



JANA

DEPTH WITH DIFFERENCE

Innovate Reconciliation Action Plan

August 2026 – July 2028



RECONCILIATION
ACTION PLAN

INNOVATE



Our beautiful artwork reflects JANA's commitment to building meaningful relationships, celebrating First Nations perspectives and creating lasting positive change.

The story of our artwork

About the artist

Dennis Golding is a Kamilaroi/Gamilaraay artist born and raised on Gadigal Country in Redfern, Sydney, with ancestral connections to Biripi Country on the Mid North Coast of New South Wales. Working across painting, photography, installation and design, his practice explores identity, place and the lived experience of contemporary Aboriginal culture. Drawing on memories of growing up in Redfern and a lifelong connection to visual storytelling, Dennis creates works that honour Country, community and culture while inviting deeper conversations about Australia's shared future.



Dennis Golding
Kamilaroi/Gamilaraay Artist

The JANA artwork

Commissioned to mark a milestone for JANA's Innovate Reconciliation Action Plan, our artwork reflects the enduring connection Aboriginal peoples have with Country. Through flowing topographic forms, Dennis Golding represents the movement of land and water as living systems that have shaped Country for generations and continue to carry deep cultural meaning today.

The patterns symbolise creation, resilience and growth, reflecting both the spirit of reconciliation and JANA's commitment to creating long term positive outcomes. Inspired by Australia's natural landscape, the palette draws on earth, water, vegetation and fire while also complementing JANA's brand colours, representing a shared journey built on respect, partnership and progress.



JANA respectfully acknowledges the Traditional Custodians of the land where we work and live. We pay our respects to Elders past and present. We celebrate the stories, culture and traditions of Aboriginal and Torres Strait Islander Elders of all communities who also work and live on this land.

Our vision for reconciliation

At JANA, our vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander peoples have equal, fair, and just opportunities to participate, lead, and thrive in Australia's investment landscape. We envision an investment sector that respects and integrates First Nations perspectives, fosters genuine partnerships with First Nations organisations, and enables equitable access to economic opportunity, influence, and capital.

As a leading investment consultancy with a broad range of clients and stakeholders, we acknowledge the responsibility and opportunity we have to shape a more inclusive financial system in Australia. Reconciliation at JANA means listening deeply, acting with purpose, and embedding equity, inclusion, and cultural respect into the heart of our advice, partnerships, and operations.

We believe we can best fulfil this vision by amplifying the impact of our existing relationships with First Nations investors and building new ones — creating pathways for collaboration, shared value, and long-term outcomes. We are committed to enabling meaningful change across our industry—through inclusive investment practices, respectful engagement, ethical decision-making, and a belief that reconciliation is both a social and economic imperative.



Statement from CEO of Reconciliation Australia

First Innovate RAP

Reconciliation Australia commends JANA Investment Advisers on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for JANA Investment Advisers to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, JANA Investment Advisers, on will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of

relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. JANA Investment Advisers is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals JANA Investment Advisers readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations JANA Investment Advisers on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia

Our business

JANA Investment Advisers (JANA) provides customised global investment consulting to Australia and New Zealand investors to deliver superior long-term investment results that create prosperity and positive changes to the lives of millions of people.

Our client's range across superannuation funds, insurance companies, government departments, universities, not-for-profit organisations, high net wealth and family offices. Whilst we consult to the Australian and New Zealand markets, our people leverage global investment knowledge and expertise conducting over 20 face to face research trips annually with investment managers around the world, and over 3000 manager meetings both domestically and offshore. JANA employs approximately 145 people from diverse backgrounds representative of the communities in which we live and serve. We are currently unaware of any staff who identify as an Aboriginal and/or Torres Strait Islander person. JANA has two office locations, Sydney and Melbourne, with staff also located in Western Australia and Tasmania.

JANA is a values driven business, built on three foundations:

Integrity at our heart: By acting with honesty and transparency in all that we do, we demonstrate our commitment to doing what is right, even in difficult circumstances, and build enduring trust with our clients and our people.

Innovating a better future: With a natural curiosity and hunger to dig deeper, we are future-focused and motivated to continue learning and evolving to provide the greatest impact to our clients and their beneficiaries, as well as our people, our communities and our planet.

Collaborative Outcomes: We achieve our common goals through open communication and knowledge sharing, and believe ideas are improved through diversity of views and respectful challenge to our thinking. We are driven to deliver successful outcomes and have fun while we're doing it.

We strive for a diverse workforce that is reflective of the communities in which we live, and the clients with whom we work.

A message from our CEO

I'm proud to present JANA's Innovate Reconciliation Action Plan (RAP), which builds on the strong foundations established through our Reflect RAP and marks the next step in our journey towards meaningful reconciliation.

At JANA, we believe that investment has the power to create lasting, positive change. Our position in the investment industry gives us both the opportunity and the responsibility to contribute to a future where Aboriginal and Torres Strait Islander peoples have equitable access to economic opportunities, influence, and leadership.

We know that diversity of thought, experience, and perspective makes us stronger. A workplace where everyone feels valued, respected, and able to be their authentic selves is one where we can deliver our best thinking and outcomes. Embedding reconciliation into our culture is an important part of creating that environment, and it enriches our work with our clients, stakeholders, and communities.

Our Innovate RAP reflects our commitment to move beyond awareness and relationship-building, to embedding reconciliation into the heart of our business practices. This includes strengthening partnerships with First Nations organisations, creating culturally safe pathways into our industry, and ensuring that First Nations voices and perspectives are actively represented in the conversations and decisions that shape investment outcomes.

This plan has been developed in close consultation with our RAP Working Group, which includes representatives from across our business, and in partnership with Corporate Culcha, a 100% Aboriginal and Torres Strait Islander owned organisation offering Indigenous engagement, training and workforce development. The support of our Executive Leadership Team and Board ensures our reconciliation commitments remain a priority at the highest level of our organisation.

We recognise that we are still at the beginning of our reconciliation journey. While we have made strong

progress, there is more to do and we are committed to building on this momentum to deliver lasting impact.

Through the actions outlined in this plan, we aim to:

- **Build cultural capability across JANA** so that respect, understanding, and meaningful engagement with Aboriginal and Torres Strait Islander peoples is embedded in the way we work and in the advice we deliver.
- **Foster confidence and create opportunities** for Aboriginal and Torres Strait Islander peoples to participate fully, lead, and thrive within the investment sector.
- **Continue to build and strengthen respectful, long-term partnerships** with Aboriginal and Torres Strait Islander peoples, organisations, and communities, grounded in trust, collaboration, and shared value.

I take personal responsibility for leading this work at JANA and encourage all our people to embrace the opportunities it presents - to listen, learn, and act in partnership with First Nations peoples as we continue this important journey together.

Georgina Dudley

Chief Executive Officer
JANA Investment Advisers



Our Reconciliation Action Plan

At JANA, we recognise the importance of reconciliation and the role we can play as a values-driven investment consultancy in supporting a more inclusive and equitable future. Our decision to develop an Innovate Reconciliation Action Plan reflects our commitment to building meaningful relationships with Aboriginal and Torres Strait Islander peoples, and ensuring cultural respect and inclusion are embedded in the way we work — with each other, our clients, and our wider community.

At JANA, we recognise our privileged position to make a lasting impact on society and improve the lives of millions of our clients' beneficiaries. We deeply value and respect the unique experiences and perspectives of every individual and are committed to ensuring that Aboriginal and Torres Strait Islander voices are central

as we work towards reconciliation. We acknowledge and celebrate that Aboriginal and Torres Strait Islander peoples are the Custodians and Traditional Owners of the land we all share today.

In collaboration with our working group and Corporate Culcha — an Aboriginal and Torres Strait Islander organisation that helps companies, government bodies, and community organisations engage effectively with Aboriginal and Torres Strait Islander peoples Australia across urban, regional, and remote areas—we developed our Innovate RAP. This partnership reinforces our commitment to meaningful engagement and progress in reconciliation.

JANA's RAP Working Group Members

-  **Sadru Karim** Senior Manager, RAP Chair
-  **Georgie Dudley** CEO, RAP Champion
-  **John Coombe** Executive Director, RAP Champion
-  **Michael Maher** Head of Diversified Clients
-  **Karen Hamilton** Head of People
-  **Claire Banyard** Head of Marketing, Communications & Digital
-  **Oscar Lonergan Corti** Senior Client Development Director
-  **Tim Wilson** Senior Quant Analyst
-  **Emily Walker** Investment Analyst
-  **Elle Chun** Investment Analyst

Reflecting on our Reflect RAP – Achievements, Challenges and Looking Ahead

Achievements

Our first RAP helped us build understanding, strengthen relationships and begin embedding reconciliation into our organisation. We increased cultural awareness through Dalmarri workshops, SBS learning modules and an Indigenous community engagement workshop with Corporate Culcha. To support literacy and cultural awareness initiatives, we hosted book swap events in both offices to raise funds for the Indigenous Literacy Foundation. We also hosted a guest presentation for our employees and our clients on The Voice by Peter Yu, a Yawuru man from Broome.

Acknowledgement of Country is now a regular part of our all staff and Board meetings, and employees are encouraged to engage in National Reconciliation Week and NAIDOC Week. Relationships with Aboriginal and Torres Strait Islander peoples and organisations deepened through collaboration with Corporate Culcha, work with First Nations clients, and the “F3” initiative exploring First Nations investment organisations. We also partnered with the Wurundjeri Land Council to name our Melbourne meeting rooms using Aboriginal and Torres Strait Islander place names, supported by education on their meaning and significance.

We began shaping pathways for future employment by reviewing our HR policies on race relations and

anti-discrimination, developing a business case for First Nations employment strategies and identifying opportunities to improve recruitment and retention. Our community connections also grew through support for the Indigenous Literacy Foundation, Baabayn Aboriginal Corporation and the Westerman Jilya Foundation.

Challenges

As a first RAP, this stage came with significant learning. Resourcing - both time and capacity - was one of the biggest constraints, and delivering initiatives to a high standard required more dedicated support than anticipated. While progress was made in fostering cultural inclusion, increasing Aboriginal and Torres Strait Islander representation in our workforce will be a key focus of our next RAP and will require focused investment, partnerships and sustained effort.

Looking to the Future

The transition to our Innovate RAP marks a shift from awareness to action. We will focus on strengthening partnerships with Aboriginal and Torres Strait Islander communities, improving employment pathways, and ensuring initiatives are properly resourced to deliver impact. Embedding reconciliation more deeply into core business activities and industry influence will be a key priority. By building on the foundations of our Reflect RAP, we aim to deliver initiatives that create measurable and lasting change for Aboriginal and Torres Strait Islander peoples, communities and the investment sector.

Our RAP Journey so far

- **2022** RAP Working Group Formed
- **2022** RAP Working Group worked with Two Point Co to develop our Reflect RAP
- **2023** RAP Launched
- **2025** Innovate RAP Developed
- **2026** Innovate RAP Approved



Relationships

At JANA, we believe that building strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians is vital not only to our business, but also to the broader community. These relationships underpin our core values and are integral to how we connect, share experiences, and collaborate across all levels of our organisation.

By connecting diverse individuals and sharing cultural experiences, we foster richer, more inclusive dialogue. Learning from the histories, values, and lived experiences of Aboriginal and Torres Strait Islander peoples broadens our perspective and enhances our ability to serve clients with a deep understanding of Australia's cultural landscape.

Ultimately, these strong relationships are at the heart of our commitment to reconciliation. They empower us to deliver superior, culturally informed investment advice while contributing to a more inclusive and equitable future.

Relationships

Action	Deliverable	Timeline	Responsibility
1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	➤ Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	May 2027	Senior Quant Analyst and HR Consultant
	➤ Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2027	Senior Quant Analyst and HR Consultant
	➤ Deepen relationships with our First Nations client base.	Ongoing commitment. June 2027/2028 review dates	Head of Diversified Clients
	➤ Explore supporting First Nations Foundation for financial literacy programs	July 2027	Senior Quant Analyst
2 Build relationships through celebrating National Reconciliation Week (NRW).	➤ Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	Ongoing commitment. May 2027/2028 review dates	Senior Consultant, Head of People
	➤ RAP Working Group members to participate in an external NRW event.	Ongoing commitment. May 2027/2028 review dates	Consultant and Investment Analyst
	➤ Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	Ongoing commitment. May 2027/2028 review dates8	Consultant and Investment Analyst
	➤ Organise at least one NRW event each year.	Ongoing commitment. May 2027/2028 review dates	Consultant and Investment Analyst
	➤ Register all our NRW events on Reconciliation Australia's NRW website.	Ongoing commitment. May 2027/2028 review dates	Senior Consultant

Relationships

Action	Deliverable	Timeline	Responsibility
3 Promote reconciliation through our sphere of influence.	➤ Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Ongoing commitment. May 2027/2028 review dates	Head of People
	➤ Communicate our commitment to reconciliation publicly.	Ongoing commitment. May 2027/2028 review dates	Head of Marketing
	➤ Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	February 2027	CEO
	➤ Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Ongoing commitment. July 2027/2028 review dates	Stewardship Lead and Principal Consultant
4 Promote positive race relations through anti-discrimination strategies.	➤ Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Ongoing commitment. August 2027/2028 review dates	HR Consultant and Head of People
	➤ Develop, implement, and communicate an anti-discrimination policy for our organisation.	Ongoing commitment. August 2027/2028 review dates	HR Consultant and Head of People
	➤ Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Ongoing commitment. August 2027/2028 review dates	HR Consultant and Head of People
	➤ Educate senior leaders on the effects of racism.	Ongoing commitment. August 2027/2028 review dates	HR Consultant and Head of People



Respect

At JANA, respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights is fundamental to how we operate. We recognise that these diverse perspectives enrich our work and strengthen our commitment to reconciliation and Aboriginal and Torres Strait Islander self-determination.

We are committed to understanding and appreciating the unique knowledge and contributions of Aboriginal and Torres Strait Islander peoples, acknowledging their deep cultural heritage and its enduring influence on Australia's identity. This respect is reflected in the way we engage, build relationships, and deliver culturally informed advice.

By embracing ongoing learning, we ensure that respect is embedded in our governance, communication, and partnerships, and we celebrate the achievements of Aboriginal and Torres Strait Islander peoples as part of our shared success.

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.	➤ Conduct a review of cultural learning needs within our organisation.	June 2027	Senior HR Consultant and HR Consultant
	➤ Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	May 2027	HR Consultant
	➤ Develop, implement, and communicate a cultural learning strategy document for our staff.	July 2027	Senior HR Consultant and HR Consultant
	➤ Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	June 2027	HR Consultant
6 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures through story telling	➤ Create a series of Storytelling sessions from the First Nations Community	March 2027	Senior Quant Analyst, Investment Analyst and HR Consultant
	➤ Share stories of the meaning of the Sydney room names and the ties to Aboriginal and Torres Strait Islander languages to align with our Melbourne office room names.	October 2026	Head of Marketing
7 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	➤ Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Ongoing commitment. May 2027/2028 review dates	Investment Analyst and HR Consultant
	➤ Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June 2027	Investment Analyst and HR Consultant
	➤ Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Ongoing commitment. April 2027/2028 review dates	Senior Consultant
	➤ Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings	Ongoing commitment. May 2027/2028 review dates	Graduate Investment Analyst
	➤ All meeting room video conference devices to display the Acknowledgement of Country upon the device’s screen saver.	May 2027	Head of Marketing and Senior IT Analyst

Respect

Action	Deliverable	Timeline	Responsibility
8 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	➤ RAP Working Group to participate in an external NAIDOC Week event.	Every year. July 2026/2028	Investment Analyst, Consultant and Principal Consultant
	➤ Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Every year. July 2026/2028	Investment Analyst, Consultant and Principal Consultant
	➤ Promote and encourage participation in external NAIDOC events to all staff.	Every year. July 2026/2028	Investment Analyst, Consultant and Principal Consultant



Opportunities

At JANA, we believe that expanding opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities is integral to fostering innovation and driving positive change. These opportunities strengthen our business, contribute to a more inclusive investment sector, and enhance our ability to deliver superior outcomes for our clients.

We are committed to building a workforce enriched by diverse perspectives, actively creating employment pathways, and supporting the retention and development of Aboriginal and Torres Strait Islander talent. This ensures our team benefits from a wider range of experiences, leading to stronger performance and more culturally informed investment insights.

Through our procurement practices, we actively seek to engage Aboriginal and Torres Strait Islander-owned businesses, contributing to economic empowerment and community growth. These partnerships diversify our supply chain, strengthen our resilience, and reflect our commitment to reconciliation in action.

Opportunities

Action	Deliverable	Timeline	Responsibility
9 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	› Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2027	HR Consultant and Head of People
	› Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	July 2027	HR Consultant and Head of People
	› Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June 2027	HR Consultant
	› Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Ongoing commitment	Senior Consultantand HR Consultant
	› Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	September 2026	HR Consultant
	› Investigate secondment opportunities with our Aboriginal and Torres Strait Islander partners (FNI, IBA etc).	May 2027	Principal Consultant and HR Consultant
	› Explore targeted Aboriginal and Torres Strait Islander job advertisement platforms including leveraging our University partnerships.	May 2027	HR Consultant and Investment Analyst
	› Investigate using Aboriginal and Torres Strait Islander recruitment agencies on our recruitment panels.	December 2026	Senior HR Associate
	› Develop relationship/partnership with First Nation’s university student support units/business schools to build pipeline of employment opportunities/internships.	Ongoing commitment	Investment Analyst and Senior Client Development Director

Opportunities

Action	Deliverable	Timeline	Responsibility
10 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	› Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	April 2027	Head of Governance
	› Investigate Supply Nation membership	October 2026	Senior Client Development Director
	› Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	May 2027	Senior Client Development Director
	› Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	May 2027	Senior Client Development Director
	› Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Ongoing commitment. July 2027/2028 review dates	Senior Quant Analyst
	› Provide opportunities for Aboriginal and Torres Strait Islander owned organisations to tender for supply opportunities.	Ongoing commitment. April 2027/2028 review dates	Consultant
	› Identify Aboriginal and Torres Strait Islander businesses across our supply chain.	April 2028	Consultant



Governance

Governance

Action	Deliverable	Timeline	Responsibility
11 Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	› Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Ongoing commitment. Monthly	HR Consultant
	› Establish and apply a Terms of Reference for the RWG.	Ongoing commitment. Monthly	Head of People
	› Meet at least four times per year to drive and monitor RAP implementation.	Ongoing commitment. Monthly	HR Consultant
12 Provide appropriate support for effective implementation of RAP commitments.	› Define resource needs for RAP implementation.	November 2026	HR Consultant
	› Engage our senior leaders and other staff in the delivery of RAP commitments.	Ongoing commitment. July 2027/2028 review dates	CEO
	› Define and maintain appropriate systems to track, measure and report on RAP commitments.	Ongoing commitment. April 2027/2028 review dates	Senior Quant Analyst
	› Appoint and maintain an internal RAP Champion from senior management.	Ongoing commitment. April 2027/2028 review dates	HR Consultant
13 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	HR Consultant
	› Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August. Annually	Investment Analyst
	› Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September. Annually	Investment Analyst
	› Report RAP progress to all staff and senior leaders quarterly.	Quarterly	Head of Marketing
	› Publicly report our RAP achievements, challenges and learnings, annually.	Annually	Head of Marketing
	› Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2027	Senior Manager
	› Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	July 2028	Investment Analyst and HR Consultant
14 Continue our reconsilliation journey by developing our next RAP.	› Register via Reconciliation Australia's website to begin developing our next RAP.	July 2028	HR Consultant



JANA

DEPTH WITH DIFFERENCE

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