



TECSIDEgroup
Recruitment & Contract Staffing

TECSIDE GROUP

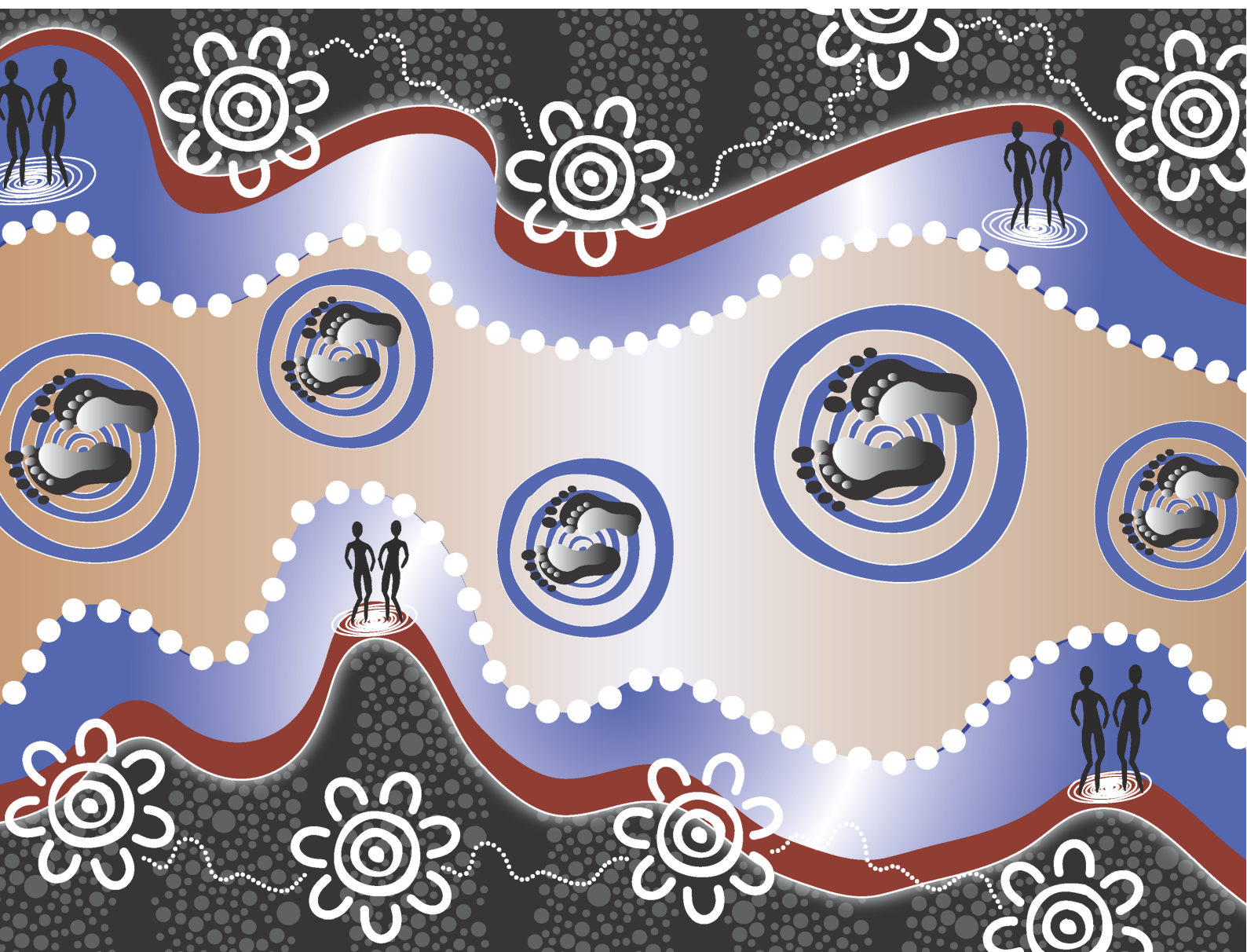
REFLECT RECONCILIATION ACTION PLAN

SEPTEMBER 2020 - DECEMBER 2021



**RECONCILIATION
ACTION PLAN**

REFLECT





ACKNOWLEDGEMENT OF COUNTRY

Tecside Group acknowledges the Traditional Owners of the land in all states and territories across Australia on which we work and report.

We pay our respects to all Aboriginal and Torres Strait Islander Elders past, present and emerging. We honour First Nation Peoples histories, cultures, knowledge and traditions of storytelling.

FOREWORD

I am proud to launch Tecside Group's first Reconciliation Action Plan (RAP) as we progress on our reconciliation journey. It is an important milestone in our business and will set the direction for our Aboriginal and Torres Strait Islander engagement strategy, both internally and externally.

This plan outlines our commitment to help shape a future in which Aboriginal and Torres Strait Islander peoples and our business share in an equitable, integral, prosperous and rewarding future. Our first Reflect RAP is effective immediately with the intent to revise our commitment in July 2021. This will be a pivotal period for us to devise innovative initiatives that align to our vision for reconciliation.

Diversity and Inclusion (D&I) spark innovation and creativity, which drives

growth within a business. We are committed to generating innovative and engaging strategies that foster mutually beneficial and long-lasting relationships and opportunities with Aboriginal and Torres Strait Islander peoples, and our wider Communities.

As this RAP makes clear, we have committed to promoting cultural understanding among our employees, increasing opportunities for Aboriginal and Torres Strait Islander employment and driving reconciliation and inclusion across our business. We will engage with Aboriginal and Torres Strait Islander people, and businesses, to grow partnerships that benefit our communities.

— **Shayne Pollack**
Tecside Group | CEO



'SHARING THE JOURNEY TOGETHER'

The Reconciliation Journey is one that must be taken together. To bring value to the journey we must share a respectful understanding of walking in each others footsteps to learn, Tecside Group recently engaged Melissa Agius to create an artwork which depicts Tecside Groups journey, and this was appropriately titled 'Sharing the Journey Together'.

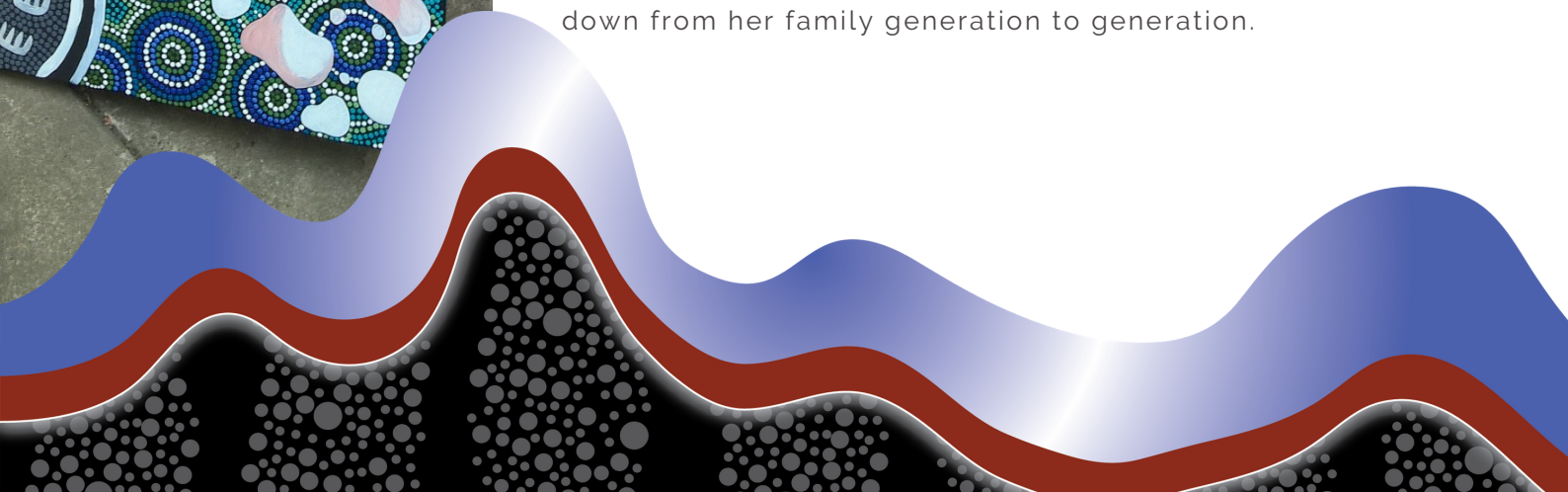
The process to reconciliation is represented in our artwork displayed on the front cover, through the footsteps of a river, where knowledge is shared and the ripple effect of Reconciliation moves us toward keeping communities strong.

ABOUT OUR ARTIST: MELISSA AGIUS

Mel Agius is a proud Ngadjuri and Adjahdura (commonly known as Narungga) woman from country South Australia. Mel has also close connections to the Ngarrindjeri, Adnyamathanha and the West Coast (SA) Nations.

By day, Mel works as a Project Officer, and is passionate about her artistic work. As a proud mother, wife, sister, aunty and more recently a grandmother, Mel resides in Adelaide, land of the Kaurna. Her work has taken her across many different communities from the West Coast up to Anangu Pitjantjatjara Yankunytjatjara (APY) Lands and more recently the Northern Territory.

For Mel, family and culture are her number one priority. Mel embraces this through teaching, learning and embracing her culture. She seeks to inspire people through art and to lead our young generation in the spirit of our ancestors. Art is her way of being able to express and remember the stories passed down from her family generation to generation.





OUR BUSINESS

Tecside Group are an Australian owned global company that aims to provide its stakeholders with the best boutique recruitment and contract staffing service and solutions. We are the partner of choice within Recruitment and Contract Staffing Services including both Blue Collar and White Collar (Technical and Professional) professions.

Operating since 1996, our diverse industry experience sets us ahead of the rest, we currently service eight core industries Australia wide, including;



**OIL, GAS &
ENERGY**



**MINING &
RESOURCES**



**INDUSTRIAL &
CONSTRUCTION**



**TECHNICAL &
PROFESSIONAL**



**RAIL &
INFRASTRUCTURE**



**POWER &
RENEWABLES**



**MARITIME &
DEFENCE**



MANUFACTURING

We pride ourselves on good old-fashioned customer service, our employees are available 24 hours a day, 7 days a week, 365 days a year. We consider ourselves an extension of our Clients businesses, truly partnering in staffing solutions. Through our service offerings, we are well situated to help and make meaningful contributions to Australia's National reconciliation movement.

OUR VALUES

Our values describe who we are and what we stand for; they shape our decisions and actions to guide how we work together. At Tecside, we have four core values referred to as our DNA: Safety, Accountability, Transparency and Communication. These are deeply embedded into our company culture and are at the core of our daily operations and service offerings.



SAFETY



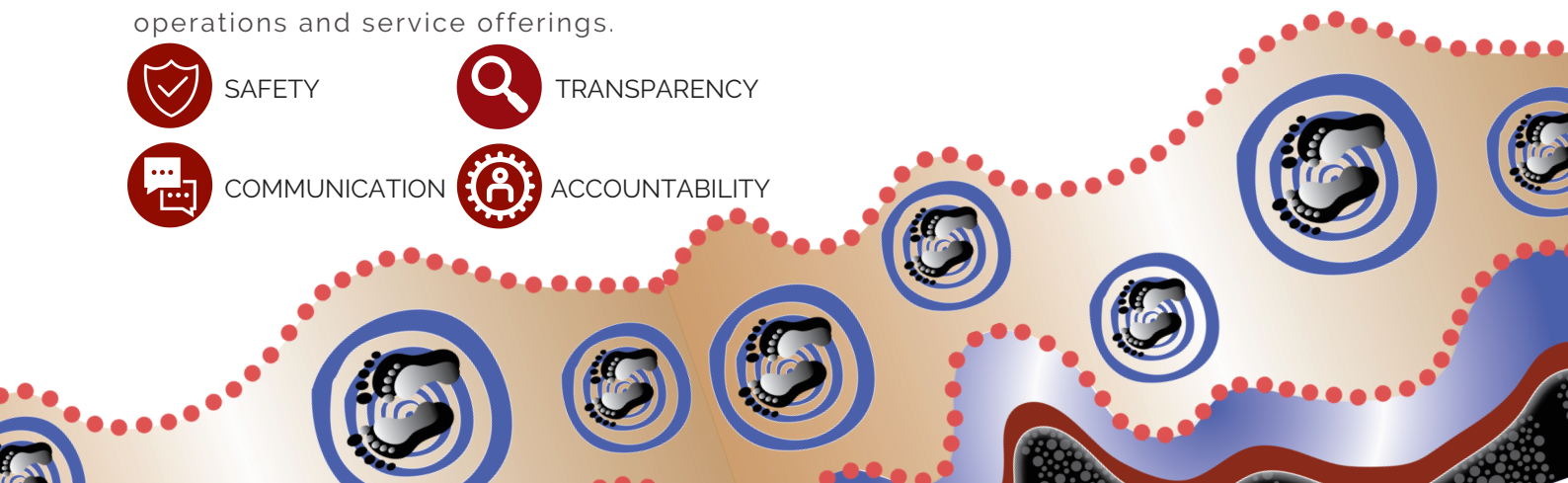
TRANSPARENCY



COMMUNICATION



ACCOUNTABILITY





OUR COMMITMENT

Tecside Group's Reflect Reconciliation Action Plan (RAP) is our commitment to First Nation Peoples to ensure a continued meaningful contribution towards reconciliation.

Our RAP considers our strategies both internally and within the communities in which we operate, with consideration for all our Stakeholders. It is our commitment to support organisations to develop respectful relationships and create meaningful and sustainable opportunities with Aboriginal and Torres Strait Islander peoples.

As a recruitment and contract staffing provider, we are connected to many Small, Medium and Large enterprises. It is through our adoption of a community forward focus that we are able to contribute to our communities, we will deliver on our commitments through educating and empowering our Stakeholders and in turn generating employment opportunities.

Through formalising our Reflect RAP, we are committing to assist in creating and embedding a more inclusive culture for Aboriginal and Torres Strait Islander peoples and creating a brighter future for all.

Tecside Group has had a number of successful relationships with Aboriginal and Torres Strait Islander peoples and businesses to date. These relationships have been borne of our work in varying communities nationally, and in utilising Aboriginal and/or Torres Strait Islander peoples owned businesses as our suppliers.

Our partnerships to date include those with Aboriginal and Torres Strait Islander owned businesses in recruitment, employment, training, Personal Protective Equipment (PPE) provision and other office supplies. Our goal is to continue to nurture these relationships and cultivate more as we move forward in our reconciliation journey.

INITIATIVES

Tecside Group recognises the importance of reconciliation and have already taken some positive steps. Here are some of the initiatives we have participated in;

- Consistently reviewing and developing policies and procedures that will promote workplace Diversity & Inclusion.
- Continued presence and ongoing development of our employees at Industry networking events
- Practicing transparent decision-making regarding recruitment and promotion
- Providing feedback opportunities to all employees across all levels
- Utilising a wide variety of advertising channels which are inclusive of a diverse network to build our talent pools
- Community Participation



Pictured right: Shayne Pollack (Tecside CEO), Joe Williams (Founder The Enemy Within) & David Couzner (Tecside Social & Cultural Inclusion)



OUR WORKFORCE

With an internal workforce of over 50 Talent Specialists nationally, Tecside is a global supplier of flexible recruitment and contract staffing solutions.

Tecside employs approximately 2000 contingent employees each day, depending on our Client requirements. Of our workforce over the past 12 months approximately 2.78% of our contingent workforce, and 1.66% of our internal workforce have identified as Aboriginal and/or Torres Strait Islander peoples.

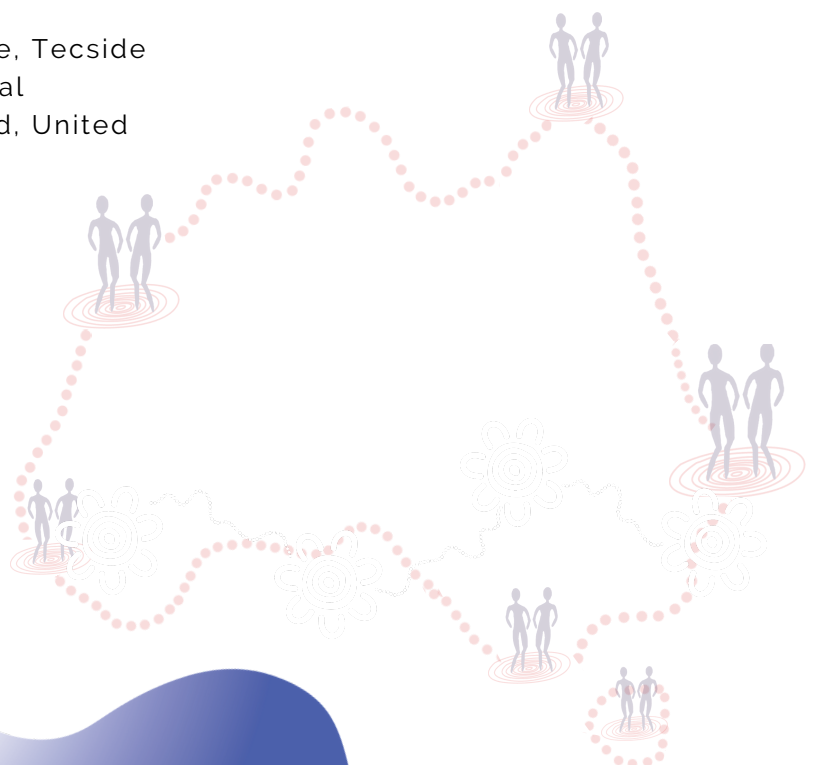
OUR REACH

With our Head Office situated in South Perth, WA, we currently have 9 permanently staffed offices including;

- Queensland (Brisbane & Mackay)
- New South Wales (Sydney & Wollongong)
- Victoria (Port Melbourne)
- South Australia (Adelaide)
- Western Australia (South Perth & Henderson).

Tecside Group also service various sites and Clients in remote regions, our strong partnerships with our Clients allows us to use various regional facilities and pop-up satellite offices to enable Tecside recruitment services in those areas. These have historically included NT, ACT, TAS, Port Headland, Broome and various other regional areas.

Along with our strong Australian presence, Tecside Group also operate within the International locations of South East Asia, New Zealand, United Arab Emirates and United Kingdom.





OUR WORKING GROUP

Tecside Group have developed a RAP Working Group to guide the development of this plan. This working group will be further refined and formalised to support the implementation of the RAP and track progress.

The working Group consists of representatives from our Senior Leadership and Head Office team, and will be required to meet at least four times per year to monitor progress and development, implementation and review of our RAP.

Our RAP Working Group are responsible for driving initiatives nationally that will induce a diverse and inclusive workforce across all our stakeholders. Tecside Group have an existing extensive talent pool of experienced and qualified job-seekers, and a proven track record in engaging and retaining a diverse workforce, and our goal is to further strengthen the service offerings we are able to provide.

CHAIR



DAVID COUZNER

GENERAL MANAGER - WESTERN REGION &
SOCIAL AND CULTURAL INCLUSION

CO-CHAIR & CHAMPION



AMBER WINFIELD

STAKEHOLDER ENGAGEMENT
COORDINATOR

RAP WORKING GROUP MEMBERS



SHAYNE POLLACK

DIRECTOR & CEO



BRUCE COMRIE

CFO & COMMERCIAL MANAGER



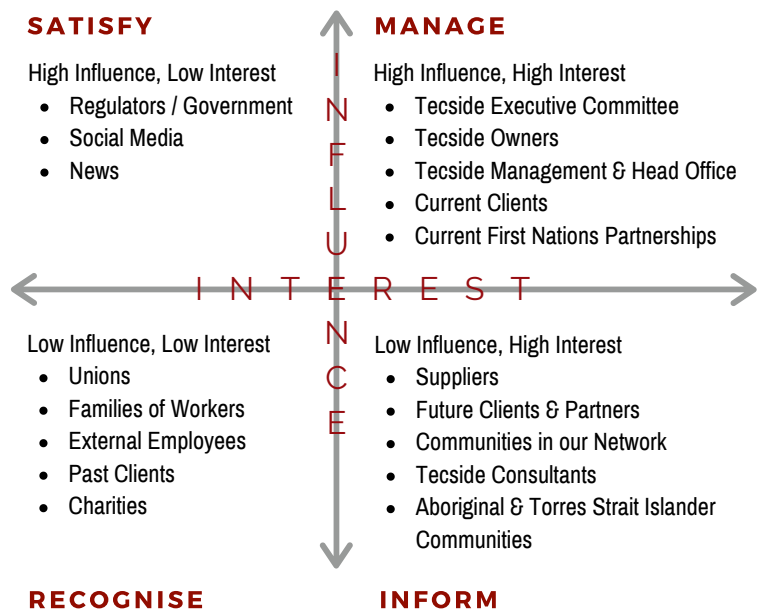
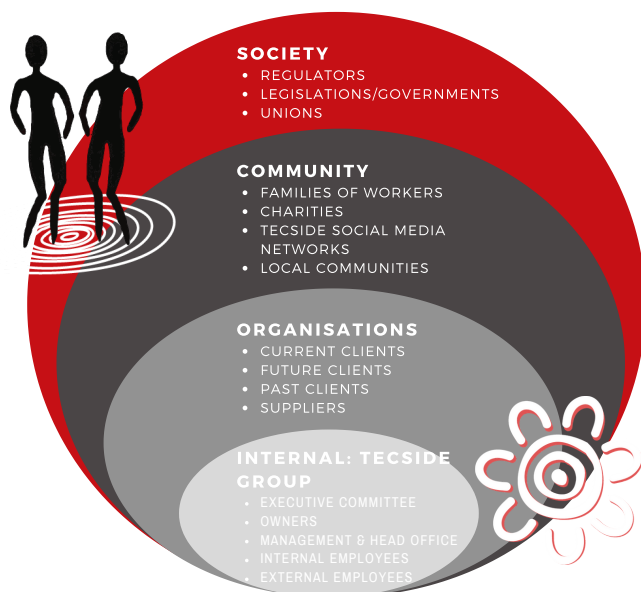
JACINTA MATTHEWS

PEOPLE & CULTURE MANAGER



OUR SPHERE OF INFLUENCE

As a Recruitment and Staffing Solutions Provider, Tecside Group has a broad sphere of influence.



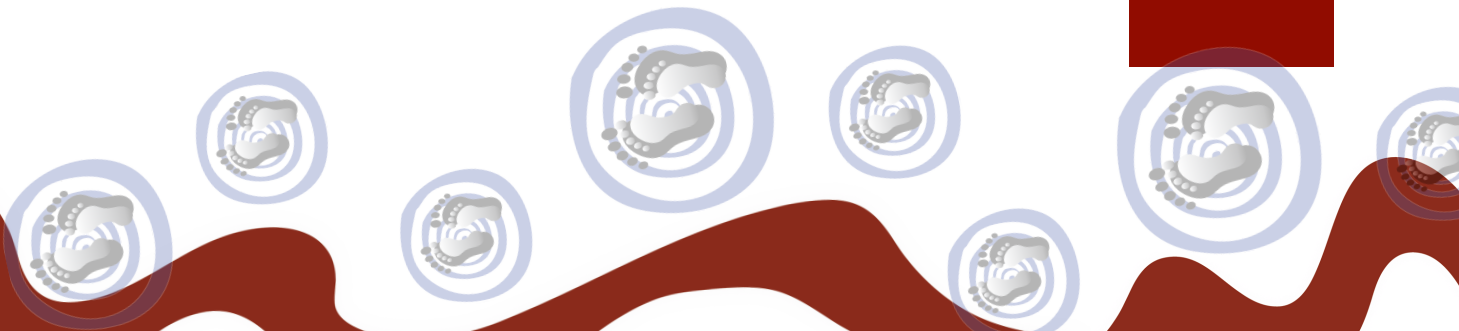
“With success comes responsibility. Everyone has the potential to be extraordinary through a combination of hard work, dedication and opportunity. It is our duty to assist in facilitating this journey for our customers and the communities we live in.”

– David Couzner
General Manager - Western Region & Social and
Cultural Inclusion Tecside Group



RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal or Torres Strait Islander artist(s) to create Tecside group RAP Artwork(s)	October 2020	General Manager - Western Region & Social and Cultural Inclusion
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2020	People & Culture Manager
	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	October 2020	Stakeholder Engagement Coordinator
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2021	Stakeholder Engagement Coordinator
	RAP Working Group members to participate in an external NRW event.	May 2021	Stakeholder Engagement Coordinator
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2021	General Manager - Western Region & Social and Cultural Inclusion
Promote reconciliation through our sphere of influence	Communicate our commitment to reconciliation to all staff.	October 2020	Stakeholder Engagement Coordinator
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2020	General Manager - Western Region & Social and Cultural Inclusion
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. (ie Identify Client relationships & goals)	October 2020	General Manager - Western Region & Social and Cultural Inclusion
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	April 2021	People & Culture Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2021	People & Culture Manager





RESPECT

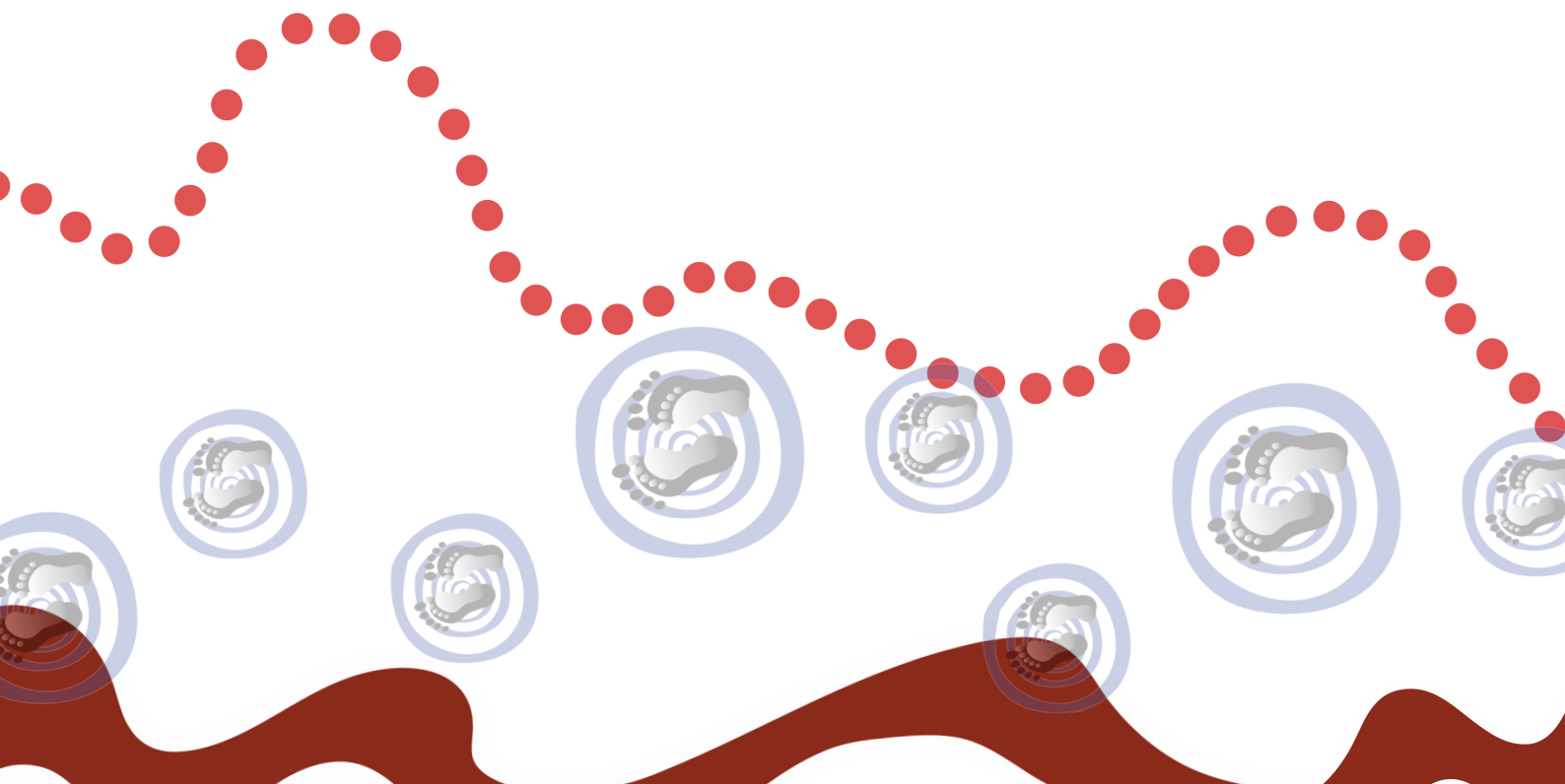
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Increase understanding value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Facilitate online Cultural Awareness Training module with our internal staff.	June 2021	People & Culture Manager
	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	December 2020	General Manager - Western Region & Social and Cultural Inclusion
	Conduct a review of cultural learning needs within our organisation.	February 2021	People & Culture Manager
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(s).	September 2021	General Manager - Western Region & Social and Cultural Inclusion
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2021	People & Culture Manager
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.	November 2020 July 2021	Stakeholder Engagement Coordinator
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	November 2020 July 2021	General Manager - Western Region & Social and Cultural Inclusion
	RAP Working Group to participate in an external NAIDOC Week event.	November 2020 July 2021	General Manager - Western Region & Social and Cultural Inclusion





OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	February 2021	General Manager - Western Region & Social and Cultural Inclusion
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2020	Stakeholder Engagement Coordinator
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 2021	Commercial Manager
	Investigate Supply Nation membership.	January 2021	Stakeholder Engagement Coordinator





GOVERNANCE & MANAGEMENT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Maintain and review an effective RAP Working Group (RWG) to drive governance of the RAP	Review and maintain RWG to govern RAP implementation.	February 2021	General Manager - Western Region & Social and Cultural Inclusion
	Draft a terms of Reference for the RWG.	February 2021	Stakeholder Engagement Coordinator
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	February 2021	General Manager - Western Region & Social and Cultural Inclusion
Report RAP achievements, challenges and learnings	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2021	General Manager - Western Region & Social and Cultural Inclusion
	Publicly report our RAP achievements, challenges and learnings.	June 2021	Stakeholder Engagement Coordinator
Review, Refresh & Update RAP	Register via Reconciliation Organisation website to begin developing our next RAP.	September 2021	Stakeholder Engagement Coordinator
	Liaise with Reconciliation Organisation to develop an Innovate RAP based on learnings, challenges and achievements.	September 2021	Stakeholder Engagement Coordinator
Provide appropriate support for effective implementation of RAP commitments	Define resources needs for RAP development and implementation	October 2020	General Manager - Western Region & Social and Cultural Inclusion
	Develop and implement systems and capability needs to track, measure and report on RAP activities	February 2021	Stakeholder Engagement Coordinator
	Engage senior leaders in the delivery of RAP commitments.	April 2021	General Manager - Western Region & Social and Cultural Inclusion

Contact Us

To learn more on Tecside Group and how we are able to assist, please contact;

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