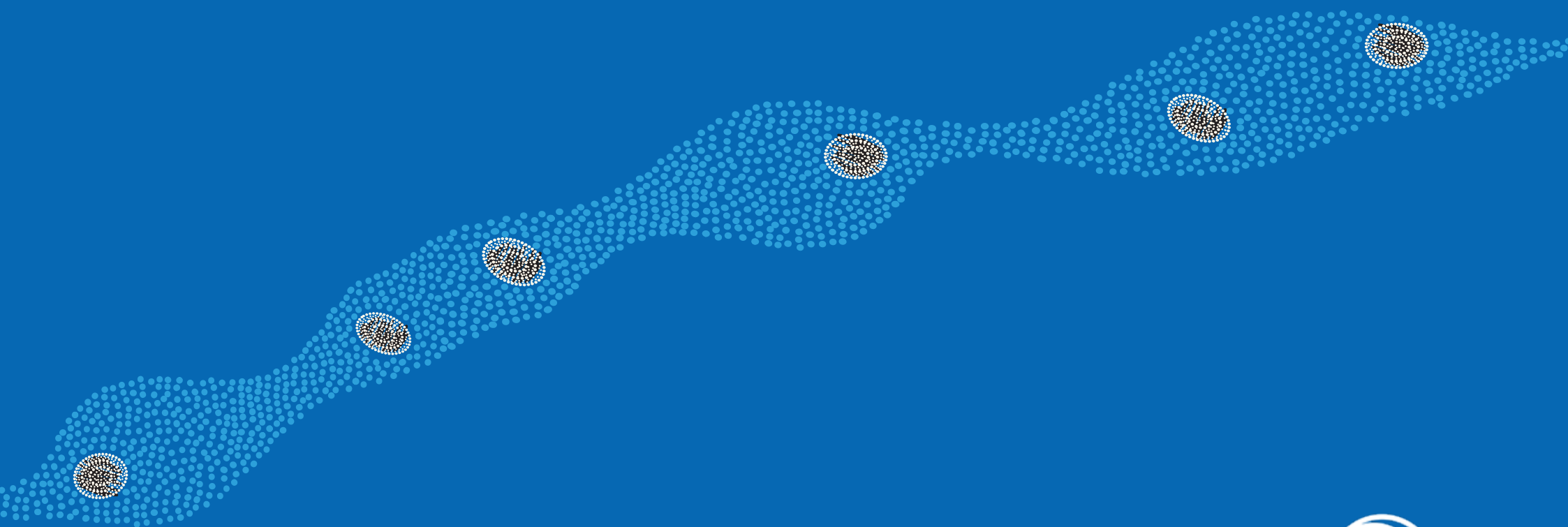


Everything Fleet Pty Ltd trading as Everything Fleet

REFLECT RECONCILIATION ACTION PLAN

MARCH 2023 TO MARCH 2024 _____

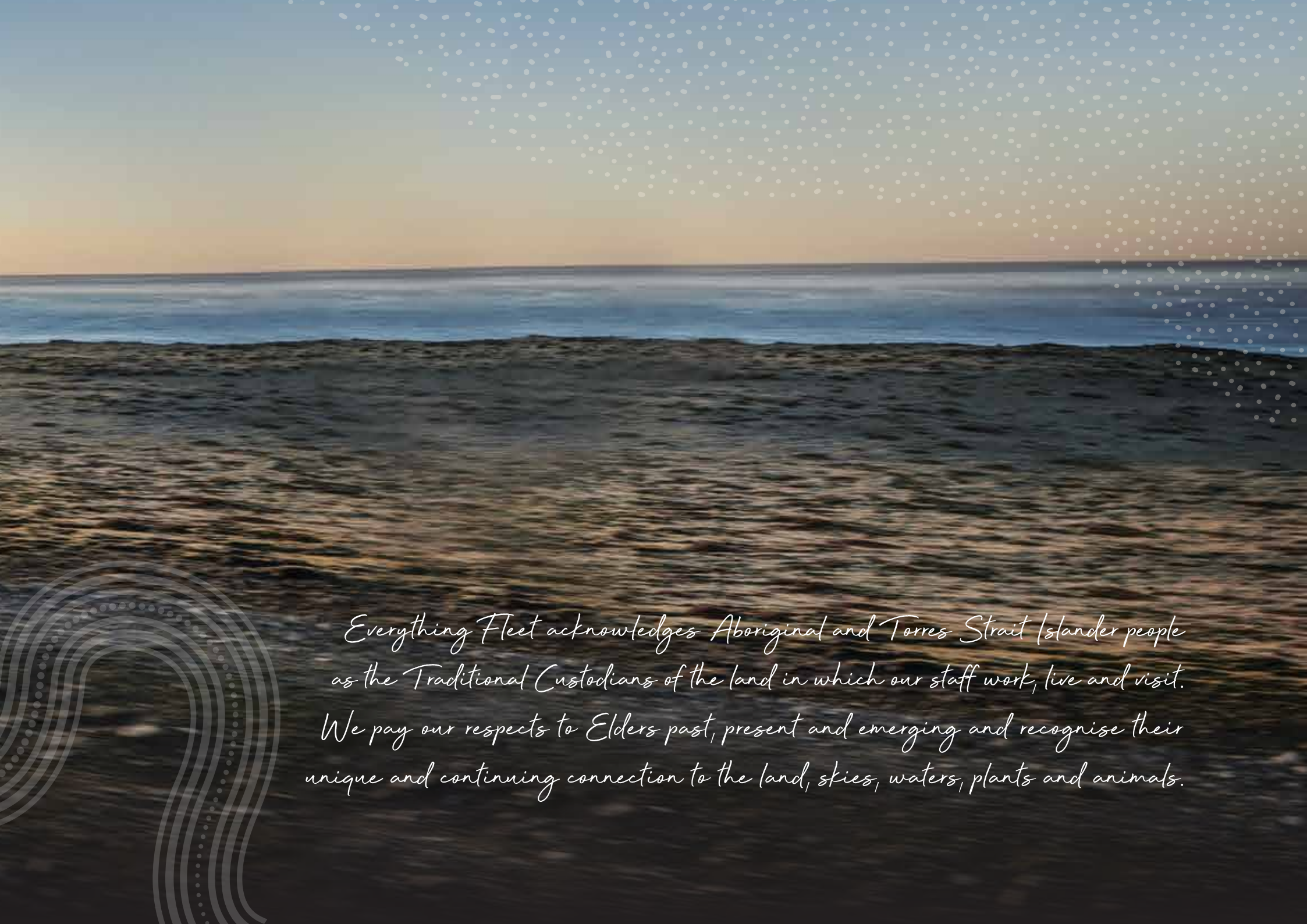




EverythingFleet[®]

Subscription • Leasing • Vehicle Sales • Rentals

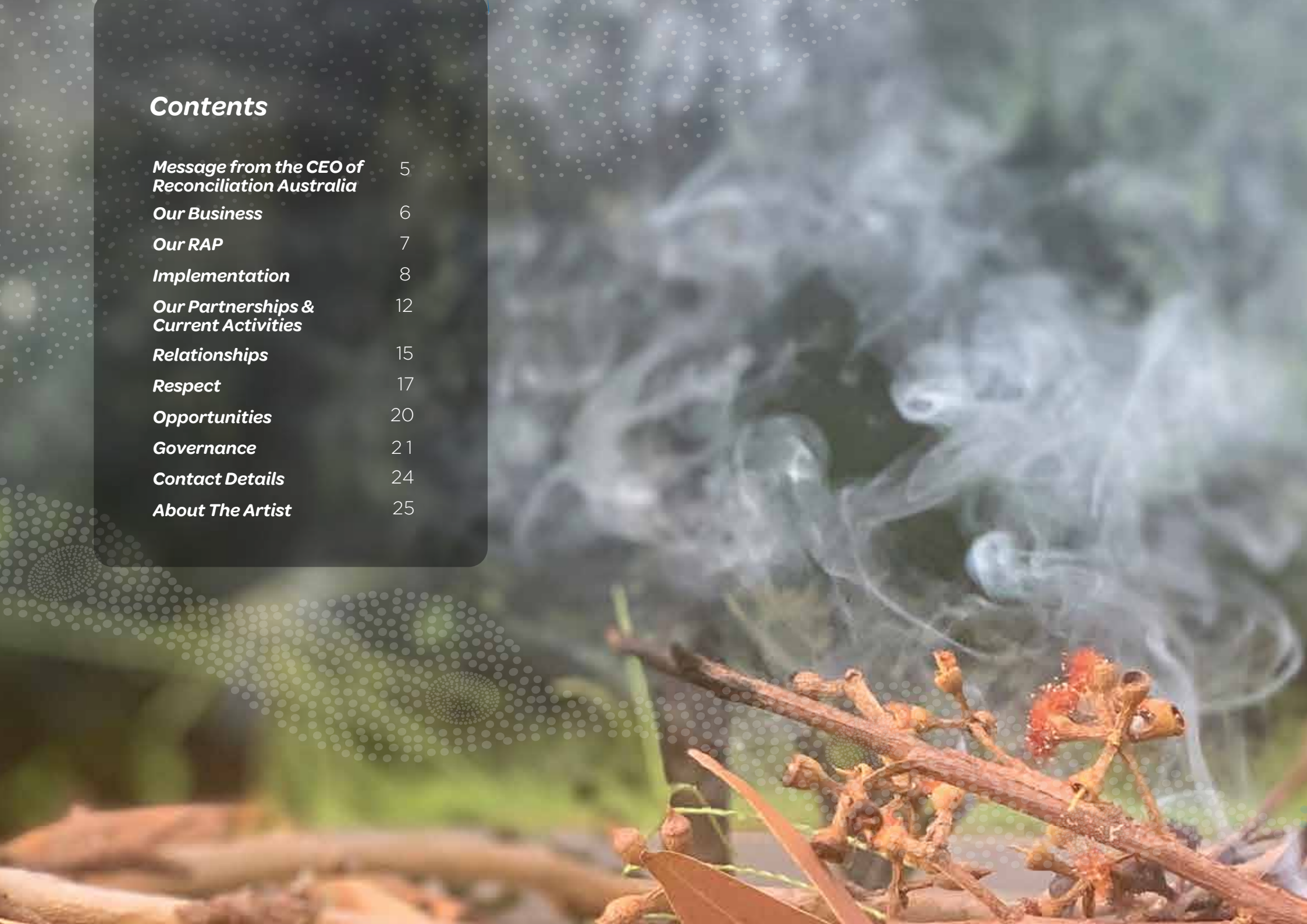


The background of the image is a sunset over the ocean. The sky is a gradient of blue and orange, with a dense field of white dots representing stars or a starry sky. The ocean is dark with some lighter patches reflecting the sunset. In the bottom left corner, there is a decorative graphic consisting of several concentric, wavy lines in shades of grey and white, resembling a stylized wave or a traditional Indigenous pattern.

Everything Fleet acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land in which our staff work, live and visit. We pay our respects to Elders past, present and emerging and recognise their unique and continuing connection to the land, skies, waters, plants and animals.

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Message from the CEO of Reconciliation Australia

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

Everything Fleet joins a network of more than 2,200 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 close to 3 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.

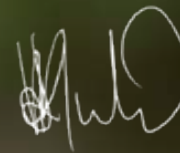
The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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 Everything Fleet 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 Everything Fleet, 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



Our Business

We are an independently owned and operated Australian company, supplying specialized vehicle solutions under all kinds of conditions and for a large array of industries, both private and public. Our vehicle solutions span subscription, leasing, rental hire and pre-owned sales, and covers everything in between from smash repairs to mechanical services.

Established over 30+ years ago, under the umbrella of *Thrifty Car Rentals* and re-established in 2021 as **Everything Fleet**, our company has been the driving wheels behind a long list of corporate clients within the mining, oil/gas and civil construction industries, as well as to the biggest events in sports, music and film and far-reaching projects across Local, State and Federal Governments.

Since its conception, the most important component of Everything Fleet has been the service of its clients and building a business around integrity, honesty and respect. These ideals have helped grow our clientele from day one as we have always strived to treat every day and every customer as if they were our first.

For more information on Everything Fleet, see everythingfleet.com.au

We currently have a workforce of 30, located across four sites on the Gold Coast, Brisbane, Sydney and Melbourne. We also engage a large number of subcontractors across each of the States and Territories, in major cities and/or rural and regional areas.

Our company proudly acknowledges its history and heritage and has always promoted ethic, gender and sexual diversity within our workforce. Nevertheless, we recognise there is still work to be done as we no longer have data on the number of Aboriginal and/or Torres Strait Islander people we employ since the expiry of our *Thrifty Car Rental* Franchise Agreement and becoming an independently owned brand.

Our RAP

This is our first Reconciliation Action Plan under our new brand – Everything Fleet. We believe as an independently owned and operated Australian company we have a greater responsibility to acknowledge and respect everyone's story and its therefore important for us to contribute to the reconciliation movement in a considerate and mindful way.

The development of our RAP aligns with our overarching commitment to build a business around integrity, honesty and respect. We believe the RAP framework provides us with a construct to come together, to share and acknowledge our history and celebrate our differences, so we can move forward together towards a more equitable and reconciled Australia.



Our RAP and Implementation

2023 - 24

We implement our RAP between March 2023 and March 2024.

Our key priorities include:



Reporting regularly on our RAP progress



Documenting our existing and future commitment to reconciliation and outlining the genuine activities we will take to do this



Engaging with Aboriginal and Torres Strait Islander stakeholders to seek guidance and advice



Formalising establishment of our Reconciliation Working Group (RWG)



Promoting awareness of Aboriginal and Torres Strait Islanders' cultures and heritages through training and education and incorporating this knowledge into our daily work life



Building meaningful partnerships with Aboriginal and Torres Strait Islander peoples to help inform and grow a more understanding and respectful workplace culture



Supporting the development and expansion of Aboriginal and Torres Strait Islander small businesses by generating positive commercial benefits for all parties



Consulting with the Aboriginal and Torres Strait Islander peoples in regard to all future land use and developments that may affect sites important to aboriginal interests



*In joining the RAP program,
we recognise it is a
continuous journey requiring
a long-term commitment.*



1

We have identified and acknowledged the Traditional Owners and Custodians of the land on which our offices are located around Australia:

In Southport, Gold Coast – the Yugambeh people of the Bundjalung Nation

3

Our website has a separate page with Acknowledgement of Country.

4

We are in initial discussions regarding a number of initiatives, including:

Engaging with Aboriginal and Torres Strait Islander stakeholders to seek guidance and advice

In Woodridge, Brisbane – the Yambina people of the Yuggera Nation

2

In our office on the Gold Coast and in Brisbane, we have a large display of Aboriginal and Torres Strait Islander artwork.

Establishing a First Nations art competition which will enhance the profile of Aboriginal and Torres Strait Islander cultures and communities

In Mascot, Sydney – the Gadigal people of the Eora Nation

In Westmeadows, Melbourne – the Wurundjeri people of the Kulin Nation

Establishing a corporate sponsorship arrangement for individual athletes and/or sporting teams thereby helping to support the well-being of Aboriginal and Torres Strait Islander peoples

Our Partnerships & Current Activities

Between 2016 - 2021, as a franchisee of *Thrifty Car Rentals*, our reconciliation journey was tracked and recorded under *NRMA*. Since January 2022, the evolution of our company from *Thrifty* to *Everything Fleet* has seen our reconciliation movement become very informal in structure:

5

We have formed a Reconciliation Working Group (RWG). Our RWG was established in October 2022 and comprises of internal and external stakeholders across a number of areas of operation. It is led by Keith Alexander, Managing Director and RAP Champion of **Everything Fleet**, and consists of:

Collectively, the members of our RWG are responsible for our RAP's implementation and success.

Oliva Harbeck
ADMINISTRATOR
EVERYTHING FLEET

Glenys Sommerville
ADMINISTRATOR FOR
MANAGING DIRECTOR,
EVERYTHING FLEET

Karen Lamkin
PROJECT MANAGER /
RAP COORDINATOR
EVERYTHING FLEET

Joanne Olive
RWG ADVISOR,
COMMUNITY MEMBER
BUNDJALUNG

Jason Hall
GENERAL MANAGER
EVERYTHING FLEET

Sarah Staerk
CFO
MARKETING &
COMMUNICATIONS
MANAGER
SS AGENCY

Danielle Wayne
HR & RECRUITMENT
MANAGER
TRAYNE CONSULTING



Everything Fleet will build meaningful and long-lasting internal and external relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations.



Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area that we could approach to connect with on our reconciliation journey. 	MAR 2023	PROJECT MANAGER
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	SEPT 2023	PROJECT MANAGER
	<ul style="list-style-type: none"> Begin to build relationships with Aboriginal and Torres Strait Islander stakeholders and organisations in our sphere of influence. 	MAR 2023	MANAGING DIRECTOR
2 Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	MAY 2023	ADMINISTRATOR FOR MANAGING DIRECTOR
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 MAY TO 3 JUNE 2023	PROJECT MANAGER
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 MAY TO 3 JUNE 2023	MANAGING DIRECTOR
3 Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	JUN 2023	MARKETING & COMMUNICATION MANAGER
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	FEB 2023	PROJECT MANAGER
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander artists to design artwork to display in our offices. 	JUN 2023	MARKETING & COMMUNICATION MANAGER
4 Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	MAR 2023	HR & RECRUITMENT MANAGER
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	MAY 2023	HR & RECRUITMENT MANAGER

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	JUN 2023	ADMINISTRATOR
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	ANNUALLY IN JUNE	PROJECT MANAGER
	<ul style="list-style-type: none"> Ensure all staff undertake cultural awareness training. 	JUL 2023	MANAGING DIRECTOR
6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	MAY 2023	PROJECT MANAGER & MANAGING DIRECTOR
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	MAR 2023	PROJECT MANAGER
	<ul style="list-style-type: none"> Ensure the entire organisation embeds Acknowledgement of Country as standard practice on emails. 	MAR 2023	PROJECT MANAGER
	<ul style="list-style-type: none"> Identify and display an Acknowledgement of Country on internal office internet, email signature and front door of locations 	APR 2023	PROJECT MANAGER
	<ul style="list-style-type: none"> Engage with Traditional Owners to explore renaming our boardrooms in local Traditional Language. 	MAR 2023	PROJECT MANAGER
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	NAIDOC WEEK 2023 (FIRST WEEK OF JULY)	ADMINISTRATOR FOR MANAGING DIRECTOR
	<ul style="list-style-type: none"> Circulate NAIDOC week resources and materials to our staff, which includes information of the local Aboriginal and Torres Strait Islander peoples and communities. 	NAIDOC WEEK 2023 (FIRST WEEK OF JULY)	ADMINISTRATOR FOR MANAGING DIRECTOR
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area and encouraging all staff to participate in at least one event. 	JUN 2023	ADMINISTRATOR FOR MANAGING DIRECTOR
	<ul style="list-style-type: none"> RAP Working Group to participate in at least one external NAIDOC Week event. 	JUL 2023	PROJECT MANAGER

Everything Fleet is committed to valuing diversity and respecting all individuals that inhabit Australia. Our aim is to build awareness within our workforce about Aboriginal and Torres Strait Islander cultures, histories, challenges and achievements.





Respect

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> • Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation including identified and specified positions. 	MAR 2023	ADMINISTRATOR
	<ul style="list-style-type: none"> • Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	APR 2023	GENERAL MANAGER
	<ul style="list-style-type: none"> • Identify and establish relationships with Aboriginal and Torres Strait Islander recruitment agencies to assist Everything Fleet with recruitment. 	JUN 2023	HR & RECRUITMENT MANAGER
	<ul style="list-style-type: none"> • Engage an Aboriginal and Torres Strait Islander Recruitment Agency to assist in recruiting new employees. 	JUL 2023	HR & RECRUITMENT MANAGER
	<ul style="list-style-type: none"> • Promote our vacancies through Aboriginal and Torres Strait Islander agencies. 	SEP 2024	HR & RECRUITMENT MANAGER
9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> • Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	JUN 2023	ADMINISTRATOR
	<ul style="list-style-type: none"> • Provide business units with key contacts to increase access to Aboriginal and Torres Strait Islander businesses. 	MAR 2023	GENERAL MANAGER
	<ul style="list-style-type: none"> • Investigate Supply Nation membership under the Everything Fleet name (rather than under the Thrifty Car Rental/NRMA umbrella). 	MAR 2023	ADMINISTRATOR

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RWG to govern RAP implementation. 	MAR 2023	MANAGING DIRECTOR
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	APR 2023	PROJECT MANAGER
	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. 	MAR 2023	MANAGING DIRECTOR
	<ul style="list-style-type: none"> RWG to meet monthly to drive and monitor RAP implementation. 	MONTHLY REVIEW PRACTICE AUGUST 2023	MANAGING DIRECTOR
11 Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource and budget needs for RAP implementation. 	MAR 2023	MANAGING DIRECTOR & CFO
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	MAR 2023	MANAGING DIRECTOR
	<ul style="list-style-type: none"> Maintain a senior leader to champion our RAP internally. 	MAR 2023	MANAGING DIRECTOR
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	MAR 2023	ADMINISTRATOR
12 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> 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. 	NAIDOC WEEK 2023 (FIRST WEEK OF JULY)	ADMINISTRATOR FOR MANAGING DIRECTOR
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	NAIDOC WEEK 2023 (FIRST WEEK OF JULY)	ADMINISTRATOR FOR MANAGING DIRECTOR
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	JUN 2023	ADMINISTRATOR FOR MANAGING DIRECTOR
		JUL 2023	PROJECT MANAGER
13 Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP, based on learnings, challenges and achievements. 	DEC 2023	PROJECT MANAGER
	<ul style="list-style-type: none"> Submit draft RAP to Reconciliation Australia for review, feedback and endorsement. 	FEB 2024	PROJECT MANAGER

Opportunities

EverythingFleet®

Everything Fleet is committed to creating opportunities for Aboriginal and Torres Strait Islander businesses to support employment and increase procurement outcomes.

Everything Fleet will create measurable goals and targets to ensure transparency in our progress on our RAP initiatives. As we are at the beginning of our reconciliation journey, this will enable us to identify key learnings and additional opportunities, to help shape future RAPs.

Rentals

EverythingFleet

ormaitalia
lithium, aluminium

Governance

Contact Details

NAME	Karen Lamkin
POSITION	RAP Coordinator
PHONE	13 13 81
EMAIL	hello@everythingfleet.com.au

ABOUT THE ARTIST

James Bush's (*#MrJDBush*) clan is originally from the Gulf of Carpentaria. The Aboriginal Traditional Owners, the Waanyi people, know this country as Boodjamulla or the Rainbow Serpent country. According to the Waanyi people, Boodjamulla - the Rainbow Serpent - formed the Lawn Hill Gorge area and created the permanent spring water.

James has had a passion for photography for as long as he can remember - whether it is behind a camera capturing what this beautiful world has to offer or in his early days developing his own photos before digital.

We have the privilege to work with James and acknowledge his superb expertise for this project.

Each piece of James' art is an original artwork inspired by the beauty of Australia.

“

My artwork for this project reflects the heart of Australia and the land and everything on it. To our people and our land, we look to all of earth's elements for grounding, wisdom and guidance. And, it is this connection to our country that I hope brings unity to all.

ABOUT THE ARTIST

Bronwyn Sanderson was born on Ngadjuri country, in remote South Australia. She grew up travelling the outback, her mother a Shearer's cook and her father a Wool Classer.

University Honours in Performance and Philosophy, a Yogini and a keen world traveller, for over two decades Bronwyn continues to enjoy her life as a commercial and contemporary artist.

Bronwyn settled in Bundjalung country over 15 years ago. Her photography also features on Pages 4 and 5. We are grateful for Bronwyn's in-depth insights into symbology and reflection of First Nations' culture.

“

My artwork relates to Everything Fleet's story; symbology of men and women coming together in meeting and in ceremony to reflect, and of community as a foundation for growth into this and the next phase of reconciliation. Energy fields of the six business sectors are featured on the cover and throughout. Footsteps and circles (meeting places) are the perfect pace and place to gather foundational understandings. Symbology and elemental photographs are embraced by the cosmos and at other times, by water ways, showing us the integral nature of life and experience, and remind us of the inner flow and forward journey.

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Everything Fleet Pty Ltd trading as *Everything Fleet*. ACN 659 317 067 ABN 74 659 317 067

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