



RECONCILIATION ACTION PLAN

Introduction

Records Solutions acknowledges the Traditional Owners of the lands on which we operate and recognise their ongoing connection to Country. We are committed to fostering reconciliation by respecting Aboriginal and Torres Strait Islander peoples, cultures, and histories. This Reconciliation Action Plan (RAP) outlines our commitment to meaningful and practical actions that promote inclusivity, respect, and collaboration with Indigenous communities.

Vision

Our vision is to build a workplace and a business environment that values diversity, promotes cultural awareness, and actively supports Aboriginal and Torres Strait Islander communities. We aim to strengthen relationships and create opportunities for First Nations peoples in our industry.

Key Actions

1. Relationships

- Establish and maintain partnerships with local Aboriginal and Torres Strait Islander organisations.
- Participate in and support National Reconciliation Week and other cultural awareness events.
- Engage with Indigenous stakeholders to ensure our services are inclusive and culturally respectful.



2. Respect

- Acknowledge the Traditional Owners of the land at company meetings and events.
- Provide cultural awareness training for employees to enhance understanding and respect.
- Incorporate Indigenous perspectives into our records and information management policies and practices.

3. Opportunities

- Develop employment and training programs for Aboriginal and Torres Strait Islander peoples.
- Explore procurement opportunities with Indigenous-owned businesses.
- Support scholarships or mentorship programs for Indigenous students interested in records management and information governance.

Records Solutions is committed to playing an active role in reconciliation by fostering respect, building relationships, and creating opportunities for Aboriginal and Torres Strait Islander peoples. Through our Reconciliation Action Plan, we strive to make a lasting impact in our industry and contribute to a more inclusive and equitable society.