




**aggreko**

May 2026 – May 2028

## Aggreko AusPac Innovate Reconciliation Action Plan



'Jucey'  
Bunurong / Boon Wurrung Artist  
Map of the World 2025

The background is an abstract painting with a rich, textured appearance. It features broad, horizontal brushstrokes in shades of brown, orange, and yellow, interspersed with vibrant, saturated magenta and pink areas. The overall effect is one of dynamic energy and cultural depth. Several stylized, organic shapes are scattered across the composition, some outlined in black and filled with magenta or yellow, resembling traditional Indigenous art motifs. Two small, orange L-shaped corner brackets are positioned on the left side of the page, one above and one below the text blocks.

Aggreko acknowledges the Traditional Custodians of the Land on which our Head Office is based in Naarm; the Bunurong people of the Kulin Nation.

We pay our respects to Elders past and present and extend our respect to all Elders and Aboriginal and Torres Strait Islander peoples across Australia.

# Message from our Managing Director

As Managing Director of Aggreko Australia, I am proud to endorse our Innovate Reconciliation Action Plan (RAP) for 2026–2028. I'd also like to acknowledge that this RAP was developed on what always was and always will be, Aboriginal land.

This RAP marks a significant milestone in our reconciliation journey. It builds on the strong foundation laid by our previous Innovate RAPs and reflects our deepening commitment to creating a more inclusive and equitable future in consultation with Aboriginal and Torres Strait Islander peoples.

Reconciliation is not a destination — it is a continuous process of learning, listening, and acting. At Aggreko, we recognise the importance of meaningful relationships, cultural respect, and sustainable opportunities. We are committed to embedding these principles into our business practices, our partnerships, and our people.

Ultimately, reconciliation strengthens our business by deepening our connection to the communities we serve, enhancing our cultural intelligence, and fostering a workplace where diversity is valued and celebrated. It is through these relationships that we build a more inclusive Aggreko — and contribute to a more reconciled Australia.

Through this Innovate RAP, we aim to amplify First Nations voices, foster long-term community partnerships, and create pathways for employment and economic participation. We will hold ourselves accountable through transparent reporting and governance, ensuring our actions align with our values.

I want to thank our RAP Working Group, our Indigenous partners, and all Aggreko employees who contributed to this important work. Together, we can help shape a future where reconciliation is lived every day.



# Reconciliation Australia CEO Karen Mundine

Reconciliation Australia commends Aggreko AusPac on the formal endorsement of its third Innovate Reconciliation Action Plan (RAP).

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

With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Aggreko AusPac continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Aggreko AusPac will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Aggreko AusPac using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Aggreko AusPac to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Aggreko AusPac will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Aggreko AusPac's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Aggreko AusPac on your third Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia



## Our vision for reconciliation

Aggreko's vision for reconciliation is a nation of truth-telling and historical acknowledgement and Aggreko envisions a future where Aboriginal and Torres Strait Islander peoples are empowered as leaders, collaborators, and innovators in shaping Australia's energy future. Through respectful partnerships, cultural learning, and inclusive opportunities, we strive to foster a workplace and community where First Nations voices are heard, celebrated, and embedded in everything we do. Our reconciliation journey is grounded in mutual respect, and a shared commitment to sustainable progress across the lands we operate. We will continue to seek extensive guidance from our Aboriginal and Torres Strait Islander stakeholders about their wishes and what would be the most appropriate way to proceed safely with any truth-telling activities.

Aggreko's decision to engage an artist from The Torch to design our third RAP aligns strongly with the principles of building respectful relationships and creating opportunities co-designed with Aboriginal and Torres Strait Islander peoples. The Torch is an organisation that supports Indigenous artists, particularly those impacted by the justice system, by providing pathways for cultural expression and economic independence.

As a company, societal issues are important to Aggreko. We continue to support and promote both White Ribbon Day and R U OK? Day, and will look to determine other organisations and movements which align with our RAP commitments.

Addressing these challenges requires both respect for human dignity and genuine empathy, while still safeguarding our company's financial health. We've come to understand that doing good can also drive our success.



# Our business

Aggreko is a global leader in engineered energy and temperature solutions.

Aggreko employs 10 Aboriginal and Torres Strait Islander personnel of around 350 employees in 25 locations across Australia, many of whom work in regional areas where we are building a connection with the local First Nations communities. Our aim is to provide professional and business partnership opportunities that add value to the lives of Aboriginal and Torres Strait Islander peoples by providing education, training and employment in the locations where we operate. By doing this, we also hope to support our non-Indigenous employees develop a greater awareness of Aboriginal and Torres Strait Islander cultures.

We are working at the forefront of a rapidly changing energy market and are focused on solving our customers' challenges to provide cost-effective, flexible and greener solutions across Australia and the globe.

We harness innovation that helps us maintain a global reach and supply portable equipment for a wide range of uses. From unique commercial industrial projects, through to utility provision and humanitarian emergencies. We bring expertise and equipment to any location, from the world's busiest cities to its most remote places.

Aggreko specialises in serving eight key sectors: Oil & Gas, Manufacturing, Mining, Petrochemicals & Refining, Business Services & Construction, Events, Data Centres and Utilities.

Across these, our equipment offers maximum fuel flexibility, using gas, diesel and renewable fuel sources. We offer microgrid and storage solutions

and are developing our offer to include more tools to help our customers adapt to the energy transition the world is experiencing. What makes us unique is our extensive expertise, experience and values.

This means we put our customers first, innovate and deliver leaner and more efficient equipment quickly. Since 1962, Aggreko has grown from a small local business to a global energy pioneer. We have more than 7,900 employees, operating in around 80 countries across the globe.

Aggreko draws together global expertise and technology development to go further for customers. The ability to provide power, heating and cooling will continue to open-up opportunity and create potential for individuals, communities, industries and societies all over the world.

**Aggreko is all about 'on'. Power without pause. And temperature control without end.**

Our sphere of influence extends beyond our employees and the sectors we serve; our network has over 2,700 combined active customers and suppliers that directly impact millions of Australians every day. This gives us many opportunities to encourage the education of our network about the importance of truth-telling and treaty.



Rio Tinto Gove project



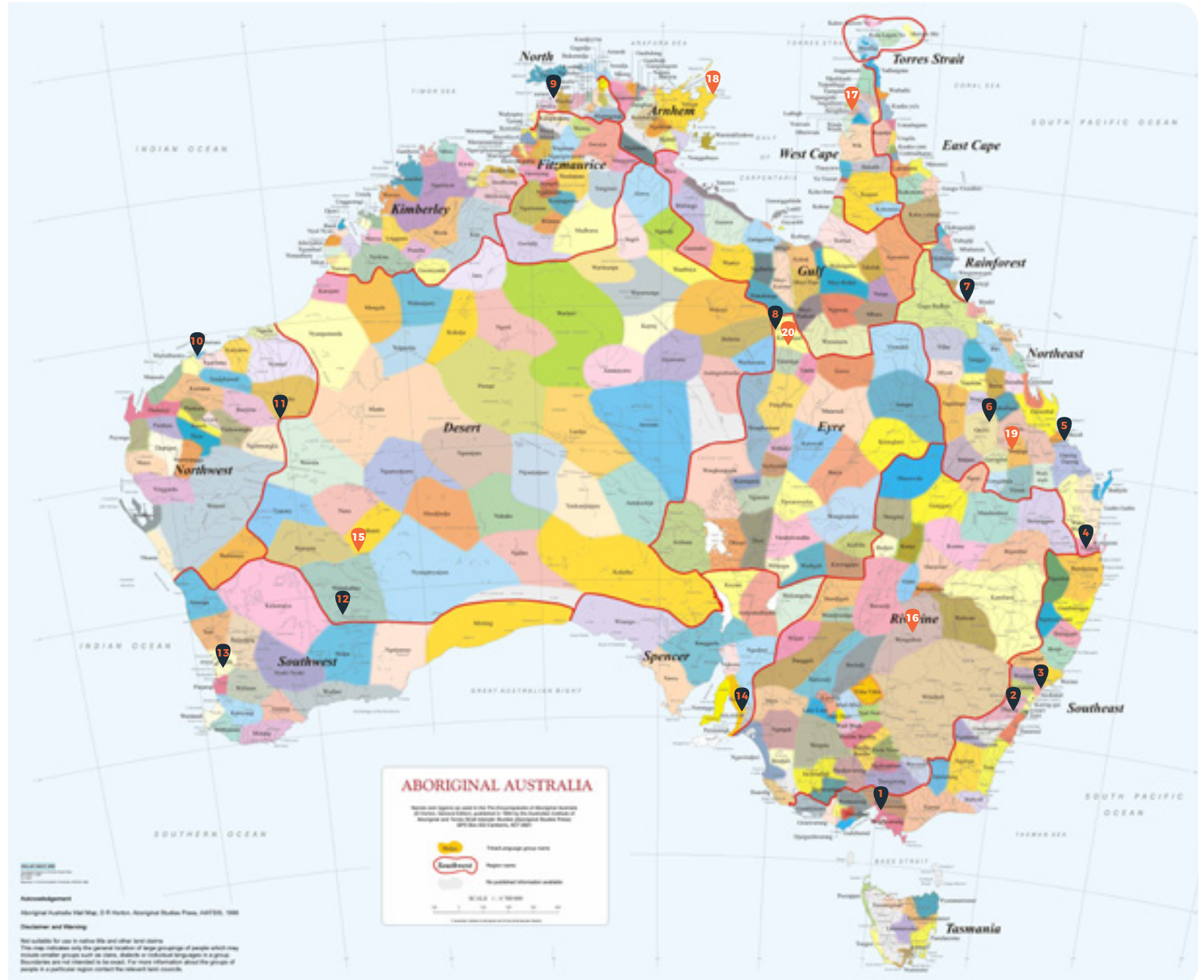
Rio Tinto Weipa renewable energy microgrid



Aggreko vehicle ready to support our customers

- 1 - Melbourne (Head Office)
- 2 - Sydney
- 3 - Newcastle
- 4 - Brisbane
- 5 - Gladstone
- 6 - Emerald
- 7 - Townsville
- 8 - Mount Isa
- 9 - Darwin
- 10 - Karratha
- 11 - Newman
- 12 - Kalgoorlie
- 13 - Perth
- 14 - Adelaide
- 15 - Granny Smith (Laverton)
- 16 - Cobar
- 17 - Amrun (Weipa)
- 18 - Gove (Nhulunbuy)
- 19 - Girrahween (Surat Basin)
- 20 - Eva Copper (Cloncurry)

-  Aggreko Depot
-  Project Site



aggreko



COMMITTED TO OUR RECONCILIATION ACTION PLAN

# Our reconciliation journey

## Engagement with Australia's First Peoples

Aggreko's reconciliation journey has evolved organically through its operations in some of Australia's most remote regions. Many of the company's relationships with Aboriginal and Torres Strait Islander communities began informally, as part of its role in delivering modular power and energy solutions to remote areas. These engagements laid the groundwork for more structured reconciliation efforts.

Aggreko has hosted Smoking Ceremonies and Welcome to Country acknowledgements at major events, including annual conferences. The company has also employed Aboriginal and Torres Strait Islander contractors at remote project sites, reflecting a commitment to inclusive employment practices. These activities were initially informal but have since been formalised through the development of Aggreko's Innovate Reconciliation Action Plan (RAP).

The Innovate RAP was championed internally by the Communications & Indigenous Engagement Manager, supported by the Diversity and Inclusion Resource Group (DIRG) and the RAP Working Group (RWG). The RWG includes First Nations-identifying employees across various roles, ensuring representation and lived experience inform the RAP's direction.

## Partnerships & Activities

Aggreko has begun building mutually beneficial partnerships with Indigenous organisations and communities, particularly in regions where it operates. These partnerships are focused on cultural learning, employment, and supplier diversity. The company has also engaged with Supply Nation to identify and work with Indigenous-owned businesses, contributing to economic empowerment.

Internally, Aggreko has promoted cultural awareness training, encouraged participation in National Reconciliation Week and NAIDOC Week, and created safe spaces for dialogue and learning. These initiatives have helped foster a more inclusive and respectful workplace culture.



# Key learnings, challenges and achievements

One of the most significant learnings from the Innovate RAP was the realisation that reconciliation was already happening within Aggreko — just not formally recognised. This insight led to a deeper appreciation of the importance of structure, accountability, and visibility in reconciliation efforts.

Challenges included navigating the complexities of formalising informal practices, ensuring consistent engagement across geographically dispersed teams, and embedding reconciliation into core business strategies rather than treating it as a standalone initiative.

## Achievements include:

- Establishing a RAP Working Group with First Nations representation
- Launching 2 x Innovate RAPs publicly, increasing transparency and accountability
- Creating cultural protocols for events and operations
- Strengthening internal awareness and commitment to reconciliation
- Piloting our First Nations School Based Trainee Program in Weipa
- Signing a 5-year partnership with Clontarf Foundation

Similarly to The Torch, Sisters Inside advocates for the rights and wellbeing of criminalised women, many of whom are Aboriginal and Torres Strait Islander. Both initiatives aim to address systemic disadvantage and promote equity for Indigenous Australians.

Aggreko's RAP, by partnering with organisations like The Torch, contributes to breaking cycles of incarceration and marginalisation—issues Sisters Inside actively works on.

Aggreko has signed a 5-year partnership agreement with Clontarf Foundation to support programs that empower young Indigenous men and celebrate their heritage.

We will identify career pathways and provide exposure to the energy sector. Through mentoring, life skills development, and employment initiatives, the Clontarf partnership helps Indigenous students transition successfully into the workforce. This approach not only benefits individuals but also strengthens diversity and inclusion within Aggreko's operations.

Stars Foundation provides similar support but for young Aboriginal and Torres Strait Islander women, focusing on education, health, wellbeing, and cultural connection. As part of this RAP and our commitment to reconciliation, Aggreko explore a partnership with Stars Foundation to demonstrate a balanced approach to gender equity in Indigenous engagement.



Granny Smith Power Station





Cathy Freeman with George Whyte



Visit from The Torch



First Nations Trainees at Weipa



Cathy Freeman visit



Cathy Freeman visit



Darwin First Nations colleagues



Clontarf Foundation Ballarat academy visit

# Our RAP

Our third Innovate RAP signals that Aggreko is building on lessons learned from previous RAPs, striving for deeper impact and sustainable change while maintaining integrity and authenticity. We have long engaged with Aboriginal and Torres Strait Islander communities, and our RAP helps formalise these practices to ensure they are embedded in the company’s culture and operations.

This RAP was developed in consultation with internal and external First Nation stakeholders and includes actions to create economic and employment opportunities for First Nations peoples, supporting equity and self-determination. Our Managing Director and Executive team support this RAP, having been along for the journey at every turn. The following table indicates the stakeholder groups and their roles in contributing to the development of this RAP:

Stakeholder	Type	Role	Engagement Strategy
Communications & Indigenous Engagement Manager	Internal	RAP Champion. Lead RAP implementation, communications, and cultural protocol development	Quarterly RAP Working Group meetings, internal reporting, and event coordination, Consultation with Traditional Owners, training rollout, and feedback collection
Head of People	Internal	Oversee HR policy updates, employment strategy, and anti-discrimination measures	Policy reviews, staff engagement, and annual reporting
Head of QHSE/Sustainability	Internal	Integrate Indigenous engagement and reconciliation into company ESG strategy	Quarterly reporting frameworks measured against company sustainability goals
Recruitment Manager	Internal	Drive Indigenous recruitment and outreach	Targeted job advertising, community outreach, and strategy development
Managing Director	Internal	Support RAP at Executive level and allocate resources	Leadership support, resource allocation, and public advocacy
Senior Engineer	Internal	Integrate Indigenous knowledge into sustainability initiatives	Site-specific sustainability projects and community engagement
Mining Sector Manager	Internal	Promote reconciliation in mining sector and STEM outreach	Community visits, school outreach, and stakeholder collaboration
Operations Staff	Internal	Participate in cultural events and training	Participation in NRW, NAIDOC, and cultural learning
Aboriginal and Torres Strait Islander Communities	External	Engage in consultation, employment, and partnership opportunities	Ongoing consultation, feedback sessions, and partnership development
Traditional Owners and Elders	External	Provide cultural guidance, Welcome to Country, and storytelling	Invitations to events, cultural ceremonies, and protocol development
Reconciliation Australia	External	Provide RAP framework, endorsement, and impact measurement	Annual RAP submission, feedback integration, and benchmarking

## First Nations employees/ RAP Working Group (RWG):

- Brayden Cassady, First Nations Representative
- Jonas Niki, First Nations Representative
- Troy Fielding, First Nations Representative
- John Lolas, First Nations Representative
- Kai Lamkin, First Nations Representative
- Xander Wone, First Nations Representative
- Billy Reynolds, First Nations Representative
- Damien England, First Nations Representative
- Bernita Ware, First Nations Representative
- Sarah Bond, First Nations Representative

As part of this RAP development process, Aggreko consulted external First Nations stakeholders to collaborate and advise on our objectives. We will look at formalising a RAP Advisory Group in 2026 and meet quarterly to track progress.



Mundi Mundi Bash Music Festival Broken Hill

# Relationships

At Aggreko, building strong relationships with Aboriginal and Torres Strait Islander peoples is not only a moral imperative—it is central to how we operate, connect, and grow as a business. Our work often takes us into remote and regional communities, where collaboration, trust, and cultural understanding are essential to delivering energy solutions that are respectful, inclusive, and sustainable.

Connecting people is at the heart of what we do. Whether it's powering communities, supporting critical infrastructure, or enabling events, our success depends on our ability to engage meaningfully with diverse stakeholders. By fostering respectful relationships with Aboriginal and Torres Strait Islander peoples, we create opportunities to share experiences, learn from one another, and build mutual understanding.

Communication and engagement are key pillars of our reconciliation journey. We recognise that reconciliation is not a one-way conversation—it requires listening deeply, acknowledging history, and creating space for Indigenous voices to shape our decisions. Through our RAP Working Group, cultural awareness initiatives, and community partnerships, we are embedding reconciliation into our internal culture and external relationships.

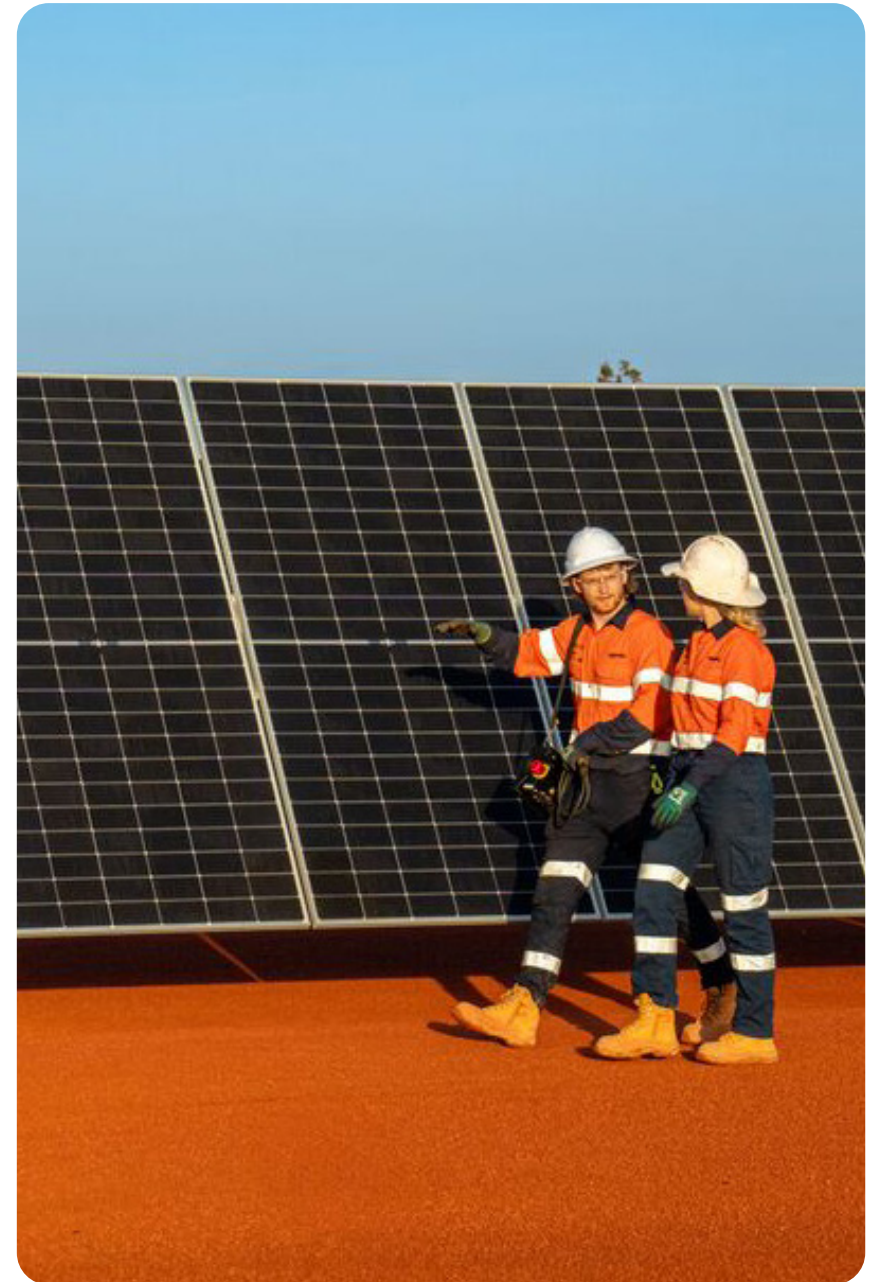
Governance and accountability also play a vital role. Our RAP commitments are integrated into our business strategy, with clear roles, responsibilities, and reporting mechanisms. This ensures that reconciliation is not an add-on, but a core part of how we measure success and impact.

Partnerships with Aboriginal and Torres Strait Islander organisations and communities allow us to co-create solutions that reflect local needs and aspirations. These relationships help us deliver services that are not only technically sound but socially and culturally responsive.

## Focus area:

Building long-term and sustainable partnerships  
This pillar supports Aggreko's broader goal of making a positive difference in the lives and communities of Aboriginal and Torres Strait Islander peoples. It reflects the company's commitment to:

- Deepening engagement with Indigenous communities
- Promoting mutual understanding and respect
- Strengthening connections through cultural learning and inclusive practices
- Collaborating with customers, suppliers, and employees to foster reconciliation



Aggreko's solar plant at Rio Tinto's Amrun project in Weipa

Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	May, August & November 2026, February, May, August & November 2027, February & May 2028	Comms/Indigenous Engagement Manager
	Redevelop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2026	Comms/Indigenous Engagement Manager
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May 2026, May 2027	Comms/Indigenous Engagement Manager
	RAP Working Group members to participate in an external NRW event	27 May- 3 June, 2026 & 2027	RAP Champion
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May- 3 June, 2026 & 2027	Head of People, Exec team
	Organise at least one NRW event each year and promote nationwide external events for employee participation	27 May- 3 June, 2026 & 2027	Comms/Indigenous Engagement Manager
	Register all our NRW events on Reconciliation Australia's NRW website	May 2026 & 2027	Comms/Indigenous Engagement Manager
Promote reconciliation through our sphere of influence.	Develop and refine the staff engagement strategy to raise awareness of reconciliation across our workforce.	August 2026	Head of People, Comms/Indigenous Engagement Manager
	Communicate our commitment to reconciliation and the Voice publicly	May 2026	Comms/Indigenous Engagement Manager
	Continue to explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	May, August & November 2026, February, May, August & November 2027, February & May 2028	Comms/Indigenous Engagement Manager
	Continue to collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	May, August & November 2026, February, May, August & November 2027, February & May 2028	Head of People, Comms/Indigenous Engagement Manager
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify and enhance existing anti-discrimination provisions	August 2026	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	June 2026	Head of people, RAP Champion
	Review and update anti-discrimination policy for our organisation.	August 2026	Head of People, Comms/Indigenous Engagement Manager
	Educate senior leaders on the effects of racism.	May 2026	Exec team

# Respect

Respect means learning continuously—from the past, from each other, and from the communities we work with. Through cultural awareness training, storytelling, and participation in events like NAIDOC Week and National Reconciliation Week, Aggreko fosters a workplace culture that values curiosity, empathy, and inclusion.

We recognise that acknowledgment and appreciation are not passive acts - they require active listening, reflection, and change. By embedding cultural protocols into our operations and decision-making, we honour the rights and identities of Aboriginal and Torres Strait Islander peoples and ensure our actions align with our values.

Celebrating Indigenous cultures and histories is not only a moral responsibility - it enhances our business. It strengthens relationships, builds trust, and creates a more inclusive environment for our employees, partners, and customers. It also positions Aggreko as a company that leads with integrity and purpose.

Ultimately, respect is the thread that connects our reconciliation commitments to our core business activities. It enables us to operate responsibly, engage authentically, and contribute to a more just and equitable Australia.

## Focus area:

Creating a safer, fairer, and more inclusive workplace culture. This alignment reflects Aggreko's commitment to:

- Valuing and recognising Aboriginal and Torres Strait Islander cultures, histories, and contributions
- Promoting cultural learning and awareness across all levels of the organisation
- Embedding respect into everyday operations, from project sites to corporate offices
- Encouraging inclusive practices that foster pride, understanding, and reconciliation

Aggreko's RAP highlights that respect is foundational to building genuine relationships and achieving reconciliation. By focusing on cultural education, ceremonial inclusion (e.g. Welcome to Country, Smoking Ceremonies), and respectful engagement, Aggreko aims to strengthen its internal culture and external impact.



Eva Copper Mine Project in Northwest Queensland

Action	Deliverable	Timeline	Responsibility
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.	May 2026, July 2026, May 2027, July 2027	Comms/Indigenous Engagement Manager
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	April 2026	Comms/Indigenous Engagement Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	May 2026, July 2026, May 2027, July 2027	RAP Champion
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Monthly between May 2026 – May 2028	RAP Champion
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.	First week in July 2026 & 2027	RAP Champion
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	August 2026	Head of People
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July 2026 & 2027	RAP Champion
Build organisational cultural capability through experiential learning and education.	Organise immersive experiences for staff in partnership with local Indigenous communities, including storytelling, bush medicine walks, and traditional practices.	February 2027	RAP Champion, Exec team
	Embed cultural respect modules into leadership development programs to ensure inclusive decision-making and culturally safe leadership.	July 2027	Head of People
	Develop an internal digital platform with interactive content (e.g. quizzes, videos, maps) about Indigenous cultures, languages, and history in consultation with a First Nations cultural learning partner.	November 2026	Comms/Indigenous Engagement Manager



# Opportunities

Employment is a key pathway to empowerment and inclusion. By actively recruiting, retaining, and developing Aboriginal and Torres Strait Islander talent, we strengthen our workforce and bring diverse perspectives into our operations. Our goal is to build career pathways — not just jobs — by investing in mentoring, leadership development, and culturally safe workplaces.

Procurement is another powerful lever for change. By engaging Indigenous-owned businesses through platforms like Supply Nation, we contribute to economic independence and community resilience. These partnerships also enhance our supply chain with local knowledge, innovation, and shared values.

We recognise that professional development and retention require more than just opportunity — they require support. Aggreko is committed to creating environments where Aboriginal and Torres Strait Islander employees can thrive, grow, and lead. This includes tailored development programs, cultural leave policies, and inclusive leadership practices.

Enabling access to systems and processes is about removing barriers and ensuring equity. Whether it's simplifying onboarding, adapting communication styles, or involving Indigenous voices in decision-making, we strive to make our business accessible and responsive to the needs of Aboriginal and Torres Strait Islander peoples.

Ultimately, these opportunities are not just beneficial for communities—they are essential to Aggreko's success. They help us build stronger relationships, deliver more effective services, and contribute to a more inclusive and equitable Australia. By embedding opportunity into our core business, we ensure that reconciliation is not just a value — it's a practice.

## Focus area:

Driving inclusive growth through employment, procurement, and capability development  
This alignment supports Aggreko's broader goals of:

- Increasing employment opportunities for Aboriginal and Torres Strait Islander peoples across its operations
- Expanding supplier diversity by engaging Indigenous-owned businesses in our supply chain
- Building internal capability through training and development focused on cultural competence and inclusive practices
- Creating pathways for long-term economic participation in the energy sector, especially in remote communities where Aggreko operates

This strategic direction reflects Aggreko's commitment to not only providing energy solutions but also contributing to the social and economic empowerment of Indigenous Australians.



Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Continue to build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2026	Head of People
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	September 2026	Head of People, Recruitment Manager
	Redevelop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	September 2026	Head of People/ Comms/ Indigenous Engagement Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	May 2026 and ongoing	Head of People, Recruitment Manager
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	May 2026	Head of People
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Investigate, scope and create mentorship programs pairing Aggreko employees with Indigenous youth interested in energy, engineering, or communications careers	October 2026	Head of People/ Comms/ Indigenous Engagement Manager
	Redevelop existing Indigenous Procurement Strategy and communicate internally.	August 2026	Procurement Manager
	Continue Supply Nation membership. Investigate Kinaway and other Indigenous Chambers of Commerce.	June 2026	Procurement Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	August 2026	Procurement Manager/ Comms/ Indigenous Engagement Manager
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	August 2026	Procurement Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2026 and ongoing	Procurement Manager
	Engage with Aboriginal and Torres Strait Islander staff and communities to identify effective approaches to supporting career pathways	May 2026 and ongoing	Head of People, Recruitment Manager
	Partner with Indigenous communities in remote areas to identify and train local talent for roles in operations, logistics, and technical services.	June 2026	Mining Sector Manager
	Investigate, scope and create mentorship programs pairing Aggreko employees with Indigenous youth interested in energy, engineering, or communications careers	October 2026	RAP Champion
	Run short-term STEM camps in partnership with schools and communities to inspire Indigenous youth to explore careers in energy and technology.	June 2027	Engineering Manager, Head of People

# Governance

Action	Deliverable	Timeline	Responsibility
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.	May, August & November 2026, February, May, August & November 2027, February & May 2028	Head of People/RAP Champion
	Update and apply Terms of Reference/Charter for the RWG.	May 2026	RAP Champion
	Meet at least four times per year to drive and monitor RAP implementation.	May, August & November 2026, February, May, August & November 2027, February & May 2028	RAP Champion
Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation.	May 2026	RAP Champion
	Establish a panel of Indigenous thought leaders to advise on inclusive innovation, sustainability, and community-led energy initiatives.	October 2026	Head of Sustainability
	Continue to engage our senior leaders and other staff in the delivery of RAP commitments.	May, August & November 2026, February, May, August & November 2027, February & May 2028	RAP Champion/Exec team
	Investigate Weavr membership to track, measure and report on RAP commitments.	June 2026	Comms/Indigenous Engagement Manager
	Maintain internal RAP Champion from senior management.	May 2026 – May 2028	Comms/Indigenous Engagement Manager



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