



RECONCILIATION
AUSTRALIA



An ALLIED UNIVERSAL Company

G4S INNOVATE RECONCILIATION ACTION PLAN

2021-23 Report

Acknowledging Country

In the spirit of reconciliation, G4S acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples. We recognise the unique status that First Nations peoples hold in Australia. We acknowledge their ancestors and Elders and the special relationship First Nations have to their traditional lands and waters, as well as an understanding of their unique history, diverse cultures, customs and circumstances across Australia.

Our RAP Artwork

Wiradjuri Totems (2021) by William Hennessy



Our RAP's artwork was created by Wiradjuri person William Hennessy. It is titled Wiradjuri Totems (2021).

This is a painting of the many animals that our mob live with and rely on as bush tucker. The circles represent our mob passing on the knowledge.



Message from the G4S Australia and New Zealand Managing Director Rebecca Power



We acknowledge the Traditional Owners of Country throughout Australia and recognise their continuing connection to lands, waters and communities. We pay our respect to First Nations cultures and to Elders both past and present.

As part of our ongoing commitment to reconciliation and supporting First Nation communities across the country, it's important to acknowledge the significance of this journey. This RAP report represents our continuing journey to building genuine and lasting relationships with Aboriginal and Torres Strait Islander communities.

Reflecting on the past two years, we are both proud of the achievements we've shared and humbled by the vastness of the task ahead. We have laid foundational elements and formed and fostered invaluable engagements with First Nations community partners that have guided our steps. We continued to build on existing programs and introduced new initiatives into our operations, creating equitable and culturally safe workplaces for all First Nation employees and the community that we care for. With this strong base established, we are excited to share the progress made against our 2021-23 RAP commitments.

This report showcases the collaborative efforts of our people, driven by our purpose and values. Each interaction holds the potential for positive change, and we remain committed to ensuring that Aboriginal and Torres Strait Islander communities are meaningfully included in this process.

Looking ahead, we are pleased to be in the early stages of planning our next Innovate RAP. Building on the learnings and achievements of previous RAPs, we are committed to setting even bolder goals and deepening our partnerships with Aboriginal and Torres Strait Islander communities. We believe that this ongoing cycle of reflection, action, and improvement is key to achieving genuine reconciliation.

We hope you find this report informative and inspiring. We invite you to join us in this ongoing conversation, as together, we move closer to a reconciled future.

Rebecca Power

Managing Director
G4S Australia and New Zealand

Our Vision for Reconciliation

Our Vision for Reconciliation

G4S will support the change and empowerment of our current and future leaders in a community that recognises, upholds and respects First Nations Peoples and cultures.

We will continue to build a workplace culture that better understands, values and respects the histories, cultures and contributions of First Nations peoples and further our collective objective of a more reconciled community.

Our commitment to the community is to create culturally safe spaces for First Nation peoples across all sites.

Our RAP is a key step in making Australia a safe, prosperous and inclusive nation for everyone. Our RAP is more than just increasing understanding of Aboriginal and Torres Strait Islander cultures – it is our commitment to develop and maintain positive relationships with First Nations communities and stakeholders.

Our Values

Our culture is defined by our value drivers, beliefs and behaviours:

We Act with Integrity and Respect. We are passionate about safety, security and service excellence. We achieve this through innovation and teamwork.

Our Business

G4S is headquartered in the UK with the Australian head office based in Melbourne. Our major contracts with onsite senior management are located across five states and territories in Australia as well as major sites in New Zealand.

The G4S Australia workforce comprises of around 1800 employees. We are pleased to acknowledge all employees working at G4S who identify as First Nations people and welcome the enrichment and diversity they bring to our organisation.

G4S is on a path of growth and transformation. We work on the cutting edge in a world transforming faster than at any other point in recorded human history. In our role helping protect and secure our world, the challenges are many and fluid and the threats faced by the organisations and communities we serve and protect are as unique as they are. We see this as an opportunity to grow in ways that will make the world a safer and better place for everyone.

Our Purpose

Our purpose is “Securing the present to help governments, companies and communities build safe, prosperous futures”. We partner with governments, corporations and communities to create secure environments for all, and this shared responsibility is central to what we do.

Our purpose challenges us to put the needs and well-being of communities first. We believe this is best achieved with equal measures of prevention, protection and pre-emption. We collaborate with clients to customise solutions that capitalise on new ways of preventing harm and protecting those in our communities. We believe in social innovation and we strive to develop new ways of preventing crime and reoffending.

We're on a quest, searching for new and innovative ways to harness our intelligence, technology and the skills of our people. To help our partners build safer, prosperous futures for us all.

We believe in the power of people for good.



Relationships

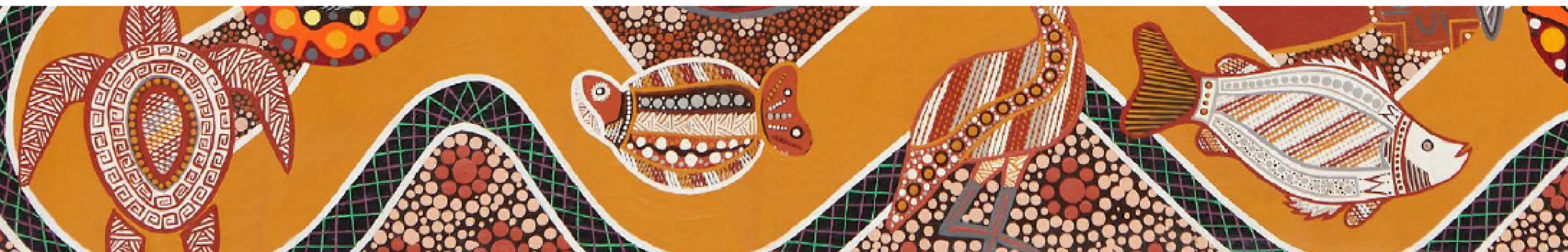
G4S will build Safer Communities by developing stronger relationships with First Nations peoples and communities with the goal of creating opportunities for rehabilitation and reintegration.

ACTION	OUTCOME
<p>Establish, develop and maintain mutually beneficial relationships with First Nations peoples, communities and organisations to support positive outcomes.</p>	<ul style="list-style-type: none">• First Nations Cultural Protocols established and shared• Mount Gambier Prison's First Nations Commitment Plan developed• Partnerships with key First Nations organisations developed, including Murujuga Aboriginal Corporation in the Burrup (WA) and Nyoongar in Perth (WA).• Partnerships with region-based cultural services have been strengthened to support people in prison and families located within the region.• Closing the Gap Committee at Port Phillip Prison has been established, including First Nations representatives. <p>Case Study: Port Phillip Prison</p> <p>The Port Phillip Prison (PPP) CGRG has been convened to consider best practices and recommend practical improvements to advance outcomes for First Nations men in custody, with an initial focus on:</p> <ol style="list-style-type: none">1. Opportunities to enhance engagement with First Nations people in prison, including consideration of factors to ensure continuity of services and provide a culturally safe environment.2. Provision of culturally safe services and support.3. Input into the recruitment and retention strategy for First Nations staff at PPP.



ACTION	OUTCOME
<p>Celebrate National Reconciliation Week (NRW) across all sectors of the business.</p>	<p>National Reconciliation Week engagement in business via:</p> <ul style="list-style-type: none"> • MyHub (Staff intranet) • Sponsorship of The Torch Art Prize • All staff communications • Location specific celebrations

ACTION	OUTCOME
<p>Promote reconciliation through our sphere of influence.</p>	<ul style="list-style-type: none"> • Executive Leadership Team (ELT) engaged on RAP outcomes and delivery. • Collaboration with clients around reconciliation. • First Nations businesses sourcing strategy. • Engagement with First Nations employment partners to increase employment opportunities. <p>Case Study: Woodside</p> <p>G4S held a logo design competition within the Pilbara at the Woodside contract. We invited local Aboriginal and Torres Strait Islander artists to develop a logo that represented their culture and the broader First Nations communities in Karratha. The winning design by Cassandra Halden is now included on the Woodside staff uniform.</p>



ACTION	OUTCOME
<p>Promote reconciliation through our sphere of influence (continued)</p>	<p>Woodside Local Employment 75% local employment and 25% First Nation employment in the Karratha operations.</p> <p>Koori Court The Koori Court has been developed to reflect cultural issues and operate in a more informal way. In Koori Court, attendees sit around a table – called the bar table – with the magistrate, Elders and Respected Persons, a Koori court officer, the prosecutor, community correction officer, lawyer and family. Koori owned and controlled agencies may also be in attendance in the courtroom to contribute to the conversation and offer support. Everyone is encouraged to take part in a sentencing conversation by having a yarn and avoid using legal language.</p>

ACTION	OUTCOME
<p>Promote positive race relations through anti-discrimination strategies and frameworks</p>	<ul style="list-style-type: none"> • G4S Cultural Protocols. • MyHub information for all staff including modern slavery statement, diversity and inclusion policies. • Executive leadership representation on Global and Regional Diversity and Inclusion Council. • Anti-discrimination induction and online training for all staff.



Respect

We will advance our work towards gaining further knowledge about cultural protocols through our guidance of cultural advisors and Aboriginal and Torres Strait Islander Elders to ensure our work respects and reflects the First Peoples of Australia's cultural beliefs and practices. We will continue and further develop our cultural learning pathway - towards cultural confidence to understand more about the impacts of colonisation towards the First Peoples of Australia. Our Innovate RAP will guide us towards understanding different cultural situations by developing new and innovative ways for improving our working relationships with Aboriginal and Torres Strait Islander peoples, organisations and their communities for us to achieve better outcomes for all Australians.

ACTION	OUTCOME
<p>Build respect for First Nations cultures and histories by celebrating NAIDOC week.</p>	<p>NAIDOC Week celebrations hosted across G4S sites and employees are encouraged to attend G4S sponsored, client and local community activities.</p> <p>Case Study: NAIDOC 2023</p> <p>Mount Gambier Prison celebrated NAIDOC with sporting competitions, Indigenous art exhibits, and cultural performances, as well as a visit from local Elder Florence McCallum who shared a yarn and song with prisoners and staff. There was also a daily puppet show that the prisoner art group produced, depicting dreamtime stories.</p> <p>Port Phillip Prison celebrated with its annual art show where Indigenous inmates have an opportunity to express their artistic talents and tell unique stories through art. Indigenous inmates also performed a series of traditional dances, serving as an expression of their heritage and paying homage to elders past and present.</p>





ACTION	OUTCOME
<p>Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning</p>	<p>Establishment of G4S Cultural Learning Strategy, Online Learning Modules, YARN Sessions. Learning Modules were created by G4S First Nations Engagement Lead and consists of three levels, including:</p> <ul style="list-style-type: none"> • Level 1 - Introduction to Diversity, Inclusion and Aboriginal Culture Awareness (E-Learning Module) • Level 2 - Cultural Awareness/Safety Workshop (3 hour in-house workshop) Introductory level • Level 3 - Advanced Cultural Awareness/ Safety (3 hour in-house workshop) Advanced level <p>Additional First Nation Cultural Learning Resources</p> <p>Employees can extend their cultural safety awareness and competency through cultural immersion activities and accessing online resources such as articles, videos and other resources via our First Nations Hub on the staff intranet site.</p> <p>There are regular First Nation events such as NAIDOC Week, Reconciliation Week that are opportunities for all employees to get involved and learn more about First Nations culture.</p>

ACTION	OUTCOME
<p>Investigate opportunities to improve our services so they are more culturally safe and welcoming.</p>	<ul style="list-style-type: none"> • Acknowledgement of Country for all major meetings and events • Acknowledgement of Country included on official meeting agenda template • Aboriginal and Torres Strait Islander flags flown at sites with flagpoles • Acknowledgement of country displayed at Head Office • Cultural protocol document developed and shared

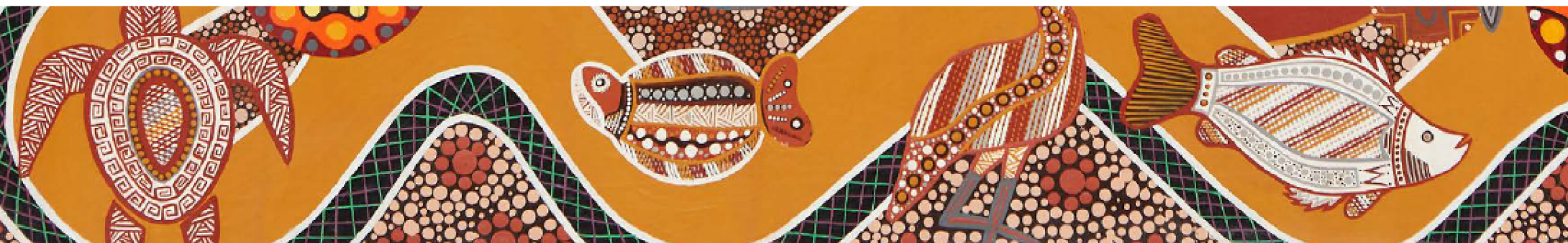
Opportunities

G4S will continue to work for people and communities to thrive, to ensure their basic rights are achieved, and the environment is prospering. Our Innovate RAP will work towards supporting all Australians to achieve their potential on a basis of equity, equality and respect. We are committed to ensuring our workforce is not only reflective of the communities in which we operate but is equipped and capable to provide the best support for our employees, those in our care and their families. This includes respecting and supporting First Nations employees at G4S and working to increase their representation in our workforce.

ACTION	OUTCOME
<p>Improve employment outcomes by increasing First Nations recruitment, retention and professional development.</p>	<ul style="list-style-type: none"> Recruitment and retention strategies have been developed at a local contract level. Improvements in attracting first nations candidates has resulted in 26 First Nations people being employed at G4S in 2023 (~1%). <p>Case Study: Employment Partnership</p> <p>G4S has partnered with I24S (a local First Nations security firm) to attract and train First Nations security officers. The program has been collaborative with I24S and included:</p> <ul style="list-style-type: none"> advertising on the First Nations Radio station in Karratha (Ngaarda Radio) use of social media to advertise opportunities an art competition to design an indigenous logo for contract vehicles and uniforms a fully sponsored training program to become a Security Guard extensive support to candidates to gain the Security Licence

ACTION	OUTCOME
<p>Increase First Nations supplier diversity to support improved economic and social outcomes.</p>	<ul style="list-style-type: none"> First Nations Procurement policy First Nations Partnerships plan First Nations Suppliers, including: <ul style="list-style-type: none"> Denice Kicket, Western Creation, Clontarf Foundation, The Torch, Yakeen Safety Pty Ltd, Muru Office Supplies Pty Ltd, Koorie Heritage Trust Inc, Wurundjeri Woi-Wurrung Cultural Heritage Aboriginal Corporation, I24S Group Pty Ltd, Thread Group

ACTION	OUTCOME
<p>Develop safe, progressive programs to rehabilitate offenders and reduce re-offending. Developing safe alternatives to custodial programs.</p>	<ul style="list-style-type: none"> • Mount Gambier Prison and SYC Partnership to reduce recidivism among First Nations offenders. • Significant development and advancement in First Nations support at Port Phillip Prison with a number of culturally specific programs being facilitated including: <ul style="list-style-type: none"> ◦ Marumali Program (Journey of Healing workshop) ◦ Dardi Munwurro Workshop ◦ Yawal Mugadjina Elders Mentoring Program ◦ First Nations Art Program (in cell) ◦ NAIDOC week ◦ Torch ◦ Yarning Circles, Smoking Ceremonies, Cultural Dance Workshop in the Koori Quiet Space ◦ 3CR radio workshop ◦ Caraniche 24-hour First Nations AOD Program ◦ Balanced Choice ◦ Beyond Survival • Development of the following initiatives within the Courts and Community Contracts; <ul style="list-style-type: none"> ◦ Cultural diversity and inclusion report for Courts Services Victoria (CSV) ◦ Koori Court Familiarisation training for CSO posted to Koori Court locations ◦ CSV (Director Koori Policy and Planning) and G4S are collaborating to develop a Koori and First Nations cultural awareness program for all CSOs. It's anticipated that this will be launched in early 2024. ◦ Representation at all indigenous court events. Including NAIDOC week, smoking ceremonies and opening new court facilities. ◦ Engaged Pawa, a First Nations food and beverage specialty catering company to replace the existing staff wellbeing initiative at County Court of Victoria and Youth Justice. The engagement of Pawa brings Koori and First Nations culture to the forefront with our frontline staff while at the same time rewarding and recognising our employees.



Governance

G4S has established an Advisory Committee. It will meet on a quarterly basis to monitor and report on this RAP to ensure we achieve its outcomes. It comprises internal and external stakeholders inclusive of First Nation community members and G4S Business Leaders.

ACTION	OUTCOME
<p>Establish and maintain an effective RAP Advisory Committee to drive governance of the RAP</p>	<ul style="list-style-type: none"> • Committee established • RAP developed and published

ACTION	OUTCOME
<p>Determine resource requirements and ensure appropriate budget is allocated</p>	<ul style="list-style-type: none"> • RAP shared across the ANZ business • Senior leaders updated and progress reports provided

ACTION	OUTCOME
<p>Reporting RAP achievements, challenges and lessons</p>	<ul style="list-style-type: none"> • RAP progress reporting via Myhub (employee intranet site)

ACTION	OUTCOME
<p>Reporting RAP achievements, challenges and lessons</p>	<ul style="list-style-type: none"> • RAP registered with Reconciliation Australia



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More Information

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