INDEPENDENT RACKING INSPECTIONS PTY LTD

Reconciliation Action Plan - Reflect

January 2025 to January 2026

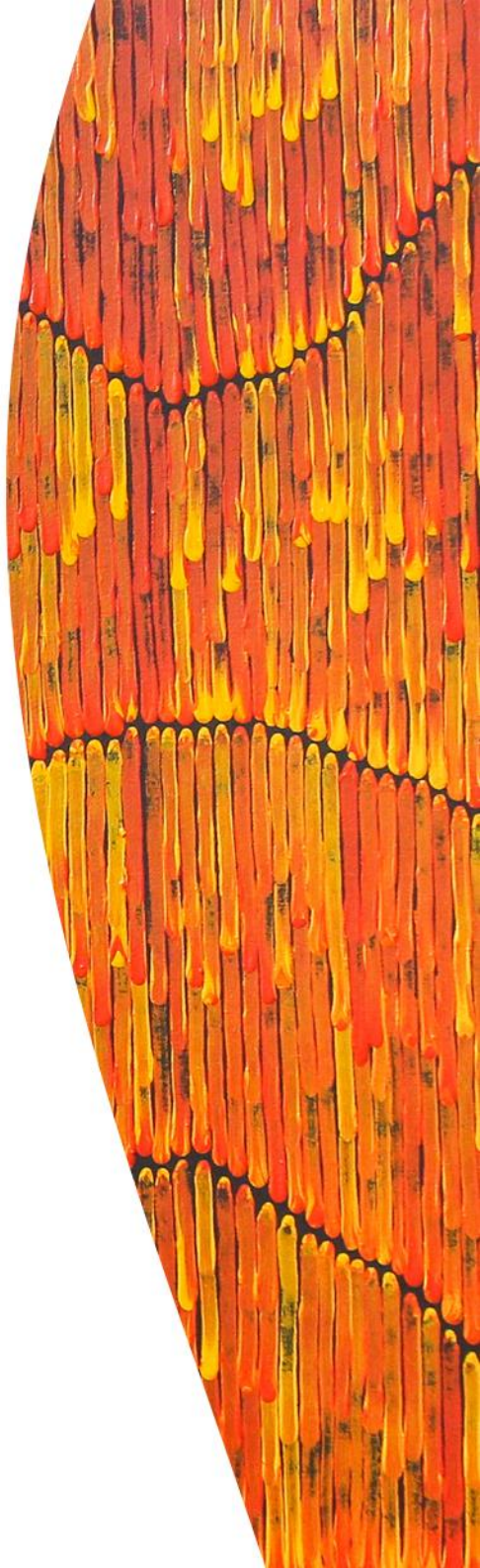
Independent Racking Inspections

RECONCILIATION ACTION PLAN

REFLECT

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Acknowledgement of Country

IRIA acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of the lands on which our office is located, and throughout Australia, where our employees live and work.

We also acknowledge the richness and diversity of First Peoples cultures and are committed to recognising, honouring and celebrating the Traditional Custodians' continuing connection to lands, waters and culture.

About the Artist

Joseph Zimran



Joseph is the second son of Molly Napaltjarri Jugadai and the grandson of Narputta Nangala Jugadai. His late Father, Smithy Zimran Tjampitjinpa, the brother of renowned artist Ronnie Tjampitjinpa, was a prominent member of the Haasts Bluff community with close ties to Kintore. Smithy was a key figure during the period when Papunya Tula Artists arranged for a dialysis unit to be set up at Kintore so that people could stay on community rather than move to Alice Springs away from country. Joseph paints the story of the 'Tingari Cycle' and 'Waru' (Bushfire) tjukurrpa (dreaming). He is also the keyboardist for the local Tjintu Desert Band, formerly Sunshine Reggae Band. He is one of a group of several young Ikuntji male artists who began painting in early 2008.

https://ikuntji.com.au/artist/joseph-zimran/

About the Artwork

Waru - Bushfire Dreaming

This painting depicts the Bush Fire Dreaming, which was passed down to the artist from his uncle, Ronnie Tjampitjinpa. Together with Ronnie Joseph is the only other person who paints this Bushfire Dreaming.

The painting is about the Walungurru (Kintore) area. It is about three massive bushfires travelling parallel with each other cutting through the landscape, leaving giant scars as they burn through the tinder dry scrub spread across the sand dunes.



Message from our Executive Director
Mark Helding

As the Director of Independent Racking Inspections and Audits (IRIA) Pty Ltd, I am both honoured and privileged to present our Reconciliation Action Plan (RAP). This plan signifies our organisation's deep commitment to fostering reconciliation and building enduring relationships with Aboriginal and Torres Strait Islander peoples.

Our RAP is more than “just a document”; it reflects our genuine commitment to addressing historical injustices and creating a more inclusive and equitable future. We recognise the importance of acknowledging the past, understanding the present, and actively contributing to a future where Indigenous voices are heard and valued.

The development of our RAP has been guided by the principles of respect, understanding, and partnership. We have engaged with the Bunurong Land Council, the traditional owners of the Kulin Nation on which our head office is situated, to ensure that our plan is both meaningful and respectful. Our primary goal at this stage is to improve cultural awareness within our organisation and to engage Indigenous stakeholders to further our reconciliation journey. This objective is integral to our broader vision of reconciliation and inclusivity.

We are committed to implementing actions that will lead to tangible outcomes, including integrating Indigenous perspectives and language into our policies and practices and ensuring that we continue to engage genuine First Nations businesses as part of our supply chain. Our approach is rooted in ongoing dialogue, collaboration, and genuine partnership with Aboriginal and Torres Strait Islander communities.

The RAP will guide us in embedding reconciliation into the fabric of our organisation, influencing our practices, policies, and interactions. It will also serve as a framework for measuring our progress and holding ourselves accountable to the commitments we have made.

Our vision is to create a workplace and community that is enriched by the diverse cultures and histories of Australia’s First Peoples. We believe that by embracing reconciliation, we contribute to a stronger, more unified society where everyone’s rights and dignity are upheld.

We are grateful for the opportunity to share our RAP and look forward to working together with all our stakeholders in advancing this important journey of reconciliation.

Mark Helding

Executive Director
Independent Racking Inspections (IRIA)

Message from Reconciliation Australia
Karen Mundine

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

IRIA 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 IRIA 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 IRIA, 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

Independent Racking inspections and Audits (IRIA) are the preeminent Steel Storage Racking Inspections, Testing and Training service in Australia and the Pacific.

Steel Storage racking is found in many businesses and most warehouses around the world and is governed by relevant laws and regulations. Whilst racking is made from steel it is nevertheless fragile when not maintained.

IRIA's purpose is to ensure that people that work in and around racking remain safe and that the assets of the organisation remain safe and in a serviceable condition.

IRIA also believes that its purpose is to foster a harmonious relationship with staff, customers and the larger community. This belief extends to understanding that we are part of a range of communities and that we are also a work community. We believe that as a work community we have a responsibility to support a range of challenges facing our country including climate change and recognition of First Nations People.

We are based in Melbourne, Victoria on the lands of the Bunurong People of the Kulin Nation and employ staff in most capital cities. We work in all parts of Australia, New Zealand and many regions within the Pacific and beyond.

Our reconciliation journey is an extension of our work communities' beliefs and values. The actions we will take on our RAP journey will make us a better business, demonstrate to our clients our commitment to First Nations Peoples and provide leadership in our market segment.





Our Vision for Reconciliation

Our vision is to create an inclusive workplace that values Indigenous knowledge, culture, and perspectives while actively addressing the historical injustices faced by Indigenous communities.

We aspire to:

- Honour the rich heritage and contributions of Indigenous Australians by embedding their voices in our policies, practices, and decision-making processes.
- Empower Indigenous employees through leadership opportunities, career development, and support for cultural initiatives, ensuring a vibrant and diverse workforce.
- Collaborate with Indigenous communities, businesses, and organisations to create sustainable partnerships that promote social, economic, and environmental wellbeing.
- Educate our team and stakeholders about Indigenous histories and cultures, fostering a deeper understanding and appreciation that drives meaningful action toward reconciliation.

Together, we aim to contribute to a future where all Australians can thrive in harmony, embracing our shared responsibility to promote equity, respect, and justice for Indigenous peoples.

Our Reconciliation Action Plan (RAP)

Our Reconciliation Action Plan is a public commitment to our belief that First Nations People deserve recognition within our Nation. We believe that the RAP will not only demonstrate this commitment but also provide a documented pathway towards achieving that goal.

We commit to providing the resources required to ensure that our RAP is adopted and more importantly that it becomes part of our normal business process. The RAP process will be championed by the Executive Director Mark Helding and the implementation will be managed by the Operations Manager, Cec Condon. Both Mark and Cec will provide leadership to ensure the RAP is fully implemented within the expected timelines.

We are developing a RAP because we believe that we need to address the injustices of the past and present to be able to move forward as a modern and Enlightened Nation. We also believe that partaking in this process will help our staff and customers understand the reconciliation process and how it can fit within their day to day lives.

The process will be completed by the Executive Director, Mark Helding and Operations Manager; Cec Condon. Mark and Cec will engage with all staff and bring together the larger work community for wider, company wide adoption.

Our Partnerships/Current Activities

IRIA's reconciliation journey and First Nations engagement has historically been mostly internal, including participation in and promotion of activities and initiatives such as NAIDOC and National Reconciliation Weeks, as well as Indigenous Literacy Day.

We have been a donor and supporter of the Indigenous Literary Foundation since its inception in 2011.

In recent times, we have also reached out to the Bunurong Land Council for advice and collaboration on adopting First Nations language in our Steel Storage Racking Inspection reporting software.

As an organisation, IRIA is (and will be) developing its cultural learning through activities such as:

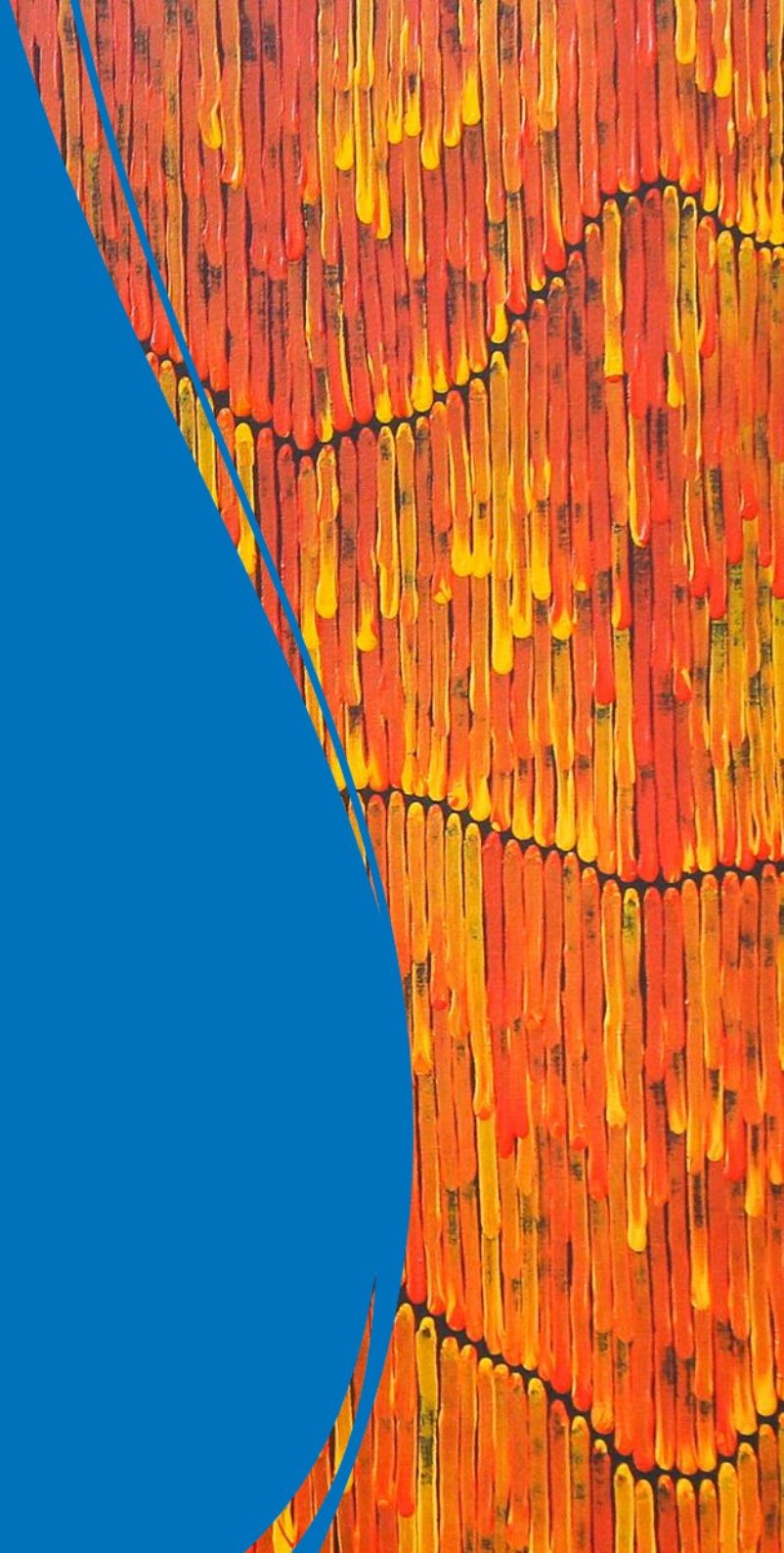
- Internal online surveys and training
- Bunurong Cultural Awareness Training
- Hosting National Reconciliation Week and NAIDOC Week film events.
- Tree-planting in NAIDOC Week 2024



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RAP Working Group

Mark Helding	Executive Director
Ros Bulluss	General Manager
Cec Condon	Operations Manager
Pauline North	Office Manager
Jess Pull	Admin



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	June 2024	Executive Director and Operations Manager
	• Research best practices and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2024	Executive Director and Operations Manager
2. Build relationships by celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	December 2023	Operations Manager
	• RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2024	Executive Director and Operations Manager
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2024	Executive Director and Operations Manager
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff.	May 2024	Executive Director and Operations Manager
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	July 2024	Executive Director and Operations Manager
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2024	Executive Director and Operations Manager
4. Promote positive race relations through anti-discrimination strategies.	• Research best practices and policies in areas of race relations and anti-discrimination.	August 2024	Finance and Administration Manager
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	September 2024	Operations Manager and Finance and Administration Manager

Respect

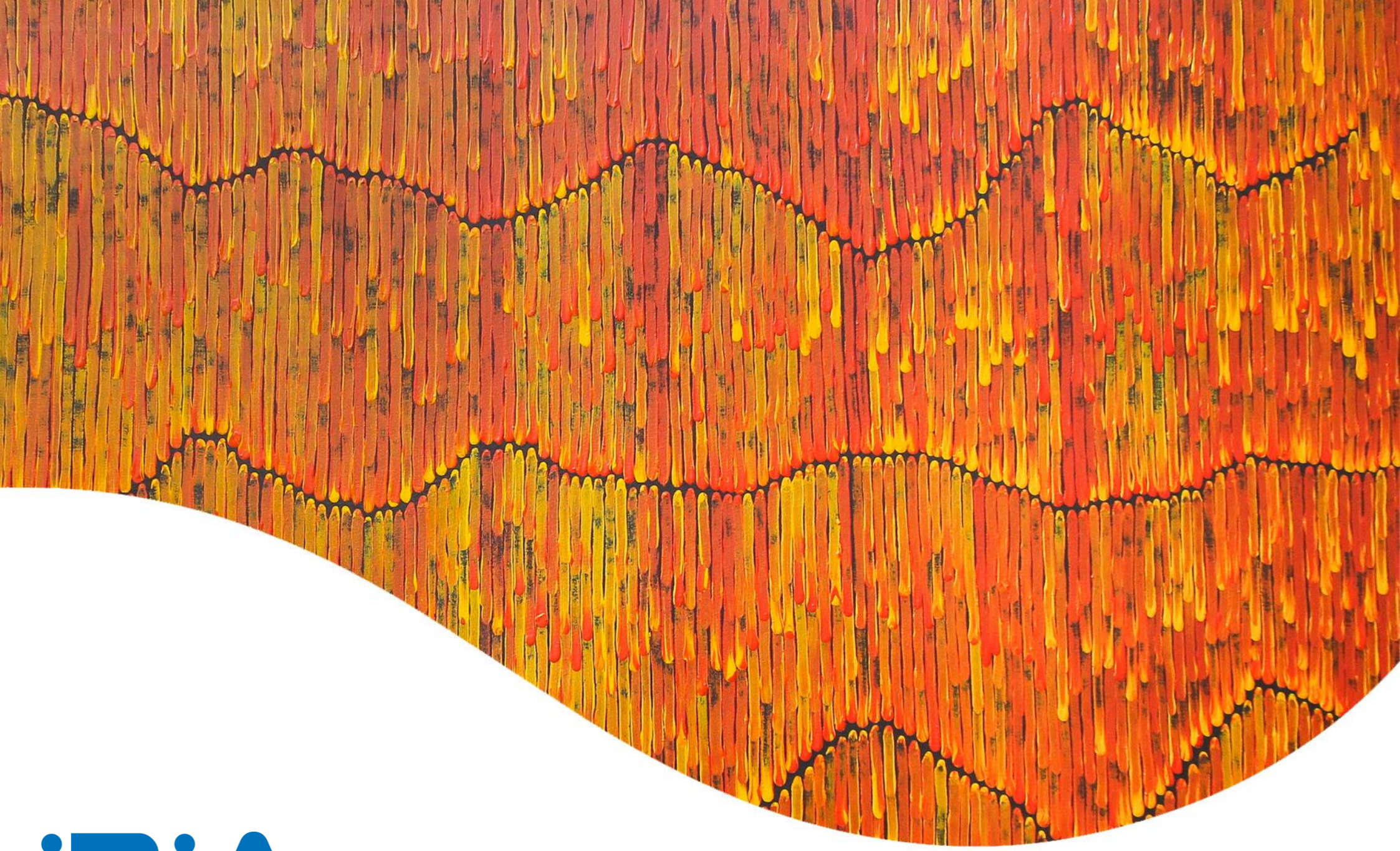
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2024	Executive Director and Operations Manager
	• Conduct a review of cultural learning needs within our organisation.	June 2024	Executive Director and Operations Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	July 2024	Executive Director and Operations Manager
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2024	Executive Director and Operations Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2024	Executive Director and Operations Manager
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	Executive Director and Operations Manager
	• RAP Working Group participated in an external NAIDOC Week event.	The first week in July 2024	Office Manager

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	August 2024	Operations Manager and Finance and Administration Manager
	• Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2024	Operations Manager and Finance and Administration Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop a business case for procurement from Aboriginal and Torres Strait Islander-owned businesses.	July 2024	Operations Manager and Finance and Administration Manager
	• Investigate Supply Nation membership.	July 2024	Operations Manager and Finance and Administration Manager

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a RWG to govern RAP implementation.	July 2023	Operations Manager and Finance and Administration Manager
	• Draft a Terms of Reference for the RWG.	July 2023	Operations Manager and Finance and Administration Manager
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	July 2023	Operations Manager and Finance and Administration Manager
11. Provide appropriate support for the effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	July 2023	Operations Manager and Finance and Administration Manager
	• Engage senior leaders in the delivery of RAP commitments.	July 2023	Operations Manager and Finance and Administration Manager
	• Appoint a senior leader to champion our RAP internally.	July 2023	Operations Manager and Finance and Administration Manager
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2023	Operations Manager and Finance and Administration Manager
12. 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 annually	Finance and Administration
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Finance and Administration
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Finance and Administration



IRIA
Independent Racking Inspections

Contact

Mark Helding
Executive Director

1300 136 649
info@iria.com.au

iria.com.au
Iriatraining.com