



RECONCILIATION
ACTION PLAN

INNOVATE

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Reconciliation Action Plan

FEBRUARY 2020 - FEBRUARY 2022





Acknowledgment of Country

TransGrid acknowledges Aboriginal
and Torres Strait Islander peoples
as the Traditional Custodians of this land
and we pay our respects to their
Elders past and present.



Message from the CEO

Since launching our first Reconciliation Action Plan (RAP) last year, we have embedded more than 40 actions and initiatives that aim to increase respect towards Australian and Torres Strait Islander peoples, build relationships with the community and create opportunities to support reconciliation.

I am proud of the progress we have made so far, and pleased to build upon this strong foundation by developing and implementing TransGrid's Innovate RAP.

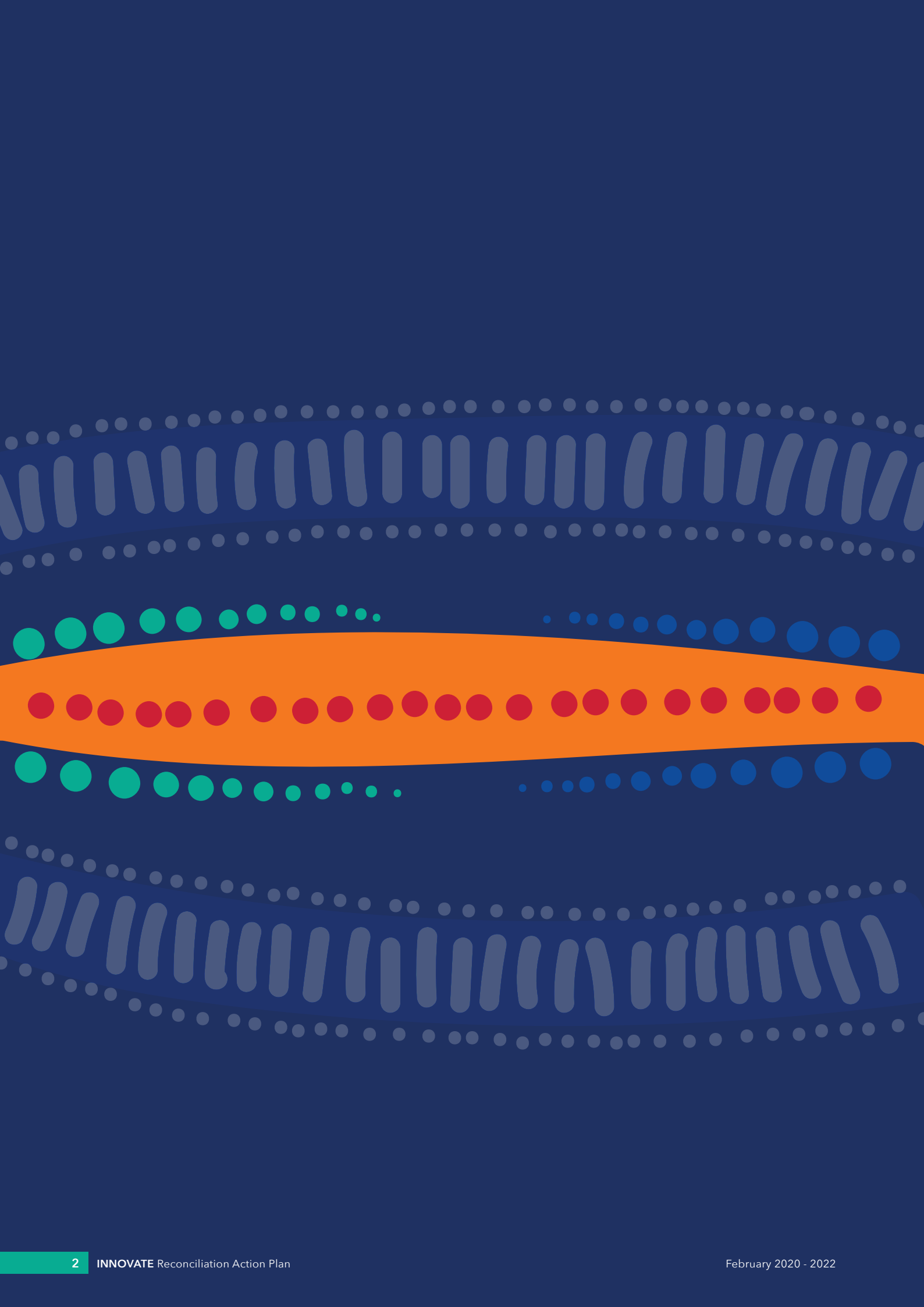
Our Innovate RAP reiterates our commitment to advancing reconciliation. It expands our focus to strengthen relationships with Aboriginal and

Torres Strait Islander peoples, develop strategies that will empower them, and engage our people and stakeholders in driving positive change.

I fully endorse our Innovate RAP and look forward to working with our RAP Advisory Committee, RAP Working Group and colleagues throughout the organisation as we continue to make progress with our reconciliation journey.

Paul Italiano

Paul Italiano
CEO Transgrid



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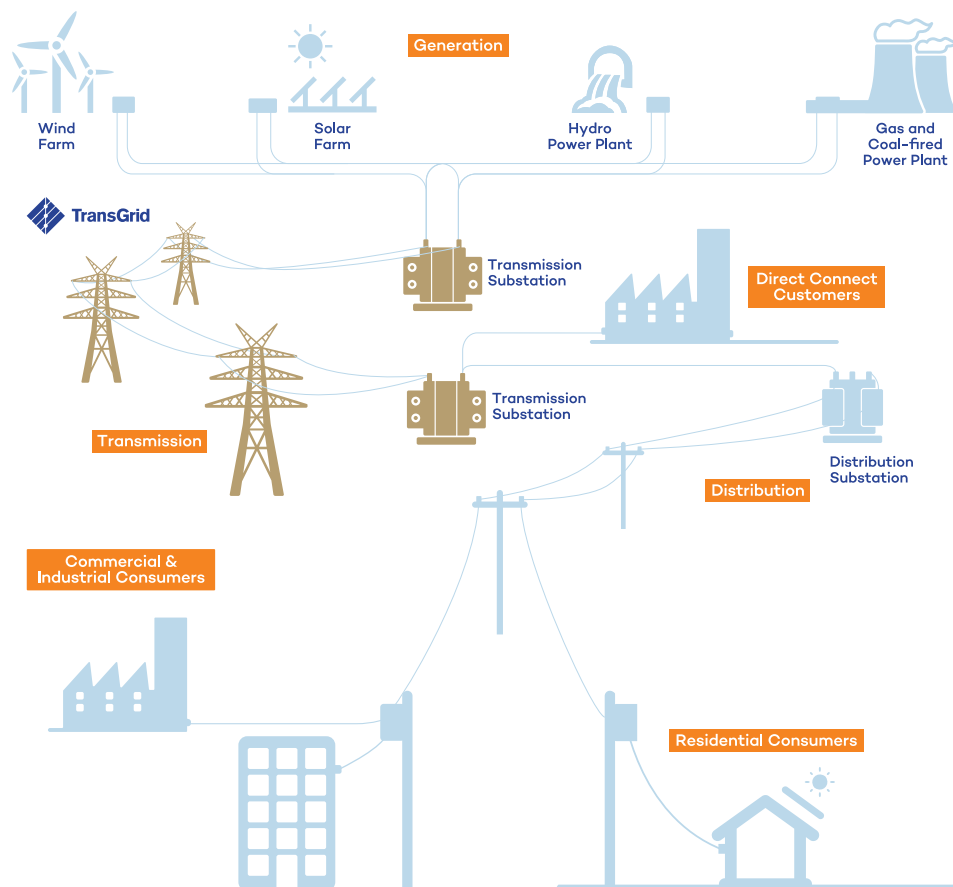
Our Vision for Reconciliation

TransGrid recognises that it has a significant role to play in reconciliation with Aboriginal and Torres Strait Islander peoples. We recognise that our transmission lines, substations and other assets exist on land that has belonged to Aboriginal and Torres Strait Islander peoples for millennia before European settlement. We recognise the injustices perpetrated upon Aboriginal and Torres Strait Islander peoples over the past two centuries and the devastating impact this has had on communities, including disproportionate incarceration rates, reduced life expectancies and resulting reduced access to opportunities.

Our vision for reconciliation is a future where educational and employment opportunities are of the same high standard as those enjoyed by other Australians, and a future where Aboriginal and

Torres Strait Islander peoples' deep knowledge of and connection to land is recognised, respected and celebrated by all Australians. As we continue to develop our energy network we are in a unique position to play a part in nurturing a synergy with Aboriginal and Torres Strait Islander organisations and communities as we recognise that they hold great knowledge of, and have deep connections to the lands upon which those assets will exist.

We will do this by improving relationships with, showing respect for and increasing opportunities for Aboriginal and Torres Strait Islander peoples as colleagues, stakeholders, community members and consumers of our services. We will maintain a culture that values diversity and equity, and encourage all TransGrid employees and contractors to be role models for reconciliation.



Our Business

For more than 60 years, TransGrid has operated and maintained the largest high voltage electricity transmission network in NSW, the ACT and other areas of the Australian National Electricity Market (NEM). We also offer a range of infrastructure and telecommunications services to meet the growing needs and expectations of our customers. The Australian Energy Regulator (AER) oversees all our operations.

In 2019, TransGrid became one of the first signatories of the Energy Charter which aims to drive cultural change throughout the industry. By signing the Energy Charter, we are committing the entire company workforce to delivering continual service improvement and added value to consumers.

Our core business is to provide safe, reliable and sustainable transmission services at minimal cost to the end consumer through the efficient maintenance and operation of assets, sensible investment and safe working practices. Our network connects NSW to Queensland and Victoria, and forms the backbone of the NEM. It consists of 105 bulk-supply substations and over 13,000 kilometres of high voltage transmission lines, underground cables and interconnections.

We connect more than three million homes and businesses to an electricity supply, and provide the platform on which energy is traded within NSW and the ACT. This allows energy consumers to gain access to the lowest cost generation available.

As demand for energy grows and generation transitions to include more renewables, our power system is becoming increasingly congested. To maintain reliability, we are making several transmission investments that will increase network capacity so that low cost renewable generation can reach the major load centres and additional energy can be transferred within and between states. This will in turn deliver more affordable energy to consumers.

The following four projects are part of the Australian Energy Market Operator's (AEMO) Integrated System Plan.

- 🔌 Queensland to New South Wales interconnector: this project will increase transfer capacity between both states, which is currently constrained. This will deliver positive benefits for consumers and the NEM.
- 🔌 Victoria to New South Wales interconnector: this will increase electricity transfer capacity to deliver benefits for consumers in both states and enable the efficient transfer of generation resources. This increased interconnection capacity will also help to improve the reliability and resilience of the power system.
- 🔌 Project EnergyConnect: TransGrid is partnering with ElectraNet to deliver this new electricity interconnector between Robertstown in South Australia and Wagga Wagga in NSW, with a connection into north-western Victoria. By connecting NSW and South Australia, the project will facilitate the transfer of electricity between these two markets and lower consumer energy bills.
- 🔌 Humelink: the Southern Shared Network between the Snowy Mountains and Bannaby carries power from all generators across southern NSW to the major load centres of Sydney, Newcastle and Wollongong. It also carries electricity from Victoria to the major load centres in NSW. The Southern Shared Network is currently constrained. It would facilitate the transfer of additional generation to demand centres including from the Snowy 2.0 expansion.

We are also investing in modern infrastructure that supports economic and sustainable growth. Our network has enabled the reliable transmission of electricity for more than 60 years and many assets in the network are now approaching the end of their serviceable life. To address this, we are delivering Powering Sydney's Future - a transmission cable project that will secure the future electricity supply to Sydney's CBD and surrounding areas.

TransGrid has a broad sphere of influence encompassing employees and contractors, regulatory bodies, consumer advocacy groups, customers and the community. Our stakeholder engagement body, the TransGrid Advisory Council (TAC), connects us with consumer and industry representatives and facilitates regular two-way communication. The TAC provides us with a forum to meet with stakeholders, to hear their perspectives and to consider their views on the full range of energy sector issues. Our high voltage transmission network flows through and serves communities in all urban, regional and rural areas of NSW and the ACT. As we embark on an increasing number of projects, we aim to increase the positive impact we have on local communities. The best way to communicate with communities is face to face, and that is the preferred approach we take when new projects are proposed. We engage with impacted stakeholder groups in the wider community who are likely to have an interest in project construction and operation.

To strengthen relationships with our direct customers, we carry out regular face to face meetings, interact with them digitally and host events such as project and industry forums. Through our internal communications team at TransGrid, we engage with our employees and contractors using our intranet, email updates, team briefings and annual presentations from the CEO.

TransGrid employs around 1000 employees across seven locations in NSW – Sydney CBD head office, Western Sydney, Newcastle, Orange, Yass, Wagga Wagga and Tamworth – in order to meet day-to-day operational and maintenance requirements, and to provide emergency response services.

1.9 per cent of the employee population at TransGrid identify as Aboriginal and/or Torres Strait Islander peoples through our annual voluntary Employee Engagement Survey. Aboriginal and Torres Strait Islander employees are given the opportunity to identify themselves to the People and Culture team, and 10 employees (approximately 1 per cent) have done this.



Our Reconciliation Action Plan

We recognise that TransGrid has a role to play in helping to reconcile our nation and, as one of Australia's most relied upon organisations, we can make an important contribution to addressing inequality. While there are complex social issues at play, and no quick fix, we are excited to be adding our commitment and actions to facilitating lasting change. The enduring nature of TransGrid's business positions us with the opportunity to deliver sustainable and long reaching outcomes.

The foundations of our journey have been laid over time and continue to grow and evolve. Our Customers and Stakeholders Group has built relationships with key community groups and land councils in the normal course of our work activity.

The importance of consultation and respect is critical to the way we do business. Our RAP outlines our commitment to sustain and to grow these community relationships and, within TransGrid, to build the foundations for relationships, respect and opportunities for those who identify as Aboriginal and/or Torres Strait Islander peoples.

Our reconciliation journey is Board sponsored and championed by our CEO, Paul Italiano, in collaboration with TransGrid's Executive and RAP Advisory Committee. The RAP Advisory Committee is chaired by Paul Italiano, CEO and includes Aboriginal and Torres Strait Islander representatives and non-Indigenous representatives from across all levels of the organisation structure.

Our RAP Advisory Committee

The Advisory Committee meets quarterly and is responsible for scoping how TransGrid will contribute to establishing and improving relationships with Aboriginal and Torres Strait Islander communities. It is also responsible for developing the Innovate RAP and has overall accountability for its delivery.



Paul Italiano
TransGrid CEO and
Advisory Committee Chair



Michael Gatt
Executive Manager,
Works Delivery



Julie Moss
Diversity and Inclusion
Manager, Corporate Services



Sherrie Castaldini
Indigenous Engagement
Specialist, Network
Planning and Operations



Heather Wagland
Head of Property and
Environment, Network
Planning and Operations



Jonathan Tietke
Strategic Relationship
Manager, Corporate Services



David Fayyad
General Counsel, Legal,
Governance and Risk



Luke Fania
Environment Team Leader,
Works Delivery

Our RAP Working Group

To support the RAP Advisory Committee, we have also established a working group. The RAP Working Group will meet every two months and be responsible for the delivery of initiatives outlined in this plan. The Working Group members include:

- **Sarah Roberts** Business Analyst (IT) , Chair
- **Janet Okaro** People and Culture (Learning)
- **Kate Davies** Media & Communications Manager
- **Michelle O'Hare** Senior Environmental Approvals Officer for Project EnergyConnect
- **Michael Cross** Material Demand Specialist
- **Willy Kroker** Grid Officer
- **Damien Hughes** Senior Legal Counsel
- **Glen Davis** Education Program Coordinator
- **Gina Lathlean** Talent Acquisition Advisor

Three members of our RAP Advisory Committee and Working Group identify as Aboriginal and/or Torres Strait Islander peoples:

- Sherrie Castaldini is a Biripi woman who was raised in Dharug country.
- Glen Davis is a Walbunja man. The Walbunja people live in the area from Ulladulla out to Braidwood and to the north of Narooma.
- Willy Kroker was born and raised in Wagga Wagga, which is located in the Wiradjuri language, and his family are from central Australia, eastern Arrerente language.

Our Reconciliation Journey So Far

Solidifying our commitment to reconciliation - delivering on our Reflect RAP

In March 2018, we formed our first RAP Advisory Committee with eight members to harness the interest and expertise of colleagues from across the business. In late 2018 we launched our first Reflect RAP, which featured an artwork by Aboriginal artist Noel (Charlie) Caldwell, and started to implement our commitments across the organisation.

We developed an Internal Communications plan to engage our people on TransGrid's RAP journey. This included a dedicated RAP information hub on our intranet, containing resources to explain the meaning of reconciliation and keep employees up to date with initiatives and achievements. We also included information about the RAP in our employee induction program.

To establish a baseline understanding of Aboriginal and Torres Strait Islander cultures and histories, we incorporated questions around knowledge levels in our 2018 Employment Engagement Survey and are using this information to assist in defining our approach to providing training across the organisation.

In November 2018, TransGrid became an official member of Supply Nation, as part of our commitment to supporting Aboriginal and Torres Strait Islander businesses throughout TransGrid's supply chain. A number of suppliers have been chosen to provide services in a range of areas across the business and this will continue to grow over time. Our People and Culture team started to build a relationship with Career Trackers, and we hosted two Aboriginal and Torres Strait Islander interns for the first time in 2018. We again partnered with UTS to provide students experience through the Galuwa Program, welcoming 25 students to TransGrid to learn about STEM careers. Throughout 2018 we were focused on increasing the recruitment of Aboriginal and Torres Strait Islander apprentices by attending careers fairs across NSW and were thrilled when 8% of our applicant pool identified as Aboriginal and/or Torres Strait Islander peoples.

Maintaining long-standing relationships with Aboriginal and Torres Strait Islander landholders and communities is an essential part of the way we do business. As part of our Reflect RAP, we

compiled a comprehensive list of the Aboriginal and Torres Strait Islander communities and organisations that TransGrid has a relationship with and we included an overlay of TransGrid's network on an Aboriginal language map of Australia to raise awareness of the land our network passes through. We also now prominently display Aboriginal and Torres Strait Islander flags at all TransGrid locations as a mark of respect.

In May, we held a Ngunawal Welcome to Country and a Site Cleansing Ceremony for the Stockdill Substation. This was carried out by Traditional Custodian Tyronne Bell from Thunderstone Aboriginal Cultural & Land Management Services.

The meaning of 'Ngunawal' is we, the people, or us. The Ngunawal people have occupied the area of Yass which was central to the boundaries of the Ngunawal people. The clan boundaries cover the area from Goulburn to Gundagai and Cooma to Braidwood and also include the entire Australian Capital Territory.

We continued to celebrate National Reconciliation Week and NAIDOC Week, raising awareness across the business through events and stories published on our intranet. During NAIDOC Week, we invited a local respected Elder to explain the difference between a Welcome to Country and Acknowledgement of Country. Education takes time and we are committed to taking every opportunity to embed this knowledge.

We established a protocol around Welcome to Country and Acknowledgement of Country, and strengthened our internal governance and reporting processes around RAP actions and initiatives. We were proud to implement more than 40 initiatives and actions outlined in our Reflect RAP over the course of the year.

Most recently TransGrid has become a proud sponsor of the Indigenous Achievement Award as part of the Seven News Young Achiever Awards.

We are also proud that TransGrid had now appointed an Indigenous Engagement Specialist to work with the major projects team. This is a newly created position and reflects the commitment we are making to growing respectful relationships in communities with which we work.

The Next Stage: Developing Our Innovate RAP

In August 2019, we started to lay the groundwork for developing our Innovate RAP, building on the work undertaken as part of the Reflect RAP. We found the framework helped us to stay focused on respect, relationships and opportunities and are looking forward to increasing our reach across the organisation by involving more employees in the delivery of RAP initiatives. We found that, while the structure of the original Reflect RAP Committee was suitable for delivering our first RAP, there is a need to expand our reach going forward. We have therefore established a Working Group that will work alongside the existing Committee to help develop the Innovate RAP and embed our actions across the business.

We worked with a Supply Nation endorsed design company to assist us with the design of the Innovate RAP. We commissioned an artwork from artist Casey Coolwell whose work captures the essence of TransGrid, our relationship with the land and our commitment to Reconciliation.

Casey Coolwell is a Quandamooka woman from North Stradbroke Island, Queensland.

Casey is an Aboriginal artist where she shares her stories through hand painted home decor, murals and digital pieces.

Innovate RAP Case Studies

Kiarra Ruttley Apprentice

"It was only around two years ago that I found out I was of Aboriginal descent. Growing up, our background was kept hush-hush because of the stigma associated with being Indigenous and so I was surprised and excited to find out about this part of my ancestry. My great-grandfather was one of 14 children growing up in the Kamilaroi region in Tamworth, where I also grew up, and so my Aboriginal heritage is through him, on my dad's side.

I wanted to identify as Aboriginal, and so with my family's help I collated all the information necessary about our background and connections so that I could get formal credentials from the Aboriginal Land Council. Since discovering my heritage, I have a better appreciation of the culture around it.

Having identified as Aboriginal only recently, I haven't experienced any of the criticisms or discrimination that many Aboriginal people have. However, the fact that TransGrid has a RAP and is taking steps to improve relationships with Aboriginal and Torres Strait Islander peoples is important to me as it goes some way towards building a fairer society. For me, being Aboriginal is something to celebrate."





Michael Bradbery Manager Operations and Analysis

"My family is part of the Kamilaroi nation, who are the Traditional Custodians of a vast area of land in northern NSW and southern Queensland. I was born in Sydney, and my Aboriginal heritage is through my father's side. He sits on the Tamworth Land Council, along with my auntie, uncle and cousin. My heritage is important to me and I try to stay connected to Aboriginal affairs through talking to my father, extended family and reading.

I joined the Electricity Commission of NSW (which later became TransGrid) as a cadet in 1987, and then progressed through various roles including market development and planning before moving to my current role as Manager Operations and Analysis. I enjoy working at TransGrid and I'm glad that the business has developed and implemented a RAP. I'm hopeful for the future, and if a RAP can go some way towards creating a more equitable society then that's a positive thing."

Dean Platt Project Administrator

"I'm a proud member of the Wiradjuri nation, one of the largest Aboriginal groups in NSW. The connection to my heritage is through my dad's side and, although I've always been aware of my Aboriginal background, and my birth certificate states I'm Aboriginal, I only started to embrace it when I turned 17 years old.

Being Aboriginal is a big part of who I am and I'm proud of my Indigenous background. My aunt has been investigating our family tree and it's opened up so many insights to our history - including that we have a family crest!

In my late teens, I went to an Indigenous camp and learned traditional skills - spear fishing, art and boomerang throwing. It was so much fun and it really cemented for me how important my heritage is to me.

Reconciliation is essential to going some way towards righting the wrongs of the past and developing a RAP is a good first step. I'm proud to work for a company that has a RAP and supports minority groups including Aboriginal and Torres Strait Islander peoples. Indigenous employees have a much better chance of progressing their career now than they did in previous years and in part that's because businesses such as TransGrid are providing opportunities for people to flourish."







Relationships

TransGrid recognises that it has a role to play in helping to develop strong and lasting relationships between the wider Australian community and Australia's First Peoples. The enduring nature of TransGrid's business positions us well to play our part in connecting communities through relationships that are respectful, positive and future focused.

Action	Deliverable	Timeline	Responsibility
1. Establish and grow 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.	December 2020	Indigenous Engagement Specialist and Environmental Team Leader
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2021	Indigenous Engagement Specialist and Environmental Team Leader
2. Build relationships through celebrating National Reconciliation Week (NRW).	Build relationships with Aboriginal and Torres Strait Islander peoples and organisations in the communities we are working in by participating in external National Reconciliation Week (NRW) events.	May 2020 & May 2021	Indigenous Engagement Specialist
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff in all locations.	May 2020 & May 2021	Media and Communications Manager
	RAP Working Group members will participate in an external NRW event and will share their learnings with staff through intranet articles.	27 May - 3 June, 2020 & 2021	Business Analyst, IT
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW, in their respective locations.	27 May - 3 June, 2020 & 2021	Business Analyst, IT
	Hold an NRW event each year at each of our Metropolitan offices and promote these events across regional locations.	27 May - 3 June, 2020 & 2021	Indigenous Engagement Specialist
	Register all our NRW events on Reconciliation Australia's NRW website and promote the events across the organisation.	May 2020 & May 2021	Business Analyst, IT
	3. Promote reconciliation through our sphere of influence.	Raise awareness of our RAP to promote reconciliation with our customers and stakeholders by communicating our initiatives and programs through our external channels including our website and social media channels and through the events we hold throughout the year with key customers and stakeholders.	July, January 2020 & 2021
Raise internal awareness of our RAP to promote reconciliation across the business by publishing regular stories and RAP progress updates on our intranet.		July, January 2020 & 2021	Media and Communications Manager

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation publicly, via the internet and social media platforms, as well as annual reports and via our external networks.	July, January 2020 & 2021	Media and Communications Manager
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	May & November 2020 & 2021	Media and Communications Manager
	Continue to collaborate with RAP organisations to develop ways to advance reconciliation and to support the efforts of other RAP organisations.	May & November 2020 & 2021	Indigenous Engagement Specialist
	Encourage other sector and partner organisations to develop their own RAPs.	April 2020 & 2021	Senior Legal Counsel
	Implement strategies to engage our staff in reconciliation.	October 2020 & 2021	Diversity and Inclusion Manager
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to clarify and communicate existing anti-discrimination provisions, and identify future needs.	March 2020	Diversity and Inclusion Manager
	Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	April 2020	Diversity and Inclusion Manager
	Invite local Aboriginal and Torres Strait Islander peoples to our offices to educate leaders on the effects of racism.	September 2020	Learning and Development Advisor
	Annually review and communicate our anti-discrimination policy.	October 2020 & 2021	Diversity and Inclusion Manager
5. Build relationships with Local Aboriginal and Torres Strait Islander Communities	Build and strengthen relationships with our existing Local Area Land Council contacts to ensure an open and mutually beneficial working relationships during the planning and building of major infrastructure projects.	December 2020 & 2021	Environmental Team Leader
	Build and strengthen relationship with the Department of Planning, Industry and Environment (DPIE) in relation to the management of Aboriginal Cultural Heritage.	January 2021 January 2022	Environmental Team Leader

Respect is the foundation of all meaningful relationships. We are committed to developing cultural understanding across the organisation and believe it will engender a deeper understanding and appreciation of Aboriginal and Torres Strait Islander cultures and histories that will foster respectful and lasting relationships with the stakeholders, customers and communities we work with.

Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation through an organisation wide training needs analysis.	March 2020	Learning and Development Advisor
	Compile and analyse results of training needs analysis to inform the cultural learning strategy and training plan.	May 2020	Learning and Development Advisor
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors, including TransGrid Education Program Coordinator, TransGrid Aboriginal and Torres Strait Islander staff on the development and implementation of a cultural learning strategy.	June 2020	Learning and Development Advisor
	Develop, implement and communicate a cultural learning strategy for our employees.	July 2020	Learning and Development Advisor
	Work with Aboriginal and Torres Strait Islander learning consultants to provide cultural awareness training for RAP Working Group members, HR managers and leaders of all levels.	August 2020, August 2021	Learning and Development Advisor
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Further embed our employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2020 & 2021	Indigenous Engagement Specialist
	Annually review and re-communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2020 & 2021	Indigenous Engagement Specialist
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country at annual Safety Day training and other significant events as they occur.	September 2020 & 2021	Indigenous Engagement Specialist
	Where appropriate, provide traditional smoking ceremonies at the start of major infrastructure projects.	February 2020, February 2021, February 2022	Indigenous Engagement Specialist
	Raise awareness of and recognise local Traditional Owners of the land through the placement of Acknowledgement of Country plaques in a prominent location at each of our regional offices/depots.	July 2020	Indigenous Engagement Specialist
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	March 2020 & 2021	General Counsel

Action	Deliverable	Timeline	Responsibility
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group will participate in an external NAIDOC Week event.	First week in July 2020 & 2021	Diversity and Inclusion Manager
	Continue to promote and encourage Aboriginal and Torres Strait Islander employees to access NAIDOC Week leave provisions to allow participation in NAIDOC Week.	June 2020 & 2021	Diversity and Inclusion Manager
	Promote and encourage participation in external NAIDOC Week events to all staff, by raising awareness of events.	First week in July 2020 & 2021	Media and Communications Manager
9. Build respect for Aboriginal and Torres Strait Islander communities across major project locations	Investigate holding cultural awareness programs on Country for TransGrid employees to build personal connections and learn firsthand from Aboriginal and Torres Strait Islander peoples across major project locations.	November 2020	Head of Property and Environment
	In collaboration with local community groups, include Aboriginal and Torres Strait Islander cultural heritage in the induction material for major project workforce.	October 2020	Head of Property and Environment
	Investigate opportunities to provide subject matter expert advice to Local Area Land Councils for digitising and recording spatial locations of items of significance.	July 2020	Head of Property and Environment
10. Investigate opportunities to strengthen and improve our processes around cultural heritage	Provide the opportunity for Traditional Owners and their younger family members to attend sites we are investigating for major projects to enable knowledge and culture sharing activities on Country.	November 2020	Indigenous Engagement Specialist
	Provide the opportunity for Traditional Owners, Local Aboriginal Land Council, Elders and young mob on Country to attend archaeological investigations, where appropriate, in order to ensure we become more culturally aware, we strengthen our relationships and improve our day to day role in both managing TransGrid's infrastructure and caring for our country.	June 2020 & 2021	Environmental Team Leader & Head of Property and Environment

TransGrid has a unique chance to increase positive school and employment outcomes across regional and Metro NSW locations through our scholarships, sponsorships and the employment opportunities we seek to create for Aboriginal and Torres Strait Islander peoples. Employment is also created through the support of Aboriginal and Torres Strait Islander businesses and we are focussed on playing our part in creating economic advantage.

Action	Deliverable	Timeline	Responsibility
11. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	March 2020	Talent Acquisition Advisor
	Engage with existing Aboriginal and Torres Strait Islander employees to review our employment and professional development strategies.	May 2020	Talent Acquisition Advisor
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June 2020	Education Program Co-ordinator
	Advertise employment opportunities to effectively reach Aboriginal and Torres Strait Islander stakeholders.	June 2020	Talent Acquisition Advisor
	Review recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander participation in our workplace.	March 2020	Talent Acquisition Advisor
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	August 2020 & 2021	Education Program Co-ordinator & Talent Acquisition Advisor
	Investigate and determine employment opportunities for local Aboriginal and Torres Strait Islander peoples from communities where major projects are commencing.	June 2020 & 2021	Head of Property and Environment
	Investigate the provision of training to be job ready, e.g. general construction induction card, tickets and licences for potential Aboriginal and Torres Strait Islander employees along infrastructure construction routes.	March 2020 & 2021	Head of Property and Environment
	Ensure that training providers used during the construction of major infrastructure projects can demonstrate their ability to deliver training that is inclusive and sensitive to an Aboriginal and/or Torres Strait Islander audience.	August 2020 & August 2021	Head of Property and Environment
	Investigate the provision of workplace mentors for Aboriginal and Torres Strait Islander employees.	December 2020	Education Program Co-ordinator

Action	Deliverable	Timeline	Responsibility
12. Investigate opportunities to increase our support for Aboriginal and Torres Strait Islander students.	Work with the Clontarf Foundation to define and establish an ongoing relationship to increase the positive learning outcomes and employment opportunities for Aboriginal and Torres Strait Islander students.	June 2020 & 2021	Diversity and Inclusion Manager
	Work with Career Trackers to place two interns with TransGrid over the summer internship period.	January 2021	Diversity and Inclusion Manager
	Investigate opportunities to work with the Girls Academy to increase the learning outcomes and employment opportunities for Aboriginal and Torres Strait Islander students.	July 2020	Diversity and Inclusion Manager
	Continue to partner with UTS to sponsor the Galuwa program for Aboriginal and Torres Strait Islander students considering a career in STEM.	July 2020 & 2021	Diversity and Inclusion Manager
13. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	In line with TransGrid's Sustainable Procurement Strategy, place continued focus on developing and implementing an Aboriginal and Torres Strait Islander procurement strategy embedded in our category plans.	July 2020	Strategic Relationship Manager, Procurement
	Broaden and deepen the existing relationship with Supply Nation for indirect spend categories.	December 2020	Strategic Relationship Manager, Procurement
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to employees.	March 2020	Strategic Relationship Manager, Procurement
	Review procurement practices to reduce the barriers for procuring goods and services from Aboriginal and Torres Strait Islander Small to Medium Enterprises (SME).	June 2020	Strategic Relationship Manager, Procurement
	Measure and increase the share of 3rd party spend with Aboriginal and Torres Strait Islander suppliers.	April 2020	Strategic Relationship Manager, Procurement
	Leverage TransGrid's Supplier Relationship Management Program (SRM) to explore RAP collaboration / partnership options with our preferred construction suppliers.	June 2021	Strategic Relationship Manager, Procurement
	Explore innovative ideas to drive Aboriginal and Torres Strait Islander business growth for the delivery of TransGrid's Major Projects.	December 2020	Strategic Relationship Manager, Procurement
	Communicate TransGrid's RAP to our preferred suppliers at the 2020 TransGrid Supplier Forum; invite potential Aboriginal and Torres Strait Islander supply partners to attend and participate.	March 2020	Strategic Relationship Manager, Procurement
	Enable key stakeholders to attend the Supply Nation annual tradeshow, with the intent of connecting with new Supply Nation endorsed companies.	May 2020 & May 2021	Strategic Relationship Manager, Procurement
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2020 & 2021	Strategic Relationship Manager, Procurement



Protecting the threatened pink-tailed worm-lizard at Stockdill Substation site.



Governance

Action	Deliverable	Timeline	Responsibility
14. Establish and maintain an effective RAP Working group (RWG) and RAP Advisory Committee to drive governance of the RAP.	Ensure that Aboriginal and Torres Strait Islander peoples continue to be represented on both the Advisory Committee and the RAP Working Group.	February 2020	General Counsel
	Ensure Governance documents are reviewed to include updated Terms of Reference for both the Advisory Committee and the Working Group.	February 2020	General Counsel
	The Advisory Committee will meet quarterly once the RAP has been developed and launched to drive and monitor RAP implementation.	February 2020, 2021, 2022	Diversity and Inclusion Manager
	The RAP Working Group will meet every two months. RAP outcomes will continue to be reported to both the Executive Leadership team and to the Board of Directors.	August 2021 & 2022	Diversity and Inclusion Manager
15. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP development and continued implementation.	April 2020 & April 2021	Diversity and Inclusion Manager
	Engage our senior leaders and other employees in the delivery of RAP commitments.	June & December 2020 & 2021	Diversity and Inclusion Manager
	Ensure that the appropriate systems to track, measure and report on RAP commitments are in place.	March 2020 & 2021	General Counsel
	Maintain an internal RAP Champion from senior management.	March 2020 & 2021	CEO
16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2020 & 2021	Diversity and Inclusion Manager
	RAP progress will be reported to all employees and senior leaders quarterly, via newsletters, leadership updates and intranet articles.	March, June, September, December 2020 & 2021	Media and Communications Manager
	Publicly report our RAP achievements, challenges and learnings, annually.	October 2020 & 2021	Media and Communication Manager
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2020	Diversity and Inclusion Manager
17. Continue our reconciliation journey by developing next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	August 2021	Diversity and Inclusion Manager



About the Artwork



Connecting Lines Through Community

Artist: Casey Coolwell

This art piece represents one community connecting to another through tracking lines and communication.

The left and right circles, with the dots, represent two different communities. The dots represent the people and the three lines in the communities symbolise the connections the communities have amongst one another.

The middle 'connecting lines' symbolise the communication and tracking marks made through Country, connecting each community.

The 'U' shaped symbols represent Elders of each community discussing issues amongst each other through the vertical connecting lines.

Contact Details

Enquires about TransGrid's RAP can be directed to the People and Culture Team on 02 9284 3000 or at people@transgrid.com.au

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