



# Reconciliation Action Plan

2025



## Background and purpose of our RAP

At ACIL Allen, we want to foster a better world for all Australians, which honestly acknowledges the history and inequalities experienced by our First Nations Peoples, and respects the cultural, social and economic contributions of all. That is why we believe it is important for the firm to maintain a Reconciliation Action Plan (RAP), and to deliver on commitments made within the plan.

ACIL Allen's 2025 RAP reflects our ongoing and evolving commitment to reconciliation with First Nations Peoples. It represents a genuine and collective commitment by our firm and our people to foster meaningful, respectful, and professionally enriching relationships with Aboriginal and Torres Strait Islander peoples – relationships grounded in a deep respect for their cultures, histories, and traditions.

This document outlines the actions we will take in 2025 and serves 2 key purposes: first, to report on our progress against the initiatives set out in our 2024 RAP; and second, to define our continuing commitment to reconciliation through a more focused and responsive plan for the year ahead.

The development of this RAP has given us an important opportunity to reflect on the ambitions we set previously, to acknowledge both our successes and the opportunities to enhance our impact.

Similar to the 2024 RAP, our 2025 RAP takes a more targeted approach, adopting a shorter one-year planning horizon, in place of the three-year plans used in the past.

We have refined our focus to a more concentrated set of priorities. This shift is intended to support greater accountability, agility, and impact as we move forward on our reconciliation journey.

# RAP – Year in Review

With the support of the broader firm, the RAP Committee successfully achieved all targets set for 2024, demonstrating meaningful impact across diverse areas and exemplifying our ongoing commitment to reconciliation.

Initiative	2024 Target	Status
Cultural Awareness Training	Continue to encourage staff who have been with the firm for more than 12 months to complete this training	Met
Artwork	Add an acknowledgement of Country plaque to each reception area	Met
Acknowledgement of Country sessions	<ul style="list-style-type: none"><li>– Create a localised Acknowledgement of Country signature for staff</li><li>– Add optional Acknowledgement of Country to meeting agenda template</li><li>– Add Acknowledgement of Country presentation to Welcome Pack for new starters</li></ul>	Met
Repository of Work Related to Indigenous Affairs	Continue to report on the number of projects and proposals involving Indigenous Affairs	Met
NAIDOC/National Reconciliation Week Observance	Continue to encourage offices to observe NAIDOC Week and NRW	Met
Supporting Indigenous Businesses	Continue to encourage offices to consider First Nations businesses for relevant business needs	Met
Welcome to Country	Define events that may warrant, and a process to engage a Traditional Custodian for a Welcome to Country	Met



## New Initiatives for 2025

We are committed to further advancing our efforts towards reconciliation at ACIL Allen, and for 2025 we will be implementing 8 initiatives, continuing our efforts from last year and expanding into new efforts.

Initiative	2025 Target	Status
Cultural Awareness Training	Continue to actively encourage staff to complete this training, with a particular focus on achieving 100% completion among consultants whose work intersects with Aboriginal Affairs.	Continue
Photo Contest	Organise an annual photography competition that invites staff to capture and submit images celebrating First Nations culture. The competition can revolve around a specific theme, run within a set timeframe, and offer a prize for the best photograph.	New
First Nations market opportunities/mapping exercise	To scope the landscape of First Nations consulting within our industry to understand how to best interact with our partners on First Nations related issues.	New
NAIDOC/National Reconciliation Week Observance	Invite a First Nations presenter to provide a session for NRW or NAIDOC observances.	Extended
Supporting Indigenous Businesses	Continue to encourage offices to consider First Nations businesses for relevant business needs.	Continued
Best practice engagement approaches with First Nations people	Develop a best-practice guideline for engagement approaches with First Nations People which takes cultural sensitivities and trauma-informed approaches into account.	New
Pro Bono Project	Provide staff one or more options for pro-bono work with Aboriginal and/or Torres Strait Islander organisations.	New

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