

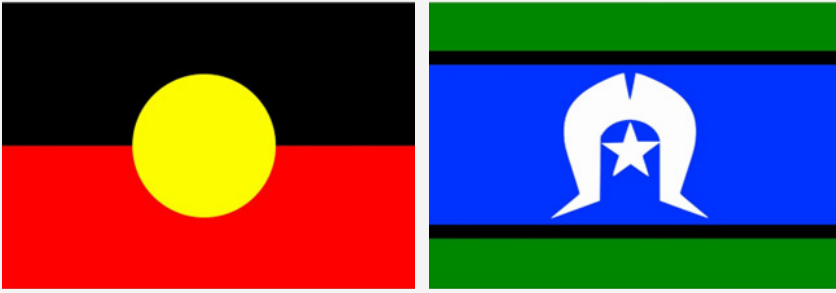


# Reconciliation Action Plan

## Reflect

December 2024 - December 2025





# Acknowledgment of Country

In the spirit of reconciliation, RFI Technology Solutions 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 today.

# Table of contents

<b>CEO Message</b>	
from Scott Magee	4
<b>Reconciliation Australia Message</b>	
from Karen Mundine	5
<b>Our artist, Brett Groves, story</b>	6
RFI team with Brett Groves	7
<b>Our RAP artwork: The way forward</b>	8
<b>Our Business</b>	10
<b>RAP Working Group</b>	11
<b>Our RAP</b>	12
Relationships	13
Respect	14
Opportunities	14
Governance	15
<b>The lands on which RFI's office are located</b>	16



# CEO Message

## From Scott Magee



I am proud to announce a significant milestone in our journey towards reconciliation and cultural inclusivity at RFI. Our Reconciliation Action Plan (RAP) marks our commitment to building meaningful relationships with Aboriginal and Torres Strait Islander peoples and embedding reconciliation into the fabric of our organisation.

RFI has always been centred around a theme of connectivity. Connections through the use of technology but also via people and relationships. This connectivity theme and desire to connect is reflective of our aims with the RFI Reflect RAP, taking our team on the journey to understand the importance of reconciliation. This journey has already commenced, from the very beautiful and unique artwork we have watch evolve, portraying depth and layers to the RFI culture in art form to new connections that allow insight and deeper understanding of the world's oldest living continuous culture.

We are honoured to be able to show our respect and have the opportunity to connect to these stakeholders. We are aware of the rich cultural heritage and connection to the land of Australia's First Nations peoples. By embracing their perspectives, traditions and

knowledge systems, we improve our own understanding and strengthen our company values. Through partnerships with Indigenous supplier organisations and employment opportunities, we aim to drive positive change and contribute to closing the gap in employment, education and social outcomes. Our RAP outlines our steps and targets to foster reconciliation, promote diversity and create opportunities for Aboriginal and Torres Strait Islander peoples within our workforce, supply chain and community.

Implementing a RAP will bring important change for RFI. We have the opportunity to make a meaningful impact, not only within RFI but also in the wider community. By working together in mutual respect and understanding, we can create a more inclusive and prosperous future for all. We recognise there will be challenges as we embark on this important journey, but we also know the RFI team will join us to learn, grow and build towards a future where reconciliation is not just an aspiration but a lived reality.



# Reconciliation Australia Message

From Karen Mundine,  
CEO of Reconciliation Australia



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

RF Industries 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 RF Industries 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 RF Industries, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



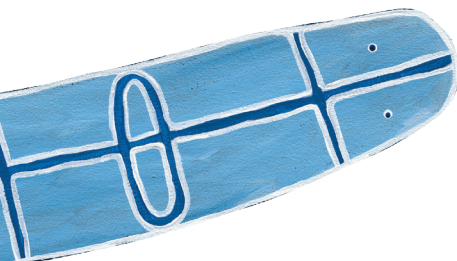
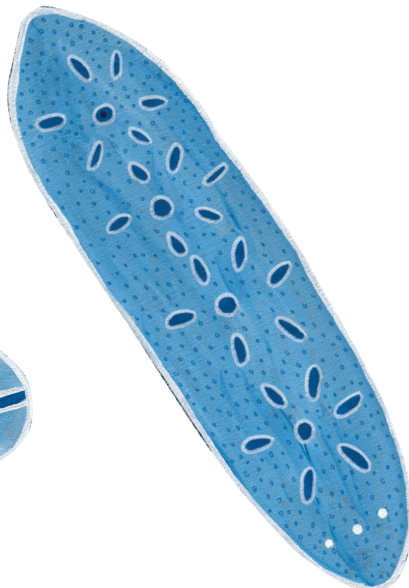
# Our artist, Brett Groves, story

Brett was born July 1974 at Parkes District Hospital, Wiradjuri Country. Adopted at 2 months old by Wally & Jann Groves, the young family began their life adventure at Dharug Country in the Western Suburbs of Sydney. Brett moved to Gadigal land – Sydney, where he spent most of his young adult life.

Brett purchased his first home at Dharug and Gundungurra Country in the Blue Mountains and created Bilingarra, Indigenous Art & Culture. Brett has since returned home to live on Wiradjuri country and reopened Bilingarra at Lithgow.

*"Being a school kid of the 1980's I feel duped on learning at least one of our hundreds of Aboriginal languages. I was not taught about Aboriginal house structures, our sustainable way of living, clothing to last an entire life time, taking only what is needed and leaving the rest for future generations, Lore, Music, Ceremony, Native Plant Foods, Scar Trees, Birthing Trees, Sacred Men and Woman spaces, The Stolen Generation, White Australia Policy, unpaid workers and everything else lost with the senseless loss of lives.*

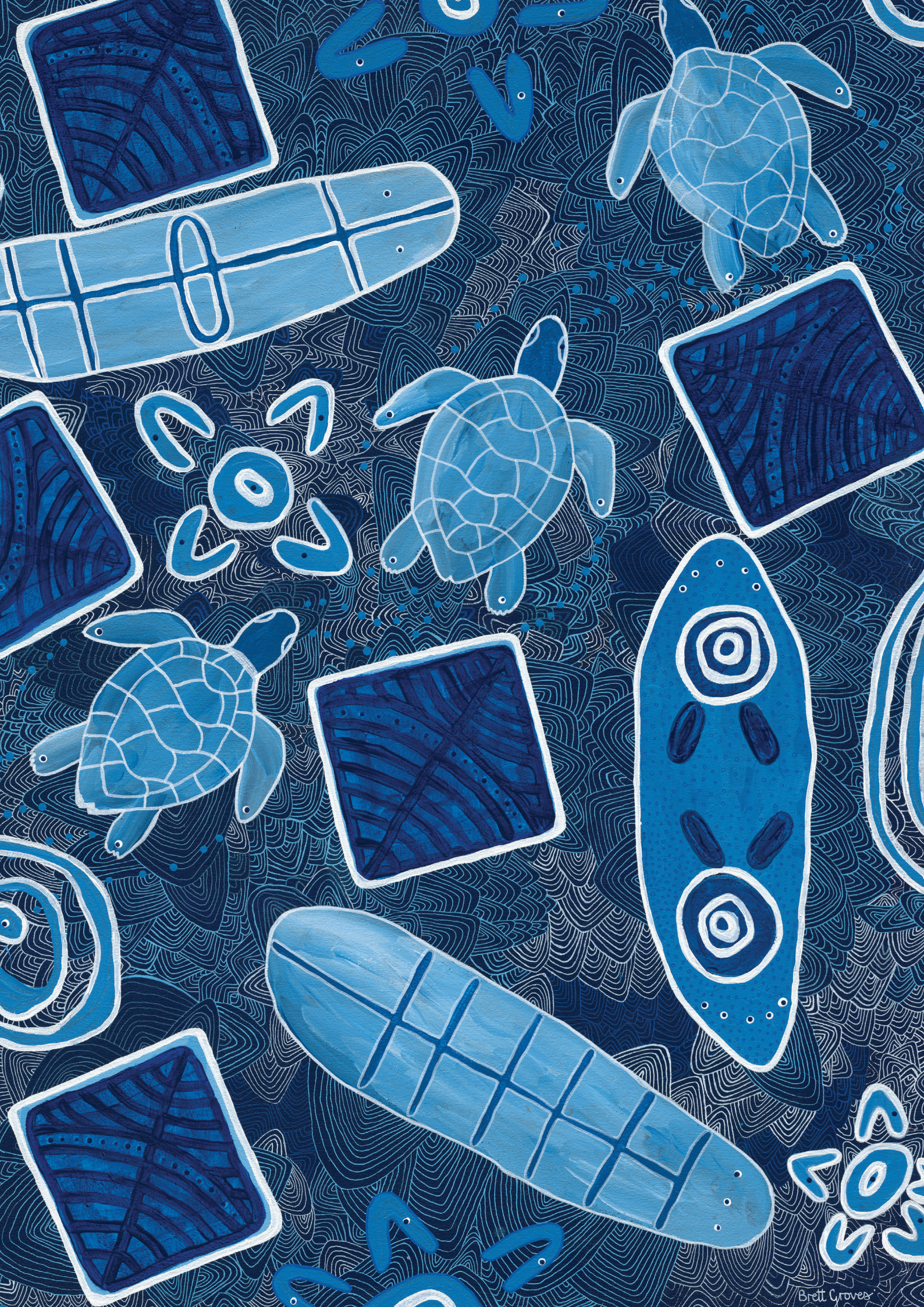
*Through my art, I learn what I was not taught, and I share those stories so our future generations feel pride for our ancient history, connected as people to our Country story and truthfully acknowledge."*





## RFI team with Brett Groves







# Our RAP artwork

## The way forward



This artwork reflects the journey of RFI, with elements symbolising its beginnings and growth.

“Family,” “Connection,” and “Forward Movement” are prominent themes to reflect the company’s culture. Water symbols represent international connections. Symbols of journey depict the company’s history, with nods to different branches. Communication-related symbols reflect the company’s origins and values, such as RFI’s Blue Sky, Blue Ribbon and True Blue.

The turtle symbolises determination and wisdom. Antenna and solar symbols are incorporated to represent the RFI story.

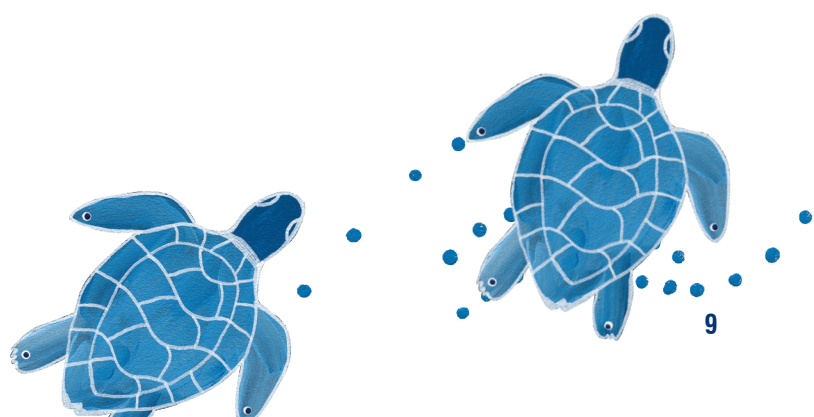
The artwork features intricate patterns that symbolise the layers of the earth, highlighting the deep connection between Aboriginal people and the land. This connection emphasises the importance of caring for the earth now to preserve its stories and memories for future generations. Throughout the artwork, message sticks are illustrated, traditionally used by Aboriginal people to communicate across different nations and languages. These message sticks in the artwork are inspired by RFI’s True Blue Core Values of Integrity, Team Spirit and a fair go for all, as we want to communicate openly with one another and celebrate as a team.

The meeting gathering tables within the artwork represent RFI’s core value of Team Spirit, symbolising unity and collaboration.

The artwork also includes patterns inspired by Indigenous designs and RFI’s logo to represent the six different locations of RFI across the country.

Turtles are another significant element in the artwork, symbolising resilience and the ongoing journey and growth of RFI as it moves forward into the future.

Brett Groves



# Our Business

RFI specialises in wireless coverage and solar power solutions, offering world-class products backed by outstanding technical support. Our comprehensive range includes antenna systems, rebroadcast and monitoring equipment, power systems, cabling and connectors.

RFI was founded in 1979 as a manufacturer of two-way radio antenna system. With a 45 year history in manufacturing, RFI has evolved into a leading global technology solutions provider based in Australia.

Our head office is based in Sydney, with additional locations in Melbourne, Adelaide, Perth, and Brisbane. Beyond Australia, we have expanded our reach globally, establishing operations in New Zealand and the USA.

We proudly employ over 260 professionals who develop solutions and solve poor coverage issues across a wide range of products and services such as Government buildings, and major infrastructure projects.

We are committed to fostering an inclusive and diverse workplace by collaborating with Supply Nation to engage with Aboriginal and Torres Strait Islander businesses.

RFI currently has one employee who identifies as an Aboriginal and/or Torres Strait Islander person.





## RAP Working Group

Our RAP Working Group is a dedicated team of individuals from diverse backgrounds and departments within our organisation. They are passionate about reconciliation and committed to driving meaningful change and fostering positive relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. The Working Group is responsible for ensuring the effective implementation of our RAP, raising awareness about its initiatives, and building strong, respectful relationships with Aboriginal and Torres Strait Islander communities and stakeholders.

## Our Working Group

**Tanya Gould** - Human Resources Manager - NSW  
RAP Champion

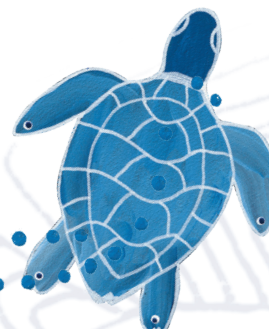
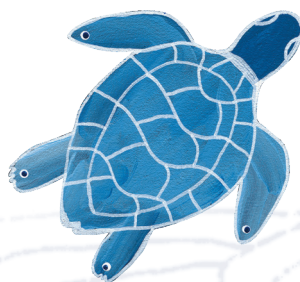
**Katrina Da Silva** - HSE Advisor - NSW

**Philippa Donnison** - Marketing Executive - NSW

**Graham Zacher** - Branch Manager - SA

**Alexandra Kelly** - Human Resources Coordinator - NSW

**Nathan Leonard** - Production Manager - VIC





# Our RAP

Our intention in participating in the Reflect RAP is to take a significant step towards connecting with local Aboriginal and/or Torres Strait Islander communities and gaining a deeper understanding of Aboriginal and/or Torres Strait Islander communities across all the states we operate in. RFI understands the importance and value of cultural awareness and inclusion.

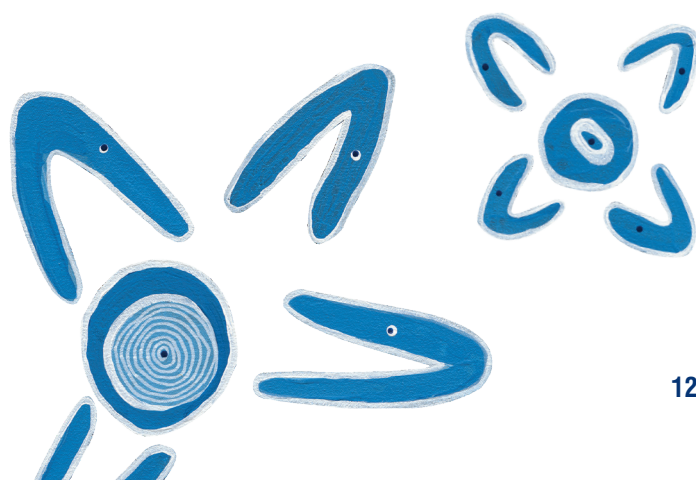
Our RAP initiative at RFI will be championed by our Human Resources Manager, Tanya Gould. Tanya will lead, support and drive our commitment to reconciliation. Our strategic action plan will include initiatives that propel our company forward and contribute to reconciliation both internally and within the communities we serve.

We believe that our RAP will bring us closer to achieving reconciliation in Australia by establishing clear, attainable goals and taking responsibility for their implementation.

We aim to work with businesses such as Supply Nation to develop a plan that accurately outlines our mission for economic equity and supporting First Nations self-determination.

RFI continues to engage with Supply Nation, a non-profit organisation to help grow the Aboriginal and Torres Strait Islander business sector in Australia. We have also partnered with the talented Brett Groves from Bilingarra to create artwork for the RFI Reconciliation Action Plan. To help us through our everyday business needs we have collaborated with companies such as Apex Communication Technologies, Erect Safe Projects Pty Limited and Rainy Day Recruitment.

Our dedication to community and environmental responsibility is our focus for this Action Plan as we plan to actively participate in NAIDOC week and other community engagement as we actively honour First Nations cultures and traditions. Continuing to provide cultural education for our team members is an enduring commitment and responsibility for our organisation.





# Relationships

	Action	Deliverable	Timeline	Responsibility
1	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	December 2024	HR Assistant
		Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2024	HR Assistant
2	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	December 2024	HR Assistant
		RAP Committee members to participate in an external NRW event.	27 May- 3 June 2025	HR Assistant
		Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2025	HR Assistant
3	Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all employees.	March 2025	HR Manager
		Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2025	HR Manager
		Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2025	HR Manager
4	Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2025	HSE Advisor
		Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2025	HSE Advisor



# 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.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	July 2025	Chief Executive Officer
		Conduct a review of cultural learning needs within our organisation.	January 2025	Chief Executive Officer
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.	May 2025	HR Manager
		Increase employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2025	HR Manager
7	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	February 2025	HR Coordinator
		Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	HR Coordinator
		RAP working group to participate in an external NAIDOC Week event.	First week in July 2025	HR Coordinator



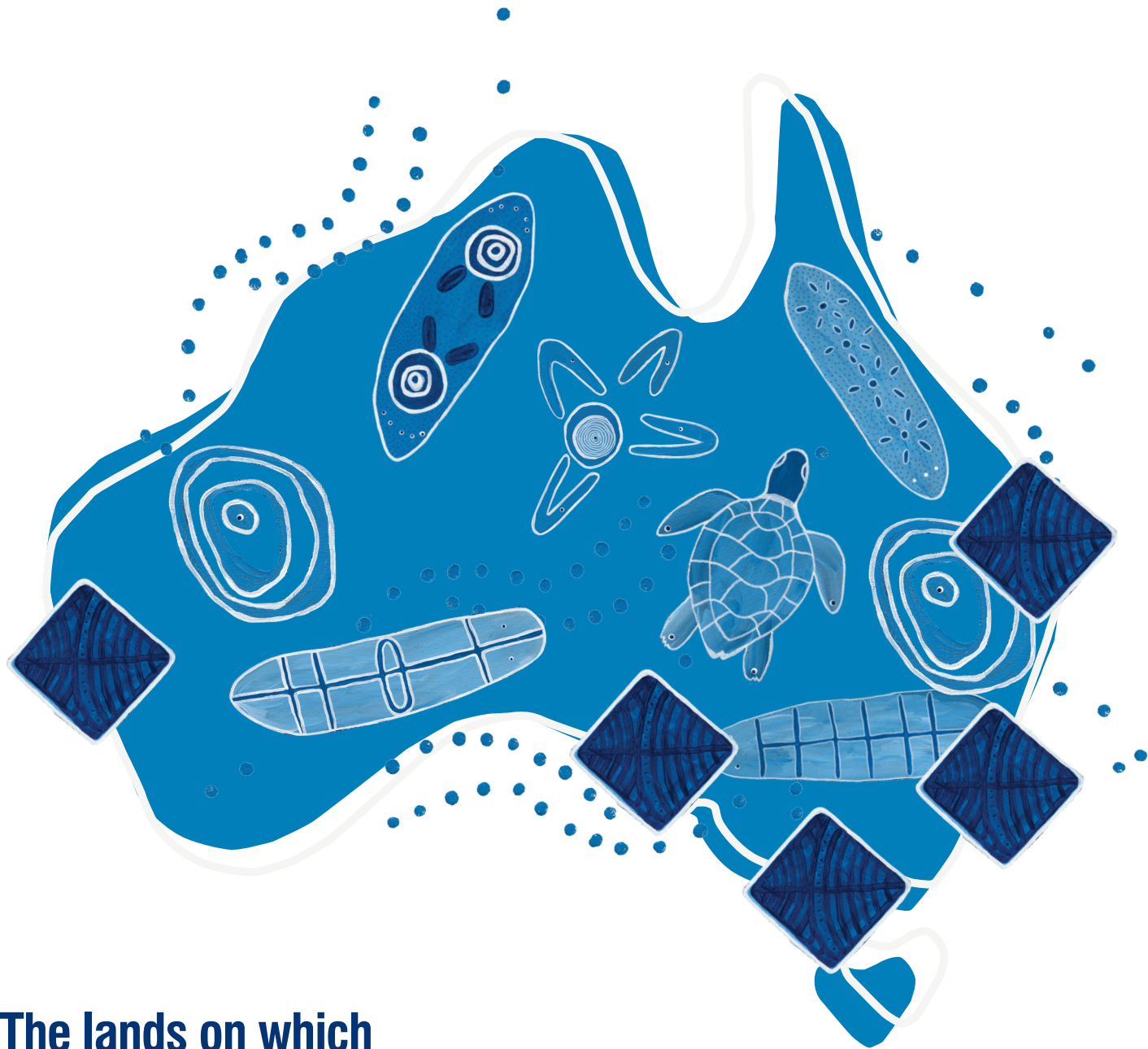
# Opportunities

	Action	Deliverable	Timeline	Responsibility
8	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	July 2025	HSE Advisor
		Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2025	HSE Advisor
9	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	January 2025	HR Manager
		Continue with Supply Nation membership.	December 2024	HR Manager



# Governance

	Action	Deliverable	Timeline	Responsibility
10	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RAP Working Group to govern RAP implementation.	December 2024	HR Assistant
		Draft a Terms of Reference for the RAP Working Group.	December 2024	HR Assistant
		Establish Aboriginal and Torres Strait Islander representation on the RWG.	December 2024	HR Assistant
11	Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation.	December 2024	HSE Advisor
		Engage senior leaders in the delivery of RAP commitments.	December 2024	HR Manager
		Appoint a senior leader to champion our RAP internally.	December 2024	HR Assistant
		Define appropriate systems and capability to track, measure and report on RAP commitments.	December 2024	Chief Executive 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 annually	HR Coordinator
		Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, annually	HR Coordinator
		Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	HR Coordinator
13	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <b>website</b> to begin developing our next RAP.	September 2025	HR Manager



## The lands on which RFI's office are located

Seven Hills NSW – Darug Nation

Banyo QLD – Turrabul Clan

Bayswater & Kilsyth VIC – Noongar Nation

Allenby Gardens SA – Kaurna Nation

Welshpool WA – Whadjuk Noongar



**RFI**  
TECHNOLOGY SOLUTIONS