

The background of the entire page is a complex Indigenous dot pattern. It features concentric circles and wavy lines formed by dots in white, green, and blue. The top half of the image is dominated by these patterns, which transition into a solid blue background for the text area.

REFLECT

RECONCILIATION ACTION PLAN

JUNE 2023 – JULY 2024

GROSVENOR]
engineering group



RECONCILIATION
ACTION PLAN

REFLECT



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Acknowledgement of Country

Grosvenor Engineering Group acknowledges the Traditional Owners of Country throughout Australia and we recognise the continuing connection to lands, waters, and communities. We pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders and Custodians past, present, and emerging.

Aboriginal and Torres Strait Islander peoples should be aware that this document may contain images or names of people who have passed away since its publication.



Connection

This painting was created for Grosvenor Engineering Group by Zachary Bennett-Brook, an award-winning First Nations artist. Zac has captured the essence of our cultures, values, and the foundations Grosvenor Engineering Group are built on into this modern First Nations artwork.

Artwork



About the artist

Zachary Bennett-Brook

Zachary Bennett-Brook is a contemporary artist, Indigenous man of Torres Strait Islander ancestry born and raised on Dharawal Country (Wollongong).

Zac has a love for the ocean and creating artworks which represent his surroundings and passions.

The large circular section in the middle reflects Grosvenor's beginnings as a family business based in Sydney.

The outer circles represent six areas of growth for Grosvenor's:



The colours used within the artwork are the Grosvenor brands main Blue and Green with a few little pops of both White and Grey to bring everything together as Grosvenor grows and diversifies.

Reconciliation Australian Foreword

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

Grosvenor Engineering Group 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 the Grosvenor Engineering Group 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 Grosvenor Engineering Group, 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



Message from our Founders

I am excited to present Grosvenor Engineering Groups' First Reflect Reconciliation Action Plan. This is an important moment in our organisation's journey. I would like to reinforce my support and commitments towards reconciliation. Reconciliation is not just a destination; it is a continuous process of understanding, empathy, and change. It calls upon us to acknowledge the injustices of the past, understand the role we can play in stopping future injustices and so work towards a more inclusive and equitable society. It is wonderful we can now formally embark on this path. This road does involve hard work and some self-reflection. However, it is a path that holds immense potential to shape a better future for us all.

As CEO, I am optimistic that we can make a positive impact through our collective efforts. Together, we can encourage a workplace culture that embraces diversity, celebrates First Nations heritage, and upholds principles of respect and equality. In the process we deepen our understanding of First Nations histories, traditions, and contemporary issues. So, I encourage everyone to listen, learn, and engage with First Nations communities. It's important we support everyone to realise their full potential and so support their dreams and aspirations.

I see so much potential and willingness within our team to do this. It's very important we use these opportunities to work together and to drive meaningful change within our organization and beyond it.

Nicholas Lianos

Chief Executive Officer
Grosvenor Engineering Group

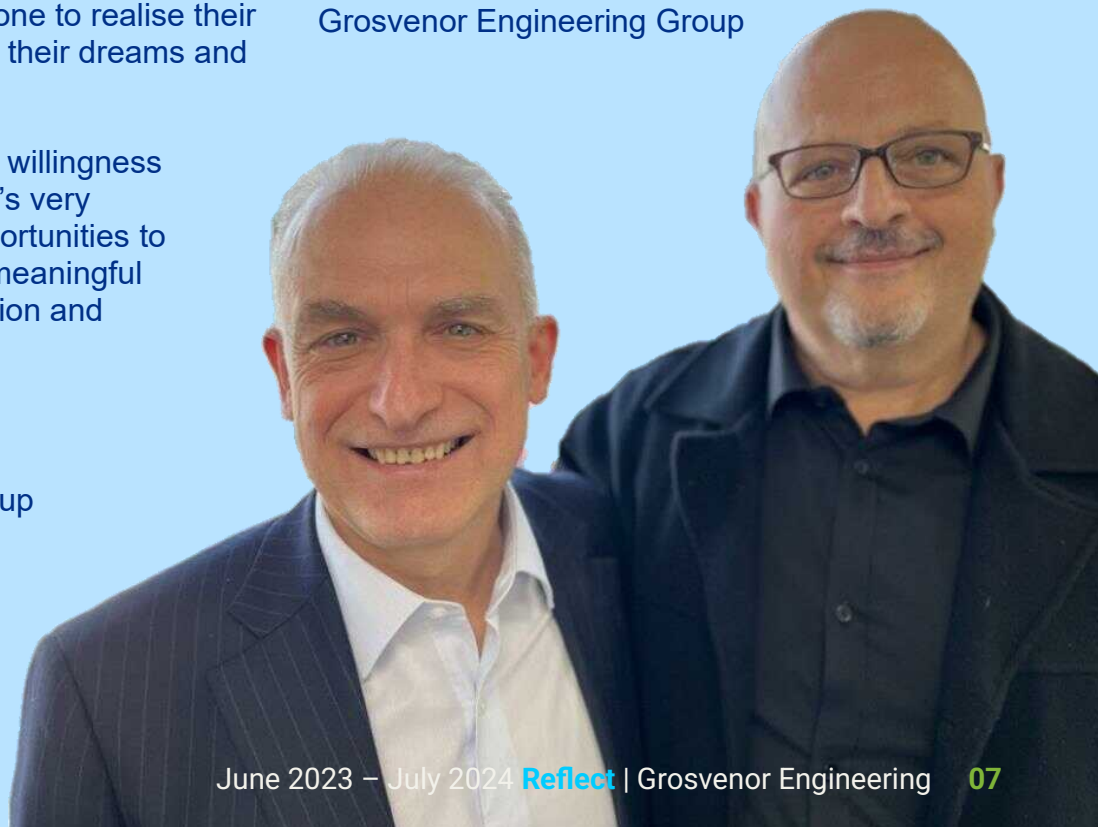
It gives me great pleasure to be part of Grosvenor Engineering Group's First Reconciliation Action Plan. From the very beginning, we have always been guided by the values of inclusivity, respect, and social responsibility. Our commitment to reconciliation is an extension of these core principles. It is an acknowledgement of the challenges faced by First Nations communities and a call to action to rectify the past, forge meaningful partnerships, and create a more equitable future.

Through our Reconciliation Action Plan, we have an incredible opportunity to make a lasting impact. We will embed reconciliation principles into our operations, policies, and practices, ensuring that every decision we make is guided by empathy, fairness, and respect. By fostering a culture of inclusivity and learning, we will create an environment where First Nations voices are heard, valued, and empowered.

Together, we will build bridges, foster understanding, and create a legacy that future generations will be proud of.

Peter Souflias

Director
Grosvenor Engineering Group



Our Business

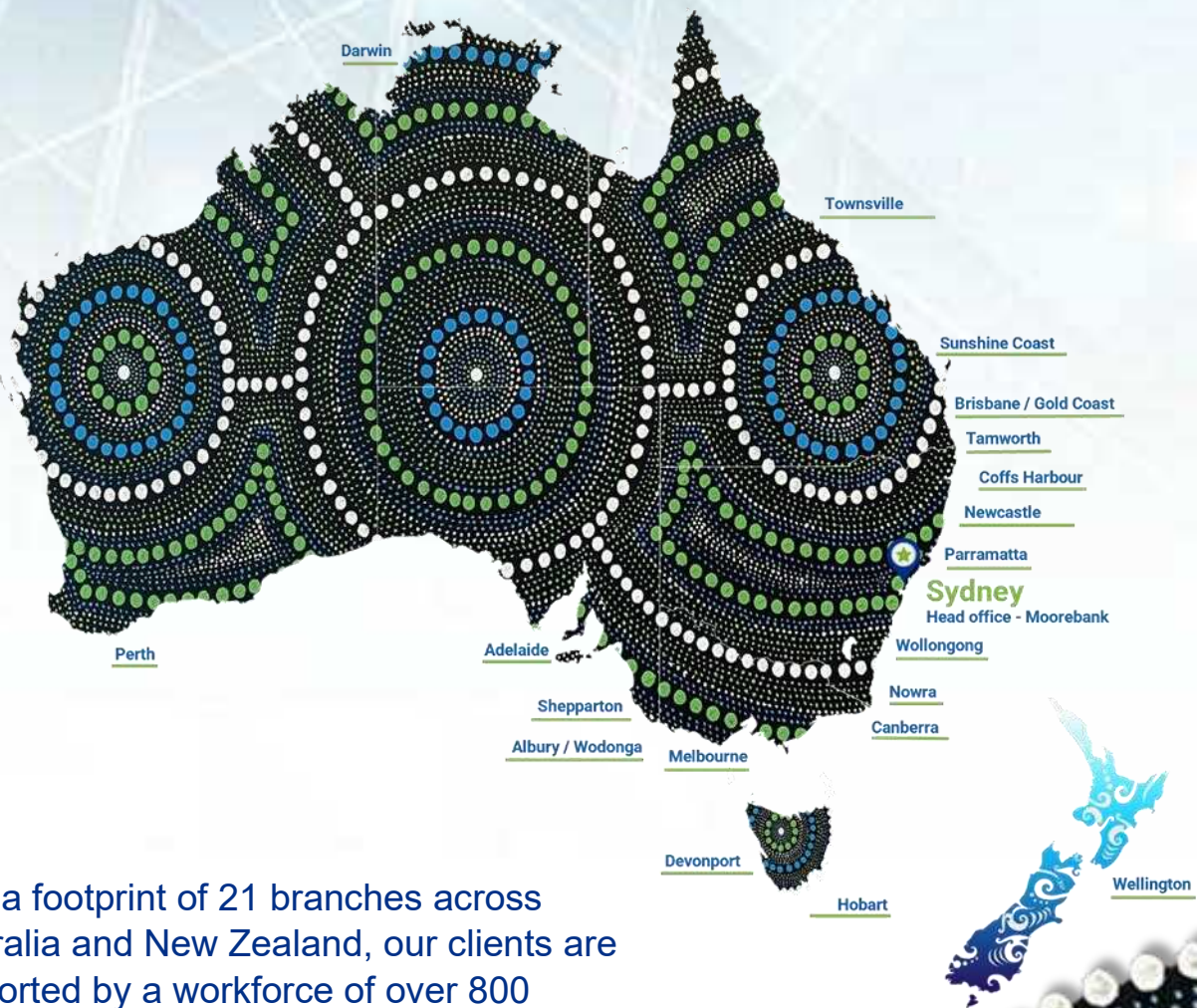
We provide a fully integrated service offering that is focused on achieving tangible outcomes for our clients. Our full suite of core technical services for HVAC, Fire and Electrical assets are augmented by a range of advisory services focused on asset validation, condition auditing, sustainability, and analytics.

Grosvenor Engineering Group (Grosvenor) began with three university friends who had studied engineering at the University of New South Wales, two of which are still Owners / Directors today – Nicholas Lianos and Peter Souflias.

We believe in making a difference and are committed to working and acting in a socially responsible manner towards each other and all those with whom we interact. We strive to behave ethically at all times, to contribute to economic development while improving the quality of life of our employees and their families as well as our local communities and society at large.

With this level of commitment, we recognise the need to be purposeful and be driven by positive outcomes to enable our people, the Communities and Industry.

Our Footprint



With a footprint of 21 branches across Australia and New Zealand, our clients are supported by a workforce of over 800 employees including 1% First Nations representation, which includes specialist engineers, technicians, project managers, estimators, site personnel, and service specialists.

Our Values

Our company values have been incorporated into our design.



Safety

The connectivity throughout the artwork represents how we support each other to stay safe.



Agility

The affinity between use of dots in the artwork and their representation of data embodies Grosvenor's foundation of Data Driven Solutions.



Balance

The synergy within the artwork reflects balance, something we encourage for all employees.



Partnerships

Represented by the connected circles – we value partnerships with our people, clients, suppliers, and communities in which we work.

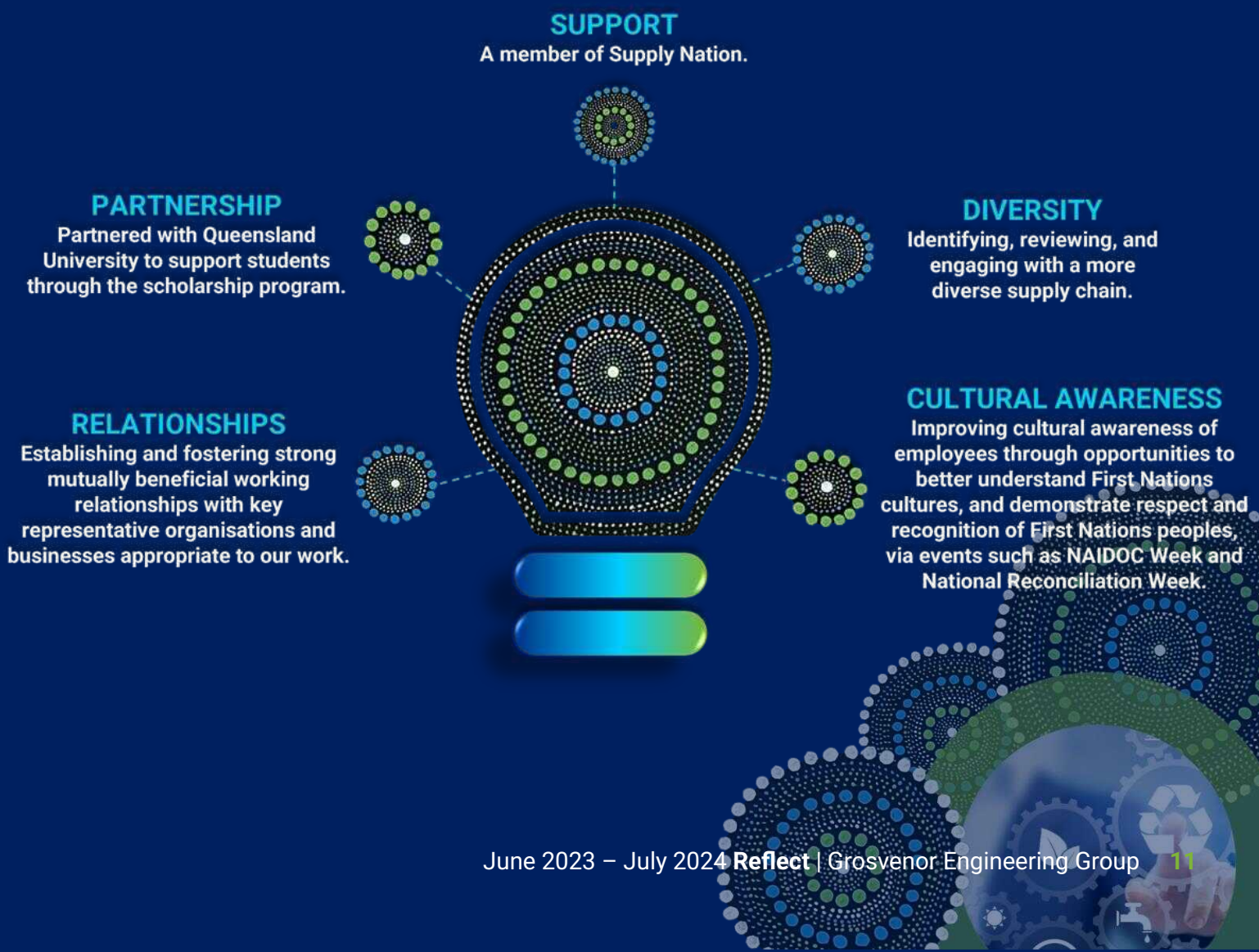
Our Promise

Grosvenor has a key and important role to play in advancing reconciliation efforts across the areas that we work in.

We consistently look to understand and appreciate the First Nations communities whose land where we operate. We believe our Reflect Reconciliation Action Plan will provide clear direction and a delivery plan for our teams, as it includes key deliverables, targets, initiatives, and actions that we will integrate with the way we work.

Operating in a responsible and sustainable manner is important to Grosvenor. While we run our business in line with the expectations of our clients, we also see corporate responsibility as a discipline that helps us manage risks and maximize on the opportunities available to us in a changing world.

Grosvenor currently:



Our First Nations Employee Resource Group (FERG)

We build relationships with First Nations communities and employees that are real, and that have real outcomes, with the support of Aboriginal Employment Services (AES), a company that actively works to foster employment and business opportunities for First Nations peoples across the business and beyond.

Our FERG will work towards:



The implementation of a First Nations employment strategy.



Creating work opportunities for First Nations Peoples.



Building a culturally sensitive and inclusive workplace.



Supporting First Nations peoples through scholarship initiatives.



Encouraging and supporting First Nations communities' activities and initiatives as well as preserving cultural heritage.



Fostering strong, long-term relationships with First Nations Peoples, as well as with communities, clients and organisations that share our commitment.

Our RAP will be championed by Grosvenor's Chief People Officer who will be responsible for driving & championing internal engagement & awareness of Grosvenor's RAP vision and aspiration.

Our Partnerships & Current Activities

We are committed to include Aboriginal and Torres Strait Islander communities with our business activities.



Supply Nation

GEG are members of Supply Nation. Supply Nation connects Aboriginal and Torres Strait Islander businesses, along with procurement teams from government and corporate, to help shape the First Nations business sector. Supplier diversity is a growing movement in Australia and GEG are committed to creating a more inclusive economy.



University Of Queensland

We have partnered with UQ to support a student through the GEG First Nations Scholarship. UQ are committed to access, support, and creation of opportunities for those who might not otherwise be able to take advantage of university and higher education.

The scholarship has provided the recipient with many opportunities, removing the financial burden that would have been faced otherwise.



Aboriginal Employment Services (AES)

We have partnered with AES that actively works to foster employment and business opportunities for First Nation peoples across the business and beyond.

Our Reconciliation Action Plan

GEG wholeheartedly accepts its obligation to ensure all employees understand and respect local First Nations histories, land, cultures, and communities and family responsibilities when conducting business and is committed to providing an inclusive workplace where not just all employees but those that come to us for training also, are treated respectfully and equitably in all stages of their time with us.



With the aim of closing this economic and social gap through increased awareness and sensitivity training, our business engages openly with First Nations communities, listens to their perspectives, and then turns these perspectives into achievable actions and sustainable goals.

RAP - Relationships



Action	Deliverables	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. 	July 2023	Chief People Officer
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	August 2023	Chief People Officer
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/employees. 	May 2024	Marketing, Communications & Branding Manager
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May - 3 June 2024	Chief People Officer
	<ul style="list-style-type: none"> Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	May 2024	Chief Executive Officer
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all employees. 	June 2023	Marketing, Communications & Branding Manager
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations and external stakeholders that we could approach to collaborate with on our reconciliation journey. 	August 2023	Chief Commercial Officer
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. 	September 2023	People & Culture Partner
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	September 2023	People & Culture Partner

RAP - Respect



Action	Deliverables	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.	August 2023	Chief People Officer
	• Conduct a review of cultural learning needs within our organisation.	July 2023	Learning Development Manager
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.	July 2023	Chief People Officer
	• Increase employees understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2023	General Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our employees about the meaning of NAIDOC Week.	June 2023	Marketing, Communications & Branding Manager
	• Introduce our employees to NAIDOC Week by promoting external events in our local area.	June 2023	Marketing, Communications & Branding Manager
	• First Nations Employee Resource Group to participate in an external NAIDOC Week event.	First Week in July 2023	Chief People Officer

RAP - Opportunities



Action	Deliverables	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Research best practice strategy approached for increasing Aboriginal and Torres Strait Islander employment within our organisation. 	August 2023	People & Culture Partner
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	August 2023	People & Culture 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 2023	Procurement Manager
	<ul style="list-style-type: none"> Maintain Supply Nation membership. 	July 2023	Procurement Manager

RAP - Governance

Action	Deliverables	Timeline	Responsibility
10. Establish and maintain an effective First Nations Employee Resource Group (FERG) to drive governance of the RAP	• Form a First Nations Employee Resource Group (FERG) to govern RAP implementation.	July 2023	Chief People Officer
	• Draft a Terms of Reference for the FERG.	July 2023	People & Culture Partner
	• Establish Aboriginal and Torres Strait Islander representation on the FERG.	July 2023	Chief People Officer
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	June 2023	Chief People Officer
	• Engage senior leaders in the delivery of RAP commitments.	June 2023	Chief People Officer
	• Maintain a senior leader to champion our RAP internally.	November 2023	Chief People Officer
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2023	Chief People 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, annually	Chief People Officer
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2023, annually	Chief People Officer
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023, annually	Chief People Officer
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	February 2024	Chief People Officer

Our Reconciliation Action Plan Pledge

At Grosvenor Engineering Group, we recognize that our commitment to reconciliation is the beginning of a transformative journey. We acknowledge the historical challenges faced by First Nation peoples and the urgent need for positive change in our society. With humility and determination, we pledge to uphold & actively contribute to our Reconciliation Action Plan, marking the first step on this transformative path.

Guides by respect, partnership, and understanding, we pledge to:

1. **Respect** Indigenous cultures and heritage.
2. **Forster** inclusion and diversity
3. **Support** economic empowerment.
4. **Engage** in community partnership.
5. **Ensure** accountability and progress.



We understand that this is just the beginning of our reconciliation action journey, and we are committed to continuous learning, growth, and meaningful change. Together, we will walk this transformative path, guided by the principles of reconciliation, to build a more inclusive and just society.

WITH OUR HANDPRINT WE DEMONSTRATE OUR COMMITMENT.

For public enquiries about our RAP, please contact:

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