

Reflect Reconciliation Action Plan (RAP)

July 2026 - December 2027





Acknowledgement of Country

In the spirit of reconciliation, Wrap Engineering 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 today.

A Statement from our Senior Leader

WRAP Engineering is proudly commencing our reconciliation journey in 2025. We have identified our goals in undertaking this as learning throughout the process, establishing connections with Aboriginal and Torres Strait Islander peoples, and better understanding their rich cultural heritage.

We are a medium-sized company headquartered in Naarm (Melbourne, Victoria), that has recently commenced our tenth year of business operations, and we want to embrace and encourage further cultural diversity and inclusion amongst our staff and the wider community. We are committed to embed Aboriginal and Torres Strait Islander cultural practices within our regular business practices in order to promote awareness and to support the national reconciliation movement.

This is our first foray into developing a Reconciliation Action Plan (RAP), and this Reflect RAP will lay the foundation to pursue a further developed RAP, such as an Innovate RAP, in future.

Yours faithfully,



Steven Beer
Director
WRAP Engineering Pty Ltd



A Statement from CEO of Reconciliation Australia

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

WRAP Engineering joins a network of more than 3,000 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 over 5.5 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.

A Statement from CEO of Reconciliation Australia continued

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 WRAP Engineering 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 WRAP Engineering, 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

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Our Business

WRAP Engineering is a privately owned building services engineering consultancy that operates in the wider Australian construction industry. We value fair opportunity and expanding our shared knowledge via diversity. We pride ourselves on combining our collective knowledge across mechanical, electrical, fire protection and hydraulic services engineering, vertical transportation, specialist lighting and Environmentally Sustainable Design (ESD) to provide robust, tailored outcomes for our clients' development projects.

While we currently have over 50 employees, however, none of our employees identify as Aboriginal or Torres Strait Islander peoples, WRAP Engineering is headquartered in Naarm (Melbourne, Victoria), with satellite office locations in Djilang (Geelong, Victoria), Gadigal Country (Sydney, New South Wales), and Meanjin (Brisbane, Queensland). Whilst all our workforce is locally based, many of our staff members hail originally from a multitude of cultures. It's our best endeavour to engage with Aboriginal and Torres Strait Islander peoples both internally and externally. While the number of staff who identify as Aboriginal and Torres Strait Islander peoples is currently not known, we will work within this RAP to understand this. We are currently exploring opportunities to engage with external advisors to assist in our journey.

Our Business Continued

One hundred per cent Australian-owned, WRAP Engineering is proud to support local industry with our locally based employees, expertise in local markets, and liaising with local clients, governments, utility authorities and co-designers. Our geographic reach extends across Australia. The majority of our clientele is comprised of property developers, property development project managers, construction companies and architectural design firms located in Australia. We also have a number of projects currently being delivered in New South Wales, Queensland, South Australia, Western Australia, Tasmania and the Australian Capital Territory.

WRAP Engineering is committed to fostering Aboriginal and Torres Strait Islander economic empowerment. As part of our procurement strategy, we actively seek to build genuine partnerships with Aboriginal and Torres Strait Islander-owned businesses, ensuring our spending contributes to sustainable economic growth, employment opportunities, and community development. We have already begun implementing this commitment by engaging a diverse range of Indigenous-owned suppliers across multiple service areas. Our current partnerships include Indigo Power for electrical services, Muru Office Supplies for stationery, Printing with Purpose for apparel, Winya Indigenous Commercial Furniture for commercial furniture, and Fruit2Work for our kitchen supplies.

Our RAP

At WRAP Engineering, implementing our RAP will be guided by accountability, transparency and meaningful engagement. We recognise that reconciliation requires more than intention, it requires structured action, clear responsibility and ongoing partnership.

Our RAP Champions, Steve Beer and Kavita Gusain, will lead implementation at a senior level, reinforcing reconciliation as a priority across the organisation. We are adopting a clear top-down approach, with senior leaders assigned RAP deliverables and accountability for outcomes within their areas of responsibility (Refer to actions table underneath).

Furthermore, our RAP Working Group (RWG) includes representatives from our Building Services, Admin and ESD teams, bringing multi-linguistic and multicultural perspectives to support coordination and follow-up of actions across the business.

Progress against RAP commitments will be reviewed quarterly and reported internally to all staff to maintain visibility and shared responsibility. Formal progress updates will also be communicated annually through established RAP reporting channels. We are committed to engaging with Aboriginal and Torres Strait Islander stakeholders to inform our approach. This includes building relationships with local organisations, businesses and community representatives to seek guidance and ensure our actions are respectful and relevant.

At this stage, no members of our RWG identify as First Nations people. We recognise the importance of incorporating First Nations perspectives into our implementation process. To strengthen this, we intend to partner with an external First Nations advisor or consultant to provide cultural guidance and independent advice as we deliver our RAP commitments.

Through leadership accountability, structured governance and meaningful engagement, we aim to ensure our RAP is practical, measurable and embedded into the way we operate.

RAP Working Group- (RWG)



Leadership
Team



STEVEN BEER (SB)

Director/Senior Electrical Engineer/
RAP Champion

KAVITA GUSAIN (KG)

Director/ESD Lead/
RAP Champion



Admin



MUHAMMAD ABID (MUA)

Mechanical Engineer/
RAP Working Group



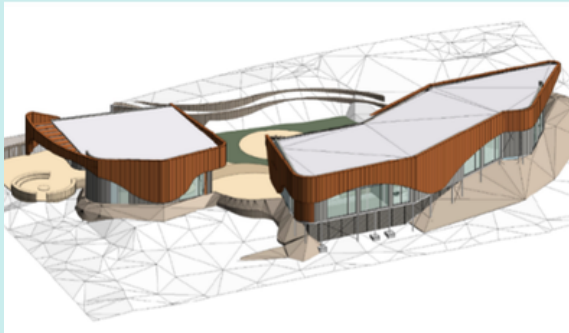
GRACE SELVANAYAGAM (GS)

ESD Consultant/
RAP Working Group

REBECCA BLEAKLEY (RAB)

Office Administrator/
RAP Working Group

CASE STUDY: ABORIGINAL GATHERING PLACE



WRAP Engineering is delighted to be the building services engineering consultant for Aboriginal Gathering Place, located within Bunjil Nganga Parkland Quarry Hills on Wurundjeri Country in South Morang, Victoria. We are providing building services engineering design and ESD consulting for this significant cultural development by the City of Whittlesea, which involves the design and construction of an Aboriginal and Torres Strait Islander cultural centre with two buildings (South Wing and North Wing) and an outdoor gathering space. The centre features a range of multipurpose spaces, including welcome space, community event spaces, quiet rooms, healing/parents' room, and an outdoor amphitheatre and yarning circle.

The centre was advocated for by elders, the Whittlesea Reconciliation Group and the Whittlesea Aboriginal Gathering Place Advisory Group, and has been designed by FJC Studio and the wider design team to honour and respect the First Peoples' spiritual connection to the centre's location: a site of cultural significance to the Wurundjeri Woiwurrung people, with picturesque views east towards the Yarra Ranges.

Construction of the centre by 2Construct is now in its final stages, meaning it will soon commence offering events, activities, programs and services to First Peoples and the wider community. It is hoped that the centre will provide a safe and inclusive space for the growing Whittlesea Aboriginal community and broader community to connect and promote reconciliation, with the aim of contributing to the improvement of cultural, health, education and employment outcomes for First Peoples.

Reconciliation Timeline

NOV 2023

WRAP Engineering commenced investigations into potential Indigenous enterprise suppliers to support to support social housing project obligations.

OCT 2024

RAP Champion Kavita Gusain begins every presentation with an Acknowledgement of Country, recognising Traditional Custodians and paying respects to Elders past, present and emerging.

JUL 2025

WRAP Engineering's electricity services were moved to an Indigenous-owned energy supplier.

SEP 2025

Initial company-branded clothing and stationery orders were placed with an Indigenous-owned printing supplier. Internal committee was formed and began meeting fortnightly to progress development of RAP.

MAR 2024

WRAP Engineering made initial purchases of Indigenous artworks, office furniture, and began ongoing orders from a Victorian Indigenous supplier.

JUL 2025

Registered with Reconciliation Australia to commence our Reconciliation Action Plan development and endorsement process.

AUG 2025

Steve Beer represented WRAP Engineering at the smoking ceremony for the Gordon Street, Elsternwick project with Milieu Property.

NOV 2025

Kavita Gusain represented WRAP Engineering at the smoking ceremony and sod-turning event for the 405 Spencer Street, West Melbourne BTR project.

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Relationships

Action	Deliverables	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.	July 2026	Admin (RAB)
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2026	Admin (RAB)
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's <u>NRW resources</u> and reconciliation materials to our staff.	May 2027	RWG Member (GS)
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2027	RWG Member (GS)
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2027	RWG Member (GS)
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Dec 2027	RAP Champion (KG)
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Dec 2027	RWG Member (MUA)
	Identify organisations with a RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Dec 2027	RAP Champion (SB)
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Dec 2027	Admin (RAB), signed off by RAP Champion (SB)
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Dec 2027	Admin (RAB), signed off by RAP Champion (SB)

Respect

Action	Deliverables	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.	Oct 2027	RWG Member (MUA)
	Conduct a review of cultural learning needs within our organisation.	Oct 2027	RWG Member (MUA)
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.	Oct 2027	RWG Member (GS)
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2026	Admin (RAB)
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.	July 2026	RWG Member (GS)
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July (annually)	RWG Member (GS)
	RAP Working Group to participate in an external NAIDOC Week event.	July (first week) 2026	RWG Members (ALL)

Opportunities

Action	Deliverables	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.	Oct 2027	Leadership team (SB & KG)
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Oct 2027	Leadership team (SB & KG)
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a strategy for procurement from Aboriginal and Torres Strait Islander owned businesses.	Oct 2027	Admin (RAB)
	Investigate Supply Nation membership.	Oct 2027	Admin (RAB)

Governance

Action	Deliverables	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.	Sept 2025	RWG Members (RAB)
	Draft a Terms of Reference	July 2026	RWG Members (RAB)
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	July 2027	Leadership team (SB & KG)
11. Provide appropriate support for effective implementation of RAP commitments.	Circulate Reconciliation Australia's <u>NRW resources</u> and reconciliation materials to our staff.	Oct 2026	RWG Members (GS)
	Continue to engage senior leaders in the delivery of RAP commitments.	July 2027	Leadership team (SB & KG)
	Maintain a senior leader to champion our RAP internally.	July 2027	Leadership team (SB & KG)
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2027	RWG Members (MUA)
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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.	June annually	Admin (RAB)
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RWG Members (RAB)
	Communicate our RAP progress to internal and external stakeholders	Externally – 30 September, annually. Internally -Quarterly updates June, September, December, March (annually)	RWG Members (KG)

Governance

Action	Deliverables	Timeline	Responsibility
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2027	Admin (RAB)

About WRAP

WRAP Engineering is a comprehensive building services and ESD consultancy focused on delivering quality personalised service to our clients.

Learn about how and when we started, and who we are.

<https://www.wrapengineering.com.au/>



For enquiries about

WRAP's Reconciliation Action Plan, please contact:

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