



# Reconciliation Action Plan

## Progress Report

2021 | RAP Working Group

Every person. Every chance.

**MAX SOLUTIONS**  
Employment . Support . Community

## Introduction

In June 2020, we launched our new Reconciliation Action Plan (RAP), as part of our commemoration of Reconciliation Week. Central to the RAP is a vision to include Indigenous voices prominently in our decision-making processes. This allows us to reflect the regions where we work and helps us make a lasting impact towards Closing the Gap in employment and wellbeing.

MAX has committed to an ambitious RAP, which places Indigenous voices at the heart of how we develop policies and programs that impact them.

In keeping with our vision and commitment to reconciliation, our independently chaired Indigenous Advisory Committee (IAC) continues to build its profile in our organisation as a key driver of change.



*MAX has achieved most of its RAP Deliverables - and has done so in a professional and inclusive manner with its Indigenous staff. We look forward to the next iteration of our RAP and continue to see results from the continued hard work of the IAC and RAP WG.*

Sean Gordon | Chair of the IAC

## Progress Update

With over 95 percent of our RAP deliverables achieved or on track, we have seen major changes over the past 17 months. These include:

- Changing our recruitment practices to better meet the needs of Indigenous people. These changes have seen Indigenous employment exceed five percent.
- Developing new programs to support Indigenous School-Based Trainees and Site-Based Traineeships in MAX.
- Continuing to build our Indigenous supplier diversity, which now sees more than 60 Indigenous organisations part of the MAX supply chain.
- Continuing to strengthen our partnerships with Indigenous organisations that work with us to support our Indigenous customers prepare for, and be successful in, work.
- Supporting the priorities of Indigenous people through hosting a company-wide discussion on the importance of Constitutional Recognition of Indigenous Australians, as well as a Voice to Parliament with 'From the Heart' and 'Uphold and Recognise'
- Providing a submission to the Australian Government on the Indigenous Voice to Parliament.
- Changing our Enterprise Agreement to include a paid day of cultural leave, and continuing access to ceremonial leave.
- Developing our Cultural Policy including in relation to appropriate Acknowledgement of Country and Welcome to Country protocols.
- Welcome to Country ceremony and plaque dedication at our National Operations Centre by Aunty Maroochy Barambah from Turrbal Traditional Owners
- Celebrated Reconciliation Week and NAIDOC weeks.
- Through the IAC and Diversity and Inclusion Committee, developing a powerful program to share the experiences of people, and highlight the impacts of racism on people we work with every day. This encourages all MAX team members to be active in standing up to racism.
- Working with non-Indigenous businesses to strengthen their reconciliation programs.

Over the next 12 months, our IAC and RAP working group will be focussed on further developing a cultural capability program; developing our next RAP; and continuing to build the strength of our Indigenous network.