

July 2017

*Woiwurrung is the Indigenous Australian language spoken by the Wurundjeri people of the Kulin Nation of Central Victoria, from Mount Baw Baw in the east to Mount Macedon, Sunbury and Gisborne in the west and where the G4S Support Office is situated.*

As part of the G4S' Indigenous commitment, G4S is delighted to launch the 2017 – 2019 Innovate Reconciliation Action Plan (RAP).

Managing Director, Dennis Roach launched G4S' Reconciliation Action Plan in Reconciliation Week 2017 and with its theme of 'let's take the next steps', is a fitting year to release our plans for the future.

Building on the Reflect RAP that outlined practical steps to help us build stronger, mutually respectful relationships between Indigenous and non-Indigenous staff and local communities, Mr Roach said that "The second Reconciliation Action Plan enables us to take our commitment to the next level, bringing all our actions together and paving a practical pathway towards reconciliation. While we've still got a long way to go, this plan is a significant step forward by G4S"

During the next two years G4S is steadfast in their commitment to engage staff through cultural learning and provide employment opportunities. "We will be guided by the same values that govern all of our work and our business principles reflect not only our company values but that of inclusion and diversity as well." Said Mr Roach

In his opening message Mr Roach spoke of the knowing that the change will not happen overnight, and that only by working together and engaging our people until it becomes part of our culture, can we make a workplace that is true, fair and inclusive.

The G4S Innovate RAP includes actionable steps across the following areas:

- growing employment opportunities
- celebrating dates of significance
- engaging with staff to foster genuine understanding and respect

The Innovate RAP outlines the organisation's internal commitments, and by working with Reconciliation Australia, a level of external accountability is welcomed as G4S moves towards the next steps of their commitment to not only foster reconciliation in the broader Australian communities but within G4S itself.