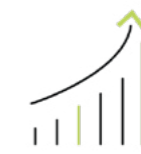
At Transgrid, we strive to provide lasting benefits to our communities by supporting community initiatives, generating employment in rural and regional Australia, and committing to a cleaner future. Transgrid is proud to invest in a variety of initiatives, focusing on those that provide education and economic opportunities, environmental sustainability, along with initiatives that energise communities. It is crucial that we get this right and that these opportunities are supported by co-designed strategies and actions to ensure their success. Working collaboratively with Aboriginal and Torres Strait Islander communities is key to self-determination and sustainable outcomes.

We also want to ensure that we create a fulfilling, diverse and inclusive work environment where our people can thrive and contribute in their own distinctive way and one that is reflective of the diversity in Australia. We are also committed to the professional development of our Aboriginal and Torres Strait Islander staff, and value their contribution to Transgrid.

Focus areas

Our focus is two-fold:

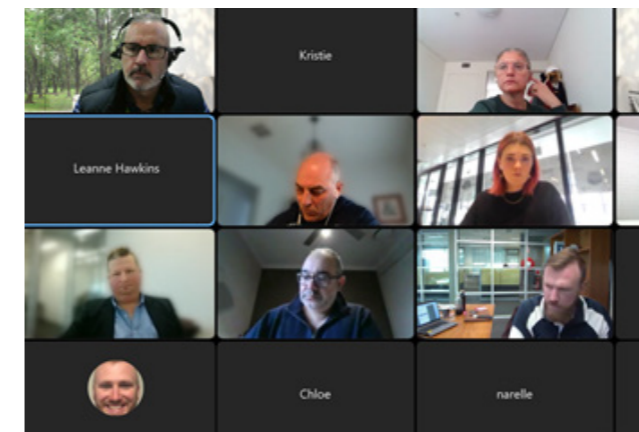
- Delivering measurable and sustainable economic benefits to Aboriginal and Torres Strait Islander businesses and communities that we work with.
- Improving employment opportunities, retention and professional development of Aboriginal and Torres Strait Islander peoples within Transgrid.



Supply Chain



Direct Employment



Establishing strategic working groups to support major projects opportunities

The Yura Ngura Indigenous Advisory team has recognised the urgency to maximise Aboriginal and Torres Strait Islander participation and procurement on project EnergyConnect. The advisory team is leading a strategy to support our delivery partner to achieve their workforce development needs and participation targets.

The team identified key strategic stakeholders to collaborate on the development of a training and employment pathway and opportunities for supply chain entry points for Aboriginal and Torres Strait Islander peoples and businesses on the project.

The meetings identified a number of actions and engagement opportunities for local participation including in civil construction and earthworks, truck-driving, administration, rigging and hospitality to support the project camps.

Opportunities (continued)

Action and deliverable	Timeline	Responsibility
10 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development		
<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and the internal Yura Ngura Indigenous Advisory team to consult on our recruitment, retention and professional development strategy. 	February 2023, 2024, 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Annually review of HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	March 2023, 2024, 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Increase the number of Aboriginal and Torres Strait Islander employees by 0.5% each year. <ul style="list-style-type: none"> FY22 baseline:2%; FY 2023: 2.5%; FY 2024: 3%; FY 2025: 3.5% 	July 2023, 2024, 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Ensure job vacancies are advertised effectively to Aboriginal and Torres Strait Islander applicants and stakeholders. 	August 2023, 2024, 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Continue to provide employment readiness and pathways for Aboriginal and Torres Strait Islander young people through internships, apprenticeships and scholarships. This includes working with organisations such as: <ul style="list-style-type: none"> TAFE NSW UTS Galuwa Scholarships students The Clontarf Foundation Career Trackers. 	September 2023, 2024, 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Identify and develop opportunities for Aboriginal and Torres Strait Islanders students through Transgrid's partnership with Charles Sturt University <ul style="list-style-type: none"> Scholarships, cadetships, training and graduate employment Explore opportunities to provide subject matter expert advice. 	January 2024	EGM People, Culture & Safety
<ul style="list-style-type: none"> Continue to support the Aboriginal and Torres Strait Islander staff network group Yarn Up, to co-ordinate: <ul style="list-style-type: none"> Weekly catch-up opportunities Occasional cross-business network and social gatherings One learning opportunity for participants per year. 	October 2023, 2024, 2025	EGM Community & Policy
<ul style="list-style-type: none"> Offer all Aboriginal and Torres Strait Islander employees career development planning in line with Transgrid talent program; including <ul style="list-style-type: none"> Coaching / mentoring sessions Identification of training / development plan. 	June 2023, 2024, 2025	EGM People, Culture & Safety

Action and deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Provide opportunities and encourage Aboriginal and Torres Strait Islander employees to progress to leadership positions. 	June 2023, 2024, 2025	EGM People, Culture & Safety
<ul style="list-style-type: none"> Co-design place based strategies with Aboriginal and Torres Strait Islander communities to develop training and employment pathways for projects. 	October 2023, 2024, 2025	EGM Major Projects; EGM Delivery; EGM Community & Policy
11 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes		
<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander business procurement strategy. <ul style="list-style-type: none"> Commit \$4 Million towards Aboriginal and Torres Strait Islander business. 	July 2023, 2024, 2025	EGM Delivery
<ul style="list-style-type: none"> Continue to work with Supply Nation and its members. Investigate Supply Nation's JumpStart program. 	October 2023, 2024, 2025	EGM Delivery
<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	October 2023, 2024, 2025	EGM Delivery
<ul style="list-style-type: none"> Maintain commercial relationships with Aboriginal and/or Torres Strait Islander businesses to grow to 20 businesses over 3 years. 	July 2023, 2024, 2025	EGM Delivery
12 Improve staff awareness and access to procuring Aboriginal and Torres Strait Islander services		
<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff, including the development of a suppliers list for staff to reference. 	July 2023, 2024, 2025	EGM Delivery
<ul style="list-style-type: none"> Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation and iDiC. 	July 2023, 2024, 2025	EGM Delivery
<ul style="list-style-type: none"> Develop and build on iDiC partnership to support supplier diversity and increase Aboriginal and Torres Strait Islander business spending. 	October 2023, 2024, 2025	EGM Delivery
<ul style="list-style-type: none"> Continue to work with Industry Capability Network (ICN) to utilise the ICN Gateway for procurement and work packages. 	July 2023, 2024, 2025	EGM Delivery
13 Increase indirect economic spend to Aboriginal and Torres Strait Islander businesses through our Major Project contracts		
<ul style="list-style-type: none"> Major Project teams to engage early with Aboriginal and Torres Strait Islander community to: <ul style="list-style-type: none"> Identify potential local suppliers Undertake community profiling and analysis to identify Working Age Population Stakeholder mapping and analysis Share with the community the potential pipeline of work/participation opportunities in a timely manner Develop a local skills training / job readiness pathway. 	July 2023, 2024, 2025	EGM Major Projects; EGM Community & Policy

Opportunities (continued)

Action and deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Major contracts will require a minimum 2.5% spend on Aboriginal and Torres Strait Islander services (labour, goods, services). 	July 2023, 2024, 2025	EGM Major Projects
14 Provide capacity support to Aboriginal and Torres Strait Islander businesses, to build sustainable business and economic outcomes		
<ul style="list-style-type: none"> Explore skill sharing secondments that utilise Transgrid staff expertise in the support of sustainable Aboriginal business development. 	July 2024	EGM Community & Policy EGM People, Culture & Safety
<ul style="list-style-type: none"> Co-design a sustainable native bush tucker farm to support sustainable Indigenous farming solutions and employment in collaboration with Aboriginal and Torres Strait Islander peoples and businesses. 	December 2023	EGM Major Projects
<ul style="list-style-type: none"> Identify opportunities for building capability of Aboriginal and Torres Strait Islander businesses (where required) to enter the supply chain. 	April 2023, 2024, 2025	EGM Delivery
<ul style="list-style-type: none"> Work with the Minderoo Foundation to increase the knowledge and practice of Aboriginal and Torres Strait Islander fire vegetation maintenance. 	December 2023	EGM Delivery
<ul style="list-style-type: none"> Explore opportunities to support development of sustainable land management businesses to manage land subject to Transgrid Biodiversity Stewardship Agreements to build and support the capacity of Aboriginal and Torres Strait Islander businesses. 	December 2025	EGM Major Projects; EGM Delivery
15 Sponsor youth education programs supporting Aboriginal and Torres Strait Islander youth, in providing education and employment prospects		
<ul style="list-style-type: none"> Continue to support The Clontarf Foundation (boys education) through our academy relationships across NSW, including: <ul style="list-style-type: none"> Provide work ready training to our Clontarf Academies and support students in building their professional skills. Attend 1 careers fair per year for each of the dedicated regions we work with. Provide 1 site visit per year for each of the dedicated regions we work with. 	April 2023, 2024, 2025	EGM Community & Policy Clontarf Committee Chair
<ul style="list-style-type: none"> Explore opportunities to support and partner with a similar program supporting girls' education. 	April 2024	EGM Community & Policy
<ul style="list-style-type: none"> Offer coaching to Aboriginal and Torres Strait Islander applicants who are identified through the Transgrid Apprentice application process. <ul style="list-style-type: none"> Ensure pre-apprenticeship programs for women are effectively and explicitly marketed to Aboriginal and Torres Strait Islander applicants. 	November 2023, 2024, 2025	EGM People, Culture & Safety

Governance

All initiatives have been committed to by the relevant functional Executive General Manager at Transgrid. Implementation progress will be overseen by our Executives and reported to our CEO.



Transgrid signs its support for the Uluru Statement from the Heart – Governance

Transgrid's Board and Executive leadership team have accepted the invitation of the Uluru Statement from the Heart. We support a First Nations' Voice to Parliament in the Australian Constitution.

We are now encouraging our staff to learn more about the Uluru Statement from the Heart, and why it is an important part of the nation's reconciliation journey.

By signing the Uluru Statement from the Heart, Transgrid is expressing a commitment to reconciliation that we value the contribution the Aboriginal and Torres Strait Islander peoples make to society and decision-making, and recognise the lived and generational pain of past actions.

Governance (continued)

Action and deliverable	Timeline	Responsibility
16 Establish and maintain an effective RAP Advisory Committee and Working group to drive governance of the RAP		
<ul style="list-style-type: none"> Establish and maintain Stretch RAP Advisory Committee to meet at least 4 times per year. 	March, June, August, November 2023, 2024, 2025	RAP Executive Sponsor
<ul style="list-style-type: none"> Establish and maintain a Stretch RAP Working Group to meet quarterly. 	March, July, October, December 2023, 2024, 2025	RAP Working Group Chair
<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on both the Advisory Committee and Working Group. 	February 2023	RAP Executive Sponsor
<ul style="list-style-type: none"> Establish Terms of Reference for both the Advisory Committee and the Working Group. 	February 2023	EGM Community & Policy
17 Provide appropriate support for effective implementation of RAP commitments		
<ul style="list-style-type: none"> Embed key RAP actions in performance expectations of senior management and all staff. 	January 2024	EGM People, Culture & Safety
<ul style="list-style-type: none"> Embed appropriate systems and capability to track, measure and report on RAP commitments. 	February 2024, 2025	RAP Working Group Chair
<ul style="list-style-type: none"> Maintain an internal RAP sponsor from Executive management. 	February 2023, 2024, 2025	RAP Executive Sponsor
<ul style="list-style-type: none"> Include the RAP as a standing agenda item at senior management meetings. 	April 2023	RAP Executive Sponsor, and EGMs
<ul style="list-style-type: none"> Ensure adequate funding is available for the implementation of the approved Stretch RAP actions <ul style="list-style-type: none"> During development of the RAP develop costing forecasts, and seek funding endorsement from the Executive prior to approval of Stretch RAP Annually seek approval for funding/resource requirements as part of the business budget cycle. Embed budget for RAP implementation activities with the relevant responsible Executive. RAP expenditure and forecasting is to be monitored by the Working Group, and reported to the RAP Committee. 	July 2023, 2024, 2025	Chief Financial Officer and responsible EGMs
<ul style="list-style-type: none"> Establish an Aboriginal and Torres Strait Islander Advisory Circle, with a range of key external stakeholders that can provide Transgrid guidance, advice and support during our Stretch RAP journey. <ul style="list-style-type: none"> Host at least 3 meetings a year, with purpose to have two-way conversations about Transgrid's performance progress. 	July 2023	EGM Legal, Governance & Risk

Action and deliverable	Timeline	Responsibility
18 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally		
<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. <ul style="list-style-type: none"> Ensure our contacts are up-to-date with Reconciliation Australia to ensure we review correspondence related to reporting. Contact Reconciliation Australia if we have not yet received our unique link to annually report. 	Deadline to submit: 30 September 2023, 2024, 2025 June 2023, 2024, 2025 1 August 2023, 2024, 2025	EGM Community and Policy
<ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders. <ul style="list-style-type: none"> The Working Group will establish and maintain a central tracking and reporting system. The Working Group will provide performance reports to the RAP Committee. Key performance metrics to be available through the Transgrid website. 	April & October 2023, 2024, 2025	RAP Executive Sponsor
<ul style="list-style-type: none"> Publicly report against our RAP commitment outlining achievements, challenges and learnings. 	October 2023, 2024, 2025	EGM Community and Policy
<ul style="list-style-type: none"> Participate in the Reconciliation Australia's biennial Workplace RAP Barometer. 	April 2024	EGM Community and Policy
<ul style="list-style-type: none"> A communications plans will be developed and implemented for the life of the Stretch RAP, sharing stories and performance both internally and externally of our RAP journey. 	RAP Launch event, April 2023	EGM Community & Policy
19 Continue our reconciliation journey by developing our next RAP		
<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia to support the strategic direction of our next RAP. 	June 2025	RAP Working Group Chair
<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	June 2025	RAP Working Group Chair



Contact details (For public enquiries about the RAP)

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