



# Reflect

## Reconciliation Action Plan

July 2021 - July 2022

### Easifleet

WA: Level 3, 179 St Georges Tce, Perth 6000

VIC: Level 1, 150 Chestnut Street, Cremorne 3121

NT: Level 1, 48 – 50 Smith Street Mall, Darwin 0800

Easi acknowledges the Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the Traditional Owners of the Lands on which our company is located and where we conduct our business. We pay our respects to ancestors and Elders, past, present and emerging.

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# Our Business

Easi is an Australia wide salary packaging provider serving a wide range of organisations to assist their employees to maximise their income through salary packaging. We proudly serve customers in every state and territory in Australia.

Our focus is on helping both employees and employers find the right solution – either through a Novated Lease, Salary Packaging, Business Car Leasing or Fleet Management. We will get you the best deal, at the best price, to save you thousands.

We are driven to serve our customers by our core values, which are:



#### **Making life easy**

If we can say it or make it simpler, that's what we do



#### **Driven to deliver**

We fiercely compete to be our clients' favourite company.



#### **Go beyond expectations**

We never stand still, taking initiative to improve the products and processes.



#### **Own it**

We choose taking responsibility over making excuses.

We have 42 staff located in Western Australia, Victoria, Northern Territory and the Australian Capital Territory and operate our business on advanced web-based systems that allow us to provide world-class service to our government and large corporate customers.

We are an equal opportunity employer who celebrate our ethnic, gender and sexual diversity. We promote a culture within our business of inclusion and appreciation for one another, yet at March 2021 we have no First Nations staff in our workforce.

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## Our RAP

Easi has developed a Reconciliation Action Plan because the Directors believe that it is our responsibility to do more to improve race relations, equality and equity, institutional integrity, unity, and historical acceptance of the experience of First Nations people in Australia.

Our Chief Executive Officer, Scott Iriks has taken responsibility for driving internal engagement and awareness of our Reconciliation Action Plan and will be Easifleet's RAP Champion

We will implement our Reflect Reconciliation Action Plan between July 2021 and July 2022 by educating our employees and sharing our Reconciliation Action Plan with our current and future customers and suppliers by:

**Developing strong relationships with Aboriginal and Torres Strait Islander owned businesses by actively seeking out First Nations owned businesses to include in our supply chain and create partnerships that generate a positive commercial benefit for all parties.**

**Gaining a better understanding and respect for Aboriginal and Torres Strait Islander cultures and heritage by providing education and training for our current and new employees.**

**Create opportunities for Aboriginal and Torres Strait Islander people through corporate partnerships with First Nations owned business that promote positive and sustainable economic outcomes.**

Up to March 2021, prior to the development of our Reconciliation Action Plan, Easi has developed an Aboriginal and Torres Strait Islander Business Policy. This plan includes a commitment to doing business locally, encouraging our customers, suppliers and stakeholders to do the same and where possible and a commitment to actively seek out Aboriginal and Torres Strait Islander owned businesses with which to do business with in our supply chain.

## Our Partnerships and Current Activities

Our business has a supplier agreement with Kulbardi, Supply Nation certified provider of Stationery and Office Supplies to provide our office stationary and printing. Kulbardi channels part proceeds from its sales to the Bibbulmun Fund which encourages, supports and inspires Aboriginal and Torres Strait Islander communities across Australia.

Relationships			
Action	Deliverable	Timeline	Responsibility
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.	September 2021	Operations Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2021	Operations Manager
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	3 May 2022	Chief Executive
	RAP Working Group members to participate in an external NRW event	27 May - 3 June 2022	Chief Executive
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2022	Chief Executive
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	May 2021	Chief Executive
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2021	Sales Director
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2021	Sales Director
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	July 2021	Human Resources
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2021	Human Resources

## Respect

Action	Deliverable	Timeline	Responsibility
<b>Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	November 2021	Human Resources
	Conduct a review of cultural learning needs within our organisation.	January 2022	Human Resources
<b>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area	January 2022	Chief Executive
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2022	Chief Executive
<b>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2021	Chief Executive
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2021	Sales Director
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2021	Sales Director



Opportunities			
Action	Deliverable	Timeline	Responsibility
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.	March 2022	Operations Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2022	Operations Manager
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Maintain and continue to review Aboriginal and Torres Strait Islander Business Policy with the view to continue to increase engagement within our supply chain.	July 2022	Operations Manager
	Maintain Supply Nation membership.	July 2022	Chief Executive

## Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	July 2021	Chief Executive
	Draft a Terms of Reference for the RWG.	July 2021	Chief Executive
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	July 2021	Chief Executive
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2021	Chief Executive
	Engage senior leaders in the delivery of RAP commitments.	August 2021	Chief Executive
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2021	Chief Executive
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2021	Chief Executive
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	March 2022	Chief Executive

Contact details for public  
enquiries about our RAP

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