

**INNOVATE RECONCILIATION ACTION PLAN  
NOVEMBER 2020 – NOVEMBER 2022**



# ACKNOWLEDGEMENT OF COUNTRY

Valmec respectfully acknowledges Aboriginal and Torres Strait Islander peoples both past and present as the Traditional Owners on whose lands we work. We recognise their continuing connection to land, water and community. We pay our respects to their Elders past, present and emerging.



# CONTENTS PAGE

---

**04** Message from our MD

---

**05** Our Vision for Reconciliation

---

**06** Our Business  
Valmec Core Values

---

**07** Story of the Artwork

---

**08** Our RAP Journey Timeline

---

**10** Our RAP  
Relationships with Traditional Owners

---

**11** Our RAP Working Group

---

**12** Our Reconciliation Action Plan

---

**19** Message from our Chairman

---



# MESSAGE FROM OUR MD

---

Valmec is an Australian energy and multi-discipline services group providing specialised packaged equipment, construction, maintenance, commissioning, testing and inspection services to the resources, energy, and infrastructure sectors.

Founded by an experienced team of Engineering, Procurement, Construction (EPC) and contracting professionals, Valmec understands the importance of sustainable relationships and respecting all peoples, cultures and the environments in which we work. This understanding and also our future commitment to diversity and inclusion exists as a business imperative, rather than just a moral obligation or societal goal.

It is therefore with great pleasure that I introduce the Valmec Innovate Reconciliation Action Plan (RAP) November 2020 – November 2022.

Building respectful relationships with Aboriginal and Torres Strait Islander peoples and creating diverse and sustainable opportunities, underpin the Valmec initiatives included within this RAP.

By acknowledging the Traditional Custodians of the lands on which we work, the Valmec vision is to collaborate with Aboriginal and Torres Strait Islander peoples and communities, in their desire to create:

- new pathways with strong foundations;
- opportunities for provision of goods and services;
- education and skills training;
- meaningful avenues for gainful employment.

Our goal is to continue to build relationships with Aboriginal and Torres Strait Islander communities by creating new partnerships with Traditional Owner organisations, and through education of our employees. Valmec's goal is to ensure that our dealings with Aboriginal and Torres Strait Islander communities are always conducted in a professional and respectful way.

At Valmec, we firmly believe in promoting cultural recognition, mutual respect, acknowledging the past and moving forward together for mutual success.



**Steve Dropulich, Managing Director**



# OUR VISION FOR RECONCILIATION

Valmec's vision for reconciliation is a nation where the cultures, knowledge and histories of Australian Aboriginal and Torres Strait Islander peoples are acknowledged and respected as an integral part of our country's culture. Valmec can support this vision by working towards improvements which are centred around engagement, participation, and mutual benefit with Aboriginal and Torres Strait Islander peoples, communities and businesses.

Valmec will;

- ✓ Commit to the actions of our RAP and aim for continuous improvement, through the cultivation of increased awareness and understanding.
- ✓ Aim to ensure Aboriginal and Torres Strait Islander peoples, communities and businesses can participate in all areas of our business.
- ✓ Seek better outcomes for Aboriginal and Torres Strait Islander people, through leadership, and in partnership with communities and businesses.



Our Innovate RAP maintains Valmec's vision for reconciliation and our commitment to continuous improvement. We will continue to develop initiatives, and drive reconciliation throughout our business.

# OUR BUSINESS

---

Valmec is a proudly Australian owned company operating throughout the country, providing specialised packaged equipment, construction, maintenance, commissioning, and asset integrity services to the oil and gas, resources, energy, and infrastructure sectors.

Valmec's capabilities include civil works, underground services, structural, mechanical and piping, pipelines and flowlines, electrical and instrumentation, pre-commissioning, commissioning, and maintenance services. Valmec's offices and facilities are located in Perth, Brisbane, Roma, Sydney, Darwin, and Adelaide, and are ideally positioned to support customers and projects all across Australia. Valmec's current workforce of approximately 300 includes six Aboriginal employees.

Valmec's capabilities also extend to asset integrity services through its subsidiary Australian Pressure Testing Services (APTS), an Australian business with offices and facilities in both Perth and Brisbane. APTS has become the industry benchmark for pressure testing, NDT, and calibration. Focused on providing a range of extensive services to a board group of industries, APTS has established a reputation for service excellence across many industries including oil and gas, mining, power and water treatment, and construction.

With Valmec's broad range of service offerings, numerous operational locations, and diverse client relationships; our sphere of influence across multiple sectors throughout Australia, provides us with increased opportunities to meet the commitments of this RAP.

# VALMEC CORE VALUES

---



**SAFETY** > We will not compromise



**INTEGRITY** > We do what is right



**COLLABORATION** > We work better together



**ACCOUNTABILITY** > We deliver on our promises



**RESPECT** > We value diversity, community and the environment

# STORY OF THE ARTWORK

Valmec encourages the participation of Aboriginal and Torres Strait Islander people in our work, and continues to recognise and respect their traditions.

Valmec commissioned artist Hazel Cowburn, a descendant of the Wakka Wakka people of South East Queensland, to create the artwork displayed in our RAP.

Through collaboration, Hazel came to understand the intention of the Valmec Core Values to create a piece titled “Spiritual Connections”.

The artwork combines inspiration from her land connections and symbolises the earth, family roots, spirit and travel, along with Valmec’s Core Values of safety, integrity, collaboration, accountability and respect. The original artwork is proudly displayed in our Brisbane office.



# RAP JOURNEY TIMELINE

## Valmec & Pindari MOU

Valmec signed a Collaboration Agreement with majority owned and operated Indigenous company Pindari, to jointly identify and develop strategic projects and opportunities within the Resources, Oil and Gas and Infrastructure sectors in Western Australia.

2016

## Valmec & Kalkadoon MOU

Valmec's MOU with Mt Isa based Kalkadoon Native Title Aboriginal Corporation "Kalkadoon", enables Valmec and Kalkadoon to identify and develop strategic projects and opportunities, situated on their native title lands. This MOU was significant during the successful delivery of the Jemena NGP Mt Isa Compressor Station project.

## Valmec & Jangga MOU

Valmec and Jangga Operations Pty Ltd signed an MOU in October 2017, which outlines Valmec's commitment to ongoing indigenous employment and skills training, as well as the commitment from the Jangga Operations Pty Ltd to facilitate potential opportunities.

2015

## Valmec & Myuma MOU

Valmec signed an MOU with the Myuma Group in North-West Queensland. The group is owned and managed by the Indjalandji-Dhidhanu traditional owners of the upper Georgina River basin. Valmec's MOU outlines ongoing commitment to Myuma to facilitate potential opportunities for Indigenous people in North-West Queensland.

2017



## Valmec & Myuma Joint Workshop

With a shared vision to build on our existing MOU between both parties, the Valmec team were invited to attend a joint workshop hosted by Myuma directors and senior management in Camooweal.

The workshop allowed for both parties to discuss their respective value statements and reflect on how there is a strong resonance in each parties' core values.

## Commissioned Indigenous Artist for RAP Artwork

Hazel Cowburn, descendant of the Wakka Wakka people of South East Queensland, collaborated with Valmec to produce original artwork entitled "Spiritual Connection".

2019

## Wadjuk Indigenous Cultural Immersion Workshop

As part of Valmec's commitment to building respectful relationships with Aboriginal and Torres Strait Islander peoples, we hosted an Indigenous Cultural Immersion Workshop with Danny Ford from Wadjuk, during NAIDOC week.

## Valmec Innovative RAP Submission

Valmec submits its "Innovate" Reconciliation Action Plan – to be released in November 2020.

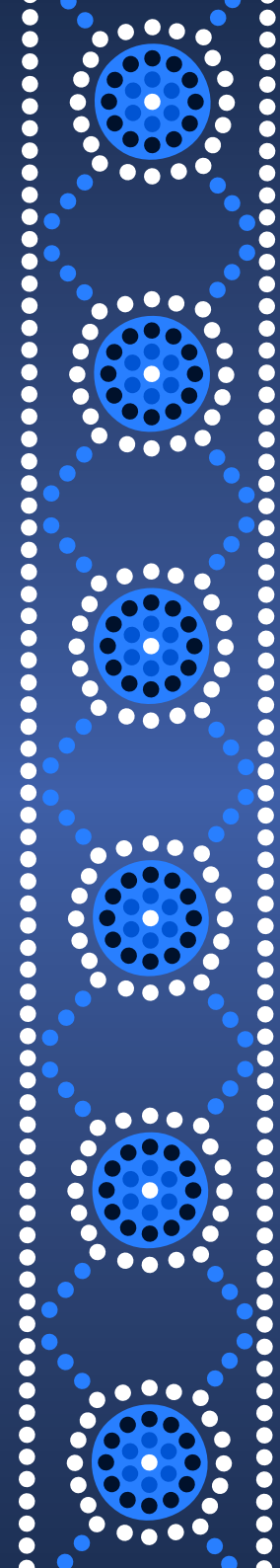
2018

## Dugalunji Prevocational Training Program

### Valmec & Robe River Kuruma MOU

Valmec and Robe River Kuruma signed an MOU in October 2019 which outlines that the parties wish to work together to identify and pursue specific opportunities for commercial endeavours in the Pilbara region.

2020



## OUR RAP

---

The RAP is fully supported by the Valmec Board and the Executive Management teams of Valmec and APTS.

Members of the Executive Management Team are members of the RWG. The appointed RAP champions are Mr Steve Dropulich (Managing Director) and Deon McLaughlin (General Manager – People & HSEQ).



**Above:** Steve Dropulich and Deon McLaughlin pictured with Mr Danny Ford, Director of Kambarang Services and Senior Traditional Owner of Whadjuk Country.

## RELATIONSHIPS WITH TRADITIONAL OWNERS

---

Valmec is committed to building strong relationships with Traditional Owners and the communities in which we work. We aim to build rapport, trust and respect with Elders, their representatives, community bodies, local businesses and other key stakeholders, to enrich the way we work through inclusion, understanding, and appreciation of Aboriginal and Torres Strait Islander cultures. Valmec have established both formal and informal working relationships with Traditional Owners groups and Aboriginal and Torres Strait Islander organisations, and in this RAP, Valmec outlines its roadmap to further build upon these existing and new relationships.

Our Innovate Reconciliation Action Plan (RAP) is a reflection of Valmec's commitment to its reconciliation journey, commenced in 2015.

# OUR RAP WORKING GROUP

Our Reconciliation Working Group (RWG) consists of a diverse group of permanent members which includes Aboriginal and Torres Strait Islander Employees, General Managers, Human Resources, and Marketing & Communications professionals. Valmec's RAP also provides opportunities for the RWG members to extend invitations to Aboriginal and Torres Strait Islander employees, and Traditional Owner groups and their representatives, to participate in RWG meetings.



DEON MCLAUGHLIN

General Manager –  
People & HSEQ  
*RAP Chair*



PAUL PREMERL

General Manager –  
Energy



FELICIA BRADLEY

Marketing & Communications  
Manager



GEORGIA KIRBY

Human Resources  
Coordinator



DARRYL COPELAND

RWG Team Member



PAUL SPAIN

RWG Team Member



# RECONCILIATION ACTION PLAN

## RELATIONSHIPS

Valmec aims to partner with Aboriginal and/or Torres Strait Islander peoples and learn from their advice and guidance on this journey, and to further our mutual goals of diversity, inclusion and reconciliation.

ACTION	DELIVERABLES	TIMEFRAME	RESPONSIBILITY
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations</b>	<ul style="list-style-type: none"><li>• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement in both new and existing work areas.</li></ul>	October 2021	RWG Chair
	<ul style="list-style-type: none"><li>• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.</li></ul>	October 2021	RWG Chair
<b>2. Build relationships through celebrating National Reconciliation Week (NRW)</b>	<ul style="list-style-type: none"><li>• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li></ul>	27 May - 3 June, 2021 & 2022	Marketing & Comms Manager
	<ul style="list-style-type: none"><li>• Reconciliation Working Group members to participate in an external NRW event.</li></ul>	27 May - 3 June, 2021 & 2022	Marketing & Comms Manager
	<ul style="list-style-type: none"><li>• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li></ul>	27 May - 3 June, 2021 & 2022	Marketing & Comms Manager
	<ul style="list-style-type: none"><li>• Organise at least one NRW event each year.</li></ul>	27 May - 3 June, 2021 & 2022	Marketing & Comms Manager
	<ul style="list-style-type: none"><li>• Register all our NRW events on Reconciliation Australia's NRW website.</li></ul>	April 2021 & 2022	Marketing & Comms Manager

## RELATIONSHIPS (Cont'd)

ACTION	DELIVERABLES	TIMEFRAME	RESPONSIBILITY
<b>3. Promote reconciliation through our sphere of influence</b>	<ul style="list-style-type: none"> <li>Implement strategies to engage our staff in reconciliation.</li> </ul>	October 2021	General Managers
	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation publicly, supported by release of the Innovate RAP.</li> </ul>	November 2020	Marketing & Comms Manager
	<ul style="list-style-type: none"> <li>Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.</li> </ul>	November 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.</li> </ul>	November 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Provide an information session to all permanent staff to communicate the importance and benefits of our RAP.</li> </ul>	November 2020, 2021, 2022	General Managers
	<ul style="list-style-type: none"> <li>Publish RAP on Valmec Website.</li> </ul>	November 2020	Marketing & Comms Manager
<b>4. Promote positive race relations through anti-discrimination strategies</b>	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	August 2021	General Managers
	<ul style="list-style-type: none"> <li>Develop, implement and communicate an anti-discrimination policy for our organisation.</li> </ul>	August 2021	General Managers
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.</li> </ul>	June 2021	General Manager
	<ul style="list-style-type: none"> <li>Educate senior leaders on the effects of racism.</li> </ul>	May 2021	General Managers
<b>5. Develop and maintain mutually beneficial relationships with Traditional Owners</b>	<ul style="list-style-type: none"> <li>Develop a strategy to engage with Traditional Owners in project areas prior to commencement of projects.</li> </ul>	May 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Maintain a register of key Aboriginal and Torres Strait Islander contacts with which we will build strong relationships.</li> </ul>	May 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Host a regular meeting each year with Traditional Owners from areas where Valmec have a permanent office to enhance our relationship with Aboriginal and Torres Strait Islander communities.</li> </ul>	27 May - 3 June, 2021, 2022	General Managers

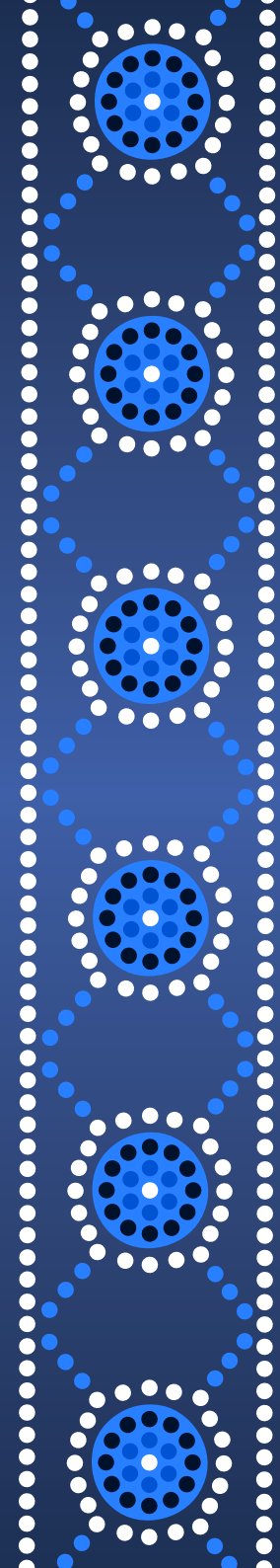


## RESPECT

Understanding Aboriginal and Torres Strait Islander people's cultures, knowledge and histories is fundamental to building on our understanding and our relationships. Through this understanding, we become more respectful of the land and the places where we work. Through respect, our relationships become stronger.

ACTION	DELIVERABLES	TIMEFRAME	RESPONSIBILITY
<b>6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning</b>	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	October 2021	General Managers
	<ul style="list-style-type: none"> <li>Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.</li> </ul>	November 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Develop, implement and communicate a cultural learning strategy for our staff.</li> </ul>	December 2020	General Managers
	<ul style="list-style-type: none"> <li>Provide opportunities for Reconciliation Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.</li> </ul>	March 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Increase the Cultural Capability of Valmec through training and face-to-face cultural learning opportunities.</li> </ul>	May 2021	RWG Chair
<b>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols</b>	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country protocols.</li> </ul>	May 2021	General Managers
	<ul style="list-style-type: none"> <li>Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgment of Country.</li> </ul>	May 2021	General Managers
	<ul style="list-style-type: none"> <li>Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.</li> </ul>	July 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Develop and maintain a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.</li> </ul>	May 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Include an Acknowledgment of Country or other appropriate protocols at the commencement of important meetings.</li> </ul>	July 2021	RWG Chair

ACTION	DELIVERABLES	TIMEFRAME	RESPONSIBILITY
<b>8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week</b>	<ul style="list-style-type: none"> <li>• Reconciliation Working Group to participate in an external NAIDOC Week event.</li> </ul>	First week in November 2020 & July 2021, 2022	RWG Chair
	<ul style="list-style-type: none"> <li>• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.</li> </ul>	March 2021	General Managers
	<ul style="list-style-type: none"> <li>• Promote and encourage participation in external NAIDOC events to all staff.</li> </ul>	First week in November 2020 & July 2021, 2022	Marketing & Comms Manager
<b>9. Recognise and celebrate Aboriginal and Torres Strait Islander dates of significance</b>	<ul style="list-style-type: none"> <li>• Create an event calendar for dates of significance, such as                             <ul style="list-style-type: none"> <li>• 01 July – Coming of the Light (Torres Strait celebration).</li> <li>• 04 August – National Aboriginal and Torres Strait Islander Children’s Day.</li> </ul> </li> </ul>	November 2020	Marketing & Comms Manager
	<ul style="list-style-type: none"> <li>• Investigate opportunities to organise an internal event to commemorate significant dates.</li> </ul>	April 2021	Marketing & Comms Manager
	<ul style="list-style-type: none"> <li>• Include an article in our newsletter to inform employees of the significant dates, and encourage participation.</li> </ul>	April 2021	Marketing & Comms Manager





## OPPORTUNITIES

Genuine inclusion of Aboriginal and/or Torres Strait Islander peoples is more than creating employment opportunities and targets. Genuine opportunities come about from creating an organisation that truly understands and respects Aboriginal and Torres Strait Islander peoples and cultures. Valmec will provide a safe and respectful working environment to aid the deliverables outlines in this RAP.

ACTION	DELIVERABLES	TIMEFRAME	RESPONSIBILITY
<b>10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development</b>	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	May 2021	General Managers
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.</li> </ul>	May 2021	General Managers
	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.</li> </ul>	August 2021	General Managers
	<ul style="list-style-type: none"> <li>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</li> </ul>	August 2021	General Managers
	<ul style="list-style-type: none"> <li>Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</li> </ul>	May 2021	General Managers
	<ul style="list-style-type: none"> <li>Develop and implement a strategy for Aboriginal and Torres Strait Islander employment pathways.</li> </ul>	May 2021	General Managers
	<ul style="list-style-type: none"> <li>Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.</li> </ul>	December 2021	General Managers
<b>11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes</b>	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.</li> </ul>	August 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	June 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.</li> </ul>	August 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.</li> </ul>	June 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.</li> </ul>	November 2021	RWG Chair



## OPPORTUNITIES (Cont'd)

ACTION	DELIVERABLES	TIMEFRAME	RESPONSIBILITY
<b>12. Assist Aboriginal and Torres Strait Islander businesses and suppliers to develop their businesses</b>	<ul style="list-style-type: none"> <li>Engage with key stakeholders to increase capacity and tendering opportunities, with Valmec, for Aboriginal and Torres Strait Islander businesses and suppliers.</li> </ul>	June 2021	General Managers
	<ul style="list-style-type: none"> <li>Investigate opportunities for sponsorship of local Aboriginal and Torres Strait Islander organisations.</li> </ul>	March 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Investigate opportunities for capacity building in Aboriginal and Torres Strait Islander businesses and organisations.</li> </ul>	September 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Explore developing joint ventures, partnerships, secondment and community capacity opportunities for Aboriginal and Torres Strait Islander businesses.</li> </ul>	June 2021	RWG Chair
<b>13. Investigate opportunities to engage our sub-contractors in reconciliation initiatives</b>	<ul style="list-style-type: none"> <li>Request a Traditional Owner Participation Plan for all subcontracts where the contract value is greater than \$1 million.</li> </ul>	June 2021	General Managers



## GOVERNANCE

ACTION	DELIVERABLES	TIMEFRAME	RESPONSIBILITY
<b>14. Maintain an effective RAP Working group (RWG) to drive governance of the RAP</b>	<ul style="list-style-type: none"> <li>Annually review our Terms of Reference for the RWG.</li> </ul>	December 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Meet at least four times per year to drive and monitor RAP implementation.</li> </ul>	December 2020	RWG Chair
		March 2021, 2022	
		June 2021, 2022	
<ul style="list-style-type: none"> <li>Maintain Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	September 2021, 2022	RWG Chair	
	December 2021		

GOVERNANCE (Cont'd)

ACTION	DELIVERABLES	TIMEFRAME	RESPONSIBILITY
14. (Cont'd)	<ul style="list-style-type: none"> <li>The RWG will extend invitation to Aboriginal and Torres Strait Islander employees.</li> </ul>	March 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Every six (6) months the RWG will extend an invitation to the Traditional Owner group, local to the location where the meeting is being hosted to attend a RWG meeting.</li> </ul>	June 2021, December 2021, June 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	June 2021	RWG Chair
15. Provide appropriate support for effective implementation of RAP commitments	<ul style="list-style-type: none"> <li>Engage our senior leaders and other staff in the delivery of RAP commitments.</li> </ul>	June 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Define and maintain appropriate systems to track, measure and report on RAP commitments.</li> </ul>	June 2021	RWG Chair
	<ul style="list-style-type: none"> <li>Maintain an internal RAP Champion from senior management.</li> </ul>	March 2021	RWG Chair
16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September, 2021, 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Report RAP progress to all staff and senior leaders quarterly.</li> </ul>	December 2020 March 2021 June 2021 September 2021 December 2021 March, June Sept 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Publicly report our RAP achievements, challenges and learnings, annually.</li> </ul>	July 2021, 2022	RWG Chair
	<ul style="list-style-type: none"> <li>Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.</li> </ul>	May 2022	RWG Chair
17. Continue our reconciliation journey by developing our next RAP	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li> </ul>	January 2022	RWG Chair & Managing Director

# MESSAGE FROM OUR CHAIRMAN

---

It is with great pleasure that I endorse the Valmec Limited November 2020 – November 2022 Innovate Reconciliation Action Plan (RAP), which sets out Valmec’s commitment to building relationships with Aboriginal and Torres Strait Islander Peoples by contributing to reconciliation, both internally and in the communities in which we operate.

This RAP’s mandate is about Valmec undertaking a journey – a journey that allows Valmec to gain a deeper understanding of its sphere of influence in the community, whilst also establishing the best approach to advance reconciliation.

The document outlines our actions, and allows us to focus on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation and developing and piloting innovative strategies to empower Traditional Owners and Aboriginal and Torres Strait Islander peoples.

On behalf of the Board of Valmec Limited, we proudly support this Innovate RAP. We look forward to following Valmec’s progress through the actions of the RAP, and being a part of the evolving reconciliation journey.



A handwritten signature in blue ink, which appears to read 'Stephen Zurhaar'. The signature is written in a cursive style and is positioned above a horizontal dotted line.

**Stephen Zurhaar, Chairman**



**VALMEC**

17 Ballantyne Road, KEWDALE WA 6105  
57 Machinery Street, BRISBANE QLD 4076

1300 VALMEC

[www.valmec.com.au](http://www.valmec.com.au)

**ASX: VMX**



**APTS PTY LTD**

39 Success Way, HENDERSON WA 6166  
57 Machinery Street, BRISBANE QLD 4076

(08) 9412 1500

[www.apts.com.au](http://www.apts.com.au)