



Reflect

RECONCILIATION ACTION PLAN

September 2022 - September 2023



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Terms Used,

Throughout our Reconciliation Action Plan (RAP), we have respectfully used the inclusive term Aboriginal and Torres Strait Islander peoples. Any similar term used due to quotes or extracts should be considered interchangeable.

For the purpose of this RAP, we refer to the term Aboriginal and Torres Strait Islander peoples of Australia. However, this term does not reflect the rich diversity of Aboriginal and Torres Strait Islander peoples and Grant Thornton Australia acknowledges that many individuals and families prefer to be known by their language groups or other cultural names.

ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation Grant Thornton acknowledges the Traditional Custodians of Country throughout Australia and we recognise and respect their continuing connections to land, waters and community.

We acknowledge that our offices stand on the traditional lands of the Kurna people in Adelaide, the Turrbal and Jagera peoples in Brisbane, the Gimuy Walubara Yidinji people in Cairns, the Wurundjeri people of the Kulin nation in Melbourne, the Whadjuk people of the Noongar nation in Perth and the Gadigal people of the Eora nation in Sydney.

We pay our respects to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Grant Thornton Australia supports the Uluru Statement from the Heart to achieve justice, recognition and respect for First Nations peoples and a referendum to enshrine a First Nations Voice in the Constitution.

We accept the invitation contained in the Statement to walk together with Aboriginal and Torres Strait Islander peoples in a movement of the Australian people for a better future.



Reconciliation Australia CEO statement

Reconciliation Australia welcomes Grant Thornton to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Grant Thornton joins a network of more than 2,200 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 Grant Thornton 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 Grant Thornton, 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





About the Artist Bundjalung Sean

“My Nation is Bundjalung and my clan is Ngyabul from Cabbage Tree Island, near Wardell.

I have been painting since I was 15 years old and my major influences have been painting Dreaming stories told by mother Yvonne (Ponnie) Del-Signore and her brother Uncle Lewis Cook.

As a Bundjalung artist, I paint stories about the Dreamtime, my country, myths, Aboriginal survival, land, animals, the sea and waterways. Our stories have been passed down from our Elders and as a modern artist I have incorporated my life experiences into my painting.

In my country paintings, the circles represent family groups and clans with tracks that show their connection to other Aboriginal groups within the nation. Our people live in harmony with the land and sea. We believe strongly in our Aboriginal spirituality and that our life cycle evolves and is connected to everything in the universe.

Aboriginal people respect the land and sea, the animals, birds and fish. As an artist I express my life journey, stories about my people and to be recognised and respected as the original inhabitants of this land.”

About the Artwork

This design, the Ancestral Winds, represents the night sky, wind and galaxy. For thousands of years Aboriginal people have looked to the stars for guidance to hunt and travel.

Through the strong connections with the spirits of the universe, stars, wind, and galaxy, Aboriginal people speak to their ancestors and hear them singing and chanting through the night sky wind.

They are the messengers of the sky that come to Earth by the wind, passing on stories through the Dreaming, dance and ceremonies.

The Ancestral Winds by Bundjalung Sean was commissioned by Grant Thornton in 2019 and is proudly displayed in the main entrance of our Sydney office.



I am very pleased to present our first Reconciliation Action Plan (RAP) – an important next step in our continued commitment and contribution to reconciliation in Australia.

Our business is differentiated by the way that we care – for our people, our clients and the communities we operate within.

With our care values in mind we aim to work with clients that share our values and operate with integrity and respect. This is one of the core reasons our people are attracted to us, stay with us and why many of our clients also choose to work with us. Our purpose and values, by which we strive to live every day, are aligned to our aim of greater understanding and reconciliation.

Through this RAP we want to build a greater understanding throughout our firm of Aboriginal and Torres Strait Islander histories and cultures. Supporting us to create a culturally aware and culturally safe environment for all Aboriginal and Torres Strait Islander peoples who either join our firm, connect with us through our business partnerships or through the communities we live and work in across Australia.

Our RAP focuses on the steps we plan to take to make more meaningful connections with Aboriginal and Torres Strait Islander peoples and in doing so, enable us to better support and deliver more tailored services to assist Aboriginal and Torres Strait Islander peoples, communities and business partnerships. We are starting with creating informed conversations, educating ourselves and building a deeper understanding so as to develop trust and respect.

Delivering the actions and outcomes of this RAP is important to me personally and for us all at Grant Thornton. I take personal responsibility to lead on this RAP and I fully encourage all our people to embrace our commitments in building stronger cultural understanding, respectful relationships and meaningful opportunities with Aboriginal and Torres Strait Islander peoples, walking together in the spirit of reconciliation.

Greg Keith
Chief Executive Officer
Grant Thornton Australia

[Read Bio](#)



Our business

Grant Thornton Australia is a member firm of the Grant Thornton global network – one of the world’s leading independently-owned and managed accounting and consulting firms.

At Grant Thornton Australia, care is just as important as capability because we believe that our clients’ experience is as important as the outcome. We strive to provide a strikingly different experience – one that’s more personal, proactive, authentic and agile. To achieve that, we focus on investing in and building our client relationships.

With our values at the core, we seek out diverse perspectives and challenge when necessary to deliver positive progress. No matter our client’s industry, business lifecycle stage, market or growth plans, our experienced professionals are dedicated to achieving the best outcome for our clients and their stakeholders.

Care is at the heart of our organisation. Together, our purpose and values serve as our driving force and guidepost for all our interactions so that our clients, our wider community and people within our own organisation have a strikingly different experience. Our values underpin the purpose and are the guiding behaviours and actions to help realise it.

care

• collaboration • authenticity • responsibility • excellence

Grant Thornton Australia has more than 1,300 people working in offices across Adelaide, Brisbane, Cairns, Melbourne, Perth and Sydney. At the time of our RAP submission our systems do not record the full breadth of workforce diversity information, including those who identify as Aboriginal and/or Torres Strait Islander peoples. However we are aware of a small number of permanent team members who identify as Aboriginal and/or Torres Strait Islander peoples and we often engage local Aboriginal and Torres Strait Islander peoples in specialist project roles.

Grant Thornton has worked with more than 400 Aboriginal and Torres Strait Islander clients nationally and delivered a wide range of services to those clients. In addition, we have significant experience in consulting and engaging with key stakeholders in Aboriginal and Torres Strait Islander matters in remote and regional Australia.

Our Indigenous Advisory

Grant Thornton has a strong track record over 45 years of delivering a range of high-quality services to our Aboriginal and Torres Strait Islander clients, and to private and government agencies delivering services to Aboriginal and Torres Strait Islander peoples, corporations and communities.

Over this period, long standing relationships have been developed with a large number of Aboriginal and Torres Strait Islander peoples, corporations and agency representatives through our Advisory and Audit services, establishing our firm as a trusted advisor to these groups. In addition to providing taxation advisory, compliance, restructuring and other professional services our people have and continue to provide support and mentoring as needed to individuals within these group.

Building on our existing services, in 2017 we established our specialised Indigenous Advisory service line appointing Anthony Beven as Indigenous Advisory Partner. Anthony has deep knowledge and understanding of Aboriginal and Torres Strait Islander cultures having worked closely with Aboriginal and Torres Strait Islander peoples, organisations and communities around Australia.

The Indigenous Advisory team provide specialised services in the area of administering class actions, supporting Native Title and cultural heritage bodies, and governance under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*. We understand the unique and specific regulatory obligations, governance structures and other technical milestones. Our team is also focused on the crucial people and relationship components required for business or project success.

Positive outcomes are achieved for our clients by always including Aboriginal and Torres Strait Islander peoples in decision making processes and respecting local customs and traditions. We act as a conduit between the commercial needs of a business or project, while reflecting and upholding the rights and protections of Aboriginal and Torres Strait Islander communities.

Importantly, our Indigenous Advisory team regularly employ local Aboriginal and/or Torres Strait Islander peoples from the communities we work with, this is an important part of our ongoing commitment to reconciliation.



In January 2020, the Federal Court appointed Grant Thornton’s Anthony Beven and Tony Jonsson as the administrators of the Stolen Wages Settlement Distributions Scheme – a payment of \$190 million by the Queensland Government to settle a class action by Aboriginal and Torres Strait Islander peoples – the Stolen Wages Class Action.

In September 2016, the Stolen Wages Class Action was commenced in the Federal Court of Australia by Hans Pearson against the State of Queensland for work undertaken by Aboriginal and Torres Strait Islander peoples in Queensland. The proceedings claimed that the Queensland “Protection Acts” in force between 1939 and 1972 required the wages of Aboriginal and Torres Strait Islander workers to be paid to the protector or superintendent of an Aboriginal or Torres Strait Islander district, reserve, settlement or mission.

Grant Thornton administered the payment of settlement monies to over 12,000 Aboriginal and Torres Strait Islander peoples and their families affected by the Stolen Wages practices. Our team of Kriol speakers worked with communities throughout Queensland to contact claimants and process their claims and payments.

Key aspects of our service model in Indigenous Advisory are:

- A deep understanding of Aboriginal and Torres Strait Islander traditions and cultures
- Appreciation of the issues and challenges facing Aboriginal and Torres Strait Islander corporations in remote, regional and urban Australia
- Expertise in improving the effectiveness, efficiency, sustainability and accountability of Aboriginal and Torres Strait Islander corporations
- Effectively communicating complex regulatory and corporate governance issues



Our partnerships and current activities

2014

The Streets Movement became a local charity partner with our Grant Thornton Cairns office. The Streets Movement is an Aboriginal and Torres Strait Islander community development organisation which provides programs, pathways and opportunities for the disconnected, forgotten and wayward, helping them re-engage with opportunity, education and community.

2016

Grant Thornton senior leaders together with 71 Future Leaders, partnered with Red Dust Role Models to host The Red Dust Games (a mini-Olympics). We welcomed around 200 children from remote Indigenous communities in Alice Springs and surrounding areas. This was an exciting and fun-filled day for the Future Leaders, the children as well as their families and teachers.

2017

Our Indigenous Advisory services arm is created, led by Anthony Beven and specialising in administering class actions and supporting native title and cultural heritage bodies. Working directly with Aboriginal and Torres Strait Islander organisations and government and private agencies supporting Aboriginal and Torres Strait Islander peoples.

Grant Thornton supports Mulumulung Scholarship initiative. The Mulumulung Experience is a cross-cultural and educational experience for young Indigenous change makers from regional and remote areas of Australia. Many of the students that have gone through the Mulumulung International Experience have gone on to University or to start up their own initiatives aimed at empowering Indigenous communities.

2018

The Streets Movement became a national charity partner with a three-year commitment through the Grant Thornton Foundation.

2019

Through our DAWN (Diversity at Work Now) employee network 5 Indigenous Artists from across the country, Nathan Patterson, Cedric Varcoe, Tully Button, Bundjalung Sean and Shane 'Yondee' Hansen, were commissioned, each creating artworks which are displayed in our offices around the country as a commitment to and continued recognition of the importance of Australia's immensely rich First Nations histories.



Jan 2020

Appointed by the Federal Court, Grant Thornton administered the payment of \$190 million in settlement monies to over 12,000 Aboriginal and Torres Strait Islander peoples and their families affected by the Stolen Wages practices in Queensland.

July 2020

Guest speaker Jesse Martin, Yuin / Eora & Wagadagam man from Cairns and Founder of The Streets Movement joined our Cairns and GT Foundation team during NAIDOC week to raise awareness of the work of the Mulumulung program and the impact it is having on regional and remote Indigenous Youth. Mulumulung program attendees Che and Mia also shared their program experience and provided insights into the challenges they faced.

July 2021

Grant Thornton CEO Greg Keith announce plans to commit to a RAP.

Guest Speaker Isaiah Dawe, Butchulla and Gawara saltwater man joins CEO Greg Keith for a yarn about ID.Know Yourself and share his insights on connecting with Country and community. ID.Know Yourself is the first Aboriginal mentoring organisation for Aboriginal young people in foster care in New South Wales. After growing up in care himself Isaiah experiences led him to create ID.Know Yourself to better support Indigenous youth in care, keeping them connected to country and community.

September 2021

Grant Thornton extends subscription for the Unmind App to include all the team members at ID.Know Yourself. Unmind is a mental health and wellbeing app. The platform provides individuals with digital tools for proactively improving mental wellbeing.



Our Reconciliation Action Plan (RAP)

“

Being a trusted advisor to Aboriginal and Torres Strait Islander peoples and communities matters to us.

”

We have a large number of Aboriginal and Torres Strait Islander clients and recognise the importance of building positive relationships with Aboriginal and Torres Strait Islander peoples and communities.

This RAP focuses on the steps we plan to take to create more meaningful connections with Aboriginal and Torres Strait Islander peoples and in doing so, enable us to better deliver services to Aboriginal and Torres Strait Islander clients and communities, better support our Aboriginal and Torres Strait Islander team members and contribute more broadly to societal efforts towards reconciliation.

“

We are committed to building a RAP that draws on the Grant Thornton CARE values of Collaboration, Authenticity, Respect and Excellence.

”

While this is our first RAP, we have long standing relationships with Aboriginal and Torres Strait Islander peoples through our business partnerships and have taken a collaborative approach in informing our RAP through our connections, stakeholders and people, creating conversation of what reconciliation means to us as individuals and at an organisational level. In this RAP we have focused on bedding down strong internal processes, elevating awareness of the unfinished business of reconciliation and laying the foundations for sustainable progress.

“

Through the consultation process we learnt that people really do care about reconciliation and were happy to give input – many of our people appreciated being approached for their views and suggestions

”

Our Reconciliation Action Plan Working Group

We have nominated Nicole Bradley – National Managing Partner Tax as the Executive Sponsor for our Reflect Reconciliation Action Plan. Nicole will champion our RAP, working closely with our RAP Working Group (RWG) to implement our timeline and drive internal engagement of our RAP.

In creating our RAP the RWG developed and ran a consultation process within Grant Thornton, gathered peoples' views and responses on reconciliation and contributed this to the development of our RAP. We also consulted with our Aboriginal and Torres Strait Islander clients, Reconciliation Australia and other RAP partners to learn from their experience.

Building from the information gathered by our RWG we are committed to supporting reconciliation by:

- Encouraging a broader understanding and respect of the unique cultures, histories and customs of Aboriginal and Torres Strait Islander peoples
- Supporting our people to build more meaningful relationships with Aboriginal and Torres Strait Islander peoples, communities and business partners
- Embracing appropriate protocols such as Acknowledgement of Country in our work practices
- Working with Aboriginal and Torres Strait Islander peoples and businesses to increase economic development opportunities
- Identifying broader employment opportunities and pathways within Grant Thornton for Aboriginal and Torres Strait Islander peoples

We have a strong culture of inclusion at Grant Thornton supported by our employee lead resource group DAWN (Diversity at Work Now), which seeks to build awareness, headline and celebrate diversity, and create an inclusive and welcoming work environment across each of our offices. DAWN are responsible for localising national activity and building awareness at a grassroots level around a broad range of diversity, equity and inclusion topics.

Each of our local DAWN committees have a First Nations champion committed to supporting our RAP, helping to facilitate National Reconciliation Week activities and NAIDOC celebrations.



We would like to acknowledge the contributions of our Aboriginal and Torres Strait Islander team members, and thank those who have guided our approach and generously shared their insights and cultural knowledge, to inform the development of our Reflect Reconciliation Action Plan (RAP).



Nicole Bradley

National Managing Partner, Tax
(Executive Sponsor – First Nations Pillar)



Anthony Beven

Partner, Indigenous Advisory
(RWG Leader)



Helen Wilkes

Partner, Audit & Assurance
(RWG member)



Samantha Mailman

Associate
(RWG member)



Sara Gaudion

People & Culture Manager
(RWG member)



Natasha Caflich

Diversity & Inclusion Business Partner
(RWG member)



OUR RECONCILIATION ACTION PLAN

Relationships

Focus area: Demonstrating our commitment to effective relationships

ACTION ONE

Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Nov-22	D&I Business Partner
Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Mar-23	Lead: Partner Indigenous Advisory Support: D&I Business Partner
Develop and implement community engagement protocols	Apr-23	Partner Indigenous Advisory
Invite local Traditional Owners or Custodians of the lands and waters to key Grant Thornton events as guests & participants.	Sep-23	Lead: CEO Support: D&I Business Partner

ACTION TWO

Build relationships through celebrating National Reconciliation Week (NRW).

DELIVERABLES	TIMELINE	RESPONSIBILITY
Circulate Reconciliation Australia's NRW resources and reconciliation materials to all people at Grant Thornton	May-23	Lead: RWG Lead Support: DAWN
Grant Thornton's RAP working party members to participate in external NRW events	27th May - 3 June, 2023	RWG Lead
Encourage and support people to participate in at least one external event to recognise and celebrate NRW	27th May - 3 June, 2023	Lead: RWG Lead Support: DAWN

ACTION THREE

Promote reconciliation through our sphere of influence.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Communicate our commitment to reconciliation to all Grant Thornton people	Sep-22	CEO
Communicate our support for the Uluru Statement from the Heart on both internal and external communications	Oct-22	Chief Marketing Officer
Identify external stakeholders that Grant Thornton can engage with on our reconciliation journey	Nov-22	Partner Indigenous Advisory
Identify Grant Thorntons Aboriginal and Torres Strait Islander clients / clients with RAPs and other like-minded organisations that Grant Thornton can collaborate with on our reconciliation journey	Dec-22	Partner Indigenous Advisory

ACTION FOUR

Promote positive race relations through anti-discrimination strategies.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Research best practice and policies in areas of race relations and antidiscrimination	Mar-23	D&I Business Partner
Conduct a review of P&C policies and procedures to identify existing anti-discrimination provisions, and future needs.	Mar-23	Head of People & Culture Operations



OUR RECONCILIATION ACTION PLAN

Respect

Focus area: Building cultural awareness and a shared understanding

ACTION FIVE

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Develop a capability statement and business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within Grant Thornton	Dec-22	Partner Indigenous Advisory
Conduct a review of cultural learning needs within our organisation	Dec-22	Head of Learning & Organisational Development
Identify Aboriginal and/or Torres Strait Island training provider to deliver cultural awareness / cultural competency training to our Board/Leadership team	Feb-23	D&I Business Partner
Investigate potential Aboriginal and/or Torres Strait Island training provider to deliver cultural awareness / cultural competency training or alternative to our broader workforce	Feb-23	D&I Business Partner

ACTION SIX

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Increase our team members understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Oct-22	D&I Business Partner
Develop an understanding of the local Traditional Owners or Custodians of the lands and waters where Grant Thornton's offices are located	Dec-22	Lead: D&I Business Partner Support: DAWN
Acknowledgment of country included on Grant Thornton website, email signatures, proposals and at each office reception	Feb-23	Lead: D&I Business Partner Support: MCB D
Display Aboriginal and Torres Strait Islander flags and artwork at each Grant Thornton office	Feb-23	Lead: D&I Business Partner Support : DAWN
Acknowledgement of Country to be provided by a leader or any Grant Thornton team member at the start of key meetings including, town hall, client proposal meetings, national all people meetings - internal and external events and gatherings.	Feb-23	Lead: CEO Support: Office Chairs
Welcome to Country performed by local Traditional Owners at major Grant Thornton events at least twice per year	Sep-23	RWG Lead

ACTION SEVEN

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Introduce our people to NAIDOC Week by promoting external events in our local area.	Jun-23	RWG Lead
Raise awareness and share information amongst our people about the meaning of NAIDOC Week.	First week of July 2023	RWG Lead
RAP Working Group to participate in an external NAIDOC Week event	First week of July 2023	RWG Lead



OUR RECONCILIATION ACTION PLAN

Opportunities

Focus area: Commitment to Aboriginal and Torres Strait Islander employment and development

ACTION EIGHT

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Review recruitment processes and practices for any unintended barriers	Dec-22	Lead: People & Culture Shared Services Manager Support: Head of Talent & Organisational Development
Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	Apr-23	D&I Business Partner
Investigate opportunities for national employment pathways program for Aboriginal and Torres Strait Islander peoples	Apr-23	D&I Business Partner
Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities	Jul-23	Head of People & Culture Operations

ACTION NINE

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes

DELIVERABLES	TIMELINE	RESPONSIBILITY
Develop a business case for Grant Thornton procurement from or joint venturing with Aboriginal and Torres Strait Islander owned businesses	Jun-23	Lead: D&I Business Partner Support: Partner Indigenous Advisory
Investigate Supply National membership	Jun-23	Lead: D&I Business Partner Support: Partner Indigenous Advisory



OUR RECONCILIATION ACTION PLAN

Governance

Focus area: Develop sustainable systems to continue to progress our reconciliation journey

ACTION TEN

Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Maintain the RWG to lead implementation of our RAP and report on progress	Sep-22	RWG Lead
Finalise terms of reference and membership for the RWG	Sep-22	RWG Lead
Maintain Aboriginal and Torres Strait Islander representation on RWG	Sep-22	RWG Lead
Expand RWG to include broader national representation	Nov-22	D&I Business Partner

ACTION ELEVEN

Provide appropriate support for effective implementation of RAP commitments.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Appoint a senior leader to champion our RAP internally	Sep-22	CEO
Engage Partners and the Grant Thornton board on the delivery of our RAP	Sep-22	Executive Sponsor
Define resource needs for RAP implementation	Oct-22	RWG Lead
Define appropriate systems and capability to track, measure and report on RAP commitments.	Nov-22	Lead: RWG Lead Support : D&I Business Partner

ACTION TWELVE

Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

DELIVERABLES	TIMELINE	RESPONSIBILITY
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.	Jun-23	Lead: RWG Lead Support : D&I Business Partner
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	Aug-23	Lead: RWG Lead Support : D&I Business Partner
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30-Sep-23	Lead: RWG Lead Support : D&I Business Partner
Prepare report to the Grant Thornton board against KPIs	Sep-23	Lead: RWG Lead Support : D&I Business Partner

ACTION THIRTEEN

Continue our reconciliation journey by developing our next RAP.

DELIVERABLES	TIMELINE	RESPONSIBILITY
Register via Reconciliation Australia's website to begin our next RAP	Jun-23	Lead: RWG Lead Support : D&I Business Partner

CONTACTS

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