

AUSCOAST FIRE SERVICES

RECONCILIATION ACTION PLAN



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ACTION PLAN

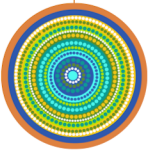
REFLECT



Acknowledgement of Country

Auscoast Fire Services gratefully recognizes and honors the Aboriginal and Torres Strait Islander peoples as the traditional custodians of the lands where we reside and operate. We deeply appreciate their spiritual and cultural connections that enhance the prosperity of our nation and guide us towards a future rooted in genuine connection and understanding. Auscoast Fire Services pays sincere respects to the wisdom and influence of Elders from past, present, and emerging generations. We acknowledge the significant duty of upholding custodianship and promoting the ongoing journey of reconciliation for the Aboriginal and Torres Strait Islander Peoples, their Communities, as well as their sacred Lands and Waters.

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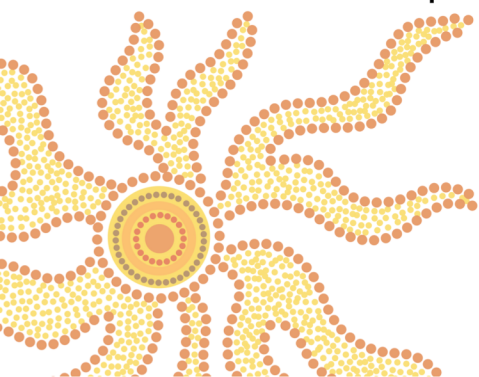
A Message from the Auscoast Fire Services Managing Director

Auscoast Fire Services is dedicated to fostering lasting, positive change throughout Australia. Our involvement in this sector has allowed us to embrace opportunities, cultivate relationships, and contribute meaningfully to the lives of Aboriginal and Torres Strait Islander Peoples.

We actively pursue these objectives through our Reconciliation Action Plan (RAP). RAPs are more than mere declarations of intent; they provide a roadmap, detailing our objectives and the strategies we'll employ to achieve them. Additionally, they articulate our commitments to one another and to the communities we serve and coexist with.

We stand firmly committed to implementing the actions outlined in our RAP, aligning ourselves with our clients and fellow institutions in bolstering support for Aboriginal and Torres Strait Islander communities. In this vein, we eagerly invite feedback from Aboriginal and Torres Strait Islander peoples, as well as others, to discern how best to proceed in realizing reconciliation between Aboriginal and Torres Strait Islander peoples and Australian society.

Haydn Mackie
Director



Our business and history

Auscoast Fire Services, founded in 2007 is a leading fire protection, detection, and suppression business that collaborates with businesses and industry leaders to address their most critical fire safety challenges and requirements. Our success is rooted in a culture of profound collaboration and a team community of diverse individuals committed to improving safety every day.

Our mission is to safeguard lives and property through fire safety, suppression, detection and engineering solutions.

We work intimately with clients to adopt a transformational approach—enabling organisations to grow without the hindrance of outgrowing their safety obligations and we look to build sustainable competitive advantage and drive positive impact through improving our collaborative approach. Our diverse teams are passionate about unlocking potential and effecting change, delivering solutions through cutting-edge fire safety consulting, technology and design, fabrication and unique ventures.

Statement from the CEO of Reconciliation Australia

Reconciliation Australia welcomes Auscoast Fire to the Reconciliation Action Plan (RAP) program, endorsing its inaugural Reflect RAP. Auscoast Fire joins a network of 2,200+ organizations committed to reconciliation through RAP. Since 2006, RAPs have framed organizations' support for national reconciliation.

Nearly 3 million people now work or study in an organization with a RAP, showcasing its impact. RAP types – Reflect, Innovate, Stretch, and Elevate – continuously strengthen reconciliation commitments. This Reflect RAP lays foundations, priming for future RAPs and reconciliation initiatives. The program's strength lies in its framework of relationships, respect, and opportunities. These align reconciliation commitments with business objectives, contributing to the five dimensions of reconciliation. Upholding these dimensions and promoting awareness of Aboriginal and Torres Strait Islander cultures are crucial.

The Reflect RAP empowers Auscoast Fire to deepen its understanding of its influence and unique role in advancing reconciliation. Setting the right initial steps ensures the sustainability of future RAPs and meaningful impact on Australia's reconciliation journey. Congratulations to Auscoast Fire. I look forward to following your reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our Vision


Auscoast Fire Services envisions a future for reconciliation where Aboriginal and Torres Strait Islander peoples' rich histories, diverse cultures, and inherent rights are acknowledged and celebrated by everyone involved, forming an essential part of our unified identity.

This symbiotic relationship will propel the interests of Aboriginal and Torres Strait Islander peoples, unlocking equal opportunities, outcomes, and enhancing social unity across Australia. Guided by our purpose to unlock the potential of those who advance the world, we are committed to lending our expertise to the pursuits of First Nations peoples and working to dismantle the enduring structural inequalities within Australian society.

Change will stem from directly addressing barriers to equality and supporting our clients, colleagues, and community in realizing their full potential. We grasp the urgency to act and fully comprehend the magnitude of the challenge that lies before us.



The narrative behind our artwork



This art piece is a vivid representation of a journey between two distinct worlds—reminiscent of the contrast between fire and ice, land and water, and corporate and community. It beautifully illustrates how these seemingly opposing realms not only coexist but also complement and collaborate to forge a seamless, tranquil centerpiece, much like the flowing course of a river.

It symbolizes a journey of growth, knowledge, and pathways, mirroring the influences of being coastal and land-based—akin to the essence of Auscoast Fire Services. The art embodies the duality of experiences and perspectives, merging into a harmonious union, just as the diverse landscapes of coast and land converge to form a cohesive whole.

The prominent use of purple within the artwork signifies the space where Auscoast Fire Services finds solace and achieves success in the realm of reconciliation. It embodies the essence of our organization's commitment and accomplishments on the path of fostering understanding, respect, and unity, as we navigate this vital journey towards reconciliation.

The Artwork

“The Story of Auscoast Fire Services in Reconciliation”



Artist

Nyree Kathleen Davison

“Gadigal, Dunghutti, Wonnarua, Gamilaraay”

Our Reconciliation Action Plan

For nearly three decades, Auscoast Fire has been deeply entrenched in the community fabric, striving to not only meet but exceed the needs and aspirations of our clients and staff.

We hold an unwavering commitment to nurturing an inclusive business sector that reflects the values and requirements of all stakeholders involved. Our leadership team is fervently dedicated to fostering opportunities, respect, and embracing diversity within the local areas we operate in, ensuring a harmonious coexistence with the people we represent on the ground.

Having been a vital part of these communities for years, actively contributing to the reconciliation movement is the natural progression for us. It is the next step in our journey, solidifying our dedication to fostering understanding, empathy, and collaboration among all members of society. We firmly believe that this journey towards reconciliation is not just an obligation but an essential element of responsible and impactful business conduct, a sentiment deeply ingrained in the ethos of Auscoast Fire.



Our RAP Working Group

Our RAP Working Group (RWG) is brimming with enthusiasm for the opportunity to not only craft but also effectively implement structured processes and practices. These will empower our staff and the broader business to embody our vision – that of being esteemed partners actively engendering significant and positive change for Aboriginal and Torres Strait Islander peoples, communities, and businesses within our sector.

The forthcoming launch of our RAP will be a momentous occasion, uniting local Aboriginal and Torres Strait Islander organizations, businesses, and community members. This inclusive event will mark our shift towards a dedicated focus on reconciliation throughout the upcoming year, with the RAP serving as our guiding compass.

The Auscoast Fire Services RWG is committed to executing actions that resonate throughout our entire business, ensuring we not only make commitments but steadfastly adhere to them within the RAP. Our dedication to this journey is not merely lip service; it's a deep-seated commitment.

Our team across Auscoast Fire Services is filled with pride, driven by a genuine passion for creating impactful change that profoundly benefits Aboriginal and Torres Strait Islander Peoples and Communities. This sense of pride fuels our determination to make a real difference, fostering a lasting and positive impact.

Meet Our RAP Working Group

Brian Davies

Chair- RAP committee

RAP Champion

Brian Davies possesses a profound understanding of establishing, facilitating, and leading reconciliation committees. He played a pivotal role in initiating a positive initiative at a prior organisations, showcasing his expertise in this domain.



Haydn Mackie

RAP member

Hailing from South Africa, Haydn has experience in creating inclusive environments that foster opportunities for minority employees, reflecting his commitment to inclusivity. His recent endeavor positively impacted well over 100 employees.



Logan MacDonald

RAP member

Logan MacDonald actively engages in business development and sales at Auscoast Fire Services. Through this role, Logan effectively involves our clients in the journey of implementing Auscoast Fire Services' RAP. Additionally, Logan proactively seeks and collaborates with businesses that already embrace an active RAP.



Meet Our RAP Working Group

cont.



Harry Davies
RAP member

Being the upcoming generation of Auscoast Fire Services leadership, it's crucial to integrate and enable prospective leaders to expand upon the existing RAP crafted by the current leadership. Moreover, Harry brings valuable experience and insights into the purpose and deliverables of a RAP, gained from his role as a committee member in a RAP committee.



Wayne Nicholson
RAP member

Wayne is a dynamic professional who brings a wealth of experience and dedication to our team. With a passion for creating positive change and fostering meaningful relationships, Wayne actively contributes to the realization of our Reconciliation Action Plan (RAP).



Juan Mackie
RAP member

Being the potential future leadership of Auscoast Fire Services, it is imperative to incorporate and empower upcoming leaders to expand upon the RAP initiated by the present leadership.

Relationships

Collaboration and partnership lie at the heart of Auscoast Fire Services' core values and are paramount to our achievements.

We are dedicated to nurturing and advancing our relationships with Aboriginal and Torres Strait Islander leaders and communities, aiding in their sustained social and economic progress. Our collaborative experiences, especially through key partnerships, offer profound insights into the unique challenges faced by Aboriginal and Torres Strait Islander communities. This understanding enhances our ability to contribute meaningfully to the path of reconciliation.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	<ul style="list-style-type: none"> ▶Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence ▶Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	<p>August 2023 September 2023</p>	<p>Engagement Manager</p>
<p>Build relationships through celebrating National Reconciliation Week (NRW)</p>	<ul style="list-style-type: none"> ▶Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. ▶RAP Working Group members to participate in an external NRW event. ▶Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW 	<p>May, June 2024</p>	<p>Communication Manager</p>
<p>Promote reconciliation through our sphere of influence.</p>	<ul style="list-style-type: none"> ▶Communicate our commitment to reconciliation to all staff ▶Identify external stakeholders that our organisation can engage with on our reconciliation journey, ▶Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey 	<p>May 2024</p>	<p>Managing Director</p>
<p>Promote positive race relations through anti-discrimination strategies.</p>	<ul style="list-style-type: none"> ▶Research best practices and policies in areas of race relations and anti-discrimination. ▶Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs. 	<p>September 2023</p>	<p>HR Manager</p>

Respect

Auscoast Fire Services deeply values the rich contributions of Aboriginal and Torres Strait Islander peoples' culture and history to Australian society. Our commitment to understanding and acknowledging this contribution serves as the foundation for fostering trust in our relationships. This trust, in turn, allows us to unlock equal opportunities and positive outcomes for Aboriginal and Torres Strait Islander individuals, thereby enhancing social equity throughout Australia.

In the realm of reconciliation, respect stands as a pivotal principle. It holds even greater significance in an environment where structural barriers persist. By upholding respect and considering its impact in decision-making processes, we ensure our actions are mindful of the well-being and interests of all.

Respect, acting as the cultural adhesive, binds us as a collective. We firmly believe in instilling and showcasing this respect in both personal and professional aspects of every team member's life. As consultants operating at the forefront of various industries and government entities in Australia, the decisions we influence carry far-reaching implications. We deeply value and understand the profound importance of harboring profound respect for Aboriginal and Torres Strait Islander peoples and their rich culture.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>Increase understanding value and recognition of Aboriginal and Torres Strait Islander cultures, histories knowledge and rights through cultural learning.</p>	<ul style="list-style-type: none"> ▶Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. ▶Conduct a review of cultural learning needs within our organisation. 	<p>October 2023</p>	<p>Engagement Manager</p>
<p>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols,</p>	<ul style="list-style-type: none"> ▶Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area ▶Increase staffs understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols- 	<p>September 2023</p>	<p>Engagement Manager</p>
<p>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week</p>	<ul style="list-style-type: none"> ▶Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. ▶Introduce our staff to NAIDOC Week by promoting external events in our local area. ▶RAP Working Group to participate in an external NAIDOC Week event 	<p>July 2023 July 2024</p>	<p>Engagement Manager</p>



Opportunities

Auscoast Fire Services is steadfast in its commitment to advancing the well-being and interests of Aboriginal and Torres Strait Islander peoples across the diverse regions of Australia. We actively engage with Aboriginal and Torres Strait Islander leaders and communities, leveraging our extensive experience in collaboration with State and Commonwealth governments. Drawing on our expertise in change management and efficient delivery, we work in partnership with communities to help them achieve their unique development goals throughout the country.

Being a proud founding member of Jawun for over two decades, we have significantly amplified opportunities for Aboriginal and Torres Strait Islander leaders and organizations. Our unwavering dedication to prioritizing First Nations suppliers remains a fundamental and highly effective approach to advancing opportunities for First Nations communities.

Moreover, we recognize the crucial role we play in unlocking the vast potential of First Nations talent in Australia through our talent development and career opportunities. This enduring focus drives our commitment to diverse hiring practices, aiming to create significant avenues for First Nations talent both within and beyond the realms of Auscoast Fire Services.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<ul style="list-style-type: none"> ▶Develop a business case for Abonginal and Torres Strait Islander employment within our organisation. ▶Build understanding of current Abonginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	<p>November 2023 Commence July 2023, Review September 2023</p>	<p>HR Manager & Managing Director & Engagement Manager</p>
<p>Increase Abonginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<ul style="list-style-type: none"> ▶Develop a business case for procurement from Abonginal and Torres Strait Islander owned businesses. ▶Investigate Supply Nation membership. 	<p>December 2023</p>	<p>Engagement manager & BD manager</p>



Governance

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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP</p>	<ul style="list-style-type: none"> ▶Maintain and support the RWG ▶Draft a Terms of Reference for the RWG. ▶Establish Aboriginal and Torres Strait Islander representation on the RWG 	<p>July 2024 July 2023</p>	<p>HR Manager & Managing Director</p>
<p>Provide appropriate support for effective implementation of RAP commitments</p>	<ul style="list-style-type: none"> ▶Define resource needs for RAP implementation ▶Engage senior leaders in the delivery of RAP commitments ▶Appoint a senior leader to champion our RAP internally ▶Define appropriate systems and capability to track, measure and report on RAP commitments. 	<p>July 2023</p>	<p>Engagement Manager & Communication Manager</p>
<p>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally,</p>	<ul style="list-style-type: none"> ▶Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. ▶Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. ▶Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	<ul style="list-style-type: none"> ▶July 2023 July 2024 ▶1 August annually ▶30 September annually 	<p>Communication Manager</p>

Auscoast Fire

Services

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ADVICE | DESIGN | INSTALL | MAINTAIN