

Engenco

Reflect Reconciliation Action Plan

February 2025 - September 2026



RECONCILIATION
ACTION PLAN

REFLECT





Acknowledgment of Country

The Engenco Group acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Engenco is committed to the ongoing journey of reconciliation through the implementation of our Reconciliation Action Plan.

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RAP ARTWORK

Luurnpa & Nyilla by Miriam Baadjo

This is the Luurnpa Tjukurrpa (Kingfisher Dreaming). Luurnpa put its beak into a hole in the ground and a group of people climbed out from the hole onto the Kingfisher's back.

The central circle is a site close to Wirrimanu (Balgo) where Luurnpa transformed. Circles above this are uncleaned soaked waters that are not to be drunk. They are representative of two ancestral women of the Tjukurrpa who were travelling around this country.

The undulating lines represent the escarpment of Wirrimanu which are flanked by creek lines. The shape at the top of the painting is a large sand hill. This is Miriam's father's and uncle's country.

ABOUT THE ARTIST

Miriam Baadjo

In the early stages of Miriam's artistic career, she explored the expression of her Tjukurrpa (creation stories and lore) through the medium of glass, and screen printing at the Adult Education Centre.

When she was granted permission by the Elders to paint, Miriam began painting her Uncle's dreaming, Wimmitji Tjapangar (c.1921- 2000). Her paintings are infused with the powerful spirituality taught to her by Wimmitji when she was just a young girl.

She is a vibrant, traditional woman and the strength of her artistic merits and commitment to the cultural learnings are imbued in every painting. Miriam's commitment to painting as a vehicle to express her cultural stories is combined with her love of colour mixing and continually improving her technical abilities.

We extend our thanks to the Paul Johnstone Gallery for working with us, the Warlayirti Artists and Miriam to commission this artwork.

Miriam painting on Country.
Photograph by LUCINDA WHITE
courtesy of WARLAYIRTI ARTISTS
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A MESSAGE FROM OUR MANAGING DIRECTOR AND CEO



I am pleased to introduce Engenco's Reflect Reconciliation Action Plan (RAP), demonstrating our commitment to reconciliation in Australia.

This is our first RAP and it is built on the pillars of Relationships, Respect and Opportunities.

We acknowledge that reconciliation is an ongoing journey and there is more we can do to support the cause and to strengthen relationships with First Nations peoples, businesses and communities. We are committed to listening and learning, improving our understanding of Aboriginal and Torres Strait Islanders perspectives and incorporating them in how we operate our businesses. We are proud of our partnership with the Clontarf Foundation and can see the opportunity we have to positively impact the lives of Aboriginal and Torres Strait Islander boys and men.

In 2023 we launched our Diversity and Inclusion Plan which defines how we will work together to build a respectful and more inclusive workplace for our people, and to reflect the communities in which we operate. A key pillar to the plan is to increase Aboriginal and Torres Strait Islander engagement and our RAP is one way we enact our plan.

I would like to thank everyone who has contributed to this process and look forward to championing our inaugural RAP, as we deliver on our commitments, and progress on our reconciliation journey.

Dean Draper

Managing Director and CEO
Engenco Limited



STATEMENT FROM THE CEO OF RECONCILIATION AUSTRALIA

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

Engenco joins a network of more than 3,000 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 Engenco 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 Engenco, 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



OUR BUSINESS

The Engenco Group provides a diverse range of innovative products and solutions for transportation. Employing over 500 people in over twenty locations in two countries. Across our Group of companies we estimate 2.7% of employees are from Aboriginal and Torres Strait Islander communities. This is from our anonymous cultural survey and does not represent an accurate picture of our full employee group. Throughout the life of this RAP we will be working to gain a better understanding of the makeup of our employee group.



The Engenco Group are a national transport services business with proven capability around Australia with well-established facilities and strong relationships with our industry leading customers. Across the Group we strive to source, develop, and adapt products and services that help increase our customers' competitiveness and efficiency.

Through the Group's three business streams: Power and Propulsion, Rail, and Workforce Solutions, the Engenco businesses provide high-quality transportation products and solutions for customers in the defence, resources, marine, power generation, rail, heavy industrial, mining and infrastructure industries.

With a strong focus on customer service and providing sustainable solutions, and superior value for our customers the Group specialises in:

- Maintenance, repair and overhaul of heavy-duty engines, powertrain, propulsion, and gas compression systems.
- Design and manufacture of road and rail transportation and storage tankers, for dry bulk products.
- Product development, manufacture, installation, maintenance and spare parts services for Hedemora Turbochargers and Diesel Engines, for customers in all parts of the world.
- Maintenance, repair, and overhaul of locomotives.
- Rollingstock maintenance, products, and services for the Australian and New Zealand rail markets.
- Nationally accredited training, contract labour solutions and outsourced workforce management for the Australian rail and transportation industries.

We keep our customers moving.



OUR REFLECT RAP JOURNEY

The Engenco Group business operate from 28 locations, across Australia. From our head office in Melbourne to a rail siding in Parkes NSW, and our workshops in Perth, Western Australia we are committed to having a positive impact on First Nations peoples and the communities in which we operate.

We are pleased to have developed our inaugural Reflect RAP, to continue our journey of reconciliation and to strengthen our collective knowledge and understanding of Aboriginal and Torres Strait Islander cultures. Our RAP will be championed by our Managing Director and CEO, Dean Draper.

In 2020, the Engenco Group formalised our Diversity and Inclusion strategy by establishing a Diversity and Inclusion Committee. The committee has been instrumental in supporting the launch of the Group's Diversity and Inclusion Policy, Flexible Working Policy and Workplace Behaviour Policy which provide a framework for how we expect our people treat each other.

In 2023 we launched our first Diversity and Inclusion Plan. In this plan, we share our vision for Diversity and inclusion: to foster a safe and inclusive work environment where all people are valued and respected. We understand that in supporting diversity we ensure that our workplaces are safe for people to bring their unique backgrounds, capabilities, experiences and characteristics to work.

We acknowledge that our RAP is a step in our reconciliation journey, as we seek to:

- Support the partnerships, relationships and initiatives that are emerging locally across our businesses.
- Provide the framework at a strategic level to align and multiply the difference we can make.
- Engage and develop our workforce's respect and understanding of reconciliation through the implementation of cultural awareness education.
- Work with our Aboriginal and Torres Strait Islander workforce on the issues that matter to them, to create a workplace which celebrates diversity.

Uncle Leon performing a Traditional Smoking Ceremony at our Rutherford site.



OUR PARTNERSHIP WITH THE CLONTARF FOUNDATION



We are excited to be in partnership with the Clontarf Foundation. The Clontarf Foundation exists to improve the education, self-esteem, life skills and employment prospects of young Aboriginal and Torres Strait Islander men, and by doing so, equips them to participate more meaningfully in society. They do this through Academies within schools operating across Australia.

We formalised our partnership with the Clontarf Foundation in September 2023. Through our relationship with Clontarf, we have had a number of our employees visit the Kent St Academy in Perth, the Academy in Karratha and more recently the Kurri Kurri Academy in Newcastle. We have also had a visit to our Melbourne office from nine boys completing Year 12 at the Goondiwindi Academy.

One of the essential aspects of our partnership is having an active relationship between our worksites and the local Academies. We have hosted staff and boys from Academies in our workshops, attended employment fairs and have employed a Clontarf Academy Alumni as an apprentice. As our partnership grows, we anticipate increasing opportunities and enhancing our own understanding of the issues faced by young Aboriginal and Torres Strait islander people.





OUR RECONCILIATION ACTION PLAN

RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	January 2025	Learning and Organisational Development Partner (L&OD Partner)
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	April 2025	L&OD Partner
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2025	Diversity and Inclusion Committee Chair (D&I Committee Chair)
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May - 3 June 2025	D&I Committee Chair
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May - 3 June 2025	D&I Committee Chair
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	June 2025	L&OD Partner
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	June 2025	L&OD Partner
	<ul style="list-style-type: none"> Continue to work with Reconciliation Australia, the Clontarf Foundation and Evolve Communities and identify any other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	April 2026	L&OD Partner
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	December 2024	L&OD Partner
	<ul style="list-style-type: none"> Conduct a review of People and Culture policies and procedures to identify existing anti-discrimination provisions, and future needs. 	May 2025	People and Culture Business Partners



OUR RECONCILIATION ACTION PLAN

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.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	April 2024	L&OD Partner
	<ul style="list-style-type: none"> Deliver cultural awareness training for all employees via our partnership with Evolve. 	July 2024 - June 2025	L&OD Partner
	<ul style="list-style-type: none"> Conduct a review of any additional cultural learning needs for specific teams/locations within the Engenco Group. 	June 2025	L&OD Partner
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	March 2025	L&OD Partner
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country protocols. 	July 2025	L&OD Partner
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	11 July 2025	D&I Committee Chair
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	First week in July 2025	D&I Committee Chair
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2025	D&I Committee Chair



OUR RECONCILIATION ACTION PLAN

OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	September 2025	L&OD Partner
	<ul style="list-style-type: none"> Develop an internal Indigenous and Local Employment, Training and Capacity Building Plan. 	October 2025	L&OD Partner with Business Unit Leadership Team
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	June 2025	L&OD Partner
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	October 2025	L&OD with Supply Managers
	<ul style="list-style-type: none"> Monitor engagement with Aboriginal and Torres Strait Islander owned businesses, and reconciliation activities through our supplier management procedures 	October 2025	Supply Managers
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	October 2025	Supply Managers



OUR RECONCILIATION ACTION PLAN

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.	May 2025	L&OD Partner
	• Draft a Terms of Reference for the RWG.	May 2025	L&OD Partner
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2025	L&OD Partner
	• Define resource needs for RAP implementation.	May 2025	L&OD Partner
11. Provide appropriate support for effective implementation of RAP commitments.	• Engage senior leaders in the delivery of RAP commitments.	Executive Leader monthly meeting cycle	Executive General Manager - People and Culture
	• Appoint a senior leader to champion our RAP internally.	October 2024	Executive General Manager - People and Culture
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Define appropriate systems and capability to track, measure and report on RAP commitments.	On-going (annual review in October)	L&OD Partner
	• 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	L&OD Partner
	• Contact Reconciliation Australia to request our unique link, to access the on-line RAP Impact Measurement Questionnaire.	1 August, annually	L&OD Partner
13. Continue our reconciliation journey by developing our next RAP.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	L&OD Partner
	• Register via Reconciliation Australia's website to begin developing our next RAP.	February 2026	L&OD Partner

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