



Aboriginal and Torres Strait Islander Engagement Strategy

Approved by Agilitus' Audit & Risk Management Committee (ARC)

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1. Introduction

Agilitus Pty Ltd (“Agilitus”) (“the Company”), ABN 94 628 465 056, understands reconciliation is an ongoing journey of healing for First Nations peoples and the Company is committed to honouring their spiritual relationship between people and Country, their connection to culture, community, land, sea and sky.

We pay our respects to Elders past and present, as well as to Agilitus’ Aboriginal and Torres Strait Islander colleagues.

Agilitus recognises the important role that First Nations peoples play in the nation’s heritage and our future. The Company believes that reconciliation is a means to bring about mutual understanding and learning that will ultimately serve to create a sustainable, vibrant and connected future for all Australians.

1.1 Reconciliation

Reconciliation Australia (RA) was established in 2001 to strengthen relationships between Aboriginal and Torres Strait Islander and non-Indigenous peoples. The advent of Reconciliation Action Plans (RAPs) with oversight from RA in 2006 laid the foundation for organisations to stop and reflect on the devastating effects of Australia’s colonial history.

RAPs however, cannot be implemented nor appropriately administered without first understanding, accepting, and most importantly, acknowledging Australia’s colonial history of land dispossession, stolen children, violence, and racism. For the purposes of this Aboriginal and Torres Strait Islander Engagement Strategy (“the Strategy”), these issues will not be covered here, however they are incorporated in our RAP, which underpins the Strategy.

The path towards reconciliation and the process of decolonisation is an ongoing process. It serves to remind us that while generations of Australians have fought hard for meaningful change and acceptance, future gains are likely to take just as much, if not, more effort.

Aboriginal and Torres Strait Islander engagement strategies supported by RAPs have become key policy and procedural tools to structure and improve organisational commitments relating to Aboriginal and Torres Strait Islander representation, employment, training, engagement, and participation throughout the private and public sectors.

The Strategy will assist the Company in turning good intentions into positive actions. We firmly believe that it should not only focus on what we will do, but more importantly acknowledge Aboriginal and Torres Strait Islander peoples’ rights to self-determination.

2. Purpose

The Strategy provides practical and ethical guidelines relating to Agilitus' commitments to Aboriginal and Torres Strait Islander peoples through meaningful and culturally safe principles aimed at the betterment of Indigenous communities. These Guiding Principles will speak to and are part of our RAP.

3. Guiding Principles

Agilitus aims to manage the engagement of Aboriginal and Torres Strait Islander peoples in an open, transparent, and collaborative manner – to deliver the best outcomes for First Nations communities in which we operate. The Guiding Principles set out the objectives of the Company in managing and implementing the Strategy.

Agilitus' Aboriginal and Torres Strait Islander Engagement Strategy is informed by the key principles of:

3.1 Principle 1: Acknowledgement of Country

Agilitus will ensure that appropriate Acknowledgements of Country are delivered at the beginning of meetings, speeches, or events, as well as in different forms of communications including our standard email signature block, website and on social media.

The Company has undertaken consultation with our external Indigenous advisors – Justin Kickett (Chief Executive Officer, i24s) and Angela Kickett (Director, i24s) – to help inform the development of the most suitable arrangements for the provision of acknowledgements and recognition of Traditional Owners.

3.2 Principle 2: Engaging Community

Agilitus will facilitate engagement with Aboriginal and Torres Strait Islander communities and their Elders. Regular dialogues are an important forum for communication and provide an opportunity to disseminate information, receive community feedback and reaffirm our ongoing support for Indigenous communities long before and after the works on Country have been completed.

As part of undertaking our projects and operations, Agilitus will seek to involve Aboriginal and Torres Strait Islander stakeholders – in all instances of the decision-making process. We will support client-facing colleagues with Cultural Heritage Management (CHM) solutions, which will be underpinned by early engagement. We will also assist our clients to engage in meaningful dialogues with Traditional Owners.

3.3 Principle 3: Recognising and Strengthening Indigenous Cultures

Agilitus recognises that Aboriginal and Torres Strait Islander cultures are varied, thriving and constantly evolving. As a business with national reach, we recognise the role we play in ensuring

that Aboriginal and Torres Strait Islander cultures are recognised, respected, maintained and strengthened for future generations.

3.4 Principle 4: Consultation

Aboriginal and Torres Strait Islander peoples have the right to self-determination. When consulting with them about their cultural heritage, Agilitus is committed to ensuring that these consultations are respectful, informed, ethical and meaningful.

3.5 Principle 5: Informed Consent

Agilitus acknowledges the importance and value of engaging Traditional Owners in accessing Country. In all instances, Agilitus will seek to obtain the prior and informed consent of relevant Traditional Owners before accessing Country.

In addition, Agilitus will encourage and advocate for independent third-party reviews of written or verbal agreements with Aboriginal and Torres Strait Islander stakeholders prior to any acceptance of agreements.

3.6 Principle 6: Community Development

Agilitus acknowledges that mainstream models of community development to support Aboriginal and Torres Strait Islander peoples draw heavily on a Western model of thinking that may not be in the best interest of First Nations communities.

In every instance, Agilitus will work with community stakeholders to find plausible solutions to identified problems – and not those perceived as being problems from a Western model of thinking. This will be done in a framework that advocates full and active participation of all community members, to develop culturally appropriate programs/projects and services to benefit Aboriginal and Torres Strait Islander communities.

3.7 Principle 7: Sponsorship and Business Partnerships

Agilitus shall identify indigenous programs and indigenous-owned businesses as key priorities for sponsorship and the development of partnering arrangements.

Beyond the usual business matrices, all the guiding principles outlined in this strategy will be included in any such partnering arrangement, to adequately assess the strength and performance of the partnership.

3.8 Principle 8: Employment, Training and Professional Development

Agilitus is committed to the employment and training of Aboriginal and Torres Strait Islander people across our organisation and have set targets in our RAP.



We will pursue sustained and ongoing engagement with Aboriginal and Torres Strait Islander people through our investment in an Indigenous-owned and operated companies, including but not limited to, TICS NDT Pty Ltd.

Agilitus will also continue exploring opportunities to coordinate mutually beneficial traineeships and internships with Indigenous-owned companies including Registered Training Organisations (RTO), as well as academia.

The Company will provide cultural awareness training to all employees to increase their understanding and competencies.

4. Reconciliation Action Plan (RAP)

Aligned to the Strategy is our RAP, which is guided by RA's RAP Framework. It is underpinned by a range of initiatives aligned to RA's four pillars of: Relationships, Respect, Opportunities and Governance.

The RAP outlines practical actions for us to undertake from September 2023 to September 2025, and is a key part of our five-year business strategy.

It builds on the foundation of what we have achieved to date, by focusing on the following priorities:

- continuing to improve awareness of First Nations cultural heritage;
- building a pipeline of highly skilled Indigenous engineers and drafters;
- positioning Agilitus as a preferred employer for First Nations peoples in the fields of design, engineering, EPCM, ESG advisory and rehabilitation;
- protecting Indigenous cultural and intellectual property by respectfully managing the collection, interpretation and use of heritage data;
- assisting companies in the Resources, Energy and Industrial sectors in advancing their engagement and participation with First Nations peoples;
- assisting Indigenous business owners in building their businesses by providing contracting services to the Resources, Energy and Industrial sectors; and
- strengthening our reconciliation governance, including reporting and sharing regular updates about our performance.

The implementation of the Company's RAP will be championed by Agilitus' RAP Working Group.

Moreover, one of the Governance initiatives has seen the Company establish an Aboriginal and Torres Strait Islander Advisory Council, including with external Indigenous members, to oversee the performance of the RAP Working Group, as well as to guide our ongoing learnings in cultural heritage and how Agilitus contributes to building resilient and prosperous First Nations communities.

For further details about the Company's engagement with Indigenous peoples, please contact:

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Agilitus is a multidisciplinary engineering, EPCM and ESG consultancy, delivering technical solutions for clients in the Resources, Energy and Industrial sectors. We are majority owned by our employees, who are united by our purpose – together, we embrace innovation to solve complex problems, for today and future generations.

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Shaping Tomorrow Together

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