



REFLECT

RECONCILIATION ACTION PLAN

MARCH 2026 – MARCH 2028



RECONCILIATION
ACTION PLAN

REFLECT



OUR JOURNEY TOGETHER

NGALANG YAWA DANDJOO

This artwork was created to honour ATOM Group's journey of learning and growth. It reflects not only the company's expansion across Western Australia – through the Pilbara, the Goldfields, and the South West – but also the deeper story of what it means to walk together on Country.

Our path across the desert has been one of transformation: adapting, growing, and listening. More than simply entering communities, we have taken the time to build trust, to sit alongside Elders, and to walk with First Nations groups in a spirit of respect and reciprocity.

This journey is about more than movement. It is about learning the landscape, understanding kinship, and respecting sacred spaces – moving with intention and humility.

Ngalang Yawa Dandjoo – Our Journey Together – is about learning the landscape, honouring kinship, and moving with intention. It reminds us that true progress happens when we walk side by side, learning from one another and sharing the journey.

The artist, **Jordan Poduti**, is a **Wangatha/Yamatji** woman. Jordan's artwork holds particular meaning as ATOM Group has active locations across Australia, including in Kalgoorlie and Geraldton, within the regions connected to her heritage. Having an artist from these areas share and represent this story through traditional artistic expression makes the work especially powerful.



ABOUT THE ARTIST

Jordan (Forrest) Poduti is a Wangkatha/Yamatji artist living on Boorloo Country.

Through her work, she creates complex pieces that tell stories and invite people on a journey; art that makes you pause, reflect, and connect with its meaning. As a First Nations artist, she takes pride in representing culture in ways that bring people together with understanding, love, and compassion - pathways that lead to healing.

From a young age, Jordan has been inspired by the power of art to communicate beyond language, through colour, symbolism, and storytelling. Jordan mentions she has been fortunate to grow up surrounded by creativity, learning from the influence of her aunts, uncles and cousins who continue to inspire her practice today.

STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Aqua Terra Oil and Mineral Service and Supply Co Pty Ltd (ATOM) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

ATOM 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 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 ATOM 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 ATOM, 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

ATOM Group's vision is to be the team behind the teams driving Australian industry. To achieve this, ATOM Group aims to be the most preferred partner in Australian industry by efficiently managing the supply of all the little (yet essential) things our customers need. This allows customers to focus on the bigger picture while ATOM Group makes the process seamless and simple.

ATOM Group's mission is to:

- 1 Nurture a culture where our team does the little things for each other, so that all the little things get done for our customers;
- 2 Design and invest in a business platform capable of fast and frictionless fulfilment of all the small but essential items our customers need to get the job done;
- 3 Be the leader in consumable inventory, mobile asset management technology, and specialist safety solutions in Australia; and
- 4 Engage equally with all Australians and promote opportunities for Aboriginal and Torres Strait Islander peoples.

ATOM first opened its doors in 1978 as Aqua Terra Oil and Mineral (ATOM) Supply, meaning "supplying to land and oil." From humble beginnings, ATOM Group grew steadily, quickly becoming synonymous with the supply of quality industrial hardware, safety equipment, and specialist oil and gas products.

Over 45 years later, ATOM Group operates a national network delivering to customers across Australia, including some of the most remote locations. We are proud to have welcomed over 600 team members, providing diverse employment opportunities in the communities where we operate. Among our employees, seven identify as Aboriginal or Torres Strait Islander, and ATOM Group is committed to increasing this number to 3% of our workforce through active recruitment, retention, and professional development strategies.

One of our proudest milestones is the creation of the ATOM Community Engagement (ACE) Fund. ATOM Group donates 1.5% of sales from our First Nations-sourced brands (WIRRA, and Bibbulmun) to the ACE Fund. These funds are distributed to charities that reflect ATOM Group's core objectives and focus areas. We also actively support local initiatives to strengthen the communities that have helped us become Australia's fastest-growing industrial and safety supply company.

Currently, ATOM Group has warehouses in 16 strategically located regions across Australia.



OUR RAP

We are embarking on our reconciliation journey by developing a Reflect RAP, laying the foundations of our commitment to support reconciliation, raise awareness, and deepen our learning, growth, and understanding of Aboriginal and Torres Strait Islander cultures and histories. Through this RAP, we aim to foster relationships built on trust and respect, benefiting everyone in our communities.

The ATOM Group announced its commitment to the RAP journey during NAIDOC Week 2023, raising awareness through a video message from Jason Johnson, CEO, with special guest Kim Collard, Founder & CEO of Kulbardi, Australia's largest Indigenous-owned office supplies business. This event marked the commencement of our RAP journey.

The ATOM Group has already begun taking meaningful steps on this journey. We have partnered with former Australian of the Year, Adam Goodes, to develop First Nations branded products. 1.5% of sales from these products are directed to the ATOM Community Engagement Fund (ACE Fund), a charitable trust for which Adam Goodes is the Responsible Person and a Director of the trustee company. The ACE Fund has donated \$250,000 to the GO Foundation, a charity founded by former First Nations AFL

players Adam Goodes and Michael O'Loughlin, which provides financial support to Aboriginal and Torres Strait Islander youth for education. Additionally, the ACE Fund contributed \$12,000 to the Warlga Ngurra Women and Children's Refuge near our Beresfield branch in NSW, supporting the vital work they do in the local community.

ATOM Group has worked in partnership with Kulbardi, a leading First Nations office supplies, furniture and promotional products business, since October 2022. We provide Kulbardi with warehousing and back-office support services under a commercial arrangement that supports its continued national growth. Kulbardi is a Supply Nation certified business majority-owned by Kim Collard and supports the Bibbulmun Fund, one of Australia's most prominent First Nations-owned and managed charities.

These initiatives represent ATOM Group's initial steps on our reconciliation journey. Through the RAP process, we intend to continue progressing, with an early focus on Aboriginal and Torres Strait Islander employment within ATOM Group and giving back to the remote and regional communities where we operate and derive our income.

RAP COUNCIL

The ATOM Group aims to establish a RAP Council consisting of employees from across its national network to drive engagement with, and awareness of, the Reconciliation Action Plan (RAP). The objective of the Council is to ensure representation from the communities in which ATOM Group operates. This allows initiatives and ideas to be informed by the perspectives of employees working within those local communities.

For example, a previous donation to the Warlga Ngurra Women and Children's Refuge was initially proposed by an employee representative from our Beresfield branch. The proposal was then considered and approved by the leadership team.

In the future, proposals of this nature will be reviewed and endorsed by the RAP Council as part of a more structured process.

The RAP Council will review and vote on proposed donations and community initiatives. Endorsed recommendations will then be submitted to the ACE Fund for final approval and distribution. Participation on the RAP Council is voluntary, ensuring members are motivated by a genuine commitment to supporting the purpose and objectives of the RAP. The composition of the Council will be carefully selected to ensure balanced representation and diversity across the organisation.

OUR PARTNERSHIPS / CURRENT ACTIVITIES

We are constantly seeking to align ourselves with initiatives that support the First Nations communities where we operate and derive our income. ATOM Group is proud to work closely with the GO Foundation and Kulbardi to create opportunities for Aboriginal and Torres Strait Islander peoples. By partnering with these organisations, we actively engage with First Nations communities and contribute to fostering a better future, while enhancing opportunities for the people they serve.

We look forward to sharing more about our community involvement and responsible business practices as we connect with additional Aboriginal and Torres Strait Islander organisations and support a greater number of initiatives. We also acknowledge and thank the First Nations organisations and communities that have supported us to date and helped us reflect on our responsibilities as we formally embark on our RAP journey.

Through the ACE Fund, we are able to give back and support the wider community, enabling ATOM Group to become one of Australia's leading industrial supply companies. The ACE Fund is a charitable trust managed by corporate trustees and structured as a Public Ancillary Fund. It donates to charities that align with ATOM Group's core objectives, with a particular focus on:

- Indigenous community initiatives
- Cancer awareness, prevention, and care.
- Environmental sustainability initiatives.
- Mental health awareness and support.

Internally, ATOM Group integrates Kulbardi into our branch network and supports the business financially through free business services, office space, and working capital to help drive their growth. In addition, ATOM Group sources First Nations products from brands including WIRRA (PPE), and Bibbulmun (Office Stationery).

Over the last 12 months, ATOM Group's purchases of First Nations-branded products represented approximately 5% of total purchases. Within our five-year strategic plan, the target is 15%, representing a three-fold increase on current levels.

BIBBULMUN™

Bibbulmun is more than a brand; it is a pathway to fostering partnerships for mutual growth. The company invests in projects and initiatives that support Australian Indigenous communities, creating meaningful impact. Its product range includes Indigenous-branded office supplies, washroom, and kitchen products.

ATOM Group actively promotes First Nations sourced products through our website, allowing visitors to browse and purchase the range. We also provide access to tens of thousands of Australian businesses, enabling them to source products from First Nations businesses and indirectly supporting their own reconciliation journeys.

Internally, ATOM Group encourages the promotion of First Nations products:

- Many products are listed as alternatives in our system, prompting sales staff to offer them to customers.
- During Quarterly Business Reviews (QBRs) with our top 120 customers, we report on their First Nations product spend and provide opportunities to increase their use of First Nations sourced products.



OFFICE SUPPLIES



WASHROOM



KITCHEN



WIRRA® PROTECTS LIFE

"Wirra" is an Aboriginal word meaning "gumtree." The Wirra represents new life, the protection of life, and resilience against harsh elements. In the same spirit, Wirra's purpose is to protect Australian workers through high-quality Personal Protective Equipment (PPE).



HAND PROTECTION



EYE & FACE PROTECTION



HEARING PROTECTION



RESPIRATORY PROTECTION



HEAD PROTECTION



HYDRATION



BODY PROTECTION



WELDING PROTECTION

RAP IMPLEMENTATION PLAN

This implementation plan outlines the actions the ATOM Group will take to support reconciliation across our organisation. Structured around the pillars of Relationships, Respect, Opportunities, and Governance, the plan details clear actions, deliverables, timelines, and responsible leaders to ensure accountability and measurable progress.

Through these commitments, ATOM Group seeks to build stronger relationships with Aboriginal and Torres Strait Islander peoples, increase cultural understanding within our workforce, create meaningful opportunities, and embed reconciliation into our organisational practices.

RELATIONSHIPS



Action	Deliverable	Timeline	Responsibility
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify and document at least 5 Aboriginal and Torres Strait Islander stakeholders and organisations within our local operational areas or sphere of influence, including contact details and areas of interest.	August 2026	Executive Leadership Team
	Research and produce a brief report outlining best practice principles for engaging and partnering with Aboriginal and Torres Strait Islander stakeholders and organisations, with recommendations for application in our work	September 2026	HR Team
2 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	1 April (annually)	GM Brand Engagement
	Participate in branch by branch National Reconciliation Week events or activities and actively engage with Aboriginal and Torres Strait Islander stakeholders or colleagues.	27 May – 3 June (annually)	HR Team & Branch Managers
	Encourage leaders and branch managers to organise, co-host, or actively contribute to a NRW event within the workplace or community that promotes reconciliation and engagement with Aboriginal and Torres Strait Islander stakeholders.	27 May – 3 June (annually)	CEO
3 Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	On approval of REFLECT Rap [1 April 2026] and during Reconciliation Weeks 2026 and 2027	CEO
	Identify and document at least 2 external stakeholders or organisations that our organisation can engage with on our reconciliation journey, and develop a plan for initial engagement.	August 2026	Executive Leadership Team
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	June 2027	Group HR Manager
4 Promote positive race relations through anti-discrimination strategies.	Complete an approved anti-discrimination or cultural competency training and demonstrate application of the principles in daily work practices.	July 2026	Group HR Manager
	Review HR policies and procedures to identify anti-discrimination provisions, and implement at least 2 recommended improvements.	December 2026	Group HR Manager

RESPECT



Action	Deliverable	Timeline	Responsibility
1 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Identify and document at least 2 opportunities to increase understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within the organisation.	September 2026	HR Team
	Conduct a review of cultural learning needs across the organisation and produce a report with recommended actions for addressing gaps	December 2026	Group HR Manager
2 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.	December 2026	RAP Committee
	Develop and deliver a basic cultural awareness training program including an understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols for all branches by end of 2026, and ensure at least 65% of staff complete it.	December 2026	Group HR Manager
	Seek feedback from Aboriginal and Torres Strait Islander stakeholders, employees, and organisations after meetings and events, and implement at least 2 improvement opportunities to ensure cultural protocols are respected and observed	April 2027	HR Team / Branch Managers
3 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Promote NAIDOC Week within the organisation by circulating information, acknowledging Country in communications, or leading a team reflection on its themes.	1 July (annually)	GM Brand Engagement
	Organise or contribute to a NAIDOC Week event within your workplace or community, such as a cultural talk, exhibition, or collaborative project.	1 July (annually)	GM Brand Engagement
	Submit a short reflection or report after NAIDOC Week outlining how participation deepened understanding of Aboriginal and Torres Strait Islander cultures and histories, and suggest ways to incorporate learnings into work practices.	6 – 13 July (annually)	Group HR Manager

OPPORTUNITIES



Action	Deliverable	Timeline	Responsibility
1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop and submit a business case for Aboriginal and Torres Strait Islander employment and engagement, including recommendations for recruitment, retention, and professional development initiatives."	December 2026	RAP Champion & Group HR Manager
	Compile and analyse current Aboriginal and Torres Strait Islander staffing data and prepare a report with insights to inform future recruitment, retention, and professional development initiatives	August 2026	RAP Champion & Group HR Manager
	Review and update the recruitment process to enable Aboriginal and Torres Strait Islander applicants to self-identify in a culturally safe manner, and provide training or guidance to HR staff to ensure consistent implementation.	August 2026	RAP Champion & Group HR Manager
2 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Identify and document at least 1 potential partnership that provides pathways to employment for Aboriginal and Torres Strait Islander peoples (e.g. <i>traineeships</i>), and develop an engagement plan for each partnership.	August 2026	RAP Champion & Group HR Manager
	Develop and submit a business case for procurement from Aboriginal and Torres Strait Islander owned businesses, including recommendations for implementation and projected economic and social outcomes	December 2026	Head of Supply Chain
	Investigate the benefits, costs, and requirements of Supply Nation membership and provide a recommendation report to senior management on whether to pursue membership.	September 2026	Head of Supply Chain

GOVERNANCE



Action	Deliverable	Timeline	Responsibility
1 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a Reconciliation Action Plan (RAP) Working Group by to oversee RAP implementation, including documented membership and meeting schedule.	May 2026	HR Team / Marketing Team
	Draft and approve a Terms of Reference for the RAP Working Group, outlining purpose, roles, responsibilities, and governance processes	April 2026	HR Team
	Ensure Aboriginal and Torres Strait Islander representation on the RAP Working Group, and document participation and contribution to governance decisions.	May 2026	RAP Champion
2 Provide appropriate support for effective implementation of RAP commitments.	Identify and document all resources required to effectively implement RAP commitments, including budget, staff, and external support.	April 2026	RAP Champion/ Group HR Manager
	Engage senior leaders by defining their roles and responsibilities in delivering RAP commitments and document their participation in RAP initiatives..	May 2026	RAP Champion/ Group HR Manager
	Appoint 3 senior leaders as internal RAP champion and clearly define their responsibilities in promoting and supporting RAP implementation.	May 2026	RAP Champion/ HR
	Identify and document systems and processes to track, measure, and report on RAP commitments, ensuring alignment with organisational reporting practices.	March 2026	RAP Champion
3 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)	RAP Champion
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August (annually)	RAP Champion
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September (annually)	RAP Champion
4 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	1 July 2028	RAP Champion



CONTACT DETAILS

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ATOM

GROUP

ATOM

 **Integrated**
INDUSTRIAL

SFI Beyond
Equipment

HoseCo
FLEXIBLE ENGINEERING SOLUTIONS

One Platform. Improved Productivity. Total Control.