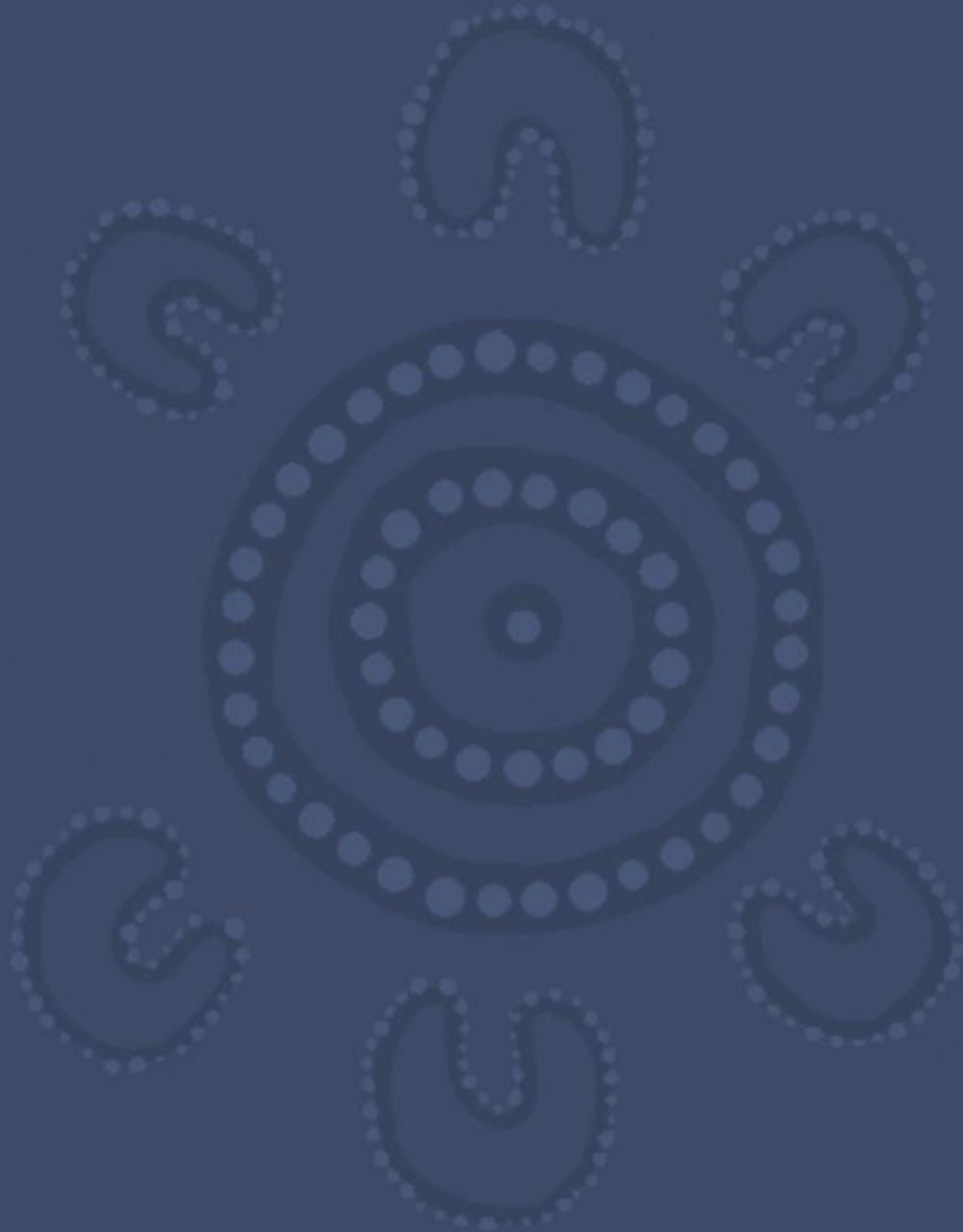


Reconciliation Action Plan

January 2022 – January 2023





Acknowledgement

Tambla acknowledges the Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities.

We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders both past, present and emerging.

Foreword

We are extremely proud to present Tambla's first Reconciliation Action Plan (RAP). This is a significant step for the company to highlight how Tambla will contribute to reconciliation in Australia.

Tambla's Directors and team are genuinely committed to reconciliation and this RAP is our opportunity to turn good intentions into action. It is also the next step in helping to drive sustainable opportunities for Aboriginal and Torres Strait Islander people within the company.

Tambla's RAP will enable us to improve relationships with, show respect for, and increase opportunities for Aboriginal and Torres Strait Islander peoples as colleagues, stakeholders, clients, jobseekers, candidates, and the community.

We are hopeful that through this RAP we move forward together in the spirit of reconciliation and solidarity toward a reconciled and equitable Australia.

Chris Fydler

Managing Director

Our Company

We are an innovative enterprise HR software company delivering cloud-first, intelligent workforce solutions to organisations with large “shift-based” workforces.

We provide these companies with the tools to ensure visibility, optimisation and compliance of their workforce globally.

We have been at the forefront of IT solutions for over 45 years and the leading edge of workforce management for two decades. Our solutions deliver substantial financial and operational advantage to companies by aligning people, process, and performance, making the modern workforce more productive, reducing fixed and variable overheads and increasing profitability.

Tambla’s experienced team provide customers with a variety of services to ensure they are getting the most out of their intelligent workforce solution.

Tambla is a global organisation with offices in Sydney, Melbourne and Brisbane in Australia, along with an office in Maidenhead, England. Tambla employs 100 people in Australia and currently has two aboriginal employees.

Our Vision for Reconciliation

Tambla is committed to walking alongside Aboriginal and Torres Strait Islander peoples to connect, learn, and create sustainable opportunities in the communities in which we live and operate.

Our vision for reconciliation is a future where all Aboriginal and Torres Strait Islander peoples’ cultures are respectfully recognised as central to a sustainable Australia.

Message from Reconciliation Australia CEO

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

Tambla 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 Tambla 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 Tambla, 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

Our RAP

Tambla believes that we can make a valuable contribution to supporting Aboriginal and Torres Strait Islander economic and social outcomes through procurement and employment initiatives.

We believe this RAP will guide and support us to build our knowledge of and respect for Aboriginal and/or Torres Strait Islander histories and cultures and help us advocate within our sphere of influence.

We look forward to strengthening our relationships with and opportunities for Australia's First Peoples, both within our organisation and externally, building on what is already a good foundation in a culturally safe workplace.

We are conscious that there is more that we could be doing to ensure that there is a greater representation of Aboriginal and Torres Strait Islander peoples in our own workforce, as well as to support Supply Nation businesses. We have an interest and a responsibility to build a culture of respect and exchange, whilst acknowledging and embracing the varied and rich cultures of First Nations people and communities. We are committed and excited to be implementing and embedding the discipline of our 'Reflect RAP' within Tambla. Our RAP has been developed by an internal RAP Working Group (RWG) and is comprised of employees from different areas of our organisation.

Tambla's RAP Working Group:

Chief Operating Officer (Working Group Lead)
Service Delivery Manager
Project Delivery Office Coordinator
Commercial Manager
Professional Services Manager
Project Coordinator
IT Manager

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.	January, 2022	Service Delivery Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	January, 2022	Service Delivery Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2022	Professional Services Manager
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2022	Chief Operating Officer
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2022	Chief Operating Officer
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	January, 2022	Managing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	January, 2022	Chief Operating Officer
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	January, 2022	Service Delivery Manager
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	February, 2022	Chief Operating Officer
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February, 2022	Chief Operating Officer

Respect



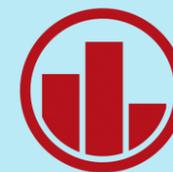
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March, 2022	Chief Operating Officer
	Conduct a review of cultural learning needs within our organisation.	March, 2022	Chief Operating 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.	April, 2022	Chief Operating Officer
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April, 2022	Chief Operating Officer
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.	First week July, 2022	Chief Operating Officer
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	First week July, 2022	Chief Operating Officer
	RAP Working Group to participate in an external NAIDOC Week event.	First week July, 2022	Chief Operating Officer

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.	January, 2022	Chief Operating Officer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January, 2022	Chief Operating Officer
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, 2022	Chief Operating Officer
	Investigate Supply Nation membership.	January, 2022	Chief Operating Officer

Governance



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	August, 2021	Chief Operating Officer
	Draft a Terms of Reference for the RWG.	December, 2021	Chief Operating Officer
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	August, 2021	Chief Operating Officer
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December, 2021	Chief Operating Officer
	Engage senior leaders in the delivery of RAP commitments.	December, 2021	Chief Operating Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	December, 2021	Chief Operating Officer
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September, 2022	Chief Operating Officer
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September, 2023	Chief Operating Officer



Our RAP Artwork - Baayanya

Baayanya comes from the Dunghutti language and belongs to the Yuin-Kuric language family. Baayanya means to release, to let go and to trust. When we trust in people and in our connection with others, growth happens.

Dunghutti are first nations people from the Macleay Valley of northern New South Wales.

Baayanya shows how Tambla connects innovative solutions to people and business that help create more time, growth and trust. Together we connect in a meeting place where trust is formed that spans between company and client. To create flow and alignment, we first have to let go and trust.

About the Artist – Brad Hore

Brad competed in two Olympics as a Flyweight Boxer at the Sydney 2000 and Athens 2004 Olympics. As an athlete Brad competed as an amateur and professional Boxer at an international level for over 25 years.

Sport contributed to his passion for community and with the support of his family and community he was able to advance his career, but nothing ever came close to coming home to country.

Brad has worked in Indigenous health for over 10 years, advancing and encouraging his people through closing the gap initiatives, sporting involvements and local community projects. He is a big advocate for mental health and regularly comments on how returning home to country can be a very healing experience.

Brad's Indigenous identity is a credit to his grandmother and mother, both Dunghutti women, who lead the way to never giving up and giving back to their people.

Art has not always been something that interested Brad, it was more his brother's forte, but when COVID-19 hit in 2020, Brad's outgoing and extroverted nature needed an outlet. During this time, he struggled with his mental health, and art became a way to provide a precision type focus and connection to country. Over the last year and a half Brad's work can be found in universities, on apparel and uniforms and in businesses and family homes. Each piece is commissioned to tell an individual story, unique to the owner, business and community.



Contact

Enquiries about Tambla's Reconciliation Action Plan can be directed to the Chief Operating Officer, Nathan Thomas on 02 9122 6280 or nathan.thomas@tambla.com.au

✉ 100 Arthur Street, North Sydney, NSW, 2060

☎ 02 9122 6200

✉ email: sales@tambla.com.au

🌐 www.tambla.com.au

