

Reflect

Reconciliation Action Plan

June 2023 – December 2024



Acknowledgement of Country

Data#3 acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community.

We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.





Meet the artist: **Mulganai**

Emma Hollingsworth is a Kaanju, Kuku Ya'u, Girramay woman who grew up in tropical far north Queensland. She now operates in Meanjin out of her home studio. Her work is a reflection of her heritage and her culture, and she uses vibrant colours and designs to pay homage to her youthfulness blending with her ancient culture. Her work tells her own story of a young Indigenous woman growing up and paving a path in a modern world, and all of the trials and tribulations that go in hand with that.

mulganai.com

A message from our CEO & MD

As the largest Australian IT services and solutions company, we have an increasing responsibility to contribute to the communities in which we live.

In 2022, Data#3 formed a Reconciliation Action Plan (RAP) Working Group, consisting of employees who are passionate about reconciliation and committed to developing, implementing and reporting on Data#3's RAP.

I am proud to present our first milestone achievement – our Reflect RAP, which details Data#3's vision and direction for reconciliation. This is the first stage of the RAP framework, where we aim to ensure that our continued growth has planned and targeted commitment to achieve our role in the reconciliation with Australia's First Nations Peoples.

Based around the core pillars of relationships, respect and opportunities, Data#3's RAP provides benefits for Aboriginal and Torres Strait Islander peoples.

Our RAP is not a static document, but an on-going commitment that will evolve and grow as we learn and progress on our reconciliation journey. It is also a shared responsibility that requires the active participation and collaboration of everyone in our organisation.

We look forward to continuing our work with Reconciliation Australia. Together, we can make a meaningful difference for Aboriginal and Torres Strait Islander peoples and for our entire nation.

Laurence Baynham

Chief Executive Officer and Managing Director
Data#3



A message from Reconciliation Australia

Reconciliation Australia welcomes Data#3 to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Data#3 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 Data#3 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 Data#3, 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



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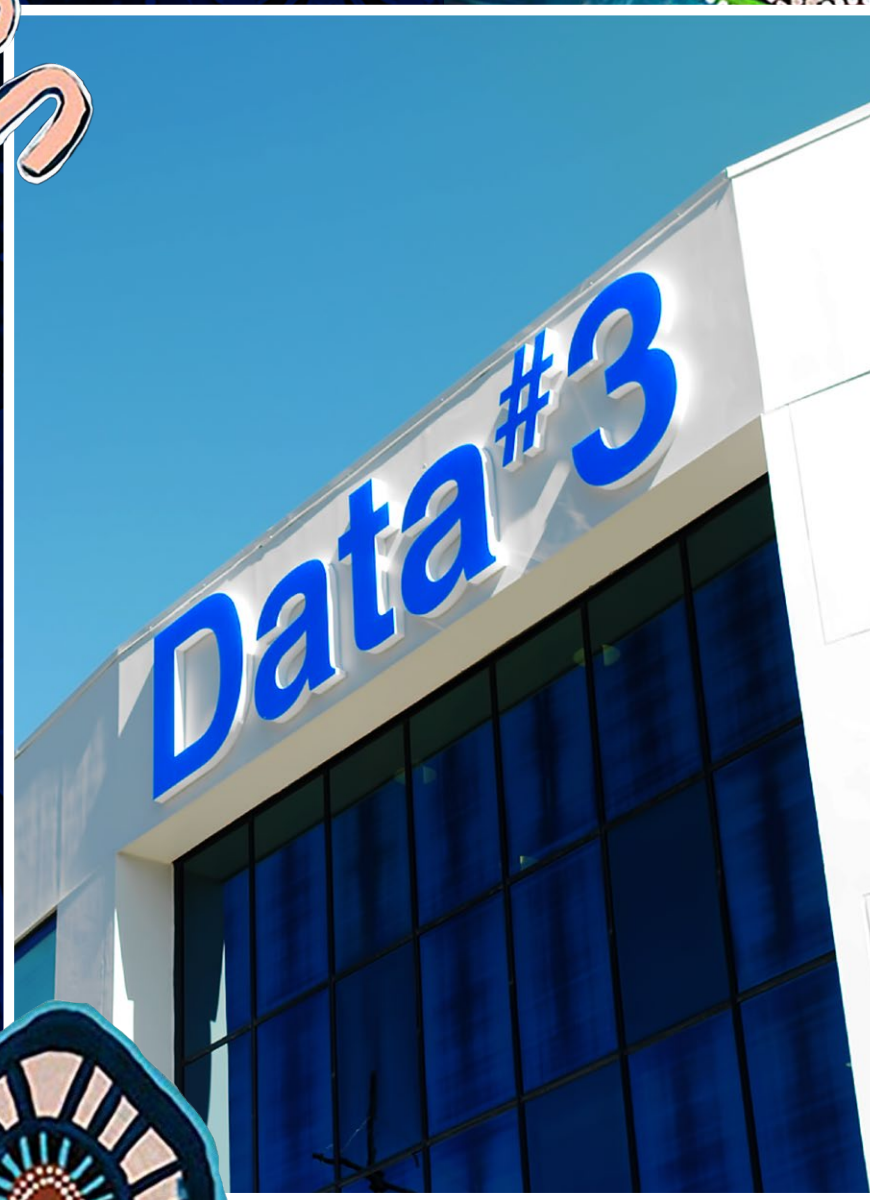
Our Business

A leading and award-winning Australian IT services and solutions provider, Data#3 Limited (DTL), is focused on helping customers to harness the power of people and technology for a better future.

Built on a foundation of over 45 years' experience, combined with world-leading vendor technologies, Data#3 is constantly evolving its solutions and services to enable its customers' success. Leveraging solutions such as cloud, modern workplace, security, data and analytics and connectivity, combined with Data#3's services across consulting, project services and managed services, Data#3 is delivering the digital future.

Listed on the ASX in 1997, Data#3 reported revenues of \$2.2 billion in the 2022 financial year. Headquartered in Meanjin (Brisbane), Data#3 has facilities across 12 locations in Australia and Fiji and a workforce of over 1,300 employees (99% of which are based in Australia).

Being an eight-time award-winning Australian Employer of Choice and accredited Family Inclusive Workplace, Data#3 is proud to offer our people a supportive, collaborative, and invigorating working environment.



Our RAP

Data#3's decades of success in a highly competitive industry are largely due to the skill, dedication, and innovation of our people. Our vision is to harness the power of people and technology for a better future, and we know that to achieve this, we need to ensure all our people feel a sense of inclusion and belongingness while at work.

Data#3 recognises that we work in a diverse community, and this is reflected in our workforce. We believe that people are diverse by nature, in that we each have unique perspectives, skills, and experiences, and these should be nurtured. To help us do this, in 2020 Data#3 established our Embrace program, which brings together our diversity and inclusion policies, activities, and support services.

Our Embrace program has many key focal areas, one of them being the Aboriginal and Torres Strait Islander communities. While our workforce reports a small representation of Aboriginal and Torres Strait Islander persons (approximately 1%), we believe we have a duty to both our workforce and the communities in which we operate, to take steps that contribute towards reconciliation across Australia.

While we are at the beginning of our reconciliation journey, Data#3 understands the value of reconciliation and is committed to exploring actions we can take to make meaningful progress. We believe that formalising our intentions towards reconciliation through this RAP, marks the commencement of our reconciliation journey.

Our vision is for this Reflect RAP to help us better understand our approach to reconciliation, and structure and coordinate the actions we can take, to develop strong, mutually beneficial relationships, improve respect for the Aboriginal and Torres Strait Islander cultures and create sustainable opportunities for our workforce and the wider First Nations communities.

We intend to approach our RAP in the same way we conduct business. We will be transparent about our goals and openly report on our progress, while also regularly consulting with various First Nations stakeholders, to receive guidance and advice.

To formalise and support our commitment to embedding reconciliation across the organisation, Data#3 established a RAP working group. Our CEO & MD Laurence Baynham, was appointed as our RAP Champion and the working group is chaired by Kingsley McGarrigle (ESG Lead & General Manager – WA) and Vice-Chaired by Heidi Mangan (Senior Organisational Development Specialist). The team is responsible for developing, implementing, driving and reporting on our RAP and consists of people from multiple departments and locations across our business including; Senior Events Specialist, General Manager – ACT, Sales Manager – QLD Commercial, Manager – VIC Licensing Solutions, WA Territory Sales Manager, Team Leader – Customer Support Representative, and Annuity Sales Operations Manager.

While we do not currently have First Nations representation in our RAP working group, it is our intention to establish this through the implementation of our first Reflect RAP.

Data#3 is excited to embark on our reconciliation journey and recognise that our ongoing progress will require constant focus, open and honest conversation and intentional action.

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.	May 2024	Senior Organisational Development Specialist
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	January 2024	Senior Organisational Development Specialist
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023, 2024	Senior Organisational Development Specialist
	RAP Working Group members to participate in an external NRW event.	May 2023, 2024	Chair of Data#3's RWG
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2023, 2024	Chair of Data#3's RWG
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	July 2023	CEO&MD
	Identify external stakeholders that Data#3 can collaborate with to assist our reconciliation journey.	July 2024	Chair of Data#3's RWG
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2024	Chair of Data#3's RWG
	Commission artwork for each office location consistent with the Traditional Owners or Custodians of the locations land and waters	May 2024	Lead: Chair of Data#3's RWG Support: 5x State General Managers
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	January 2024	Senior Organisational Development Specialist
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	January 2024	Senior Organisational Development Specialist

Respect

Action	Deliverable	Timeline	Responsibility
1. 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.	September 2023	Senior Organisational Development Specialist
	Conduct a review of cultural learning needs within our organisation.	September 2023	Senior Organisational Development Specialist
2. 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.	June 2023	Lead: Chair of Data#3's RWG Support: 5x State General Managers
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2023	Senior Organisational Development Specialist
	Create guide to assist senior business leaders and teams in understanding when and how to appropriately conduct an Acknowledgement of Country	June 2023	Senior Organisational Development Specialist
3. 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 2023, 2024	Senior Organisational Development Specialist
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023, 2024	Lead: Chair of Data#3's RWG Support: 5x State General Managers
	RAP Working Group to participate in an external NAIDOC Week event.	July 2023, 2024	Chair of RWG

Opportunities

Action	Deliverable	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case and strategy for Aboriginal and Torres Strait Islander employment and development within our organisation.	December 2023	Senior Organisational Development Specialist
	Build understanding of current Aboriginal and Torres Strait Islanders staffing at Data#3 to inform future employment and professional development opportunities.	December 2023	Senior Organisational Development Specialist
	Identify ways to effectively advertise job vacancies to reach Aboriginal and Torres Strait Islander candidates.	December 2023	Senior Organisational Development Specialist
	Consult with Aboriginal and Torres Strait Islander employment agencies to support the development of our employment pathways.	December 2023	Senior Organisational Development Specialist
2. 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.	May 2024	Lead: Chair of Data#3's RWG Support: RWG
	Review procurement processes to develop a business case around engagement with Aboriginal and Torres Strait Islander businesses	October 2024	Lead: Chair of Data#3's RWG Support: RWG
	Identify state-based organisations who can assist with connecting Data#3 to Aboriginal and Torres Strait Islander businesses	October 2024	Lead: Chair of Data#3's RWG Support: RWG
	Create a National Procurement Policy that is inclusive of Aboriginal and Torres Strait Islander businesses	October 2024	Lead: Chair of Data#3's RWG Support: RWG
	Investigate Supply Nation membership.	October 2024	Lead: Chair of Data#3's RWG Support: RWG

Governance

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	January 2024	Chair of Data#3's RWG
	Draft a Terms of Reference for the RWG.	July 2023	Lead: Chair of Data#3's RWG Support: RWG
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	January 2024	Lead: Chair of Data#3's RWG Support: RWG
2. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June 2023	Lead: Chair of Data#3's RWG Support: RWG
	Engage senior leaders in the delivery of RAP commitments.	June 2023	Lead: Chair of Data#3's RWG Support: RWG
	Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2023	Lead: Chair of Data#3's RWG Support: RWG
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023 (Annually)	Lead: Chair of Data#3's RWG Support: RWG
	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	June 2023 and annually	Lead: Chair of Data#3's RWG Support: RWG
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	1 August 2023 and annually	Lead: Chair of Data#3's RWG Support: RWG
	Publish within our annual documents (i.e., Annual & Sustainability report) RAP achievements.	September 2023	National Marketing Manager
4. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2024	Chair of Data#3's RWG



**For enquiries about our RAP,
please contact our ESG Lead &
State General Manager — WA,
Kingsley McGarrigle**

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Our artwork

This artwork symbolises the community within the company and the existence of the modern world with its technologies that juxtapose the ancient culture and Land with which they operate on. The two worlds that coexist at Data#3.

It's a piece that celebrates First Nation people and culture and that recognises that this always was and always will be Aboriginal Land.

Words by Mulganai.