



pitt&sherry

# Reconciliation Action Plan

## Implementation Dates

Proposed Launch: Oct 2024

Proposed Completion: Dec 2025





# Acknowledgement of Country

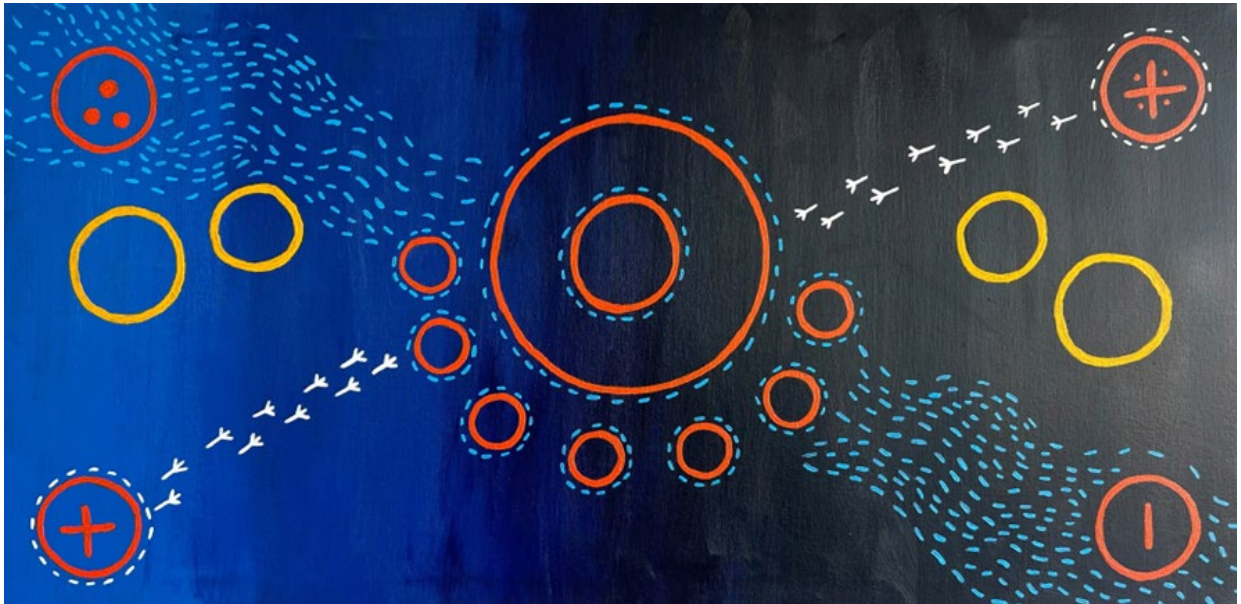
pitt&sherry acknowledge the Traditional Custodians of the many Countries throughout Australia and their connections to land, sea and community. We acknowledge the contributions and sophistication of Aboriginal and Torres Strait Islander peoples, histories and cultures.

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## Our vision for reconciliation



"Our vision for reconciliation is a unified Australia where the knowledge, cultures, and traditional stewardship of Aboriginal and Torres Strait Islander peoples over land, sea, and community are recognised and valued by all. Acknowledging our role in developing an inclusive and respectful workplace, we are committed to engaging with, learning from, and working alongside First Nations communities. Our goal is to foster a collaborative environment where we can jointly contribute to building a just and equitable society for everyone."

## About the artist and the artwork

### **"Making Home" by Bianca Templar**

#### **About the Artwork:**

This painting is a representation of the decision (of pitt&sherry) to open their first office in Tasmania. Although the meaning of the Petroglyphs has been lost, I have utilised them to create my own representation of the impact and growth of pitt&sherry.

#### **About the Artist:**

Bianca Templar is a proud Truwulway / Bunurong woman who resides on the unceded banks of the Kanamaluka (Tamar River, Launceston). Bianca was privileged to grow up around her elders, where she learnt cultural crafts such as weave, kelp basket making and shell stringing. Bianca then started her own business named 'Takamuna rrala designs' which is Palawa Kani for Stand Strong Designs, where she expanded her craft to include more contemporary aspects such as resin art, digital design, clay work and acrylic paintings. The name Takamuna rrala designs is an ohmage to the adversities Bianca has faced throughout her lifetime, but despite this she has continued to thrive. Bianca is a strong advocate for her people and works hard to educate others on the true history of Lutruwita (Tasmania).

#### **First Nations People Achievement Award for 2021.**

An Aboriginal woman, she was recognised for her commitment to enhancing the voice of grassroots Aboriginal voices in Tasmania. This includes her work co-facilitating Come Walk with Us sessions and coordinating last year's candlelight vigil in Launceston.

With a passion of ensuring the wider community is further educated about the issues facing Aboriginal people, and the politics involved, Ms Templar said winning the award meant a lot.

"Despite the adversities I have faced in life and my disability, I continue to strive forward," she said. "My goal for the future is to continue to work for my community and raise issues in which we face as First Nations People."





## Statement from CEO of Reconciliation Australia

Reconciliation Australia congratulates pitt&sherry on continuing its reconciliation journey by formally endorsing pitt&sherry's second Reflect Reconciliation Action Plan (RAP).

Through this plan, pitt&sherry continues to play an important role in 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 continues the journey and primes 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 to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables pitt&sherry 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 steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations pitt&sherry on your second Reflect RAP, and I look forward to following your continuing reconciliation journey.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia

## Message from Jumbunna Institute for Education and Research

Collaboration shapes the path to progress. At the Jumbunna Institute for Indigenous Education and Research we are proud to work with pitt&sherry, an Australian owned and operated engineering and environmental professional services company.

This partnership marks a significant step forward for pitt&sherry in their journey towards reconciliation and embodies a commitment to creating a future that honours and integrates the wisdom, cultures, and traditions of Aboriginal and Torres Strait Islander peoples.

Together, we are embarking on a series of initiatives designed to bridge gaps, foster understanding, and cultivate a space where true reconciliation can flourish. We believe that by joining forces with pitt&sherry, we can amplify our impact and contribute to a reconciliation process that is inclusive, informed, and inspired by the principles of equity and justice.

# CEO Message

As we journey towards reconciliation, we are reminded that this path is one of continuous learning, unlearning, and relearning. At pitt&sherry, reconciliation transcends mere interaction; it's about forging deep, respectful relationships that nurture a culture of value and respect for all.

In our role as a professional services firm, we recognize that reconciliation is integral to our mission. It propels us towards social change, driving innovation and excellence that pave the way for a sustainable and equitable future.

At the heart of our reconciliation efforts is the narrative of mutual respect and understanding. It's woven into our business strategies, fostering an inclusive and diverse environment that is reflective of the society we want to live in.

In this journey, every step we take is a step towards a future where the rich histories, cultures, and contributions of Aboriginal and Torres Strait Islander peoples are not only acknowledged but are a celebrated part of our collective identity and success.





## pitt&sherry Business

For over half a century, as a professional services company, we have provided value for our clients by delivering engineering and environmental services across Australia.

Founded in 1963, our team operates from locations in New South Wales (Sydney and Newcastle), Victoria (Melbourne), Tasmania (Hobart, Devonport, and Launceston), and Queensland (Brisbane) delivering unparalleled expertise across transport infrastructure, industrial and manufacturing, mining, energy, and civic utilities sectors.

We currently have one member of staff who identifies as Aboriginal and/or Torres Strait Islander person. While the exact number of Aboriginal and Torres Strait Islander staff is currently unknown, we will work within this RAP to determine culturally appropriate ways to understand this.

Our purpose is to create a sustainable future for us, our clients and our communities. This means providing professional consulting services encompassing:

- Cutting-edge engineering design, consulting, and advisory services.
- Environmental consulting services, including planning and environmental approvals and stakeholder engagement.
- Forward-thinking advisory in sustainability, Environmental & Social Governance (ESG), Future Mobility, and Intelligent Asset Management.
- Project management encompasses a holistic approach that includes safety, quality, sustainability, and the environment.
- Building and surveying excellence through our subsidiary, Australian Building Surveying Services Pty Ltd., including certification of domestic and commercial buildings and essential services management.

Our strategy is underpinned by a national business model that places clients at the core, guided by our foundational values of integrity, courage, creativity, relationships, accountability and sustainability.











## Social Responsibility at pitt&sherry

pitt&sherry is a smaller organisation, but we strive towards contributing to positive social and environmental outcomes. We are committed to play our part. We review our approach regularly, and as appropriate we communicate our progress.

pitt&sherry's sustainability approach is guided by our Making a Difference, the pitt&sherry way framework 2023–2028. The framework outlines our commitments and goals for achieving positive environmental and social outcomes. Our commitments are informed by the priorities of our clients, stakeholders, and our business context. We focus on the initiatives where we can bring the greatest value, aiming to contribute to the United Nations Sustainable Development Goals (SDGs).

We deliver on our sustainability commitments through four pillars.

Our Pillars	I. Our clients & suppliers	II. Our environment	III. Our people	IV. Our communities
Why these matters to us	We are creating opportunities for social enterprises and First Nations–owned businesses to deliver services to our clients.	We are on a path to net zero.	We are continuing to build an inclusive and diverse culture, supporting employee engagement and wellbeing.	We are focusing on advancing social good through our social impact initiatives and reconciliation.
UN Sustainable Development Goals	  	 	 	 
Key Focus Areas	Social Procurement  Modern Slavery	Towards Net Zero  Sustainability in engineering design  Reduction of Office Waste  Environmental Management	Gender Equality and Pay Equity  Professional Development & Capability Building  Employee wellbeing and support  Equitable, Diverse and Inclusive workforce	Nurturing respectful relationships with First Nations communities through our commitment to reconciliation  Communities Social Impact  Local Content and Participation

[Read more on our corporate webpage.](#)



## Our Reconciliation Journey

Our journey towards reconciliation commenced in 2020 when we issued our first [Reconciliation Action Plan](#) (RAP). In 2023, after two years of implementation of our first RAP, we have partnered with First Nations advisors the Jumbunna Institute for Indigenous Research and Education.

Together, we have undertaken a review of our existing approach and paused the development of our new RAP. With the Guidance from our First Nations advisors, and taking the lessons from our first RAP, we have developed our next RAP incorporating key recommendations made by our First Nations advisors that our RAP should focus on culturally appropriate ways of engaging with First Nations Peoples, building cultural competencies within our business, and incorporating the First Nations Peoples perspective in our approach to reconciliation.

Our 2023 initiatives to advance reconciliation included:

**Partnering** with the Jumbunna Institute for Indigenous Research and Education, who are our First Nations advisors. We have two First Nations advisors on our Reconciliation Working Group, representing 25% of the group. The remainder of our working group represents the diversity of pitt&sherry, including gender, lived experiences, seniority and employee representation.

**Launching of Reconciliation Educational Resource** as our internal educational resource for our people to build cultural competencies across the organisation. Since launching our new Reconciliation page on Echo in Feb 2024 the site has received 79 views.

**Procuring** from First Nations owned businesses and organisations (number of businesses or spend in FY24).

**Fundraising** (book donations) for Aboriginal Literacy Foundation (120 books in FY24).

**Improving** our understanding of and approach to Acknowledgement of Country. In 2023, 229 of our employees completed the Aboriginal and Torres Strait Islander cultural appreciation course; and

**Organising** talks by our First Nations advisors on matters linked to reconciliation. For example, we have undertaken business – wide education on the Voice to Parliament, and we have hosted an education session with Jumbunna Institute on Acknowledgement of Country and The Voice to Parliament.

## Our RAP Working Group

Our RAP Working Group (RWG) is at the heart of our governance structure, playing a crucial role in steering our reconciliation initiatives. Comprising diverse voices, including Aboriginal and Torres Strait Islander representation.

The RWG is tasked with:

- **Regular Oversight:** Convening quarterly to review RAP implementation progress, address challenges, and adapt strategies as needed to stay aligned with our reconciliation goals.
- **Updating Governance Documents:** Periodically revising the Terms of Reference to reflect evolving needs and insights, ensuring our governance remains dynamic and responsive.

Our RAP Champion is David Atchison, Executive General Manager (EGM) Clients & Markets.

### **Our working group members:**

Lindon Coombes, Jumbunna Institute for Education and Research, First Nations Representative

Joshua Gilbert, Jumbunna Institute for Education and Research, First Nations Representative

David Atchison, pitt&sherry, EGM Clients & Markets, Executive Sponsor and RAP Working Group Chair

Robert Nicholson, pitt&sherry, General Manager Energy, Senior Leadership

Rachel Burt, pitt&sherry, Office Administration Lead, Working Group RAP Secretary

Scott Lemon, pitt&sherry, Principal Technical Officer, Employee Representative

Zac Daymond, pitt&sherry, Associate Structural Engineer, Employee Representative

Tahlia Petyanszki, pitt&sherry, Marketing and Communications Lead, Employee Representative

Our RAP Implementation Dates are Oct 2024 (Launch) to Dec 2025 (Completion).





## 1. Relationships

At pitt&sherry, we understand that the foundation of meaningful reconciliation rests on the strength of our relationships. Our commitment is to cultivate deep, respectful relationships that not only acknowledge but actively involve Aboriginal and Torres Strait Islander communities in our journey towards equity and understanding.

By strengthening our relationships and fostering a culture of respect and collaboration, we are laying the groundwork for meaningful engagement with Aboriginal and Torres Strait Islander communities. Together, we are committed to navigating the path towards reconciliation.

### Action 1: Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverables	Timeline	Responsibility
1.1. <i>Research</i> best practices and principles to engage with the First Nations organisations/peoples and prepare a short guidance note for employees, making it available through the internal Reconciliation Education Hub	Feb 2025	People & Culture Business Partner
1.2. <i>Review</i> existing collaborations with Aboriginal and Torres Strait Islander organisations/Peoples and identify additional opportunities specifically for the provision of professional services for clients across our markets	Nov 2024	EGM Clients & Markets / RAP Member
1.3. <i>Participate</i> in client-organised sessions focused on social procurement involving First Nations organisations. Thereafter, disseminate the insights gained to our internal teams via a dedicated Lunch & Learn session, fostering a culture of knowledge sharing and inclusivity	Nov, July 2024, 2025	Employee Representatives Office Administration Lead
1.4. <i>Review and extend</i> collaboration with the Jumbunna Institute for Education and Research	Jun 2025	Chief People Officer
1.5. <i>Undertake</i> stakeholder mapping of First Nations organisations across our markets to identify organisations/individuals so that we can learn about the Countries in which we live and work.	Oct 2024	Associate Stakeholder Engagement Consultant

### Action 2: Build relationships through celebrating National Reconciliation Week (NRW).

Deliverables	Timeline	Responsibility
2.1. <i>Circulate</i> Reconciliation Australia's NRW resources and reconciliation materials to our staff through Reconciliation Education Hub, Town Halls and emails 3-4 weeks prior to NRW	Apr 2025	Office Administration Lead
2.2. RAP Working Group members to participate in an external NRW event	May 2025	RAP Member
2.3. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	May 2025	RAP Member

**Action 3: Promote reconciliation through our sphere of influence**

Deliverables	Timeline	Responsibility
3.1. <i>Communicate</i> our commitment to reconciliation to all staff.	Oct, July 2024, 2025	EGM (RAP sponsor)
3.2. <i>Identify</i> external stakeholders that our organisation can engage with on our reconciliation journey.	Jul 2025	Chief People Officer
3.3. <i>Identify</i> RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	Nov 2024	Chief People Officer

**Action 4: Promote positive race relations through anti-discrimination strategies**

Deliverables	Timeline	Responsibility
4.1. Research best practices and policies in areas of race relations and anti-discrimination within the context of Diversity and Inclusion Strategy	Sep 2025	People & Culture Business Partner
4.2. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs within the regular policy review processes	Mar 2025	People & Culture Business Partner





## 2. Respect

At the core of our RAP lies the profound respect for the cultures, histories, and knowledge of Aboriginal and Torres Strait Islander Peoples. We are committed to fostering an environment where these rich traditions are recognized, valued, and integrated into our daily operations and organisational culture. Our goal is to strengthen cultural awareness and improve understanding among our employees.

### Action 5: Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning

Deliverables	Timeline	Responsibility
5.1. <i>Initiate</i> a survey to assess our employees' current understanding of Aboriginal and Torres Strait Islander cultures, to be conducted during NAIDOC week.	Jul 2025	People & Culture Business Partner
5.2. <i>Review and update</i> our current cultural learning courses to ensure they are comprehensive and reflective of the latest insights into Aboriginal and Torres Strait Islander cultures. Encourage completion of these courses through our internal management systems	Apr 2025	People & Culture Business Partner HSSE Coordinator
5.3. <i>Organise</i> educational sessions in consultation with First Nations advisors, focusing on selected reconciliation topics to foster a deeper understanding and appreciation among employees	Mar 2025	Office Administration Lead
5.4. <i>Feature</i> , as possible, <i>Aboriginal</i> and Torres Strait Islander and traditional knowledge experts on subjects relevant to pitt&sherry professional consultancy services	Nov, Jun 2024, 2025	EGM Clients & Markets GM Energy RAP Group Member
5.5. <i>Acquire</i> artwork from Aboriginal and Torres Strait Islander artists for offices lacking such representation, to promote cultural awareness and appreciation within the workplace	Feb 2025	Office Administration Lead RAP Group Member

### Action 6: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols

Deliverables	Timeline	Responsibility
6.1. <i>Develop</i> an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Feb 2025	Office Administration Lead
6.2. <i>Increase</i> staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Oct 2025	People & Culture Business Partner

### Action 7: Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverables	Timeline	Responsibility
7.1. <i>Raise</i> awareness and share information amongst our staff about the meaning of NAIDOC Week and our commitment to reconciliation.	Jul 2025	EGM (RAP Sponsor)
7.2. <i>Introduce</i> our staff to NAIDOC Week by promoting external events in our local area, and encourage participation (during lunch, or free time, or weekend) in at least one external event to recognise and celebrate NAIDOC Week.	May 2025	Office Administration Lead
7.3. Active participation in an external NAIDOC Week event by members of the RAP working group.	Jul 2025	All RAP Working Group members



### 3. Opportunities

pitt&sherry is dedicated to unlocking opportunities for Aboriginal and Torres Strait Islander peoples, recognising the immense value of diverse contributions to our business and the broader community. Our approach is twofold: enhancing opportunities within our organisation and supporting First Nations enterprises through strategic partnerships and procurement practices. Our aim is to enrich our projects and operations with a diverse network of suppliers.

#### Action 8: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Deliverables	Timeline	Responsibility
8.1. <i>Consult</i> with First Nations employment specialists to inform the development of an Aboriginal and Torres Strait Islander employment strategy	Jan 2025	Head of Talent Acquisition People & Culture Business Partner
8.2. <i>Develop and Implement</i> an Aboriginal and Torres Strait Islander employment strategy within our broader Diversity and Inclusion Strategy, ensuring our recruitment processes are accessible and welcoming.	Mar 2025	Chief People Officer
8.3. <i>Promote</i> career opportunities within Aboriginal and Torres Strait Islander communities through targeted recruitment channels and engagement.	Jun 2025	Head of Talent Acquisition People & Culture Business Partner
8.4. <i>Attend</i> relevant Aboriginal and Torres Strait Islander employment participation orientations by key pitt&sherry clients, fostering a culture of continuous learning	Jun (annually)	Sustainability Capability Leader People & Culture Business Partner Head of Talent Acquisition RAP Group Members
8.5. <i>Understand</i> the current representation of Aboriginal and Torres Strait Islander employees to better inform future development programs, ensuring support for career advancement and retention.	Jul 2025	People & Culture Business Partner

#### Action 9: Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverables	Timeline	Responsibility
9.1. Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Dec 2024	People & Culture Business Partner
9.2. <i>Provide</i> guidance on social procurement to our employees, prioritising the inclusion of First Nations businesses in our supply chain	Mar 2025	Head of Health, Safety, Sustainability and Environment Office Administration Lead
9.3. <i>Ensure</i> that First Nations businesses are given opportunities to engage in pitt&sherry projects by increasing understanding and knowledge among Project Managers, Project Directors and General Managers, fostering economic growth and sustainability.	Feb 2025	Head of Health, Safety, Sustainability and Environment Office Administration Lead

9.4. <i>Continue</i> to identify and engage with the First Nations business, enriching our network with diverse suppliers. This could include exploring opportunities to attend Indigenous Business Fairs, Develop a list of Aboriginal and Torres Strait Islander suppliers or research state-based Aboriginal and Torres Strait Islander business directories	Jul 2025	Chief People Officer
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## 4. Governance

We recognise that the foundation of a successful Reconciliation Action Plan (RAP) lies in its governance. To this end, we are establishing and maintaining robust governance mechanisms that ensure accountability, transparency, and the effective realisation of our RAP commitments.

### Action 10: Establish and maintain an effective RAP working group (RWG) to drive governance of the RAP.

Deliverables	Timeline	Responsibility
10.1. <i>Establish</i> Aboriginal and Torres Strait Islander Voice on the RWG, providing essential perspective and guidance	Dec 2024	Head of Health, Safety, Sustainability and Environment
10.2. <i>Meet</i> monthly to govern RAP implementation, assess progress, adapt strategies and reaffirm our commitment to our shared goals	Nov, Dec 2024 Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov, Dec 2025	RAP WG
10.3. <i>Update</i> Terms of Reference for RWG	May 2025	People & Culture Business Partner
10.4. <i>Maintain</i> internal Reconciliation Education Hub to keep our teams informed through regular updates, fostering a culture of accountability and continuous learning	Jan, Apr Jun, Sep, Dec (quarterly)	Office Administration Lead

### Action 11: Provide appropriate support for effective implementation of RAP commitments.

Deliverables	Timeline	Responsibility
11.1. <i>Identify and allocate</i> the necessary resources to support the effective implementation of RAP commitments, ensuring that our efforts are sustained and impactful.	Mar 2025	Chief People Officer
11.2. <i>Register</i> via RAP Australia webpage to begin developing pitt&sherry next RAP	Mar 2025	Office Administration Lead
11.3. <i>Engage</i> senior leaders in the delivery of RAP commitments	Nov, May, Oct 2024, 2025	EGM (RAP Sponsor)
11.4. <i>Appoint</i> a senior leader to champion our RAP internally	Oct 2024	RAP WG
11.5. <i>Define</i> appropriate systems and capability to track, measure and report on RAP commitments	Oct 2024	Office Administration Lead



**Action 12: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally**

<b>Deliverables</b>	<b>Timeline</b>	<b>Responsibility</b>
12.1. <i>Contact</i> RAP Australia to maintain primary and secondary contacts up to date, ensuring RAP correspondence is not missed	Jan 2025	Office Administration Lead
12.2. <i>Share</i> key learning, progress and updates through Town Halls ensuring that our teams are informed, engaged and equipped to participate in our reconciliation initiatives on regular basis.	Dec, Mar, Jun, Sept, Dec 2024, 2025	People & Culture Business Partner Office Administration Lead
12.3. <i>Inform Executive</i> & Leadership meeting on key learning, RWG progress and key updates	Dec, Mar, Jun, Sept, Dec 2024, 2025	EGM Clients & Markets RAP WG Member
12.4. <i>Integrate</i> our RAP commitments into our internal performance reporting to monitor, measure and celebrate our progress	Jan 2025	Chief People Officer
12.5. <i>Complete &amp; submit</i> the annual RAP Impact Survey to Reconciliation Australia	Sep 2025	People and Culture Business Partner Office Administration Lead

**Action 13: Continue on our reconciliation journey to develop our next RAP**

<b>Deliverables</b>	<b>Timeline</b>	<b>Responsibility</b>
13.1. <i>Continue</i> our reconciliation journey by developing our next RAP	Nov 2025	EGM Clients & Markets People and Culture Business Partner
13.2. <i>Review</i> RWG membership and amend if required	Nov 2025	EGM Clients & Markets People and Culture Business Partner
13.3. <i>Onboard</i> new RWG members if required	Dec 2025	Lead Office Administration

## Contact

For further information on pitt&sherry's RAP journey, please contact:

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