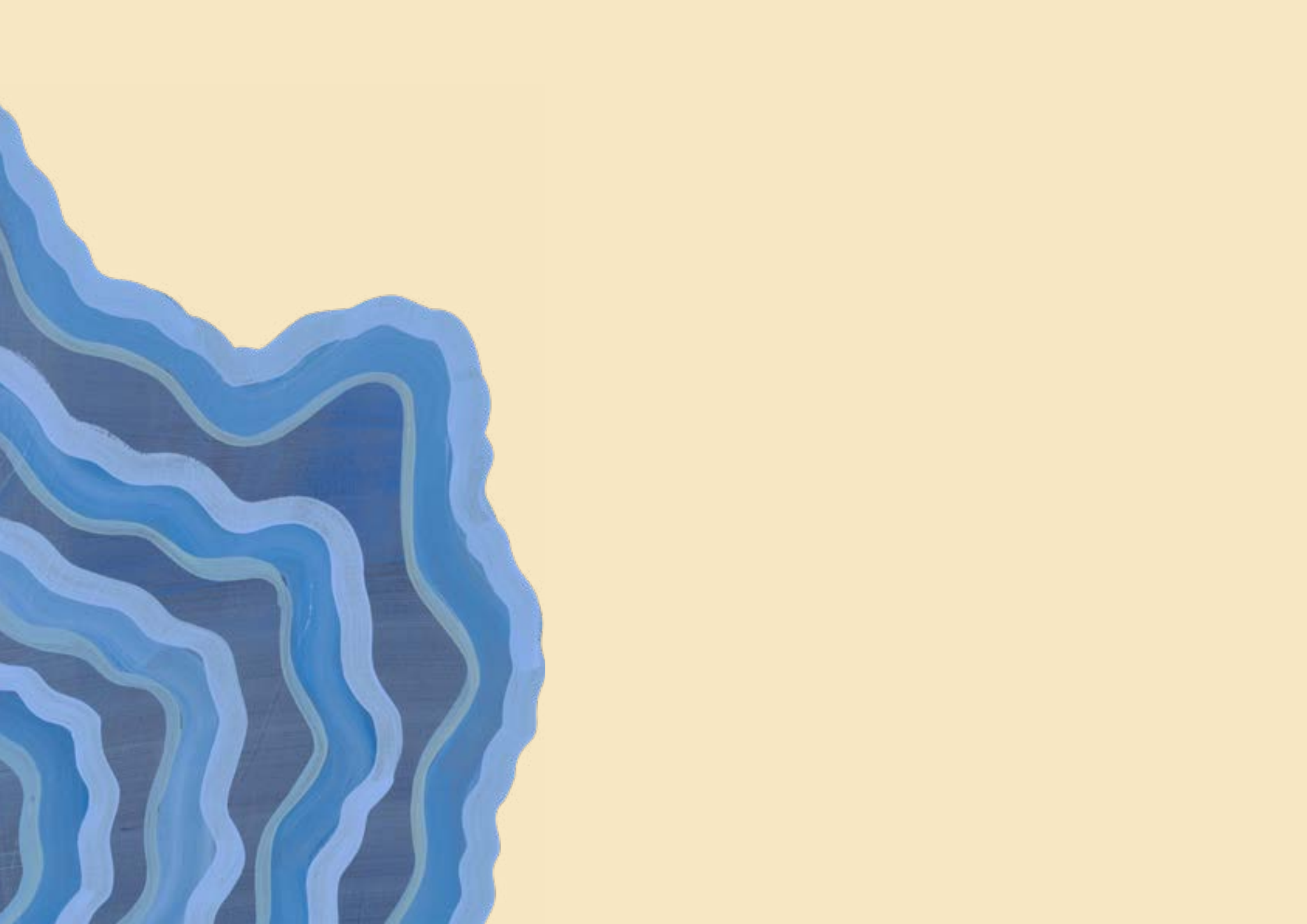


Innovate Reconciliation Action Plan

November 2023 – November 2025





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Acknowledgement of Country

PBPL acknowledges the Traditional Custodians of the lands, seas and waters across Australia. We honour the wisdom of Aboriginal and Torres Strait Islander Elders past and present and embrace future generations.

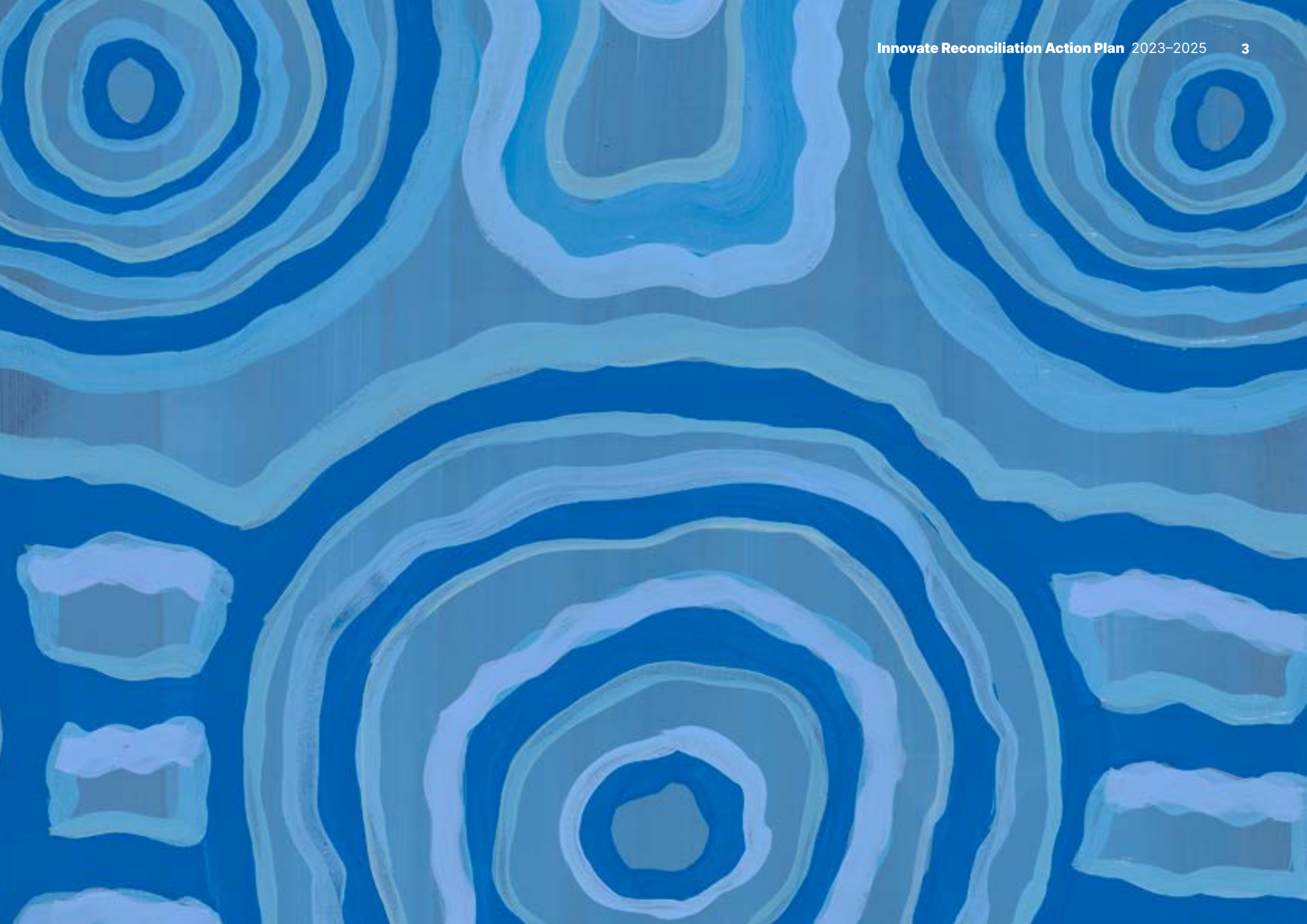
Our Innovate Reconciliation Action Plan (RAP) considers the livelihoods of Aboriginal and Torres Strait Islander peoples across Australia, including the wellbeing, cultural and socio-economic factors contributing to the health situation, impacts and outcomes of Australia's First Peoples.

We deeply appreciate and acknowledge Aboriginal and Torres Strait Islander people who provided their time, knowledge and perspectives throughout the development of our Innovate RAP.

Terminology

Wherever possible, PBPL uses the term of Aboriginal and Torres Strait Islander peoples, rather than Indigenous. In some instances, we will use the term Australia's First Peoples to acknowledge the unique position and rights Aboriginal and Torres Strait Islander peoples have in Australia.

We may use the term Indigenous when referring to Indigenous businesses or when referring to Indigenous peoples of the world articulated in international instruments such as the United Nations Declaration on the Rights of Indigenous peoples.





2023, photo by Mark Luyt,
Port of Brisbane Pty Ltd

Artist acknowledgement

Quandamooka woman and artist
Shara Delaney's '*Galonpin*
– *Quandamookajara*', provides
the artistic platform for our
Innovate RAP.

Shara Delaney is a Quandamooka woman and a descendant of Granny Mibu and Neli Nidgeri, born at Pulan (Amity) from strong Noonuccal/Goenpul women. The Noonuccal, Ngugi and Goenpul people are the Traditional Custodians of Quandamooka. They are also known as Yoolooburabee, the people of the sand and sea.



Galonpin

Quandamookajara

'Ngalongpin is on Quandamooka Country, where the Port of Brisbane is situated. This painting visually analyses the mapping of the three clan groups of Quandamooka Country and highlights their Ancestral pathways that flow from the mouth of Maiwar (Brisbane River) where the Port of Brisbane stands.

The circular and lineal design bears traces of the journey of Ancestors that are enacted in Quandamooka storylines. The symbolism of the lines is rooted in Ngalongpin and Maiwar and is a statement of Quandamooka survivance that is evident through the visibility of the maguydan (story) that connects to jara (land) and tabiyil (water).'

Shara Delaney



Guy Cowan
Chairman



Neil Stephens
Chief Executive
Officer

Our commitment

Message from our Chairman and CEO

We are proud to be launching our Innovate RAP, Port of Brisbane Pty Ltd's (PBPL) second RAP. Two years after we began working towards our first RAP, we are proud of the progress we have made to advance our reconciliation journey with our employees and our community.

We recognise, however, that while these are important steps forward, our journey has just begun. As manager of Australia's third largest multi-cargo port, we will continue to leverage our sphere of influence with our employees, customers and community, to further progress reconciliation in this country.

We have a history, as both a publicly and privately-owned company, of working with Aboriginal and Torres Strait Islander communities and supporting important initiatives including the Quandamooka Jarjums Camp and National Reconciliation Week events. Through our Reflect RAP, we have strengthened our existing relationships, and built new ones, and will continue to do so as we embark on our Innovate RAP. By embarking on an Innovate RAP, we commit ourselves to another step forward in our reconciliation journey.

This work will focus on how we can inform and educate those in our own community, as well as responsibly investing in projects and partnerships that enable and empower local communities. It is our genuine hope that this work delivers positive initiatives that result in meaningful outcomes for First Nations people.

As a company, we are committed to building trusted partnerships that lead to tangible outcomes for Aboriginal and Torres Strait Islander people, organisations, and communities. We are excited and optimistic about the opportunities ahead to continue engaging our employees and our stakeholders on our journey.

We deeply appreciate and acknowledge Aboriginal and Torres Strait Islander people who provided their time, knowledge and perspectives throughout the development of our Innovate RAP.

Reconciliation Australia

PBPL's Innovate RAP

Reconciliation Australia commends Port of Brisbane Pty Ltd on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Port of Brisbane Pty Ltd to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Port of Brisbane Pty Ltd will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Port of Brisbane Pty Ltd is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Port of Brisbane Pty Ltd readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Port of Brisbane Pty Ltd on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our business

The Port of Brisbane plays a critical role in supporting the state and national economies. It is one of Australia's fastest growing container ports and Queensland's largest multi-cargo port, home to over 70 global, national, and local businesses.

Our vision is for Port of Brisbane to be Australia's premier port and logistics hub; here for the future. As a business, we are guided by our core values of safety, innovation, teamwork, integrity and accountability.

We are committed to supporting a sustainable future for PBPL and the Port of Brisbane. This commitment is underpinned by our Sustainability Program, which is at the heart of our business strategy and is developed around the four pillars of People, Partnerships, Planet and Prosperity. Central to this is developing genuine and mutually beneficial relationships with our customers, stakeholders, and the community.

As Manager of the Port of Brisbane, PBPL's role includes:

- the maintenance and development of the Port and related facilities, including the Brisbane International Cruise Terminal
- operation of the Brisbane Multimodal Terminal
- leasing and managing land for port-related services
- facilitation of the development approval process for developments on Brisbane Core Port Land
- maintaining navigable access to the Port for commercial shipping.

Other port operations, including stevedoring and towage, are carried out by private operators who lease land from PBPL. Vessel traffic services are the responsibility of the Queensland Department of Transport and Main Roads, and pilotage services are carried out by a private operator.

PBPL employs 204 people, including one employee who identifies as an Aboriginal and/or Torres Strait Islander person.

Located at the mouth of Maiwar (Brisbane River), Port of Brisbane is managed and developed by PBPL under a 99-year lease from the Queensland Government. PBPL manages land on both the north and south of Maiwar.

PBPL is also responsible for maintaining navigable access to the port for commercial shipping, totalling approximately 97 km from Fisherman Islands to Point Cartwright through Moreton Bay. PBPL has four office locations, including:

- Port Office
3 Port Central Ave
Port of Brisbane
- Operations Base
18 Howard Smith Dr
Port of Brisbane
- Brisbane Multimodal Terminal
52 Port Dr
Port of Brisbane
- Brisbane International Cruise Terminal
Cruise Terminal Dr
Pinkenba

Our vision for reconciliation

PBPL's vision for reconciliation is to respect and elevate Aboriginal and Torres Strait Islander peoples' culture, knowledge and unique perspectives of the land, sea and natural environment.

We commit to working alongside Aboriginal and Torres Strait Islander peoples to create opportunities for economic, social, and environmental progress for generations to come.

We will support this vision by:

- empowering our people to embed reconciliation across the business
- forming trusted partnerships with local Traditional Owners and Aboriginal and Torres Strait Islander communities and organisations
- building cultural awareness across the Port of Brisbane community.

Our reconciliation journey to date

PBPL is committed to continue playing its role in furthering national efforts towards reconciliation.

Our Innovate RAP is an important next step in this journey and will guide our efforts in helping us achieve this important goal.

While proud of the engagement between PBPL and Aboriginal and Torres Strait Islander groups over several decades and in more recent years, taking the next step in the RAP process is an acknowledgement that more can, and needs to be, achieved.

Port of Brisbane is an economic asset of vital importance to Queensland and Australia. As such, we understand that we have both an obligation and responsibility to show leadership on reconciliation:

- with and for our employees
- with the communities in which we operate
- within the Port of Brisbane community, which includes over 70 domestic, national and international businesses
- within the ports sector nationwide amongst our vast array of local, industry and government stakeholders.

Our Working Group comprises members from across PBPL's business units and sets the course for the RAP process. Our Working Group will be supported by Leanne Levinge, a proud Ngugi (Moreton Island) and Kombumerri (Gold Coast) descendant, to provide Aboriginal and Torres Strait Islander representation and we greatly value her time, knowledge, and perspectives.

Our RAP Working Group is championed by PBPL's Executive General Manager of Sustainability and Corporate Relations and supported by our CEO and Board of Directors.

Our Working Group not only contributed significantly to the development of this RAP but will drive its implementation by engaging with internal and external stakeholders, including representatives of local Aboriginal and Torres Strait Islander stakeholders, on relevant initiatives.

It will also help drive the cultural change internally required to allow our organisation to make a positive contribution into the future.

A broad group of over 20 employees contributed to this plan from across all areas of our business.

As at November 2023, our Working Group comprised:

- Chief Executive Officer
- Executive General Manager, Sustainability and Corporate Relations
- Executive General Manager, People and Performance
- Executive General Manager, Governance
- Community Relations Manager
- Procurement Manager
- Head of Sustainability
- Manager Corporate Relations
- People and Performance Business Partner
- Senior Manager Planning
- Leanne Levinge, Big Hill & Oyster Counselling

Our key learnings from our Reflect RAP

- Buy-in and support from all levels of the business, particularly senior leadership, is critical to deliver on our RAP commitments.
- Many of our people are engaged and optimistic about the opportunities to learn and develop partnerships on our reconciliation journey. We have an opportunity to build on the momentum created through the delivery of our Reflect RAP and the development of our Innovate RAP.
- Setting a solid foundation is important and requires early, genuine and ongoing engagement with internal and external stakeholders.
- Our RAP commitments must be meaningful, tangible, and achievable for the business and the Aboriginal and Torres Strait Islander people and organisations with whom we seek to engage and partner with.

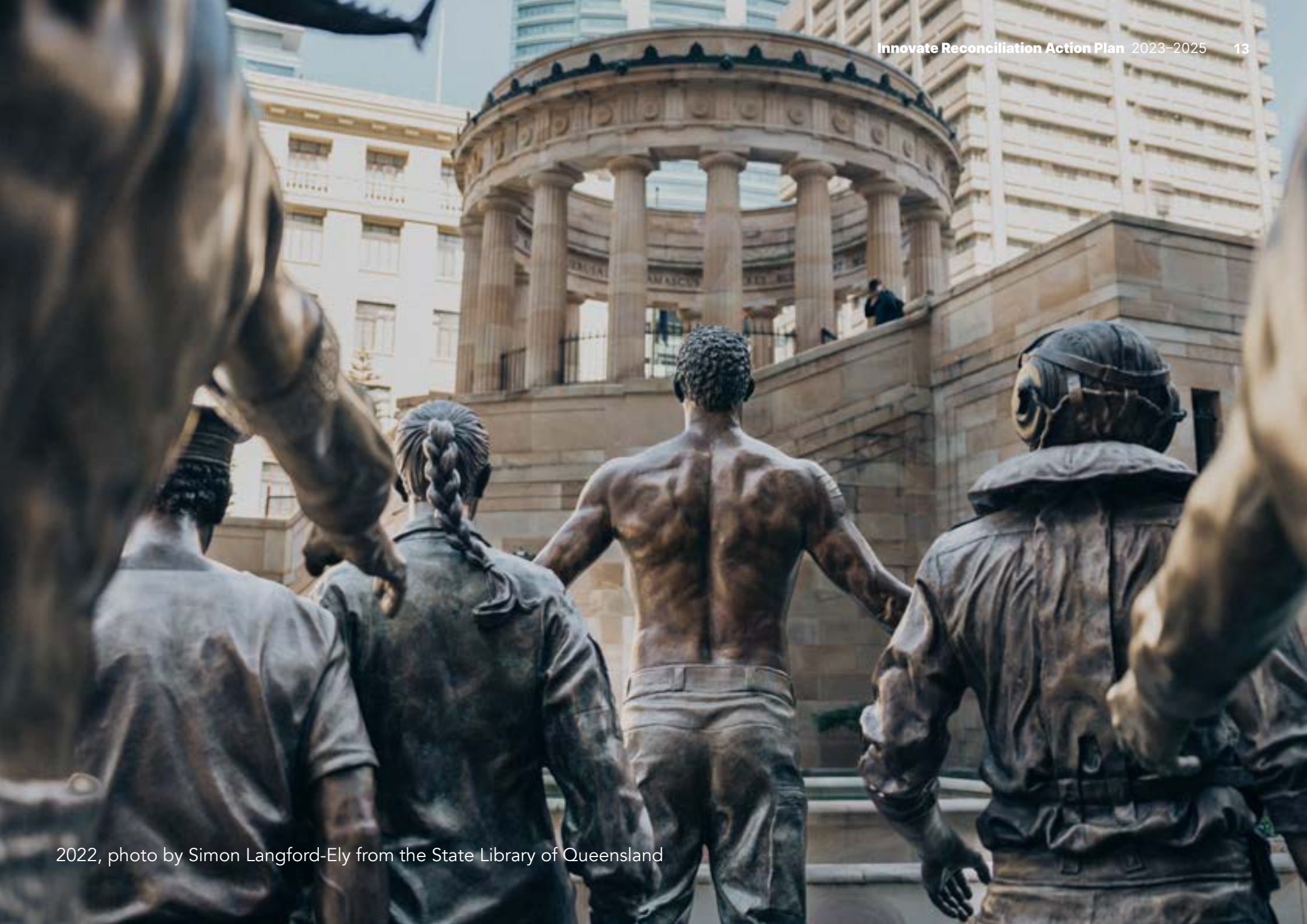
As part of the implementation of our Reflect RAP, we established connections with First Nations organisations including Winangali, Big Hill & Oyster Counselling and Elders in our local community, which have contributed to our learning about reconciliation.

Case Study

Dedicated Memorial Anzac Square

On 27 May 2022, a dedicated memorial to Queensland's Aboriginal and Torres Strait Islander servicemen and women was unveiled in Brisbane's Anzac Square. The memorial was delivered by Aboriginal and Torres Strait Islander Dedicated Memorial Queensland Inc.

PBPL was one of the first contributors and a proud supporter of the initiative, donating funds to support the development of the memorial in 2017. In 2021, we provided further funding through our Community Grants Program to support a documentary film created by the Griffith University Film School.



Case Study

The Smith Family

Since 2010, PBPL has proudly supported The Smith Family, a national, independent charity that works with children and young people to overcome educational inequality caused by poverty.

We are pleased to contribute more than \$26,000 annually to support the education of 40 students who identify as Aboriginal and Torres Strait Islander, in the communities where the Port and our customers live and work, through The Smith Family's Learning for Life program.

Learning for Life is The Smith Family's core program, providing students in need with long-term educational support through a combination of financial, personal and practical support. Financially, this helps families with the cost of school essentials like uniforms, shoes, books, school trips and excursions, music and sporting activities and digital inclusion. More broadly, the program seeks to keep children and families engaged in learning by providing positive educational experiences, opportunities to grow life skills and access to role models.

We look forward to continuing our support for The Smith Family and this important program.



Relationships

Our commitment to fostering meaningful relationships



PBPL is a long-term business, and the relationships it has with the community, its customers and all stakeholders are of vital importance to our future.

We greatly value our established relationships with Aboriginal and Torres Strait Islander communities and through this RAP, will seek to deepen our existing relationships and develop new ones as part of our reconciliation journey based on long-term trust, understanding and a spirit of collaboration.

Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with Aboriginal and Torres Strait Islander stakeholders and organisations, including Traditional Owners and Elders, to develop guiding principles for future engagement.	Feb 2024	Community Relations Manager
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders, organisations and Traditional Owner Groups.	Apr 2024	Community Relations Manager
Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and materials to our employees and the wider Port of Brisbane community.	Apr 2024, 2025	Community Relations Manager
	• PBPL RAP Working Group members to participate in an external NRW event.	27 May, 3 Jun, 2024, 2025	Community Relations Manager
	• Encourage and support employees, senior leaders and the wider Port of Brisbane community to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 Jun, 2024, 2025	Community Relations Manager
	• Organise at least one event during NRW each year.	Apr – Jun 2024, 2025	Community Relations Manager
	• Register all our NRW events on Reconciliation Australia's NRW website.	Apr 2024, 2025	Community Relations Manager

Relationships (Continued)

Action	Deliverable	Timeline	Responsibility
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Develop and implement an employee engagement strategy to raise awareness of reconciliation across our workforce, including our reconciliation journey, vision for reconciliation and RAP commitments. 	Mar 2024	People and Performance Business Partner
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. 	Mar 2024	Executive General Manager Sustainability and Corporate Relations
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes, including our customers, partners, and similar infrastructure investment organisations. 	Mar 2024	Senior Manager Planning
	<ul style="list-style-type: none"> Identify other like-minded organisations and RAP organisations that PBPL can collaborate with to develop ways to advance reconciliation. 	Mar 2024	Senior Manager Planning
Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of People and Performance policies and procedures to identify existing anti-discrimination provisions and future needs. 	Nov 2023	People and Performance Business Partner
	<ul style="list-style-type: none"> Following the review of People and Performance policies and procedures, develop, implement and communicate an anti-discrimination policy for our organisation. 	Nov 2023	People and Performance Business Partner
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	Nov 2023	People and Performance Business Partner
	<ul style="list-style-type: none"> Explore training opportunities for our organisation to educate senior leaders on the effects of racism. 	Mar 2024	People and Performance Business Partner
	<ul style="list-style-type: none"> Explore training providers to inform our staff about the effects of racism. 	Mar 2024	People and Performance Business Partner



Respect

Our commitment to learning and demonstrating respect for Aboriginal and Torres Strait Islander peoples



Through internal and external efforts, we are committed to deepening our understanding of the connection between Aboriginal and Torres Strait Islander peoples and the lands and waters they have occupied for thousands of years.

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct an internal review of cultural learning needs within our organisation.	Mar 2024	People and Performance Business Partner
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy and cultural safety framework.	Mar 2024	People and Performance Business Partner
	• Develop, implement and communicate a cultural learning strategy and cultural safety framework for our employees.	Sep 2024	People and Performance Business Partner
	• Investigate cultural learning opportunities and provide this to PBPL RAP Working Group members, internal champions and other key leaders to participate in formal and structured cultural learning.	Feb 2025	People and Performance Business Partner
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Increase our employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Mar 2024	Manager Corporate Relations
	• Develop, implement and communicate a PBPL cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Jun 2024	Manager Corporate Relations
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant PBPL events each year.	Nov 2023	Manager Corporate Relations
	• Include an Acknowledgement of Country or other appropriate protocols at the commencement of important PBPL meetings.	Nov 2023	Manager Corporate Relations

Respect (Continued)

Action	Deliverable	Timeline	Responsibility
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> • PBPL RAP Working Group to participate in an external NAIDOC Week event. 	First week of Jul 2024, 2025	Community Relations Manager
	<ul style="list-style-type: none"> • Review our internal People and Performance policies and procedures to remove barriers to employees participating in NAIDOC Week. 	Nov 2023, 2024	People and Performance Business Partner
	<ul style="list-style-type: none"> • Promote and encourage participation in external NAIDOC events to all our employees. 	First week of Jul 2024, 2025	Community Relations Manager
	<ul style="list-style-type: none"> • PBPL to explore opportunities for supporting an external NAIDOC event. 	Apr 2024, 2025	Community Relations Manager
Explore opportunities to acknowledge and respect local First Nations histories, cultures and practices.	<ul style="list-style-type: none"> • In consultation with local Traditional Owners and local historian, explore opportunities to further represent First Nations culture at the Brisbane International Cruise Terminal (BICT). 	Jun 2024	Manager Corporate Relations
	<ul style="list-style-type: none"> • In consultation with local Traditional Owners, explore placement of signage and other collateral at Port of Brisbane to acknowledge Traditional Custodians. 	Jun 2024	Senior Manager Planning
	<ul style="list-style-type: none"> • Explore opportunities to display Aboriginal and Torres Strait Islander flags at Port of Brisbane. 	Jun 2024	Senior Manager Planning
	<ul style="list-style-type: none"> • In consultation with Traditional Owners, explore opportunities to incorporate Traditional Place names and/or languages across Port of Brisbane e.g., wayfinding and street name. 	Sep 2024	Senior Manager Planning
	<ul style="list-style-type: none"> • Explore opportunities for incorporating Aboriginal and Torres Strait Islander artwork at PBPL sites. 	Sep 2024	Senior Manager Planning



Opportunities

Our commitment to creating shared value opportunities to advance reconciliation



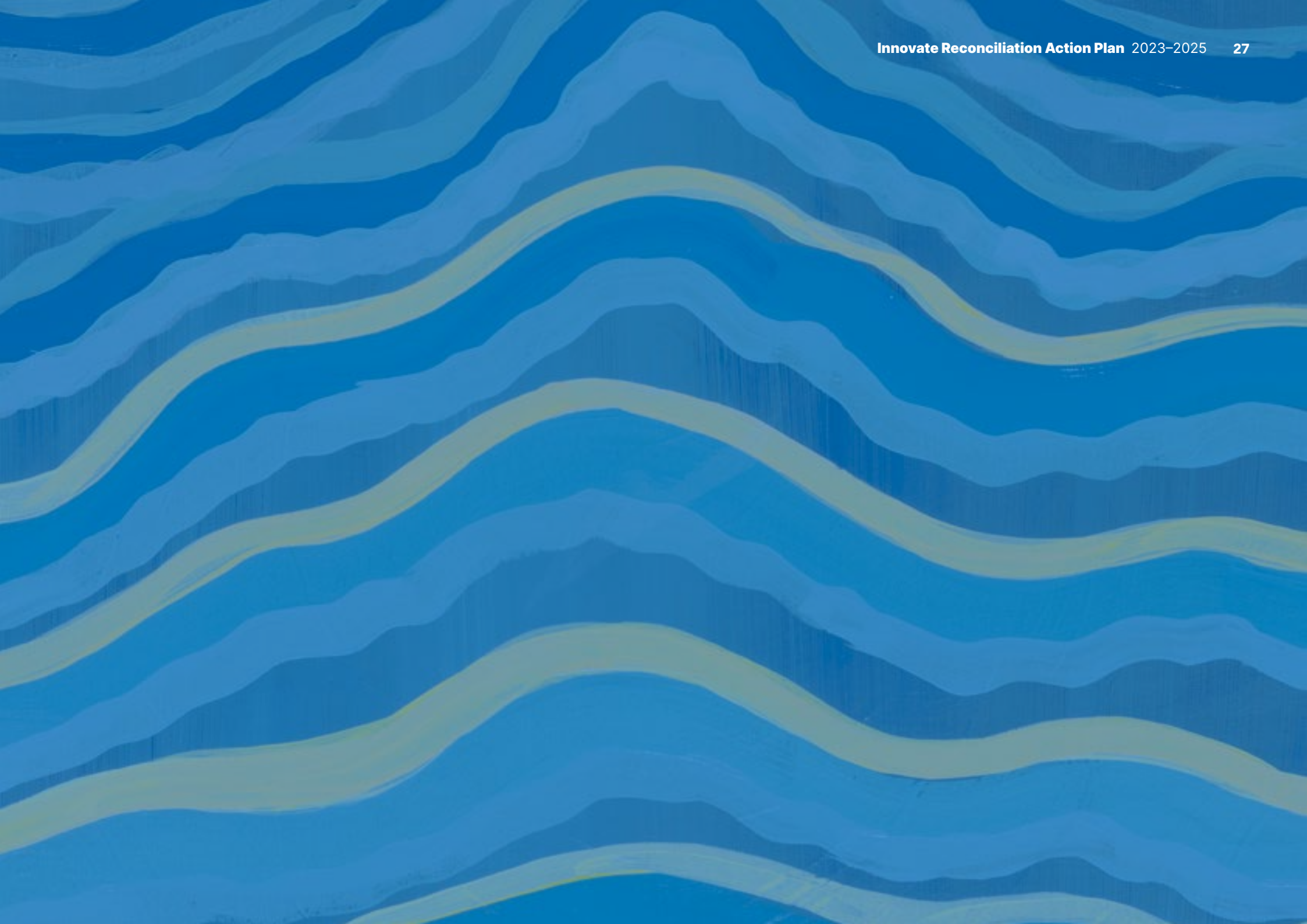
At the core of this RAP, and PBPL’s commitment to reconciliation more broadly, is a determination to drive practical and tangible outcomes that have a positive impact for Aboriginal and Torres Strait Islander peoples.

Through our RAP, we will actively identify and pursue opportunities, in consultation with Aboriginal and Torres Strait Islander groups, that provide real opportunities to improve the skills, experiences, and economic opportunities for Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander employment to inform future employment and professional development opportunities and explore opportunities to develop identified positions at PBPL. 	Dec 2024	People and Performance Business Partner
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention and professional development strategy. 	Mar 2025	People and Performance Business Partner
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	Mar 2025	People and Performance Business Partner
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander candidates. 	Mar 2025	People and Performance Business Partner
	<ul style="list-style-type: none"> Investigate job placement of Aboriginal and Torres Strait Islander people who express interest for employment opportunities at PBPL. 	Mar 2025	People and Performance Business Partner
	<ul style="list-style-type: none"> Review our People and Performance and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	Mar 2025	People and Performance Business Partner

Opportunities (Continued)

Action	Deliverable	Timeline	Responsibility
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy to promote the use of Aboriginal and Torres Strait Islander suppliers. 	Mar 2024	Procurement Manager
	<ul style="list-style-type: none"> Investigate our Supply Nation membership. 	Mar 2024	Procurement Manager
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	Sep 2024	Procurement Manager
	<ul style="list-style-type: none"> Review and update internal procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	Mar 2025	Procurement Manager
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	Mar 2025	Senior Manager Planning
	<ul style="list-style-type: none"> PBPL to establish reporting on procurement of goods and services from Aboriginal and Torres Strait Islander businesses to increase visibility over procurement. 	Jul 2024	Procurement Manager
	<ul style="list-style-type: none"> Engage an Indigenous business to develop a design that could be applied to PBPL uniforms, equipment and general consumables. 	Sep 2024	Community Relations Manager





Opportunities (Continued)

Action	Deliverable	Timeline	Responsibility
Explore opportunities to further support Aboriginal and Torres Strait Islander education, social and economic outcomes	<ul style="list-style-type: none"> Investigate sponsorship opportunities to improve Aboriginal and Torres Strait Islander social and economic outcomes. 	Apr 2024	Community Relations Manager
	<ul style="list-style-type: none"> Investigate volunteering opportunities to improve Aboriginal and Torres Strait Islander social and economic outcomes. 	Jul 2024	Community Relations Manager
Work with Aboriginal and Torres Strait Islander people to strengthen PBPL's sustainability efforts	<ul style="list-style-type: none"> Investigate opportunities to engage and partner with Aboriginal and Torres Strait Islander peoples land management service providers. 	Sep 2024	Head of Sustainability
	<ul style="list-style-type: none"> Explore opportunities to expand engagement of land and sea rangers to embed Traditional Knowledge in sustainable management of seas, waterways and land. 	Mar 2025	Head of Sustainability



Governance

Our reconciliation governance and reporting

Our governance structures and processes are supported by senior leaders across the business. We view reconciliation governance just as important as our other business governance structures – we will ensure that effective and sustainable decision-making, due diligence, reporting and accountability are embedded into how we implement our reconciliation commitments.

Action	Deliverable	Timeline	Responsibility
Maintain an effective PBPL RAP Working Group to drive governance of the Innovate RAP.	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group. 	Nov 2023	Community Relations Manager
	<ul style="list-style-type: none"> Revise and apply the Terms of Reference for the PBPL RAP Working Group outlining the purpose, role, membership, meeting cadence and reporting on our reconciliation commitments. 	Nov 2023	Manager Corporate Relations
	<ul style="list-style-type: none"> PBPL's RAP Working Group will meet at least four times per year to drive and monitor RAP implementation. 	Nov 2023 Feb, May, Aug, Nov 2024 Feb, May, Aug, Nov 2025	Community Relations Manager
	<ul style="list-style-type: none"> Review membership of the RAP Working Group annually. 	Nov 2024, 2025	Executive General Manager Sustainability and Corporate Relations
Provide appropriate support for effective implementation of PBPL Innovate RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	Nov 2023	Executive General Manager Sustainability and Corporate Relations
	<ul style="list-style-type: none"> Continue to engage our senior leaders and other employees in the delivery of RAP commitments. 	Nov 2023	Executive General Manager Sustainability and Corporate Relations
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on our RAP commitments. 	Nov 2023	Manager Corporate Relations
	<ul style="list-style-type: none"> Appoint and maintain an internal PBPL RAP champion from senior management. 	Mar 2024	Executive General Manager Sustainability and Corporate Relations

Action	Deliverable	Timeline	Responsibility
Build accountability and transparency through reporting PBPL's RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our contact details are up to date, to ensure we do not miss out on important RAP correspondence from Reconciliation Australia. 	Jun 2024, 2025	Community Relations Manager
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique PBPL link, to access the online RAP Impact Measurement Questionnaire. 	1 Aug annually	Community Relations Manager
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	Sep 2024, 2025	Community Relations Manager
	<ul style="list-style-type: none"> Report the progress of implementation on our RAP initiatives to all employees and senior leaders quarterly. 	Jun 2024	Community Relations Manager
	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings, annually. 	Sep 2024, 2025	Manager Corporate Relations
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	Sep 2025	Manager Corporate Relations
	<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	Nov 2025	Manager Corporate Relations
Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> When we are ready to do so, register via Reconciliation Australia's website to begin developing our next RAP. 	Mar 2025	Executive General Manager Sustainability and Corporate Relations

Contact us

We welcome enquiries and feedback on our Innovate Reconciliation Action Plan commitments and are happy to discuss any aspect of our reconciliation commitments with interested persons. You can request information or provide feedback to our RAP Working Group by contacting Brendan Connell, Executive General Manager Sustainability and Corporate Relations on phone [07 3258 4888](tel:0732584888) or email info@portbris.com.au.





Port of Brisbane Pty Ltd
3 Port Central Avenue, Port of Brisbane, QLD 4178

For more information or to provide
feedback on our Reconciliation Action Plan,
please contact Brendan Connell,
Executive General Manager Sustainability
and Corporate Relations
on phone 07 3258 4888
or email info@portbris.com.au.

www.portbris.com.au

