

# RECONCILIATION ACTION PLAN



RECONCILIATION  
ACTION PLAN

STRETCH



VOYAGES  
INDIGENOUS TOURISM  
AUSTRALIA

JANUARY 2023 – DECEMBER 2025





## ACKNOWLEDGEMENT OF COUNTRY AND TRADITIONAL OWNERS

Voyages Indigenous Tourism Australia acknowledges the traditional custodians of Country throughout Australia and their continuing connection to land, sea, sky, and community. We pay our respects to the Elders past, present and emerging from these communities and recognise that we work and operate on Anangu land at Ayers Rock Resort, Kuku Yalanji land at Mossman Gorge Cultural Centre and Gadigal land in Sydney.

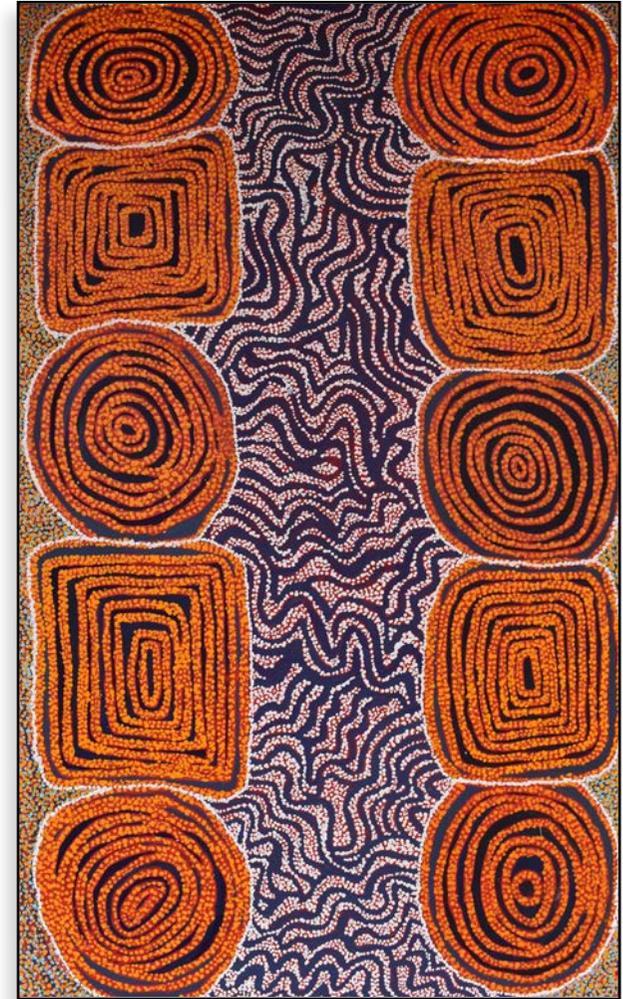
We celebrate that these traditional custodians represent the oldest continuing living cultures in the world. It is their history, knowledge and spirit that contributes so much to our communities. We extend that respect to all Aboriginal and Torres Strait Island team members that work for Voyages and recognise how their valued contributions enrich our appreciation for Australia's cultural heritage.



## RENE KULITJA CONTRIBUTING ARTIST

Rene was born in 1958, in Ernabella, South Australia. Her family are Pitjantjatjara and her Pitjantjatjara name is Wanuny. Rene grew up in the north of South Australia attending school at Amata before marrying and moving to her husband's country of Docker River. Later in Mutitjulu, she became committed to art, inspired by her parents Walter Pukutiwara, and Topsy Tjulyata, acclaimed wood carvers and founders of Maṛuku Arts. Rene has worked in fabric, glass, ceramics and grass weaving. Her painting of Uluru proudly adorned a Qantas jet and as a Tjanpi Desert Weavers she represented Australia in the 2015 Venice Biennale. Also a member of the Uluru-Kata Tjuta National Park Board of Joint Management, director for the NPY Women's Council, Mutitjulu Community Aboriginal Corporation and Central Australian Aboriginal Women's Choir. Rene was also a founding director of Walkatjara Art and a current Director and previous chair of Maṛuku. When not creating art, Rene now spends much of her time travelling far and wide as both artist and advocate for her people.

This artwork by Rene Kulitja reflects the strength in walking side by side, across cultures and ways of thinking. The circles represent Anangu, how they live, create, and view the world. The squares represent Piranpa (non-indigenous), reflecting the shape used in houses and all aspects of everyday life. In the middle connecting everything is kurunpa (spirit). This artwork is a constant source of inspiration for Voyages on our Reconciliation journey.



**“Together, we can look forward to the future. Like walking a new path together, feeling strong spirited. Piranpa and Anangu, walking together side by side, holding hands. Bringing two ways of thinking together.”**

Rene Kulitja

## A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER



Matthew Cameron-Smith  
Chief Executive Officer  
and Managing Director

I am immensely proud and privileged to present Voyages Indigenous Tourism Australia's (Voyages) second Stretch Reconciliation Action Plan.

Voyages is driven by respect, passion and courage and key to this, is to continue to expound and foster a culture that understands, values and respects the histories, cultures and contributions of Aboriginal and Torres Strait Islander peoples.

Collaboratively we work as a team to help Aboriginal and Torres Strait Islander cultures to explore their potential through training and employment opportunities (National Indigenous Training Academy) and deliver employment outcomes for our partner communities, in turn providing financial and social support to the First Peoples of Australia. We also provide opportunities within the organisation to progress and enhance the understanding of Aboriginal and Torres Strait Islander culture and history and recognise and celebrate the significant dates and events for First Nations peoples.

The unique places in which Voyages operates provide a perfect opportunity to not only support the growth and help sustain Aboriginal and Torres Strait Islander cultures, but also to educate and share Australia's sensitive eco and cultural destinations with visitors and guests, for generations to come. Be it through our free guest activities program, sharing bush yarns and bush tucker, dot painting, didgeridoo workshops,

guided garden walks, dreamtime walks and smoking ceremonies, we are always seeking out new opportunities to share and support Aboriginal and Torres Strait Islander culture. The opening of the Gallery of Central Australia (GoCA) where we work closely with Central Australian art centres and independent artists and galleries provides an immersive experience, showcasing works from the region and provides a sustainable platform for Indigenous enterprise. In line with Voyages' purpose, the Gallery of Central Australia will help close the gap by providing further employment opportunities for Indigenous Australians. Voyages's Anangu Communities Foundation has been supporting Anangu cultural, social, health and economic development since 2003.

By further developing our Stretch RAP program and our commitment to reconciliation, it transforms intentions into actions and is a driving force behind how we manage relationships both internally and externally through our business partnerships and affiliations and with Aboriginal and Torres Strait Islander peoples.

Over time, and through consultation we have learnt some valuable lessons on our reconciliation journey, and I am excited and committed to embedding clear actions and targets in this Stretch RAP, to broaden and enhance our reconciliation journey.



Karen Mundine  
**Chief Executive Officer**  
**Reconciliation Australia**

## A MESSAGE FROM RECONCILIATION AUSTRALIA CEO, KAREN MUNDINE

**On behalf of Reconciliation Australia, I congratulate Voyages Indigenous Tourism Australia (Voyages) on its second Stretch Reconciliation Action Plan (RAP), its second overall.**

Formed around the pillars of relationships, respect, and opportunities, the RAP framework helps organisations to realise the critical role they can play in driving reconciliation across their work and areas of expertise. Through the creation of this Stretch RAP, Voyages continues to contribute to the ever-growing community of RAP organisations that have transformed goodwill into meaningful action.

As a key hospitality and tourism provider, Voyages core purpose is to create opportunities for Aboriginal and Torres Strait Islander peoples through cultural tourism. This is reflected in the learnings and achievements of its reconciliation journey to date. This includes increasing First Nations employment from 2% in 2011 to 44% in 2021; developing a cultural safety framework to be embedded across the organisation; working with the Anangu Advisory Group on the design and implementation of its Indigenous Engagement Programs; and supporting the Anangu Communities Foundation which grants financial support to Anangu-led initiatives and priorities. Voyages has also

established the National Indigenous Training Academy which has seen over 620 trainees graduate since it started in 2011. These achievements speak volumes about Voyages' commitment to reconciliation and the potential of its activities to come.

With these learnings, Voyages has built solid foundations upon which to expand and embed its commitments in this RAP. Promising new initiatives include leveraging new procurement and partnership opportunities to commit suppliers and partners to Aboriginal and Torres Strait Islander employment targets, spend targets, and other negotiated commitments to reconciliation. Voyages will also increase awareness and acknowledgement of local Traditional Owner communities and languages, as well as continuing to engage and work with local community to identify, support and fund projects across culture, education and business development. Overall, this Stretch RAP shows Voyages' thinking critically and thoughtfully about how best to build reconciliation into its every day.

On behalf of Reconciliation Australia, I commend Voyages on this Stretch RAP and look forward to following its ongoing reconciliation journey.

## OUR VISION FOR RECONCILIATION

Our vision for reconciliation is an Australian hospitality and tourism industry which connects guests, visitors and team members to the unique living beauty, knowledge, art, culture and diversity of Australia's Indigenous communities through cultural tourism.

At Voyages Indigenous Tourism we see a place where Indigenous people have their voices elevated, respected and celebrated. We will provide a culturally safe environment that reflects the needs, aspirations and self-determination of Indigenous peoples and recognises that their impact and contribution is at the heart of our success. We will provide employment, training, leadership and development opportunities for Indigenous people. We will set ambitious goals for ourselves and share our goals and vision with our business partners, stakeholders and suppliers. We will set industry leading employment and leadership targets within our organisation. Voyages Indigenous Tourism will make an ongoing commitment to enduring, trusted, and celebrated relationships with Indigenous communities and organisations, and to ensuring the wrongs of the past are never repeated.

We acknowledge and thank the Indigenous communities who allow us to live and work on their land. We accept our responsibility to recognise and respect the status, cultures, histories and continued connection these communities have to land, sea, and sky. We also acknowledge that we all must play a role and that reconciliation will not happen without us fighting for it.



## OUR BUSINESS

Voyages core purpose is to create opportunities for Aboriginal and Torres Strait Islander peoples through cultural tourism. We have a strong commitment to social, environmental and cultural responsibility and Indigenous economic development. We offer unique cultural tourism experiences at Ayers Rock Resort (ARR) on Anangu Country in the iconic cultural heart of Australia near Uluru and on Kuku Yalanji Country at Mossman Gorge Cultural Centre (MGCC), a gateway to the Daintree National Park. Our Corporate Office is in Sydney on Gadigal Country.

Voyages operates the National Indigenous Training Academy near Uluru and at Mossman Gorge and supports the Anangu Communities Foundation. Voyages is owned by the Indigenous Land and Sea Corporation. Voyages core values are Respect, Excellence, Trust and Courage.

We currently employ around 900 people but have grown at times to employ over 1,000 team members across all three locations. At Ayers Rock Resort around 30%, or 220 members of our team, identify as Aboriginal and Torres Islander people. At Mossman Gorge 72%, or 45 members of our team, identify as Aboriginal and Torres Islander people. In Voyages Corporate Office it is approximately 5% or five members of our team. Across the organisation Aboriginal and Torres Strait Islander peoples represent approximately 30% of the Voyages team.



# OUR RECONCILIATION JOURNEY

A commitment to reconciliation has been Voyages' driving force since the organisation's inception. This is reflected in our core purpose which is to create opportunities for Aboriginal and Torres Strait Islander peoples through cultural tourism.

Voyages inaugural Stretch RAP came to an end in 2018 and in the years since then our passion and commitment to making a difference in the lives of Aboriginal and Torres Strait Islander peoples has never stopped.

Our reconciliation journey has taught us many lessons. These have shaped the development of this Stretch RAP and present the opportunity to further improve the role we can play, ensuring:

1. Aboriginal and Torres Strait Islander team members are always present and involved in business decisions that impact their people and cultures.
2. More and deeper opportunities for cultural capability and learning continue to be embedded in our daily business and processes for team members, visitors and guests.
3. We create and practice cultural safety across our organisation, learning from our mistakes and celebrating our successes.
4. We embed our RAP in our strategic priorities.
5. We monitor and report on all our RAP deliverables.



# OUR RECONCILIATION ACTION PLAN

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The consultation on our RAP was led by the Voyages RAP Working Group and was supported by a RAP Advisory Committee. This Advisory Committee was comprised of predominantly Aboriginal and Torres Strait Islander staff from all areas of our business and has since been replaced by an Indigenous Cultural Reference Group. This Reference Group has a new broader role of advising on the implementation of this RAP and our Cultural Safety Framework. It will also provide cultural guidance on key operational initiatives across our business. A new role has also been recently created in the business, General Manager of Indigenous Strategy and Development, and this is held by Palawa man, Kurt Schulte-Schrepping, who also acts as Voyages RAP Champion.

Our RAP Working Group has senior representatives from all areas of our business, including key Aboriginal and Torres Strait Islander business leaders. The RWG includes:

- Chief Executive Officer
- Chief Operations Officer
- Chief People & Culture Officer
- Chief Legal and Compliance Officer
- General Manager Mossman Gorge Cultural Centre
- General Manager Indigenous Engagement
- General Manager Indigenous Strategy & Development
- Director of NITA
- Director of Marketing
- Director of HR
- Group Learning & Development Manager

During the development of our RAP we provided progress updates at our full staff meetings, and we always encouraged and listened to feedback from all staff. Their ideas were gathered and reviewed and formed the basis for this document.

The Voyages Board and Executive Team fully endorse and support our RAP.

# OUR RECONCILIATION ACHIEVEMENTS

## Building a culturally strong environment

Over 10 years of operation we have increased our Indigenous employment from 2% in 2011 to 44% in 2021. In 2021 we developed a unique Cultural Safety Framework which is being embedded across the organisation to ensure cultural safety underpins everything we do at Voyages.

We have a strong focus on cultural learning and engagement, and orientation at our operating locations includes the opportunity to meet directly with traditional owners and learn about the history of Indigenous Australians, protocols, language, culture and art.

## National Indigenous Training Academy (NITA)

Since 2011 NITA has been working to change the lives of young Indigenous Australians by providing market leading training and employment programs and empowering a growing Indigenous workforce. NITA is a residential program based at both Ayers Rock Resort and Mossman Gorge Cultural Centre and has seen more than 620 graduations since its inception in either hospitality, tourism, retail, horticulture or rural operations.

## Gallery of Central Australia (GOCA)

GOCA opened in 2021 and celebrates Indigenous creativity and culture by providing a platform for Indigenous enterprise to thrive. GOCA exclusively promotes the diversity of Central Desert regional art centres practicing a strict code of ethical art sales. It is a place for our Indigenous community to share their stories and culture and to educate and inspire.

## Supporting Indigenous Procurement

Voyages currently works with over 50 Indigenous suppliers committing over 4% of its annual spend to Indigenous procurement. We are also Supply Nation registered.

## Partnering with Kuku Yalanji Communities

Voyages provides accredited training and employment for Kuku Yalanji tour guides at Mossman Gorge Cultural Centre.

We strongly support local Indigenous leadership. We promote and showcase Kuku Yalanji artists at Mossman Gorge Cultural Centre.

## Partnering with Anangu Communities

The Anangu Advisory Group advises Voyages on the design and implementation of its Indigenous Engagement Programs.

The Anangu Communities Foundation grants financial support to Anangu-led initiatives and priorities with a focus on empowering initiatives in the areas of health, education, community, culture, and economic growth.



GOCA Artist in residency



'Skipp' Kuku Yalanji tour guide at Mossman Gorge Cultural Centre



Cedella Mcgrady honorary NITA Graduate

# OUR RECONCILIATION ACHIEVEMENTS

## Supporting employment outcomes for Anangu

**Real Jobs Program** – this unique mentoring, work skill development and training program for Anangu people from the Mutitjulu Community provides opportunities to participate in employment at Ayers Rock Resort and build skills and career pathways.

**Employment Pathways Program** – supports job seekers at the community level to understand opportunities. Community-based skills development and, on-site work experience support job seekers through the Voyages recruitment process. This program is delivered in partnership with community development program and job network providers. All participants transitioning into employment receive post-placement training and wellbeing support.

**Education Pathways Program** – run with local and regional partners across the Ngaanyatjarra Pitjantjatjara Yankunytjatjara (NPY) lands and Central Australia regions. It supports stronger education and career pathways for young Indigenous students.

Both the Education and Employment Pathways Programs partner with stakeholders to create flexible pathways and opportunities for young people to engage with Voyages as a regional partner and potential employer. The Programs include community-based skill development activities, accredited and non-accredited school-based training support as well as structured Ayers Rock Resort site visits and work experience programs.

Ayers Rock  
Resort NITA  
Trainee



Ayers Rock Resort  
Bush Tucker  
Instructor



Tali Wiru  
Chef Plating  
Indigenous  
Entrees



# RACHAEL HODGES

## General Manager Mossman Gorge Cultural Centre

Rachael's people are from the Gungandji, Girramay, Goreng and Kabi Kabi countries. Since May 2021 Rachael has been the General Manager at the Mossman Gorge Cultural Centre and has taken the business to new heights of success.

"I started at Mossman Gorge Cultural Centre in April 2012 as the Operations Manager, just prior to the official opening of the facility. And with the support of my managers over the years I have been given opportunities to progress my career and am now the General Manager.

I am a strong believer in empowering our people through employment and training opportunities and this has been, and will continue to be, at the heart of my journey."

Rachael is responsible for overseeing all operational and business aspects of the Centre which provides visitor information, showcases the local Kuku Yalanji art gallery and retail store, houses the Mayi café and facilitates shuttle bus transport into the Daintree Rainforest and Mossman Gorge.

Rachael also works closely with Uncle Roy Gibson, the visionary behind the founding of the Cultural Centre, the training school and the Dreamtime Gorge Walk which gives visitors a deeper understanding of the Daintree Rain Forest and provides employment opportunities for the local community.



# KURT SCHULTE-SCHREPPING

## General Manager Indigenous Strategy and Development

Kurt's people are Palawa. He has been working for Voyages since 2017, starting as the Security Manager for Voyages Ayers Rock Resort, now working as the General Manager of Indigenous Strategy and Development.

Kurt's position was created in 2022 to help deliver on the objectives in this Reconciliation Action Plan and assist in embedding our Cultural Safety Framework at Ayers Rock Resort, working with the Indigenous Engagement Team. Kurt also oversees the Security Team, Social & Emotional Wellbeing Team and the National Indigenous Training Academies' Operations Division.

"My role involves me acting as the RAP champion and ensuring our business continues its great work on reconciliation and cultural safety. Working with a team of highly motivated people that understand this is not just part of our job but who we are, really makes me proud to work for Voyages and on projects like this Reconciliation Action Plan.

During my time with Voyages, I've really enjoyed watching our company passionately pursue its goal to change the lives of Aboriginal and Torres Strait Islander people through cultural tourism. Watching communities, whether that be Voyages as a company or the communities that we live and work in, come together, exchange knowledge and work together are what gets me out of bed in the morning."



# JORDII KEMP

## General Manager Indigenous Strategy and Development

Jordii's people come from Mandandanji and Kamilaroi countries. She has worked at Ayers Rock Resort for ten years.

Jordii started her employment as a Trainee through the National Indigenous Training Academy (NITA) in 2012. She is one of the first NITA Graduates to reach the 10-year milestone. Jordii has had several roles at Ayers Rock Resort, from working in front office reception at Desert Gardens Hotel to being part of the NITA Team for the last five years. With the support of her manager Jordii is currently enrolled to complete the Certificate qualification in HR and has been promoted to Trainee Operations Manager for NITA.

“My role gives me the opportunity to build rapport with the new mob that come through NITA, finding out where everyone is from and possibly finding family connections.

The NITA Graduations is by far the best part of my role. When the trainees join the program, they are typically shy and not sure what to expect however after completing the one year traineeship they go through a transformation. It really warms my heart when I see every graduate walk across the stage with such pride and confidence to receive their certificate.”

The NITA programs operate at both Ayers Rock Resort and Mossman Gorge. It has seen over 620 graduates since it started in 2011.



*“I love the fact we can support these young leaders of tomorrow through the tough and emotional times and help them grow within a year. It just makes everything we do and go through as a team, worth it!”*

# KELLY WEATHERALL

## Residential Supervisor, NITA

Kelly's country and cultural connections stretch across Queensland and the Torres Straits. Kelly is a proud Aboriginal and Torres Strait Islander woman with ties to Euahlayi Nation, Mayi-Thakurti, Murray Island (also known as Mer Island) and Bwgcorman from Palm Island.

Kelly joined Ayers Rock Resort in 2015 as a Food & Beverage Leader and has taken on a variety of roles during her time with Voyages. All the experiences gained in these roles have now led to Kelly becoming the Learning Coordinator at the National Indigenous Training Academy.

"Since that first day at the resort, I had no idea I would be here seven years later. When I joined, I was told I will be given opportunities to grow, develop valuable skills, and increase my knowledge by simply being "true to myself". It hasn't been easy at times however so many of my colleagues, supervisors, and managers have supported me and I am now happy to provide that same level of support to my Indigenous people.

I love being part of the NITA training team and helping our trainees, especially seeing the positive outcomes from those trainees who can find learning to be challenging and difficult."





## CASE STUDY: NATIONAL INDIGENOUS TRAINING ACADEMY (NITA)

NITA was established in 2011 and as at December 2022 has seen over 620 trainees graduate. NITA specialises in the Hospitality, Retail and Landscape Gardening industries.

Four NITA graduates from the class of 2012 have just achieved their ten year employment milestone with Voyages and one of those individuals, Jordii Kemp, now leads a core part of the NITA Team. To learn more about Jordii's journey, see her profile which has been included in this RAP.

The NITA program at Mossman Gorge Cultural Centre has been going from strength to strength since it was re-launched in October 2020 with a wide and growing number of local employer partners and participants supporting its success.

NITA participants and graduates have an opportunity to work at Voyages or at one of the employment partnerships we have established over the last couple of years. These partnerships have proved to be successful as we have had participants take up employment at Longitude 131, AAT Kings, Back Country Bliss, Silky Oaks, and Sheraton Hotel. We will continue to grow these partnerships so we can provide our trainees with more opportunities in years to come.

Since the beginning of 2020 a comprehensive social and emotional wellbeing program of activities have been implemented across NITA and includes activities and opportunities for social interaction and community building.



# RELATIONSHIPS



Building and maintaining strong, open, and respectful relationships with Aboriginal and Torres Strait Islander peoples and communities is fundamental to our commitment to reconciliation and is in line with our core values of Respect and Trust.

Action	Deliverable	Timeline	Responsibility
1. Maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement on a quarterly basis.</li> </ul>	March, June, September, December 2023, 2024, 2025	GM Indigenous Engagement GM MGCC
	<ul style="list-style-type: none"> <li>Continue to embed our documented formal engagement plan to work with Aboriginal and Torres Strait Islander stakeholders.</li> </ul>	January 2023	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>Develop and further imbed the role of the Anangu Advisory Group across our business and Ayers Rock Resort operations.</li> </ul>	July 2023, 2024, 2025	GM Indigenous Engagement
	<ul style="list-style-type: none"> <li>Develop and further embed the role of the Mossman Gorge Aboriginal Community, Bamanga Bubu Ngaimunku Aboriginal Corporation, Jabalbina Yalanji Aboriginal Corporation RNTBC and Kuku Yalanji individuals across our business and Mossman Gorge Cultural Centre operations.</li> </ul>	July 2023, 2024, 2025	GM MGCC
	<ul style="list-style-type: none"> <li>Establish at least two new formal two-way partnerships each year with key Aboriginal and Torres Strait Islander organisations in the regions and on the lands where we operate.</li> </ul>	July 2023, 2024, 2025	GM Indigenous Strategy & Development
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to all team members.</li> </ul>	May 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in at least two external NRW events.</li> </ul>	27 May- 3 June 2023, 2024, 2025	GM Indigenous Strategy & Development

# RELATIONSHIPS



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Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW). <i>(Continued).</i>	<ul style="list-style-type: none"> <li>Encourage and support team members, including senior leaders, to participate in at least one external event to recognise and celebrate NRW with a focus on the history of National Reconciliation Week, commemorating significant reconciliation milestones for local Indigenous communities where operations are based, attending forums with leading Indigenous key-note speakers and cultural tourism and industry related events.</li> </ul>	27 May- 3 June 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>Organise one internal NRW event at each of our operating locations and one organisation wide NRW event each year.</li> </ul>	27 May- 3 June 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>Organise and deliver a series of Indigenous cultural documentaries and movies, including related discussion forums during NRW at Ayers Rock Resort for team members, Yulara residents and external stakeholders.</li> </ul>	27 May- 3 June 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>Register all our NRW events on Reconciliation Australia's NRW website.</li> </ul>	May 2023, 2024, 2025	GM Indigenous Strategy & Development
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Develop and implement an annual communication plan to raise awareness of our RAP actions and outcomes with our team members, guests and communities.</li> </ul>	December 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>Attend at least two quarterly RAP Leadership Gatherings each year.</li> </ul>	Dec 2023, 2024, 2025	GM Indigenous Strategy & Development

# RELATIONSHIPS



Building and maintaining strong, open, and respectful relationships with Aboriginal and Torres Strait Islander peoples and communities is fundamental to our commitment to reconciliation and is in line with our core values of Respect and Trust.

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence. <i>(Continued)</i> .	<ul style="list-style-type: none"> <li>Have a standing RAP agenda item at business partner meetings to discuss progress and present opportunities for business partners and other tour and tourism operators to be involved.</li> </ul>	January and July 2023, January and July 2024, January 2025	Chief Operations Officer and GM MGCC
	<ul style="list-style-type: none"> <li>Leverage all new procurement and partnership opportunities by committing suppliers and partners to Indigenous employment targets, Indigenous spend targets and other negotiated commitments to reconciliation as suits the arrangement and circumstances.</li> </ul>	January 2023, 2024, 2025	Chief Legal and Compliance Officer
	<ul style="list-style-type: none"> <li>Collaborate with at least four business partner organisations or tour operators to implement ways to advance reconciliation through cultural tourism.</li> </ul>	April 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>Promote Australian Indigenous cultural tourism at four or more international tourism events each year.</li> </ul>	April 2023, 2024, 2025	Chief Executive Officer
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Continually review our Harassment, Discrimination &amp; Bullying Policy to ensure it responds to our vision and represents best practice.</li> </ul>	November 2023, 2024, 2025	Chief People & Culture Officer
	<ul style="list-style-type: none"> <li>Develop, implement, and communicate a stand-alone anti-discrimination policy for our organisation.</li> </ul>	March 2023	Chief People & Culture Officer
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff and Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy.</li> </ul>	March 2024 and 2025	Chief People & Culture Officer
	<ul style="list-style-type: none"> <li>Communicate and provide at least annual training on our Harassment, Discrimination &amp; Bullying Policy across the organisation.</li> </ul>	February 2023, 2024, 2025	Group Learning & Development Manager

# RELATIONSHIPS



Building and maintaining strong, open, and respectful relationships with Aboriginal and Torres Strait Islander peoples and communities is fundamental to our commitment to reconciliation and is in line with our core values of Respect and Trust.

Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies. <i>(Continued)</i> .	<ul style="list-style-type: none"> <li>Provide additional Training to our managers and senior leaders on the effects of racism.</li> </ul>	February 2023, 2024, 2025	Group Learning & Development Manager
	<ul style="list-style-type: none"> <li>Senior leaders to publicly support anti-discrimination campaigns, initiatives or stances against racism.</li> </ul>	July 2023, 2024, 2025	Chief Executive Officer
5. Build relationships through celebrating significant events.	<ul style="list-style-type: none"> <li>Organise at least one National Sorry Day event each year at each of our operating locations and supported by organisation wide communications.</li> </ul>	26 May 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>Organise at least one event each year to recognise and celebrate the Mabo ruling and why it is a culturally significant day.</li> </ul>	3 June 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>Create email banners and screen savers for dissemination and application to support internal and external recognition of culturally significant days which are included in our Cultural Calendar.</li> </ul>	December 2023, 2024, 2025	GM Indigenous Strategy & Development, Chief Marketing Officer
6. Continue to embed support for the Anangu Communities Foundation.	<ul style="list-style-type: none"> <li>Raise awareness of the Foundation through increased communications channels and content sharing on a quarterly basis to celebrate Anangu projects.</li> </ul>	March, June, September, December, 2023, 2024, 2025	GM Indigenous Engagement
	<ul style="list-style-type: none"> <li>Continue to engage and work with local community to identify, support and fund Anangu Communities projects across culture, education, health and business development.</li> </ul>	March June, September, December, 2023, 2024, 2025	GM Indigenous Engagement

# RELATIONSHIPS



Building and maintaining strong, open, and respectful relationships with Aboriginal and Torres Strait Islander peoples and communities is fundamental to our commitment to reconciliation and is in line with our core values of Respect and Trust.

Action	Deliverable	Timeline	Responsibility
6. Continue to embed support for the Anangu Communities Foundation. <i>(Continued)</i> .	<ul style="list-style-type: none"> <li>Develop additional fundraising opportunities:                             <ul style="list-style-type: none"> <li>Sign up at least two corporate partnerships per annum.</li> <li>Host at least two fundraising events each year.</li> <li>Increase the contribution from our employees by 10% each year.</li> </ul> </li> </ul>	December 2023, 2024, 2025	GM Indigenous Engagement
7. Continue to embed support for the Mossman Gorge Aboriginal Community.	<ul style="list-style-type: none"> <li>Continue to engage and work with the local Mossman Gorge Aboriginal Community and community based service providers to identify, support and fund Mossman Gorge community projects across culture, education, health and business development.</li> </ul>	March, June, September, December 2023, 2024, 2025	GM MGCC
	<ul style="list-style-type: none"> <li>Mossman Gorge Cultural Centre to provide in-kind support for key Community events and business through providing catering and transport.</li> </ul>	March, June, September, December 2023, 2024, 2025	GM MGCC

# RESPECT



As one of Voyages' core values, Respect, is embedded in all that we do. We will always respect, acknowledge and celebrate Aboriginal and Torres Strait Islander peoples, cultures, histories, knowledge, rights, and traditions. This respect can be achieved through ongoing engagement and connection with Indigenous peoples as well as educating our team members, guests and partners on the cultures, knowledge, histories and rights of Aboriginal and Torres Strait Islander peoples. We believe through education and understanding we can build greater respect.

Action	Deliverable	Timeline	Responsibility	
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	April 2023, 2024, 2025	Group Learning & Development Manager	
	<ul style="list-style-type: none"> <li>Consult local Traditional Owners and Aboriginal and Torres Strait Islander staff members on the implementation of our Cultural Safety Framework.</li> </ul>	April 2023, 2024, 2025	GM Indigenous Strategy & Development	
	<ul style="list-style-type: none"> <li>Implement and communicate our Cultural Safety Framework across the organisation.</li> </ul>	Launch in January 2023	GM Indigenous Strategy & Development	
	<ul style="list-style-type: none"> <li>100% of team members to undertake formal and structured cultural learning which includes on-line training during on-boarding.</li> </ul>	January 2023, 2024, 2025	Chief People & Culture Officer	
	<ul style="list-style-type: none"> <li>70% of all team members to complete face to face cultural training.</li> </ul>	January 2023, 2024, 2025	Chief People & Culture Officer	
	<ul style="list-style-type: none"> <li>Additional on going online cultural capability and cultural safety training to be run for all staff at least once per year.</li> </ul>	January 2023, 2024, 2025	Chief People & Culture Officer	
	2. Acknowledge and demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Implement and communicate a cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country and Acknowledgement of Country.</li> </ul>	March 2023	GM Indigenous Strategy & Development
		<ul style="list-style-type: none"> <li>Through cultural tourism, continue to educate and engage our guests and business partners on cultural protocols by providing all guests with a language and cultural protocol guide when visiting ARR and MGCC.</li> </ul>	December 2023, 2024, 2025	Chief Marketing Officer, Chief Operating Officer, GM MGCC
		<ul style="list-style-type: none"> <li>Update our Guest Code of Conduct to include specific detail on the different cultural protocols guests need to be aware of when visiting ARR and MGCC.</li> </ul>	January 2023, 2024, 2025	Chief Marketing Officer

# RESPECT



As one of Voyages' core values, Respect, is embedded in all that we do. We will always respect, acknowledge and celebrate Aboriginal and Torres Strait Islander peoples, cultures, histories, knowledge, rights, and traditions. This respect can be achieved through ongoing engagement and connection with Indigenous peoples as well as educating our team members, guests and partners on the cultures, knowledge, histories and rights of Aboriginal and Torres Strait Islander peoples. We believe through education and understanding we can build greater respect.

Action	Deliverable	Timeline	Responsibility
2. Acknowledge and demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. <i>(Continued).</i>	<ul style="list-style-type: none"> <li>Make available to all Ayers Rock Resort guests pre arrival information on local communities and language including guides on specific pronunciations.</li> </ul>	January 2023, 2024, 2025	Chief Marketing Officer
	<ul style="list-style-type: none"> <li>Display an Acknowledgement of Country Plaque at the entrance to each hotel and main office building across the organisation, 10 in total.</li> </ul>	June 2023	Chief Operating Officer
	<ul style="list-style-type: none"> <li>Increase team member's understanding of the purpose and significance behind cultural protocols, including Welcome to Country and Acknowledgement of Country by having all staff educated during their on boarding process.</li> </ul>	March 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>Invite a local Traditional Owner or Custodian to provide a Welcome to Country or a culturally appropriate address at key business and program events such as NITA graduations, Christmas celebrations, NRW and NAIDOC week launches and all large conference and fund raising events.</li> </ul>	January and July 2023, 2024, 2025	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings and public events.</li> </ul>	February and August 2023, 2024, 2025	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Increase awareness and acknowledgement of the local Traditional Owner communities and use of language across ARR by producing an Anangu Language Video.</li> </ul>	June 2023, 2024, 2025	GM Indigenous Engagement
	<ul style="list-style-type: none"> <li>Provide short Indigenous language course to all new staff and NITA Trainees at ARR, to be delivered through Voyages Learning Management System.</li> </ul>	June 2023, 2024, 2025	Group L&D Manager

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Action	Deliverable	Timeline	Responsibility
3. Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Members of the RAP Working Group to participate in at least one NAIDOC Week event each year.</li> </ul>	First week in July 2023, 2024, 2025	RAP Chair
	<ul style="list-style-type: none"> <li>Review HR policies and procedures to remove barriers to staff participating in NAIDOC week.</li> </ul>	June 2023	Chief People and Culture Officer
	<ul style="list-style-type: none"> <li>In consultation with Aboriginal and Torres Strait Islander stakeholders deliver at least three NAIDOC week events each year as part of NAIDOC week celebrations in the Town Square at Ayers Rock Resort such as Inma, market stalls displaying culture or engagement of a regional band.</li> </ul>	July 2023, 2024, 2025	GM Indigenous Engagement
	<ul style="list-style-type: none"> <li>In consultation with Aboriginal and Torres Strait Islander stakeholders deliver at least two NAIDOC week events each year at Mossman Gorge Cultural Centre.</li> </ul>	July 2023, 2024, 2025	GM MGCC
	<ul style="list-style-type: none"> <li>Proactively encourage all team members to participate in NAIDOC Week events, developing and implementing an internal communications plan for NAIDOC Week with the intention of increasing team member involvement from 35% to at least 60%.</li> </ul>	July 2023, 2024, 2025	GM Indigenous Strategy & Development
4. Participate in significant events that celebrate Aboriginal and Torres Strait Islander peoples and cultures.	<ul style="list-style-type: none"> <li>Develop and communicate monthly the Cultural Calendar across Voyages which is both national and includes local cultural celebrations and events of significance.</li> </ul>	October 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>Promote and encourage staff, visitors and guests to participate in the Laura Dance Festival in Far North Queensland.</li> </ul>	December 2023, 2024	GM MGCC
	<ul style="list-style-type: none"> <li>Promote and encourage staff, visitors and guests to engage with National Apology Day to Stolen Generations by providing screenings of the apology to be played at each operating location.</li> </ul>	13 February 2023, 2024, 2025	GM Indigenous Strategy & Development

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Action	Deliverable	Timeline	Responsibility
4. Participate in significant events that celebrate Aboriginal and Torres Strait Islander peoples and cultures. <i>(Continued).</i>	<ul style="list-style-type: none"> <li>On Indigenous Literacy Day each year work with local schools to run and support local events, such as BBQs and book readings.</li> </ul>	7 September 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>On the anniversary of the handback of Uluru and climb closure work with Parks Australia to promote and support their events with all senior managers at ARR to participate.</li> </ul>	October 2023, 2024, 2025	Resort General Manager

# OPPORTUNITIES



We see the potential to increase and enhance opportunities for Indigenous peoples to participate in social and economic activities, to encourage employment and career pathways, to retain team members through supportive and culturally competent practices and to further

strengthen procurement relationships with Indigenous businesses. By providing these opportunities we enhance our ability to provide authentic cultural experiences to our guests and team members, delivering on our core business whilst strengthening our organisation with the knowledge and skills of Aboriginal and Torres Strait Islander perspectives.

Action	Deliverable	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> <li>Consult with Aboriginal and Torres Strait Islander team members and local communities on our recruitment, retention and professional development strategy.</li> </ul>	June 2023, 2024, 2025	Chief People & Culture Officer
	<ul style="list-style-type: none"> <li>Review and update an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy</li> </ul>	June 2023, 2024, 2025	Chief People & Culture Officer
	<ul style="list-style-type: none"> <li>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders</li> </ul>	November 2023, 2024, 2025	Chief People & Culture Officer
	<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>	March 2023, 2024, 2025	Chief People & Culture Officer
	<ul style="list-style-type: none"> <li>Recruitment Team to attend at least three Aboriginal and Torres Strait Islander careers or recruitment events each year to connect with candidates and promote career opportunities for Aboriginal and Torres Strait Islander people.</li> </ul>	March 2023, 2024, 2025	Chief People & Culture Officer
	<ul style="list-style-type: none"> <li>Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions.</li> </ul>	December 2023, 2024, 2025	Chief People & Culture Officer
	<ul style="list-style-type: none"> <li>Continually refresh and improve our Aboriginal and Torres Strait Islander professional development strategy for the National Indigenous Training Academy (NITA), across Employment and Education Pathways programs and for direct employment.</li> </ul>	November 2023, 2024, 2025	Chief People & Culture Officer
	<ul style="list-style-type: none"> <li>In partnership with an Indigenous organisation launch a workplace mentoring program.</li> </ul>	June 2023, 2024, 2025	Chief People & Culture Officer
	<ul style="list-style-type: none"> <li>Pilot the program with a small group before implementing across the organisation.</li> </ul>	June 2023	Chief People & Culture Officer

# OPPORTUNITIES



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Action	Deliverable	Timeline	Responsibility
1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. <i>(Continued)</i> .	<ul style="list-style-type: none"> <li>Grow Indigenous employment across the organisation from 30% to 40% and then maintain above 40%.</li> </ul>	July 2023, 2024, 2025	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Grow Aboriginal and Torres Strait Islander leadership and management roles across the organisation from 23% to 30% and then maintain above 40%.</li> </ul>	July 2023, 2024, 2025	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Achieve and maintain at least 2% employment from local Indigenous communities where our businesses operate.</li> </ul>	July 2023, 2024, 2025	Chief People & Culture Officer
	<ul style="list-style-type: none"> <li>Continue to embed and grow participation in the Real Jobs Program year on year for local Anangu participants at Ayers Rock Resort.</li> </ul>	December 2023, 2024, 2025	GM Indigenous Engagement
	<ul style="list-style-type: none"> <li>Offer at least 20 Anangu participants the opportunity to enrol in and complete a Certificate 1 in Workplace Skills at Ayers Rock Resort each year.</li> </ul>	December 2023, 2024, 2025	GM Indigenous Engagement
	<ul style="list-style-type: none"> <li>Continue to enhance the Employment and Education Pathways Programs in the NPY Region and use this to inform and design improvements to the way our business offers opportunities to Anangu across all these areas.</li> </ul>	December 2023, 2024, 2025	GM Indigenous Engagement
2. Increase participation in, and successful outcomes from, the National Indigenous Training Academy (NITA).	<ul style="list-style-type: none"> <li>Annually review the Marketing Strategy for NITA so it is focused on increasing the number of traineeship applications.</li> </ul>	December 2023, 2024, 2025	Director of NITA
	<ul style="list-style-type: none"> <li>Review the NITA Program with local Indigenous communities and stakeholders to improve the trainee retention and success rates.</li> </ul>	June 2023	Director of NITA
	<ul style="list-style-type: none"> <li>In consultation with the NITA Alumni Community develop a marketing strategy that is focused on sourcing and communicating with the Community and developing two new program offerings every year.</li> </ul>	July 2023, 2024, 2025	Director of NITA

# OPPORTUNITIES



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Action	Deliverable	Timeline	Responsibility
2. Increase participation in, and successful outcomes from, the National Indigenous Training Academy (NITA). <i>(Continued)</i> .	<ul style="list-style-type: none"> <li>Partner with at least five host and graduate employers for NITA participants at Mossman Gorge. Then increase the number of host and graduate employers by a further 10% each year.</li> </ul>	July 2023, 2024, 2025	Director of NITA
	<ul style="list-style-type: none"> <li>Develop and implement a formal and documented employment Transition Program for NITA graduates.</li> </ul>	December 2023, 2024, 2025	Director of NITA
3. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Review Voyages Aboriginal and Torres Strait Islander procurement strategy ensuring it supports the on-going growth of Indigenous procurement targets and relationships.</li> </ul>	December 2023, 2024, 2025	Chief Financial Officer
	<ul style="list-style-type: none"> <li>Maintain commercial relationships with at least 50 Aboriginal and/ or Torres Strait Islander businesses.</li> </ul>	December 2023, 2024, 2025	Chief Financial Officer
	<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 our team members.</li> </ul>	December 2023, 2024, 2025	Chief Financial Officer
	<ul style="list-style-type: none"> <li>The number of Indigenous businesses we engage is to increase by a minimum of 10% each during.</li> </ul>	July 2023, 2024, 2025	Chief Financial Officer
	<ul style="list-style-type: none"> <li>A minimum 5% annually of our procurement spend will go towards Aboriginal and Torres Strait Islander businesses.</li> </ul>	July 2023	Chief Financial Officer
	<ul style="list-style-type: none"> <li>A minimum 7% annually of our procurement spend will go towards Aboriginal and Torres Strait Islander businesses.</li> </ul>	July 2024	Chief Financial Officer
	<ul style="list-style-type: none"> <li>A minimum 10% annually of our procurement spend will go towards Aboriginal and Torres Strait Islander businesses.</li> </ul>	July 2025	Chief Financial Officer
	<ul style="list-style-type: none"> <li>Train and encourage relevant team members in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or similar organisations.</li> </ul>	December 2023, 2024, 2025	Chief Financial Officer

# OPPORTUNITIES



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Action	Deliverable	Timeline	Responsibility
3. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. <i>(Continued)</i>	<ul style="list-style-type: none"> <li>Continue to meet at least twice a year with Supply Nation to identify Aboriginal and Torres Strait Islander businesses offering relevant goods and services.</li> </ul>	July 2023, 2024, 2025	Chief Financial Officer
	<ul style="list-style-type: none"> <li>Engage Indigenous artists to design all branding, logos and other designs for business use.</li> </ul>	July 2023, 2024, 2025	Chief Marketing Officer
	<ul style="list-style-type: none"> <li>Grow our involvement and relationship with Supply Nation by having at least four team members attend the Supply Nation Trade Show each year and support another registered supplier to also attend the event.</li> </ul>	July 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>Engage Indigenous suppliers to supply at least 10% of all company uniforms.</li> </ul>	December 2023, 2024, 2025	Director of NITA, GM Indigenous Strategy & Development
4. Encourage and facilitate opportunities for team members to volunteer in local Indigenous communities.	<ul style="list-style-type: none"> <li>Encourage employees to participate in volunteering opportunities each year by notifying team members of Voyages supported opportunities and setting KPIs for team leaders to encourage team members to participate.</li> </ul>	December 2023, 2024, 2025	GM Indigenous Strategy & Development, Chief People and Culture Officer
	<ul style="list-style-type: none"> <li>An allocated RAP officer to identify volunteering opportunities and disseminate information to team members at each of our operating locations.</li> </ul>	December 2023, 2024, 2025	GM Indigenous Strategy & Development
	<ul style="list-style-type: none"> <li>Work with local communities to identify partnership opportunities we would mutually support and benefit from and promote with our staff at least two volunteering experiences per year at each of our operating location.</li> </ul>	October 2023, 2024, 2025	GM Indigenous Strategy & Development

# OPPORTUNITIES



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Action	Deliverable	Timeline	Responsibility
5. Implement mutually beneficial projects for local Indigenous communities.	<ul style="list-style-type: none"> <li>Implement a joint recycling facility for Yulara and Muṯitjulu communities near Ayers Rock Resort</li> </ul>	December 2023	Chief Operating Officer
	<ul style="list-style-type: none"> <li>Implement at least one other project each year which provides infrastructure or services opportunities for our operating businesses and the local Indigenous community</li> </ul>	December 2024, 2025	Chief Executive Officer

# GOVERNANCE



Sound, accurate and robust governance is central to any successful business. Voyages understand this is essential to achieve our objectives and drive continuous improvement. We remain committed to maintaining legal and ethical standing in the eyes of all.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Maintain Aboriginal and Torres Strait Islander representation on the RWG of at least two members.</li> </ul>	October 2023, 2024, 2025	RWG Chair
	<ul style="list-style-type: none"> <li>Apply a Terms of Reference for the RWG, reviewing membership, role and accountability of the group every two years.</li> </ul>	October 2023, 2024, 2025	RWG Chair
	<ul style="list-style-type: none"> <li>RWG to meet at least four times per year to drive and monitor RAP implementation.</li> </ul>	November 2023, 2024, 2025	RWG Chair
2. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Embed resource needs for RAP implementation.</li> </ul>	October 2023, 2024, 2025	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Embed key RAP actions in performance expectations of senior management and all team members.</li> </ul>	June 2023, 2024, 2025	Chief People & Culture Officer
	<ul style="list-style-type: none"> <li>Embed appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	October 2023, 2024, 2025	Chief Legal and Compliance Officer
	<ul style="list-style-type: none"> <li>Maintain an internal RAP Champion from senior management.</li> </ul>	October 2023, 2024, 2025	RWG Chair
	<ul style="list-style-type: none"> <li>Include our RAP as a standing agenda item at Executive meetings and report to the Voyages Board on outcomes on an annual basis.</li> </ul>	December 2022, 2023, 2024	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 Sept 2023, 2024, 2025	RWG Chair
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>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.</li> </ul>	June 2023, 2024, 2025	RAP Champion
	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.</li> </ul>	1 August 2023, 2024, 2025	RAP Champion
	<ul style="list-style-type: none"> <li>Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.</li> </ul>	December 2025	RAP Champion

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Action	Deliverable	Timeline	Responsibility
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. <i>(Continued)</i> .	<ul style="list-style-type: none"> <li>Report RAP progress to all team members and senior leaders monthly.</li> </ul>	July, 2023, 2024, 2025	RAP Champion
	<ul style="list-style-type: none"> <li>Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.</li> </ul>	October 2023, 2024, 2025	RWG Chair
	<ul style="list-style-type: none"> <li>Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.</li> </ul>	May 2024	RAP Champion
4. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>	March 2025	RAP Champion

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**VOYAGES**  
INDIGENOUS TOURISM  
AUSTRALIA

**JANUARY 2023 – DECEMBER 2025**

