SA Power Networks and Enerven

Reconciliation Action Plan — Reflect

January 2024 – January 2025

RECONCILIATION ACTION PLAN

REFLECT

SA Power Networks

ENERVEN

Acknowledgement of Country

In the spirit of reconciliation, SA Power Networks and Enerven acknowledges the multiple Traditional Owners of the lands that host the South Australian electricity network and their connections to land, sea and community.

We would also like to pay our respects to Elders past and present and acknowledge that these are living cultures by paying respect to emerging leaders.

Message from our CEO

Committing to our first Reconciliation Action Plan (RAP) is an important step for SA Power Networks and Enerven as an organisation of more than 2,400 South Australians living and working on Country, right across our state and, increasingly, across Australia.

SA Power Networks provides electricity to over 900,000 homes and businesses across South Australia and we recognise the importance of supporting reconciliation in all our communities of influence. Meanwhile, our subsidiary business Enerven is becoming a major player in nationwide energy transition projects across infrastructure and telecommunications.

As major SA businesses, we are trusted by our community and our industry peers to advocate on issues that matter to them, and we do not take this responsibility lightly.

This 'Reflect' RAP marks the beginning of our formal reconciliation journey and allows us to formalise our reconciliation actions as an organisation. The term 'Reflect' is apt for where we are as a business; while we have a long history of supporting First Nations community programs, it is time for us to reflect on the ways we can do better.

SA Power Networks and Enerven play a significant role in the social and economic fabric of our state, and we are committed to using that influence to effect positive change on reconciliation, inclusion and diversity.

The process of implementing this Reflect RAP will see us develop new relationships, strengthen existing partnerships and celebrate First Nations' histories and cultures.

I would like to thank our inaugural RAP Working Group for the careful consideration they have put into the RAP development process. The passion and knowledge of this group, in particular its First Nations members, has been crucial in guiding our approach.

With the support of our RAP Working Group, SA Power Networks and Enerven are proud to present our first Reflect RAP. We look forward to implementing the actions outlined in this document and making a positive contribution to reconciliation in South Australia.

Andrew Bills
Chief Executive Officer
SA Power Networks Group

About our Reflect artwork and the artist

Our artist

Presten Warren is a 23 year-old First Nations artist living in Port Lincoln, South Australia. Born in Port Augusta and raised in Ceduna, he is a proud Wirangu/ Dieri/ Kokatha/ Mirning man.

Presten is a descendant of the desert and ocean tribes of Australia who is a country boy, has country blood and country in his soul. Art has always been a big part of his life and is his outlet, his safety, his pride and his church. Art is something his family and culture have been practising for millennia.

Presten believes that art does something to us, provoking and stimulating something deep within us that we all share. It is a very special form of storytelling and one which is sacred to his culture.

Walking in the footsteps of his grandmother who taught him about Aboriginal art, Presten honours his culture by keeping this important tradition alive.

Since launching Painted Studios in 2022, Presten has sold over 100 artworks, received several awards, secured international contracts and travelled across Australia for his work.

Presten was awarded the People's Choice Award in the 2023 Malka Aboriginal Art Prize and also received the Port Lincoln NAIDOC Award for Youth.

Our artwork

We are incredibly privileged to have Presten join us as the artist for our first Reflect RAP. This artwork will be a powerful visual representation of our commitment to reconciliation, as we work towards a future of unity and understanding.

The artwork created symbolises SA Power Networks' Reconciliation Action Plan. The central community embodies SA Power Networks as a cohesive team, while the four outer communities represent South Australian communities.

To emphasise the strength of SA Power Networks in supplying power to the South Australian community, the artist incorporated lightning bolts and various shades of blue, evoking a sense of power.

The radiant aura encircling the people symbols and footprints signifies the empowerment provided by SA Power Networks.

To depict the South Australian landscape, the artist blended various hues of green and brown, capturing the essence of the region's natural beauty.

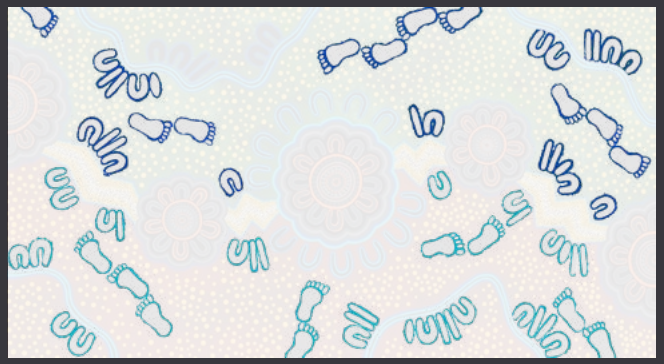
Presten Warren (b. 2000)
Empowering South Australia, 2023
Acrylic on Canvas, 170cm x 90 cm
Commisioned by SA Power Networks and Enerven for their 2024 Reconciliation Action Plan.

The artwork elements

The central community embodies SA Power Networks as a cohesive team.

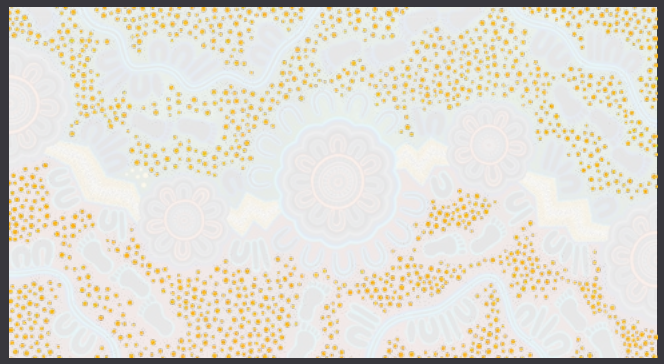
The four outer circles represents South Australian communities.

The lightning bolts and various shades of blue evoke a sense of power.



The radiant aura encircling the people symbols signifies empowerment.

The footprints signify empowerment and leaving our mark in the community.



The yellow dots symbolise electricity as looking down from above.

Message from Reconciliation Australia

Reconciliation Australia welcomes SA Power Networks to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

SA Power Networks joins a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types - Reflect, Innovate, Stretch and Elevate - allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables SA Power Networks to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations SA Power Networks, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our business

Our core business is electricity distribution. Every day we deliver electricity safely and cost effectively to 1.7 million South Australians. We care about our community and work with integrity to make sure we do the right thing for our state, our community and our customers.

We maintain about 650,000 Stobie poles, 89,000 km of powerlines and underground cables, more than 400 zone substations, and 73,000 street transformers. We also provide and maintain around 220,000 streetlights for 68 Councils across South Australia.

About SA Power Networks

Primary distributor in South Australia

Supply South Australia's **1.7 million** population

Supplying over **900,000** homes and businesses

1,800 employees in more than 30 sites across the state

Recruited over **600 apprentices** since 2003

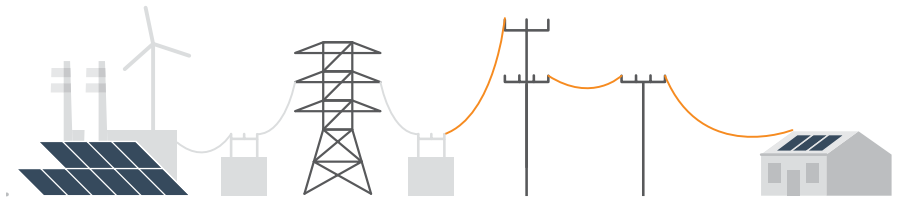
Peak demand **3,193MW**

Electricity distributed **9,858GWh**

Network coverage over **178,000km²**

Route length around **90,000km**

South Australian electricity supply chain



Generation
Gas wind and solar
Generate electricity

Transmission
ElectraNet
Carry electricity long distances

Distribution
SA Power Networks
Carry electricity to and from customers

Retailers
Bill customers for all the costs in getting electricity to their home or business

Across SA Power Networks (the regulated business) and Enerven (the unregulated business) we have developed an overall Strategic Direction with a focus on ensuring we shape our future and meet the needs of our customers, today and tomorrow.

We have a far-reaching impact on the everyday life of South Australians as we work across the state to provide reliable, safe and affordable network management services. These include ongoing asset inspection, maintenance and construction works; ensuring safe clearances for vegetation growing under and around powerlines; and providing up to date information for customers to help them meet their energy needs and to manage during outages, bushfire and storm events.

Our network is set to play a vital role as South Australia transitions to a distributed and decarbonised energy system. A network that once served only to supply energy generated at large, centralised fossil-fuelled generators, now hosts more than half of the state's generation capacity, with customers continued investment in rooftop solar. Increasingly, batteries connected to the distribution network are providing system security services once provided solely by grid-scale generators. Over the long term, our network will enable a broader decarbonisation through electrification of transport and potentially other end-use applications currently powered by hydrocarbons.

Our network area

SA Power Networks spans an area of about 178,000 square kilometres of South Australia and the multiple traditional lands that host the South Australian electricity network. While our physical network does not extend into the Anangu Pitjantjatjara Yankunytjatjara (APY) lands, when advocating for the energy needs of all South Australians, we consider their views and energy needs in the process.

We are committed to working with our customers to build trust, understand the services our customers value and meet customer expectations. We are committed to contributing to reconciliation in Australia and embedding this in the culture and operations of SA Power Networks.

Our people

More than 2,400 employees contribute to our purpose every day and make a real impact on our community and our state. Our sphere of influence in South Australia is large and our employees are deeply connected to the communities they serve.

While we capture data on the number of staff who identify as Aboriginal and/or Torres Strait Islander, we do not believe our records capture the full number of First Nations employees. We are committed to gathering this information going forward and through the development of the RAP, we commit to fostering a culturally safe environment, where Aboriginal and Torres Strait Islander employees feel they belong and choose to self-identify. Based on current records, we know we employ 29 First Nations staff, which is approximately 1.5% of the total workforce.

Our RAP

The Reflect RAP is an important step towards reconciliation with Aboriginal and Torres Strait Islander peoples in the communities we serve.

As part of the development of our first Reflect RAP, a workshop was held with our First Nations staff to gather their insights and input into the plan. When thinking of the vision for the RAP, the following key words were identified – trust, collaboration, community, energy, family, influence, empowerment, leadership, togetherness and opportunity.

Based on the key words identified through this engagement, our RAP Working Group developed the following vision for our first RAP:

> ***SA Power Networks and Enerven are committed to their reconciliation journey, focussed on establishing a harmonious, inclusive community founded on education, profound respect, and empowerment of First Nations people. As influential South Australian organisations, we seek to foster unity and trust while actively working towards equitable outcomes for all First Nations people.***

The development of this Reflect RAP is the foundational commitment by SA Power Networks and Enerven to a reconciliation process that supports the three pillars of relationships, respect and opportunities for First Nations peoples and communities.

Our Reconciliation Action Plan is a strategic document that includes actions that will drive our contribution to reconciliation both internally and in the communities we operate in.

With the support of our RAP Working Group, it guides our efforts to work with First Nations communities within South Australia and within our sphere of influence.

We are South Australians too – while headquartered in Adelaide (Kaurna land) our footprint is large. Living in the communities we serve provides us with a unique opportunity to connect and strengthen meaningful relationships with First Nations peoples.

The practical steps we have identified are aimed at making a tangible difference in the lives of the communities we serve. Committing to a Reflect RAP brings our organisations together behind a common purpose of further developing our relationships with our First Nations stakeholders. This Reflect RAP cements the good work we have done but recognises we have further to go on the path to reconciliation that will make a meaningful difference, be mutually beneficial and sustainable over time.

Our RAP will be implemented by our RAP Coordinator with the support and leadership from the Chief Customer and Strategy Officer and Chief People Officer as our two executive sponsors responsible for driving and championing internal engagement and awareness of the RAP. In addition, our RAP Working Group will guide and oversee implementation of the RAP.

Our partners / current reconciliation activities

Sponsorship

SA Power Networks has contributed over $100,000 annually to support Aboriginal and Torres Strait Islander people's community events and programs.

Australia Day Council of South Australia

- For the past five years, SA Power Networks has partnered with Australia Day Council of South Australia to support their Open Circle Discussion Group, which ensure First Nations peoples' voices and engagement with Australia Day in SA is given prominence.
- The event is open to all to listen, learn and pay respects with a Welcome to Country, smoking ceremony, speaker's address, and performances.

Port Adelaide Football Club – Port Power's Aboriginal Cup

- In 2023, Enerven, SA Power Networks, and Power Community Limited signed a partnership agreement to sponsor the APY Lands program initiative as part of the border Aboriginal Power Cup.
- The Santos Aboriginal Power Cup is the broader program run by Power Community Limited. It is an education-based program that uses Australian Rules Football to engage Aboriginal and Torres Strait Islander secondary school students in their education and workforce pathways.
- The partnership provides a unique platform to connect, engage and inspire young First Nations students to pursue a career with Enerven and/or SA Power Networks.

Don Dunstan Foundation – Lowitja O'Donoghue Oration

- Each year during National Reconciliation Week, the Don Dunstan Foundation runs the Lowitja O'Donoghue Oration, in honour of influential Aboriginal leader, Dr Lowitja O'Donoghue AC CBE DSG. This forum, as part of the Foundation's mission of 'inspiring action for a fairer world', gives voice to vital issues for our nation's First People.
- Funding goes towards bringing students from disadvantaged and remote schools to attend the event.
- In 2022 and 2023, SA Power Networks sponsored and supported this event.

Reconciliation SA – Education Grants program

- In 2021 and 2022, SA Power Networks supported the Reconciliation SA School's grant program.
- The program provides grants to South Australian schools, kindergartens, and early childhood settings to broaden and deepen the education sectors' engagement and participation in reconciliation activities and collaborating with First Nations peoples through designing student learning opportunities.

Australian Dance Theatre

- Since the appointment of new artistic director, Wiradjuri man Daniel Riley, the company has sought to get back in touch with First Nations peoples and regional communities in SA.
- SA Power Networks has funded several community engagement programs.
- This included the 2022 Outside Within regional tour which First Nations people were invited to attend, as well as a program of community and in-school workshops.
- The tour of Tracker, inspired by the true story of Wiradjuri Elder Alec a police tracker, toured regional towns and the Raukkan community, with schools, youth theatre groups and Aboriginal corporations being invited to participate.

COMMUNITY GRANTS

SA Power Networks offers grants of up to $5,000 for not-for-profit organisations, schools or community groups to assist communities to empower themselves and make a tangible difference in their local area. In 2022-23, several First Nations activities and programs were successful in receiving funding.

Hawker Area School – Bikes Palya program 2022

- SA Power Networks provided a grant to Hawker Area School, a small school in the Far North of the state for the Bikes Palya program. The school has 50 students from Foundation to Year 12, with 50% First Nations enrolment.
- Bikes Palya is a program for kids and communities run by Bikes SA, originally designed for the communities of the APY lands. Palya means "great" in Pitjantjatjara, so the program translates to 'Bikes are 'Great'.
- The program has been successful in encouraging higher levels of school attendance.

Kapunda Kindergarten – Painting Light in Culture 2022

- Grant funding was provided to engage a Ngadjuri Artist to design and paint a First Nations mural to connect and celebrate Kapunda's Aboriginal history.

Davenport Community Council – Davenport Community Day 2022

- Funding to hold a celebratory event with both fun and educational activities (such as reconnecting to health services).
- Davenport Community is an Aboriginal Community that has been around since the 1960s formally as Umeewarra Mission. The community of around 120 people was hit hard by COVID restrictions.

Port Lincoln Area School 2023

- Funding to upgrade a space in the High School and develop it into a 'Nunga Garden', as a recreation and social space for the school's Nunga students and to use in the school's curriculum and learning activities relating to local First Nations culture.

Awareness and Education

A number of activities are currently undertaken to raise awareness internally and externally within the business. These include:

- Acknowledgement of Country at key internal and external meetings.
- Welcome to Country at larger corporate events.
- Raising the Aboriginal and Torres Strait Islander flags on the Keswick corporate head office building.
- Kaurna 'Sign of Respect' installed at entrance to corporate building.
- Internal staff survey undertaken in September 2022 to gather insights on our people's understanding of reconciliation, and their perspectives on the most valuable ways in which our business could create positive change.
- Internal education and staff awareness using a number of our internal communication channels.

Procurement

Supply Nation

- In 2022, SA Power Networks became a member of Supply Nation to improve our ability to engage with First Nations businesses.
- Supply Nation works with Aboriginal and Torres Strait Islander businesses along with procurement teams from government and corporate Australia to help shape today's emerging and rapidly evolving First Nations business sector.

Social Procurement Working Group

- A Social Procurement Working Group was established in July 2022.
- The purpose of the group is to:
  a. Agree the scope of Social Procurement
  b. Provide an interface to their respective areas
  c. Identify opportunities for action and improvement and monitor progress.

Expenditure

- SA Power Networks and Enerven purchase a range of goods and services from First Nations suppliers, including translation services, medical supplies, cultural heritage site monitoring, furniture and external contractors.
- Expenditure has increased over the past few years and the range of services purchased has also expanded.

Employee Identification

- An all-staff survey undertaken in April 2023, to provide an opportunity for employees who identify as First Nations to be known. This will allow greater engagement with our First Nations employees and ensure their voices are central to development and implementation of our RAP.
- Develop baseline of staff for ongoing engagement.

RAP Artwork

- As part of the development of our Reflect RAP, in partnership with Country Arts SA, we commissioned a SA First Nations artist to create a visual artwork that represents our commitment to reconciliation.
- The artwork is integral to our RAP and will also be used for Acknowledgement of Country at external and internal meetings/events, on our corporate website and in other forms of communications eg. social media.

RAP Development and Governance

- Established a RAP Steering Committee and Working Group to oversee the development, launch and implementation of the RAP.

Employment Opportunities/ Skills Development

- Recruited a Cultural Heritage and Environment Consultant reporting into our Environment Branch.
- Created a dedicated RAP Coordinator role in December 2023.

Our RAP Working Group

A Steering Committee was established with two Executive Sponsors as the key decision-makers.

Our RAP Working Group was established in 2021 as the governing body responsible the development, implementation, continuous improvement and reporting phases of the RAP, reporting to the Steering Committee.

Our Working Group consists of:

Name	Organisation	Role
Jessica Morris	SA Power Networks	Chief Customer and Strategy Officer (Executive Sponsor)
David Syme (retired)	SA Power Networks	Executive General Manager People and Culture (Outgoing) (Executive Sponsor)
Alex Lewis	SA Power Networks	Interim RAP Coordinator / Chair Working Group (former)
Alyssa Van Every	SA Power Networks	Inclusion and Diversity Manager
Michelle Peterson	SA Power Networks	Head of Operational Excellence
Angela Coker	SA Power Networks	Head of Learning and Development
Adrian Jeremiah	SA Power Networks	IT Portfolio Manager / Inclusion and Diversity — Reflect our Community Stream Lead
Chad Ytsma	SA Power Networks	TSW3A Powerline / RAP Coordinator (January 2024)
Keenan Smith	SA Power Networks	Cultural Heritage and Environment Consultant (former working group member)
Corie-Jae Singleton	SA Power Networks	TSW4 Powerline
Paul Haynes	Enerven	TSW4A Powerline — Olympic Dam / Enerven
Paul Sumner	SA Power Networks	Logistics Warehouse Manager
Sam Farren	SA Power Networks	Works Coordinator — Wingfield
Caroline Tinsdale	SA Power Networks	Secondary Designer Trainee
Katie Collis	SA Power Networks	Strategic Category Leader — Procurement
Erin Lawton	SA Power Networks	Environment Manager
Alison Bussey	Enerven	Head of People and Support Services
Mike Forster	Enerven	Head of Major Projects
Ian Bowman (retired)	Enerven	Manager National Operations

Relationships

Action	Deliverables	Timelines	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Ensure a component of our sponsorship and community grants program incorporates strengthening relationships with First Nations organisations and include a member of the RAP Working Group as part of the assessment process.	June 2024	**Lead:** Sponsorship and Events Manager **Support:** RAP Coordinator / Employee Foundation Executive Officer
	Explore and identify First Nations key stakeholders and organisations within our communities to engage with on our reconciliation journey.	July 2024	Sponsorship and Events Manager / RAP Coordinator
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2024	RAP Coordinator / Sponsorship and Events Manager
Build relationships through celebrating National Reconciliation Week (NRW)	Develop a calendar of National Reconciliation Week (NRW) events for people to participate with communications and activities to raise awareness and understanding about the meaning of NRW for our staff.	April 2024	RAP Coordinator / Enterprise Communications Lead
	RAP Working Group members to participate in an external NRW event.	May 2024	RAP Coordinator / Enterprise Communications Lead
	SA Power Networks/ Enerven to participate in at least one external event to recognise and celebrate NRW.	May 2024	RAP Coordinator / Enterprise Communications Lead
Promote reconciliation through our spheres of influence	Generate support from employees to submit at least one Employee Foundation Fundraiser initiative to benefit a First Nations charity or initiative.	September 2024	**Lead:** Employee Foundation Executive Officer **Support:** RAP Coordinator / First Nations Reference Group
	Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	August 2024	RAP Coordinator
	Publish RAP and related information on our website to promote our commitment to reconciliation to external stakeholders.	January 2024	RAP Coordinator
	Develop and implement a communications strategy to communicate our RAP and our commitment to reconciliation to staff.	March 2024	Enterprise Communications Lead / RAP Coordinator
Promote positive race relations through anti-discrimination strategies.	Engage with First Nations employees to ensure anti-discrimination provisions are appropriate to address any instances of racism in the workplace.	September 2024	Inclusion and Diversity Manager / RAP Coordinator
	Research best practice and policies in areas of race relations and anti-discrimination.	July 2024	RAP Coordinator / Head of Human Relations
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2024	RAP Coordinator / Head of Human Relations

Respect

Action	Deliverables	Timelines	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Undertake education and awareness training across the business through a program of depot / work site visits, visiting suppliers, stakeholder engagement and participating in induction and apprenticeship programs on reconciliation.	July 2024	RAP Coordinator
	Investigate the design of First Nations cultural awareness training for employees across our organisation. This will involve needs analysis following field-based education and awareness raising.	October 2024	Learning & Development / RAP Coordinator
	Pilot a cultural learning training program for RAP Working Group for implementation in second year (2025) based on needs analysis.	November 2024	Learning & Development Consultant/ RAP Coordinator
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Develop and communicate a Guide to Cultural Protocols for Welcome to Country and Acknowledgement of Country to increase employee understanding of the use, purpose and significance.	July 2024	RAP Coordinator/ First Nations Reference Group
	Implement site-specific Acknowledgement of Country at all depots/ worksites recognising the Land they are on.	December 2024	RAP Coordinator/ Property Manager
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	RAP Working Group to participate in external NAIDOC Week events.	July 2024	Enterprise Communications / RAP Coordinator
	Introduce our staff to NAIDOC week by promoting events in our local area through a calendar of events.	July 2024	RAP Coordinator/ Enterprise Communications
	Develop internal communications and program of activities to raise awareness and understanding about the meaning of NAIDOC Week.	June 2024	Enterprise Communications / RAP Coordinator

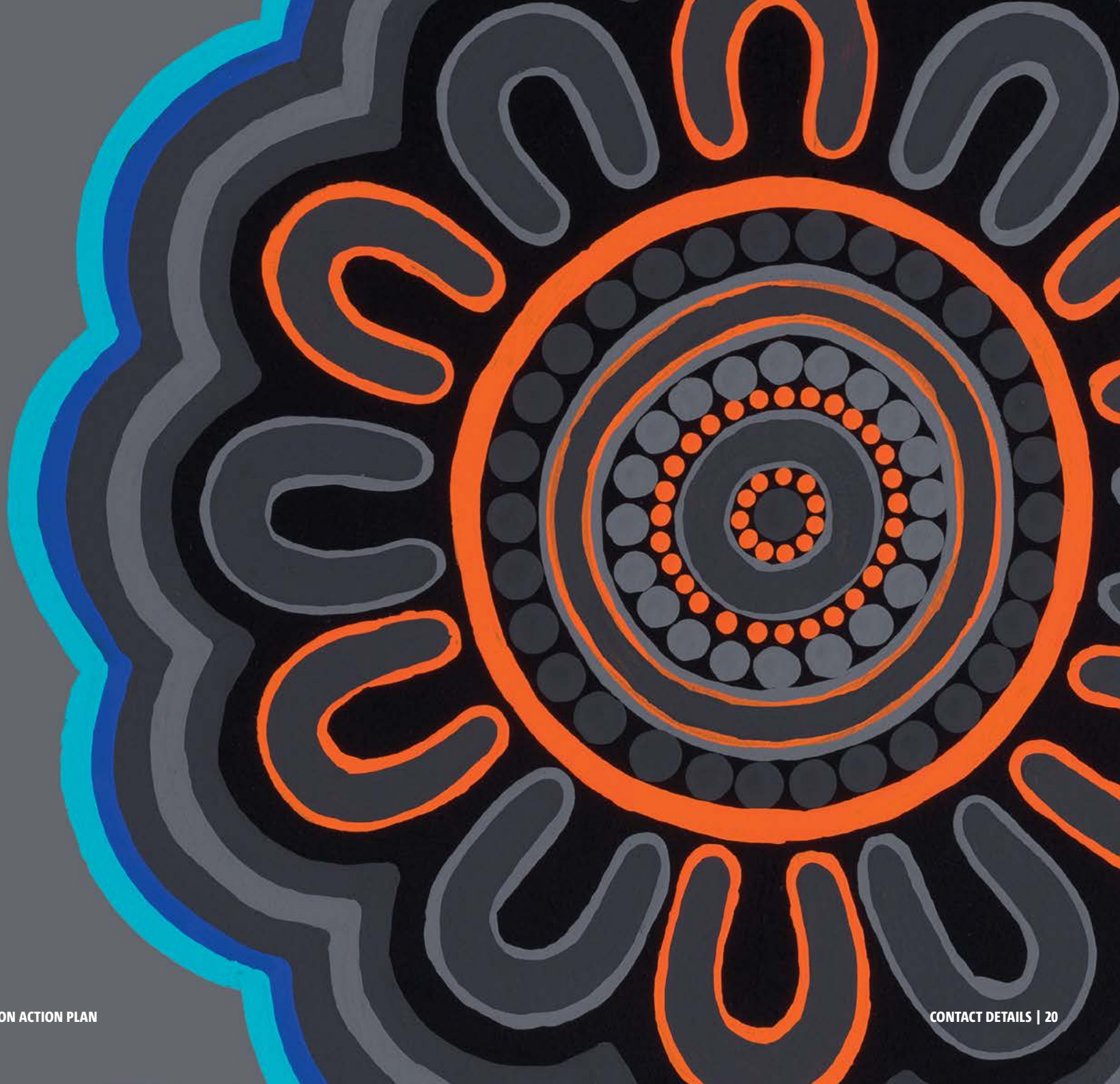
Opportunities

Action	Deliverables	Timelines	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2024	Head of Human Relations
	Investigate developing a support program for First Nations employees to meet and discuss issues and opportunities they are facing within the business.	December 2024	RAP Coordinator / Head of Human Relations
	Provide the opportunity for a First Nations employee to coordinate implementation of the RAP, including investigating First Nations retention and development strategies.	January 2024	Head of Stakeholder Engagement
	Explore a partnership/ sponsorship opportunity with the Clontarf Foundation, Tjindu or SAASTA.	August 2024	RAP Coordinator / Head of Human Relations
	Investigate a program to enhance First Nations employment streams (apprentices, interns, cadets, graduates, general skilled workers).	December 2024	Head of Human Relations / RAP Coordinator
	Investigate the development of progression plans and mentoring program to help First Nations employees further / develop their careers.	December 2024	Head of Human Relations / RAP Coordinator
	Explore engaging First Nations artists to develop a suitable mural for the sub-stations at Murray Bridge and Port Lincoln.	September 2024	Sponsorship and Events Manager / RAP Coordinator
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a process internally within our procurement systems to track and explore spending on Aboriginal suppliers (Supply Nation and others).	December 2024	Procurement and Shared Services Excellence Manager
	Publicise Supply Nation membership and Open Circle businesses to staff across SA Power Networks / Enerven involved in the procurement of goods and services.	December 2024	Procurement and Shared Services Excellence Manager
	Social Procurement Working Group to investigate how to create more opportunities for participation in procurement across SA Power Networks / Enerven. Invite the RAP Coordinator to sit on the Working Group.	December 2024	Procurement and Shared Services Excellence Manager / RAP Coordinator

Governance

Action	Deliverables	Timelines	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RAP Working Group to govern RAP implementation and ensure ongoing First Nations representation.	December 2024	RAP Coordinator
	Review and endorse the Terms of Reference for the RAP Working Group.	March 2024	RAP Coordinator
	Investigate establishing a First Nations Employee Reference Group to coordinate communications, awareness and events across the business.	May 2024	RAP Coordinator
Provide appropriate support for effective implementation of RAP commitments.	Define and establish appropriate reporting processes to track, measure and report on RAP commitments.	February 2024	RAP Coordinator
	Engage senior leaders in the delivery of RAP commitments.	March 2024	RAP Coordinator
	Define resource needs for RAP implementation.	February 2024	RAP Coordinator
	Appoint a RAP Coordinator to implement the RAP.	January 2024	Head of Stakeholder Engagement
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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.	June 2024	RAP Coordinator
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August 2024	RAP Coordinator
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2024	RAP Coordinator
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	October 2024	RAP Coordinator

Contact details

For public enquiries about our RAP contact:

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