



# Reconciliation Action Plan

Progress Report | November 2023

EMPLOYMENT | HEALTH | LEARNING

**max.**  
Every person. Every chance.

# Introduction

In keeping with MAX's commitment to reconciliation and respect, we acknowledge the Traditional Owners of the land and recognise that this land has always been under their custodianship. We pay our respects to your Elders and your emerging community leaders.

**In June 2022 we launched our second Reconciliation Action Plan (RAP) as part of our commemoration of Reconciliation Week.**

Central to reconciliation at MAX is our vision of having a strong Indigenous voice from our Indigenous staff that is central to our decision making and where Indigenous people have equitable access to employment and opportunities.

In the lead up to the referendum, we were able to engage our employees on the subject and the experiences of Indigenous people. It lifted the voice for Indigenous people across our organisation and included two special panel discussions with our teams which included, Mr Sean Gordon, Mr Dean Parkin and Mr Mick Gooda.

Whilst disappointment was shared about the referendum result, we are committed to continuing the work we do in reconciliation and strengthening the voice of Indigenous communities in our own work.

The Indigenous Advisory Committee at MAX comprises Indigenous employees from across the business and acts as a strong voice to guide and shape how we support Indigenous people throughout the organisation. With a change to the governance model of the committee, Indigenous employees are now more connected and engage more frequently with each other and on issues for discussion.

We continue to make positive improvements in our recruitment and procurement targets and this remains a steady focus area across the organisation.

Work has already begun on planning activities for 2024 as we approach the first quarter, planning for activity across National Reconciliation Week and NAIDOC in the first 6 months.



MAX Employees alongside Uncle Carl Fourmile, with connections to traditional owners from the Yidinydji, Djabuganydji and Gungganydji clans and Minjil, Indigenous cultural group who gave a Welcome to Country at the opening of our office in Cairns.

## PROGRESS UPDATE

We have progressed in many areas over the past 12 months including:

- The Indigenous Advisory Committee changed its governance model on how it engaged with Indigenous staff within MAX. Multiple meetings are scheduled each month providing an Indigenous voice into decision making at MAX and is a forum to empower Indigenous employees across the country.
- The RAP Working Group had a refreshed membership to ensure currency and active representation across all business areas and divisions. MAX's Country Manager continues to Chair the RAP WG
- Developed and implemented an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations
- Developed and implemented a new Indigenous Health Yarning Group for Indigenous customers in Murgon and Rockhampton
- Continuing our Supply Nation membership and our focus on lifting our Indigenous purchasing including through our supply chain
- As of the 30th June 2023 achieved a 4.76% against our 5% employment target
- All MAX Staff undertook a new Indigenous Cultural Capability Program and participated in Effects of Racism training.
- Continuation of our Indigenous School Based Traineeship Program
- Ensuring a Welcome to Country or Acknowledgement at the commencement of significant events
- Participating in the Reconciliation Australia RAP Impact Measurement questionnaire
- Continuing to encourage our Indigenous staff to utilise a paid day of cultural leave to attend National Reconciliation Week, NAIDOC Week or other significant cultural events
- Celebrated National Reconciliation Week and NAIDOC weeks