



Altius Group RAP

Reflect Reconciliation Action Plan

October 2022 to October 2023

www.altius-group.com.au





Acknowledgement of Country

We, Altius Group acknowledge the Traditional Owners of Country throughout Australia and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past, present and emerging.

Artist's Last Name: Goompi

Title of Artwork: Altius - Elevating Wellbeing

Date Artwork Created: 25 March 2022

The artwork depicts the sharing and transfer of knowledge and traditional medicines from our First Nation Peoples source, amongst individuals and communities around the country. These medicines and this knowledge remain a key part of elevating the wellbeing of communities, and central to a long and sustainable life of health. The connection to land and waters underpins the artwork. Goompi's use of colours, which are derived from our Altius Group logo, reflects the diversity of our people, our skills and our expertise, contributing to create our wonderful organisation. It connects our health expertise to people across the country, including those in remote and regional communities. The art beautifully and accurately reflects the work of Altius Group, whose purpose is to elevate the wellbeing of every person, organisation and community with whom we engage.

Message from Karen Mundine, CEO of Reconciliation Australia

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

Altius Group Holdings joins a network of more than 1,100 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 Altius Group Holdings 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 Altius Group Holdings, 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

A message from our CEO

Welcome to the Altius Group RAP – Reconciliation Action Plan.

This is our firm commitment to promote reconciliation through cultural integration and diversity in our workplace. Our aim is to strengthen our relationships with Aboriginal and Torres Strait Islander peoples within our company and beyond. This RAP program is an ongoing commitment to foster a community of shared values, goals, and a common language around reconciliation. It is a way of turning our good intentions into positive actions.

We want to achieve these goals of reconciliation with a threefold approach.

Through the education of the Altius Group team members. Our teams will learn to provide culturally safe and responsive healthcare throughout Australia, enabling more Aboriginal and Torres Strait Islander peoples to experience our treatment services.

We will continue to provide opportunities for employment of First Nations peoples within allied health and in supporting roles throughout the Altius Group. By June 2025 we commit to a First Nations employment rate of 3.3% within the company, a true reflection of the First Nations population within Australia.

We aim to provide opportunities for the engagement of Aboriginal and Torres Strait Islander peoples within our supply chain. Beginning with our beautiful piece of commissioned Goompi artwork which will be proudly hung in the Altius Group offices.

Our Reconciliation Action Plan is a step in consciously guiding the company to be more receptive and inclusive to Aboriginal and Torres Strait Islander peoples. We have faith that all our team members will embrace this journey with open hearts and minds, grow from the challenges, and build on our successes.

Didjurigura and Yanu (Thank you and goodbye)



Derick Borean
Chief Executive Officer
Altius Group

Our business

At Altius Group we engage with our clients to provide tailored, end to end solutions across workplace health, wellbeing, employment, risk and claims support services to enable organisations and their people to optimise their physical, mental and social health.

We have a solid understanding of how to build healthy teams of people and a productive, successful workforce. Since 2001 our team, has partnered with clients to identify barriers and implement effective solutions to optimise health potential.

As a multidisciplinary team of occupational therapists, clinical and organisationally-trained registered psychologists, physiotherapists, exercise physiologists and workplace rehabilitation counsellors we are able to work collaboratively to develop and deliver tailored, timely, holistic solutions.

Industry based evidence and insight, conversations with our clients and our connections within the industry, enable us to stay ahead of emerging needs to deliver support services to organisations across the lifecycle of their people's employment.

The Altius Group employs 640 team members in full-time, part-time and casual roles. Team members work in over 70 offices, geographically spread across Australia, including all the state and territory capital cities.

The number of Aboriginal and Torres Strait Islander team members our workplace currently employs is 2.



Our RAP

Altius Group would like to promote understanding and diversity into the workplace and promote reconciliation. As Altius Group is a health provider, it believes it can achieve these goals through these streams:

- Promote reconciliation through education of the Altius Group team members and respecting Aboriginal and Torres Strait Islander peoples' cultures and traditions. This will enable us to provide more opportunities for Aboriginal and Torres Strait Islander peoples to experience our treatment services, as the team members will provide culturally safe and responsive healthcare.
- Provide opportunities for employment of Aboriginal and Torres Strait Islander peoples within allied health and other posts throughout the Altius Group, with appropriate support and mentoring.
- Provide opportunities for the engagement of Aboriginal and Torres Strait Islander peoples within our supply chain.

Respecting Aboriginal and Torres Strait Islander peoples' cultures and traditions and educating the Altius team so as to provide better service

Educating the Altius team is an important step in reconciliation and respecting the cultures and traditions of Aboriginal and Torres Strait Islander peoples. Being culturally aware will have a positive impact on the health and wellbeing of Aboriginal and Torres Strait Islander peoples. Providing non-racist and culturally safe healthcare is driven by education and awareness. Altius Group allied health professionals believe in coordinated care for clients and a holistic view of health. This is in keeping with the wellbeing traditions of Aboriginal and Torres Strait Islander peoples. Altius Group allied health professionals are geographically spread through Australia, so are best placed to provide services to remote and rural areas. Altius Group allied health professionals are also well versed in telehealth protocols, another method of servicing remote and very remote areas. Education will also highlight the local traditions to ensure our services are a cultural match.

Acknowledgement of Country is a statement that shows awareness of and respect for Aboriginal and Torres Strait Islander peoples. Altius Group will implement the policy of delivering this Acknowledgement at all significant or large internal meetings (including Board meetings) or meetings with external participants including webinars and training sessions for clients.

Acknowledgement of Country:

We acknowledge the Traditional Owners of Country throughout Australia and recognise their continuing connection to land, waters and cultures. We pay our respects to their Elders past, present and emerging and extend that respect to Aboriginal and Torres Strait Islander peoples.

Employment opportunities for Aboriginal and Torres Strait Islander peoples

The Altius Group would like to create additional employment opportunities for Aboriginal and Torres Strait Islander peoples. Altius Group's target is for a minimum 3.3% of Aboriginal and Torres Strait Islander team members by 30 June 2025, which is representative of Aboriginal and Torres Strait Islander peoples' population within Australia.

Our targeted Aboriginal and Torres Strait Islander employment rates for the next three years:

30-Jun-23 1.50%

30-Jun-24 2.25%

30-Jun-25 3.30%

Strategies to achieve this goal include:

- All recruitment to include a clear statement that the Altius Group encourages Aboriginal and Torres Strait Islander candidates to apply.
- Becoming a Corporate member of Indigenous Allied Health Australia (IAHA) and advertising open positions on the IAHA platform.

Engagement of Aboriginal and Torres Strait Islander peoples within our supply chain

The Altius Group would like to broaden its supply chain to include Aboriginal and Torres Strait Islander peoples' business and operations.

Altius Group has commissioned Goompi to create an original artwork that reflects the Altius Group story and commitment to our clients and service standards:

- Elevate wellbeing;
- Restoring and maintaining health; and
- Connection to community and employment/ ensuring purpose.

This original artwork is featured on the Acknowledgement to country page.



Implementation of our RAP

The implementation of this RAP and the action items outlined in it will be the responsibility of our RAP Working Group (RWG). This RAP has the full support of the CEO and the Board of Directors. Our RAP champion is Derick Borean, CEO.

The RWG includes:

- Customer, Sales and Marketing Director
- GM, People & Culture and members of the HR team
- PeopleSense Provisional Psychologist
- Customer Support Officer
- Chief Compliance Officer

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. | October 2022 | Customer Support Officer |
| | Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. | November 2022 | Customer Support Officer |
| 2. Build relationships through celebrating National Reconciliation Week (NRW). | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our team members. | May 2023 | GM – People & Culture |
| | RAP Working Group members to participate in an external NRW event. | 27 May - 3 June 2023 | Chief Compliance Officer |
| | Encourage and support team members and senior leaders to participate in at least one external event to recognise and celebrate NRW. | 27 May - 3 June 2023 | Chief Compliance Officer |
| | Communicate our commitment to reconciliation to all team members. | October 2022 | CEO |
| 3. Promote reconciliation through our sphere of influence. | Identify external stakeholders that our organisation can engage with on our reconciliation journey. | March 2023 | Customer Support Officer |
| | Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. | April 2023 | Customer Support Officer |
| 4. Promote positive race relations through anti-discrimination strategies. | Research best practice and policies in areas of race relations and anti-discrimination. | February 2023 | GM – People and Culture |
| | Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. Consideration would be given for Cultural Leave for funerals, native title meetings and lore. | March 2023 | GM – People and Culture |

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. | October 2022 | GM – People and Culture |
| | Conduct a review of cultural learning needs within our organisation. | January 2023 | GM – People and Culture |
| 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. | November 2022 | Chief Compliance Officer |
| | Increase team members' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | February 2023 | CEO |
| 7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. | Raise awareness and share information amongst our team members about the meaning of NAIDOC Week. | June 2023 | Customer, Sales and Marketing Director |
| | Introduce our team members to NAIDOC Week by promoting external events in our local area. | July 2023 | Customer, Sales and Marketing Director |
| | RAP Working Group to participate in an external NAIDOC Week event. | 3 – 10 July 2023 | Chief Compliance Officer |

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. | June 2023 | GM – People and Culture |
| | Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. | July 2023 | GM – People and Culture |
| 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. | February 2023 | Chief Compliance Officer |
| | Investigate Supply Nation membership. | February 2023 | Chief Compliance Officer |

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. | October 2022 | Chief Compliance Officer |
| | Draft a Terms of Reference for the RWG. | October 2022 | Chief Compliance Officer |
| | Establish Aboriginal and Torres Strait Islander representation on the RWG. | October 2022 | Chief Compliance Officer |
| 11. Provide appropriate support for effective implementation of RAP commitments. | Define resource needs for RAP implementation. | October 2022 | Chief Compliance Officer |
| | Engage senior leaders in the delivery of RAP commitments. | October 2022 | Chief Compliance Officer |
| | Appoint a senior leader to champion our RAP internally. | October 2022 | Chief Compliance Officer |
| | Define appropriate systems and capability to track, measure and report on RAP commitments. | November 2022 | Chief Compliance Officer |
| 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 2023 | Chief Compliance Officer |
| | Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. | 1 August 2023 | Chief Compliance Officer |
| | Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. | 30 September 2023 | Chief Compliance Officer |
| 13. Continue our reconciliation journey by developing our next RAP. | Register via Reconciliation Australia's website to begin developing our next RAP. | June 2023 | Chief Compliance Officer |



Contact details:

Name: Nicole Mills

Position: Chief Compliance Officer

Phone: 0421 318 250

Email: nmills@altius-group.com.au

www.altius-group.com.au

