



July 2026 – June 2028



CGI Australia Innovate Reconciliation Action Plan

CGI





CGI Acknowledgement of Country

CGI acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to the land and communities where our CGI Partners work and live. We pay our respects to Elders past, present and emerging and to their rich contribution within our society.

Statement from CEO of Reconciliation Australia



Karen Mundine
Chief Executive Officer
Reconciliation Australia

First Innovate RAP

Reconciliation Australia commends CGI Technologies and Solutions Australia 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 CGI Technologies and Solutions Australia 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, CGI Technologies and Solutions Australia 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 over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. CGI Technologies and Solutions Australia is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals CGI Technologies and Solutions Australia's 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 CGI Technologies and Solutions Australia on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

One Dream, Many Journeys



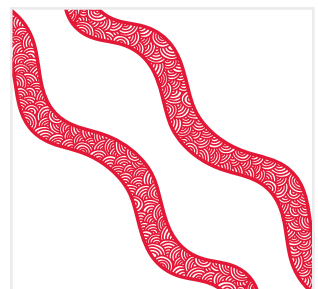
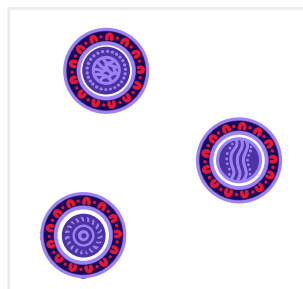
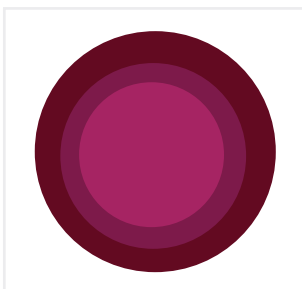
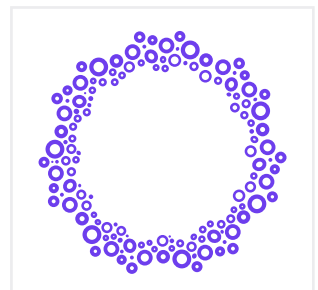
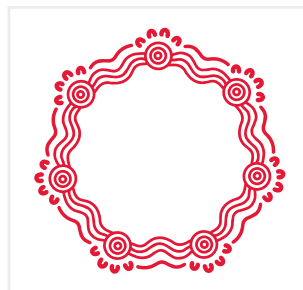
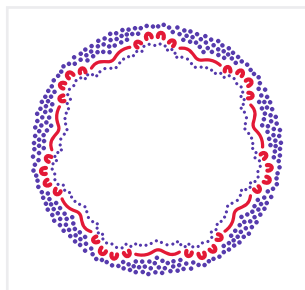
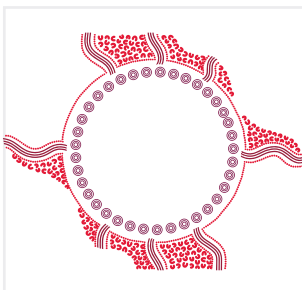
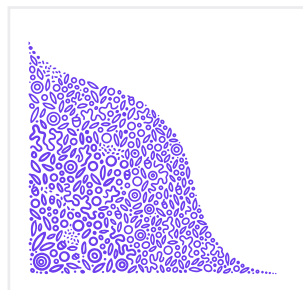
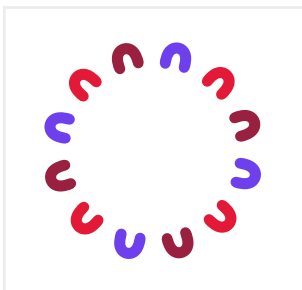
This artwork was commissioned exclusively for CGI Australia's Innovate Reconciliation Action Plan by proud Wadi Wadi artist Natalie Abraham, founder of Create Ripples.

One Dream, Many Journeys tells the story of CGI's reconciliation journey and reflects the people, relationships and shared values that connect our organisation with Aboriginal and Torres Strait Islander peoples, communities and Country.

Across Aboriginal cultures, artwork is a powerful way of sharing knowledge, preserving history and expressing identity. Every symbol carries meaning and every pathway tells part of a larger story.

For CGI, this artwork represents our commitment to reconciliation through relationships, respect and meaningful action. It reflects our shared responsibility to listen, learn and work together as we continue our reconciliation journey.

As you move through this document, the artwork unfolds alongside our commitments. Together, the artwork and our Reconciliation Action Plan tell the story of many journeys coming together through one shared Dream.



The story behind the artwork



At the centre of the artwork is the main gathering place, representing CGI. Surrounding this gathering place are people, represented through the U-symbols, who come together as CGI Partners, Shareholders and Clients. This central meeting place reflects the connections, collaboration and shared purpose that bring the CGI community together.

Encircling these people symbols are smaller circles representing governance and the CGI Reconciliation Action Plan Working Group. These circles acknowledge the leadership, guidance and commitment that support CGI's reconciliation journey and help drive meaningful action across the organisation.

Extending outward are seven gathering places, each representing one of CGI's Australian offices. People surround each of these locations, symbolising the Partners, Clients and communities connected to every office. Although geographically spread across Australia, the pathways connecting each gathering place represent the strong relationships and shared vision that unite the CGI community. The surrounding purple pathways and dots represent the positive impact created through this collective work.

The large red circle surrounding the centre of the artwork represents the CGI Dream. Leading towards this



are multiple pathways symbolising the unique journeys people have taken throughout their lives. These pathways acknowledge the diverse backgrounds, experiences, education, careers and mergers that ultimately bring people together as CGI Partners contributing towards one shared Dream.

Between these pathways are symbols representing Community and Country. Waterways reflect connection, wellbeing and the continuous sharing of knowledge. Bush medicine leaves, bush tucker, native plants and the Squiggly Gum acknowledge the lands on which we live and work and remind us of our shared responsibility to care for Country.

The six circles positioned throughout the artwork represent CGI's core values: Partnership and Quality, Objectivity and Integrity, Intrapreneurship and Sharing, Respect, Financial Strength and

Corporate Social Responsibility. These values continue to guide how we work together and serve our clients and communities.

Surrounding these values are three coloured circles representing the pillars of our Reconciliation Action Plan—Relationships, Respect and Opportunities. Together they reflect CGI's commitments and the ongoing actions we are taking to strengthen reconciliation.

Together, this artwork tells the story of many journeys coming together as one community, united through shared values, meaningful relationships and one collective Dream for the future.

About the artist



Natalie Abraham

Proud Wadi Wadi woman |
Aboriginal artist |
Founder, Create Ripples

Natalie's work is grounded in cultural storytelling, healing, connection and community, using art as a powerful way to bring people together and create meaningful conversations.

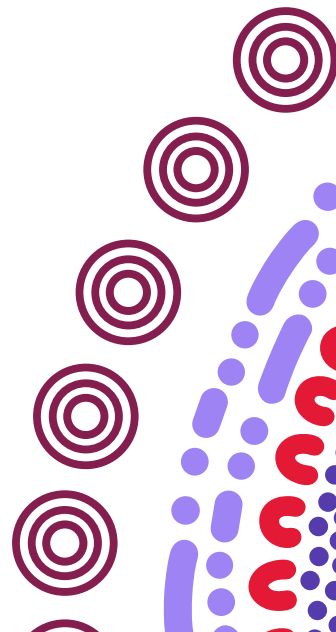
While Natalie learnt art and storytelling from her Elders at a young age and has always held a strong passion for creativity, art became an even more significant part of her life following the sudden passing of her sister, Britt. Through painting, Natalie found a way to process grief, honour memory and continue the ripple effect of love, resilience and connection that Britt left behind.

Drawing on her connection to Country, culture and lived experience, Natalie creates artworks rich in symbolism, movement and colour. Her work explores identity, belonging, wellbeing and the relationships between people, community and place. Every artwork is created with intention and tells a story that reflects both personal and shared experiences.

Through Create Ripples, Natalie works with schools, organisations and communities across Australia to deliver commissioned artworks, Reconciliation Action Plans, public art projects, workshops and community engagement initiatives. Her collaborative approach centres cultural authenticity, storytelling and shared understanding.

Natalie also holds a Bachelor of Commerce with majors in Human Resource Management and Psychological Science, bringing a thoughtful, people-focused approach to every partnership.

For CGI, Natalie has created an artwork that reflects connection, community and our shared commitment to reconciliation. It stands as a lasting symbol of our reconciliation journey and the relationships we continue to build together.



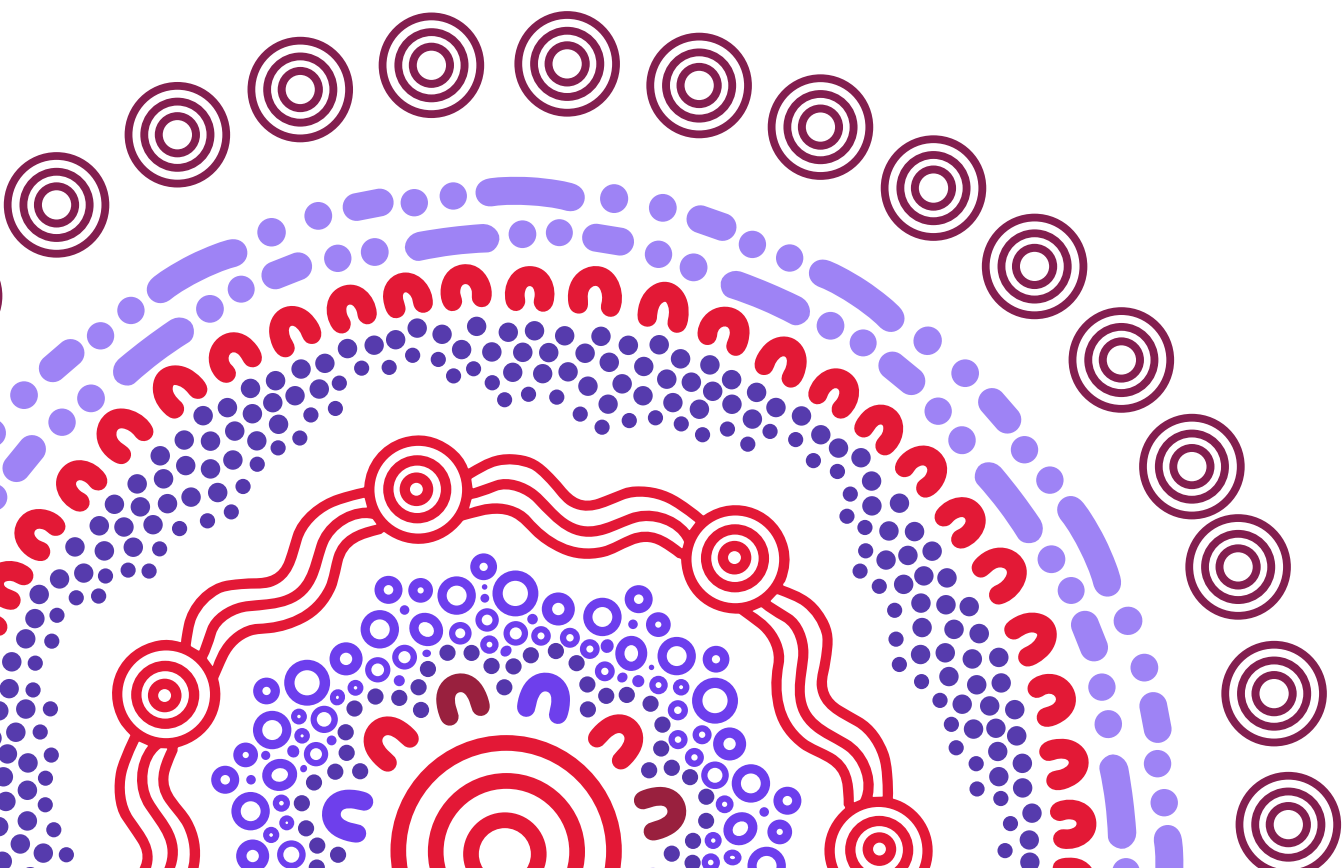
Our vision for reconciliation



Our vision for reconciliation is a united Australia where Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians move forward together, supported by a national culture grounded in:

- respect, equality and equity,
- an honest recognition of our shared past, and
- positive race relations.

For CGI, this means fostering a workplace where our people build a deeper understanding of First Nations peoples, including their lived experiences, histories and cultures. It also means actively identifying and removing barriers, and creating equitable opportunities in development, employment, and procurement in partnership with Aboriginal and Torres Strait Islander peoples. Above all, it is about strengthening respectful relationships between First Nations peoples and non-Indigenous Australians, supporting self-determination, and fostering greater understanding, connection, and unity.



Our business



Founded in 1976, CGI is among the largest Information Technology (IT) and business consulting services firms in the world. We are insights-driven and outcome-focused to help accelerate returns on IT and business investments.

In Australia we work with some of our country's largest organisations across industries which include Banking and Finance, Energy and Utilities, Telecommunications and all levels of Government. We partner with our clients to deliver business consulting, systems integration and IT outsourcing services. CGI also develops and markets our own software and hardware solutions which, behind the scenes, help keep our communities running: delivering systems that manage water and sewerage services, supporting gas and electricity supply, keeping trams and trains running, and processing millions of financial transactions.

We currently have approximately 94,000 employees globally, who we call our CGI Partners.

In Australia we have approximately 250 people, across Brisbane, Sydney, Melbourne, Canberra, Hobart and Adelaide. Based on voluntary self-identification data, we currently employ 1 CGI Partner who identifies as an Aboriginal or Torres Strait Islander person. First Nations peoples are underrepresented in our business and we are looking at opportunities to increase their representation through a range of channels such as employment, developing, partnering and further engagement.

CGI has 3 key stakeholders being our CGI Partners (employees), Clients and Shareholders. Our sphere of influence includes these stakeholders, as well as suppliers and organisations who we partner with either to deliver services and/or on specific initiatives.

Our culture is essential to CGI's success and longevity. We are guided by a Dream:

"To create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of", and are driven by our Vision: "To be a global world class end-to-end IT and business consulting services leader helping our clients succeed."

Our RAP



CGI are developing this RAP because Diversity, Equity & Inclusion (DE&I), being a responsible business, and Respect are core to our culture.

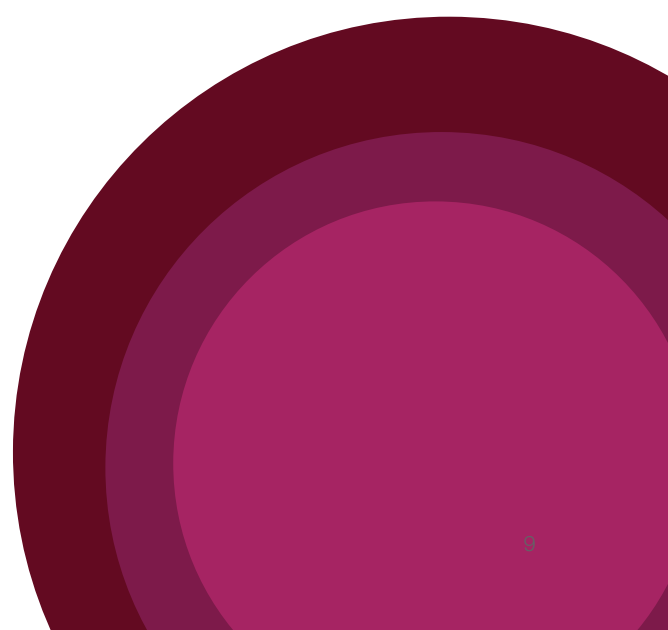
Our business model is designed to ensure that we are close to our clients and to our communities. We embrace our responsibilities to contribute to the continuous improvement of the economic, social and environmental well-being of the communities in which we live and work. In Australia, this includes contributing towards reconciliation with First Nations peoples. CGI's Innovate RAP supports reconciliation dimensions of

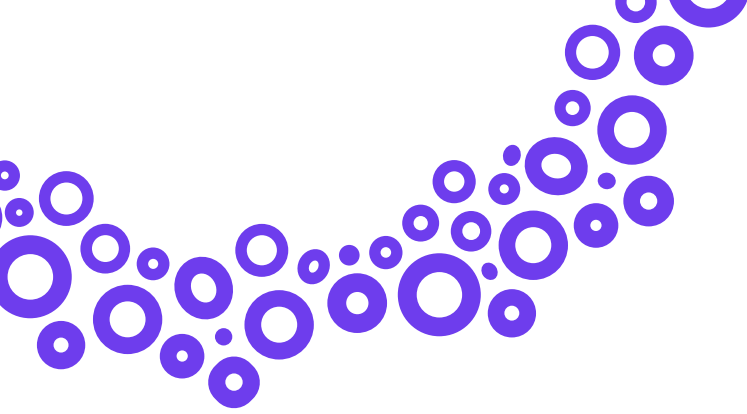
- Race relations, Historical acceptance and Unity (all part of respect and inclusion); and
- Equality and Equity in contributing to 'closing the gap' via increased employment and development opportunities and procurement spend. The governance of a RAP helps us bring the required structure, accountability and consultation for the First Nations Program to achieve its' objectives, as well as connect us to other organisations on their RAP journey and to First Nations Peoples.

Respect is one of CGI's Core Values. We have a Diversity, Equity and Inclusion (DE&I) program which is foundational to the growth and success of our company. As a global organisation, valuing diversity and difference is an integral part of how we do business. Being able to attract and retain a diverse range of people to work with brings a wealth of talent and experience to CGI. We are committed wherever practicable to achieving and maintaining a workforce that broadly reflects the relevant local or national catchment area within which we operate. We regard diversity as a priceless resource that enables CGI to work harmoniously with clients worldwide.

In Australia we have a DE&I Council of CGI Partners who support our DE&I Program and hold events to celebrate a range of cultural backgrounds. In 2022 we reviewed the DE&I Program through the lens of the local Australia based organisation and identified gaps in addressing our Australian challenges.

Aboriginal and Torres Strait Islander peoples have been in Australia for over 60,000 years and are crucial to the past, present and future of Australia. Our First Nations Program is championed by our CGI Executive and aims to contribute to greater opportunities and outcomes for First Nations peoples within the IT industry, and more broadly in Australia. **A working group was formed to establish our First Nations Program well before we explored creating a RAP. The working group (now our Reconciliation Action Plan Working Group) recommended a RAP to ensure that we had the right structure and consultation in place to support achievement of the First Nations Program's objectives.** The founding volunteer members of this group are united by a desire for CGI to provide leadership and action in reconciliation. Our Reflect RAP was endorsed by Reconciliation Australian in December 2023 and we are now taking the next step in our Reconciliation journey with the submission of our Innovate RAP.





This First Nations Program which is managed by our RAP Working Group, has strong executive support. Our RAP Champion is Les Davey, Senior Vice President Consulting Services. Our RAP Working Group includes approximately 20 people, and the following lead roles:

RAP Working Group Role	Organisational Role
First Nations Representative	Natalie Abraham (Create Ripples)
RAP Champion	Senior Vice President Consulting Services
RAP Chair	Human Resources Director
Partnerships & Procurement Pillar Lead	Director, Consulting Services (Brisbane)
Cultural Awareness Pillar Lead	Security Business Partner
Governance Pillar Lead	Human Resources Director
CSR Pillar Lead	Operations Senior Consultant
Employment & Development Pillar Lead	Director, Consulting Delivery (Melbourne)

The most significant changes that have occurred from the commencement of the Reflect RAP are:

Cultural Learning and Protocols – actions supporting reconciliation dimensions of Unity, Equality and Equity, Race Relations and Historical Acceptance:

- CGI announced our focus on the First Nations Program to CGI Partners in early 2023 beginning with launching our Acknowledgement of Country in major meetings, on our website, in email signatures and physically in CGI offices. The meaning of this gesture was verbally communicated in meetings with CGI Partners and also via email and internal news to ensure that the intent of this important gesture was understood.
- In August 2023 we launched mandatory online cultural awareness training about First Nations people that all current and new CGI Partners in the Australian business are required to take. A highlight was the overwhelming positive feedback received, including requests to share the training with family and friends. A cultural awareness survey was implemented pre and post training. Post training results saw an uplift of 48% in Cultural Awareness competency.
- In 2025 we engaged The Gaimaragal Group in Sydney and the Bulwul Njindiwan Group in Melbourne to deliver in person cultural awareness training to build further understanding.
- CGI Partners have also been encouraged to attend NAIDOC Week and Reconciliation Week events and share these experiences in news articles.

Development & Education Opportunities – actions supporting reconciliation dimensions of Unity, Race Relations and Equality and Equity:

Since 2023, CGI has been an official supporter of the GO Foundation. Over the past 16 years, GO Foundation has provided more than 1,900 scholarships to First Nations primary, secondary and tertiary students across Sydney, Adelaide and Canberra, delivering a holistic program built on educational engagement, cultural connection and Aboriginal leadership.

Guided by this shared commitment, CGI has partnered with the GO Foundation to co-deliver STEM Camps for Sydney based students in Years 4–6. These school holiday programs offer hands on, culturally grounded STEM experiences that spark curiosity, build confidence and help young people see themselves involved with STEM as part of their future. CGI team members have further strengthened this partnership by volunteering at key GO Foundation initiatives, including Culture Connect Days and by attending supporter engagement events each year.

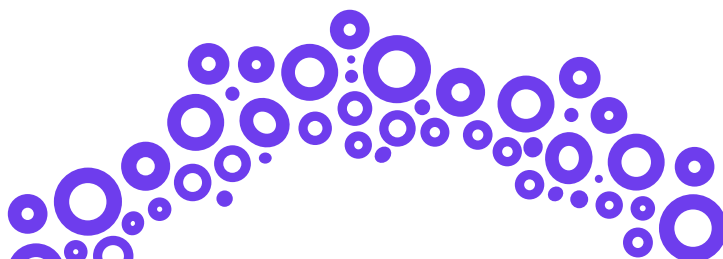
In 2024, GO Foundation CEO Charlene Davison joined CGI's First Nations Program launch, sharing powerful reflections on the community impact of GO's work and the value of CGI's ongoing support.

“CGI’s funding and activation of the STEM camps has helped GO deliver a Program that creates memorable experiences with STEM in a culturally safe and connected environment”

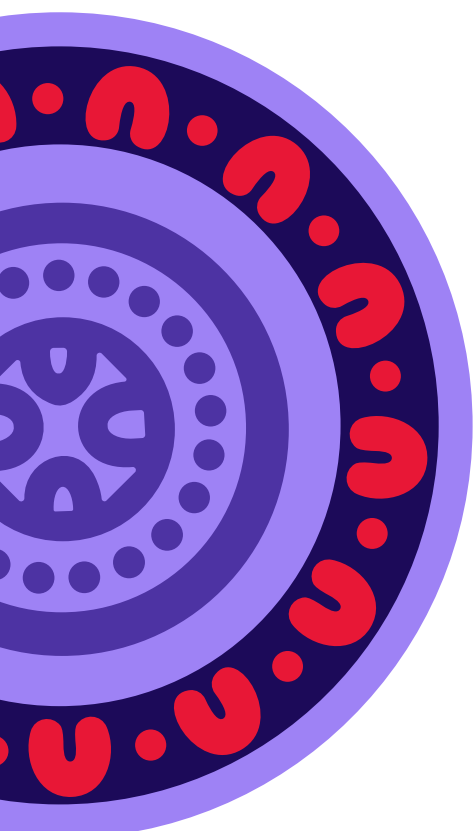
Quote from GO Foundation CEO
Charlene Davison

Supported championed and deepened relationships with First Nations organisations – actions supporting reconciliation dimensions of Race relations, Equality and Equity and Unity:

- CGI has donated items such as laptops and furniture to First Nations organisations including but not limited to Djirra, Kinaway, Gaimaragal Group and Sunbury Aboriginal Co-operation.
- We have increased procurement spend with First Nations organisations including branded products and gifts, printing, catering and recommendations for gifts. CGI purchases gifts from First Nations organisations for CGI Partners who are new parents.
- We have formed deeper relationships with First Nations organisations such as cultural awareness training providers, GO Foundation, and other organisations who we have been introduced to through them, such as Create Ripples.



Our partnerships



Sunbury Aboriginal Corporation / The Gaimaragal Group / Narang Bir-rong

We've partnered with these organisations to provide laptops and furniture donations, supporting digital learning and helping Aboriginal and Torres Strait Islander children stay connected to their cultures.

GO Foundation

In March 2025, we renewed our partnership with the GO Foundation as a Corporate Supporter for another 12 months. Our team actively volunteers at GO Foundation events and runs a STEM program designed to introduce young First Nations students to opportunities in the IT industry.

The Gaimaragal Group

We are developing a partnership with Susan Moylan-Coombs, who is delivering Cultural Awareness training to our NSW team. We've also contributed laptops to support her initiatives.

The Bulwul Njindiwan Group

We're working with Kyle Vander-Kuyp to provide Cultural Awareness training for our Melbourne team. Additionally, we have supported the Ngarrgu Djerring Cafe through catering orders.

Integrity Health & Safety / 3 Koalas / Kakadu Tiny Tots / Mettle Women

We proudly support these Indigenous-owned businesses through our procurement practises.

Create Ripples

We're excited to welcome Natalie Abraham, a proud Wadi Wadi woman and GO Foundation Alumni, to our RAP Working Group in 2025-2026. Natalie will provide ongoing guidance on our reconciliation journey.

Key learnings



Given the nature of our industry, we rely on email as the main source of communication with external stakeholders. One of the key learnings from our journey has been the importance of moving beyond email and prioritising face-to-face engagement.

Taking the time to meet in person has been vital to building trust and establishing meaningful connections. These experiences have helped us grow in our understanding of cultural protocols, community expectations, and the value of relationship-led reconciliation.

CGI introduced Acknowledgement of Country at formal meetings and members of our RWG developed their own personal Acknowledgement of Country. We recognise that we need to build capability and confidence in this area. However, a priority moving forward will be to deepen our understanding of Cultural Protocols by seeking localised knowledge, researching best practice, reviewing case studies, engaging in First Nations led experiences and/or guided walks on Country, reflecting internally and regularly, and involving First Nations voices in our planning.

CGI introduced ethnicity self-identification in our Human Resources Information System. To our knowledge, we employ one person who identifies as Aboriginal or Torres Strait Islander.

As we move into the Innovate RAP, CGI's First Nations Program objectives have been updated from the Reflect RAP, with a sharper focus on increasing employment opportunities of First Nations peoples.

CGI's First Nations Program Objectives

1

Increase knowledge and understanding of Aboriginal and Torres Strait Islander peoples including of their lived experiences, histories and cultures.

2

Deliver meaningful outcomes that positively impact Aboriginal and Torres Strait Islander peoples.

3

Align with CGI's Responsible Business Model and be valued by CGI Partners, clients and shareholders.

4

Invest in employment and development opportunities for Aboriginal and Torres Strait Islander peoples.

5

Partner with and support Aboriginal and Torres Strait Islander organisations with respect and collaboration.



Achievement of the above objectives will contribute to progress against the below 7 of the 17 Targets within the National Agreement on Closing the Gap

Target within the National Agreement on Closing the Gap

CGI's First Nations Program Objective/s that contributes to progressing the Target

Students achieve their full learning potential

4

Students reach their full potential through further education pathways

4

Youth are engaged in employment or education

4

Strong economic participation and development of people and their communities

2, 4 & 5

Families and households are safe

1

People enjoy high levels of social and emotional well-being

1, 2, 4 & 5

Cultures and languages are strong, supported and flourishing

1

Relationships



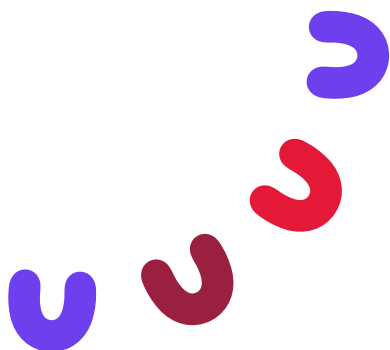
CGI is a professional services organisation where people are at the heart of what we do. Fostering respectful, authentic and collaborative relationships is critical to our business. When CGI Partners (employees) build relationships with First Nations peoples, it fosters understanding, sharing of experiences, empathy, awareness, engagement, connection and meaning. All of these attributes improve the CGI culture, the way that we all relate with each other as well as broaden our perspectives and capacity for innovation and change. Relationships with First Nations peoples also:

- broadens the talent pool available for employment at CGI
- expands CGI's supplier and partnerships base
- connects us more authentically to our community.

Relationships with First Nations peoples are essential to CGI's reconciliation journey, as their voices guide our actions to ensure they are culturally appropriate and aligned with the perspectives and priorities of First Nations peoples.

At CGI, our Reconciliation Action Plan (RAP) Working Group meets quarterly to collaborate on initiatives that support achievement of the Objectives of the First Nations Program and ultimately the RAP. Our efforts are guided by five key pillars, all underpinned by strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. Relationships are key to understanding, connecting and sharing experiences which contribute to Unity, improved Race relations and Respect.

CGI RAP WG Pillar	Purpose of the RAP WG Pillar	Why relationships are important
Governance	Oversight of the RAP and Working Group	To ensure that the First Nations Program is guided by First Nations peoples' voices.
Cultural Awareness	Increase knowledge and understanding of Aboriginal and Torres Strait Islander peoples including of their lived experiences, histories and cultures.	First Nations peoples are the source of educating non-Indigenous people on their lived experiences, histories and cultures.
Employment & Development	Invest in employment and development opportunities for Aboriginal and Torres Strait Islander peoples.	To firstly connect with First Nations peoples and then build trust before an employment relationship and/or confidence in CGI development programs can authentically occur.
Commercial & Partnerships	Partner with and support Aboriginal and Torres Strait Islander organisations with respect and collaboration. Including increasing procurement spend and partnerships with First Nations organisations.	Required for these partnerships to succeed.
Responsible Business / CGI for Good	Partner with and support Aboriginal and Torres Strait Islander organisations with respect and collaboration. Including volunteering, technology and other donations.	For First Nations organisations to want to partner with CGI and/or be receptive of our contributions.



Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	March 2027	Governance Pillar Lead
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2027	Governance Pillar Lead
	Update Inclusive Language Guide based on feedback from First Nations RAP WG representative.	May 2027	Cultural Awareness Pillar Lead
	Continue to support and champion First Nations organisations through donations of laptops.	June 2028	Corporate Social Responsibility Pillar Lead
Build relationships through celebrating National Reconciliation Week (NRW).	Continue to circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May- 3 June, 2027 & 2028	Cultural Awareness Pillar Lead
	RAP Working Group members to continue to participate in an external NRW event.	27 May- 3 June, 2027 & 2028	Cultural Awareness Pillar Lead
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2027 & 2028	Cultural Awareness Pillar Lead
	Continue awareness and organise at least one NRW event each year, commencing in 2027.	27 May- 3 June, 2027 & 2028	Cultural Awareness Pillar Lead
	Register all our NRW events on Reconciliation Australia's NRW website .	May 2027 & 2028	Cultural Awareness Pillar Lead

Action	Deliverable	Timeline	Responsibility
Promote reconciliation through our sphere of influence.	Continue to develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	March 2027	Governance Pillar Lead
	Communicate our commitment to reconciliation publicly.	June 2027 & June 2028 2	RAP Executive Sponsor
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	March 2027	Commercial & Partnerships Pillar Lead
	Continue to collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	March 2027	Governance Pillar Lead
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2028	Governance Pillar Lead
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	March 2028	Governance Pillar Lead
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	March 2028	Governance Pillar Lead
	Educate senior leaders on the effects of racism.	May 2027	Governance Pillar Lead



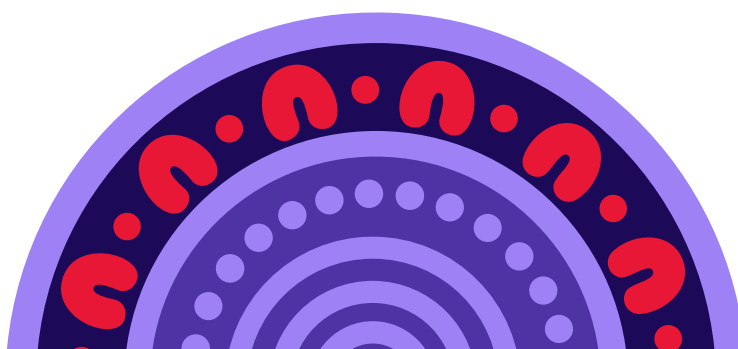
Respect



Respect for Aboriginal and Torres Strait Islander peoples, their cultures, histories, and lived experiences is an important part of CGI's reconciliation journey and contributes to the success of our business. Building this respect strengthens our people's understanding, confidence, and cultural capability, enabling more meaningful engagement with First Nations stakeholders, clients, and communities. It also fosters a more inclusive and supportive workplace, contributing to the attraction and retention of First Nations CGI Partners and a shared sense of pride across our organisation. By valuing and celebrating the richness of First Nations cultures and histories, we create stronger relationships, better outcomes, and a more unified and respectful workplace.

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Continue to conduct reviews of cultural learning needs within our organisation.	Jul-26	Cultural Awareness Pillar Lead
	Continue to consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Oct-26	Cultural Awareness Pillar Lead
	Develop, implement, and communicate a cultural learning strategy document for our staff.	Nov-26	Cultural Awareness Pillar Lead
	Continue to provide mandatory online cultural awareness training about First Nations peoples to all new joiners.	Sep-26	Cultural Awareness Pillar Lead
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Jun-28	Cultural Awareness Pillar Lead

Action	Deliverable	Timeline	Responsibility
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Jun-27	Cultural Awareness Pillar Lead
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Jun-27	Cultural Awareness Pillar Lead
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Oct-27	Cultural Awareness Pillar Lead
	Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Jul-26	Cultural Awareness Pillar Lead
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2026-2028	Cultural Awareness Pillar Lead
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Jun-27	Governance Pillar Lead
	Continue to promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2026-2028	Cultural Awareness Pillar Lead



Opportunities



Creating opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities is essential to CGI's commitment to reconciliation and strengthens our business. By improving access to employment, professional development, and procurement pathways, we support greater participation and long-term success for First Nations peoples and businesses. In doing so, we also enrich our organisation—benefiting from diverse perspectives, strengthening our workforce capability, and building more inclusive and innovative solutions for our clients. These efforts contribute to a more equitable and accessible organisation, while fostering meaningful partnerships and sustainable outcomes for both CGI and First Nations communities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Continue to build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Oct-26	Employment & Development Pillar Lead
	Engage with Aboriginal and Torres Strait Islander staff and/or contractor to consult on our recruitment, retention and professional development strategy.	Dec-26	Employment & Development Pillar Lead
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Dec-26	Employment & Development Pillar Lead
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Jun-27	Employment & Development Pillar Lead
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Mar-27	Employment & Development Pillar Lead





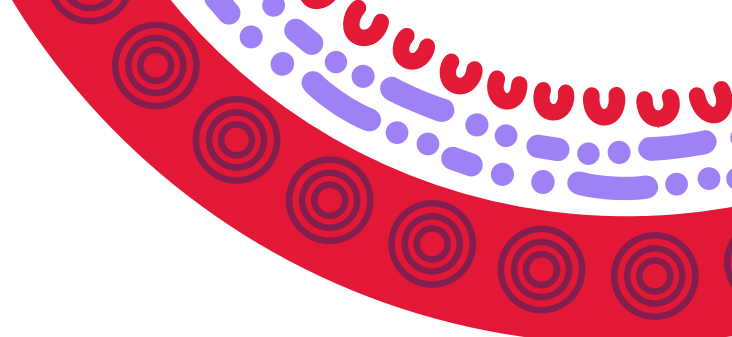
Action	Deliverable	Timeline	Responsibility
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Dec-26	Commercials & Partnerships Pillar Lead
	Identify room for growth with existing Aboriginal and Torres Strait Islander suppliers	Dec-26	Commercials & Partnerships Pillar Lead
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Oct-annually	Commercials & Partnerships Pillar Lead
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses, ensuring this information is easily accessible across the wider organisation.	Jul-27	Commercials & Partnerships Pillar Lead
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Dec-27	Commercials & Partnerships Pillar Lead
Increase employment outcomes by increasing Aboriginal and Torres Strait Islander youth engagement with and access to careers in STEM	Deliver a STEM (Science Technology Engineering Maths) Camp for Aboriginal and Torres Strait Islander youth to introduce them to the IT Industry	Apr-27	Employment & Development Pillar Lead
	Continue to formally support and/or partner with a First Nations Organisation focused on the education opportunities of Aboriginal and Torres Strait Islander youth.	Apr-27	Employment & Development Pillar Lead



Governance



Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Jun-27 and Jun-28	Governance Pillar Lead
	Update, recirculate and apply the Terms of Reference for the RWG.	Aug-26	Governance Pillar Lead
	Meet at least four times per year to drive and monitor RAP implementation.	Quarterly from Jul-26	Governance Pillar Lead
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Sep-26	Governance Pillar Lead
	Continue to engage senior leaders in the delivery of RAP commitments.	Jun-27	Governance Pillar Lead
	Update and maintain appropriate systems to track, measure and report on RAP commitments.	Aug-26	Governance Pillar Lead
	Maintain an internal RAP Champion from senior management.	Jul-27	Governance Pillar Lead



Action	Deliverable	Timeline	Responsibility
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	Governance Pillar Lead
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Governance Pillar Lead
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Governance Pillar Lead
	Report RAP progress to all staff and senior leaders quarterly.	Quarterly from Jul-26	Governance Pillar Lead
	Publicly report our RAP achievements, challenges and learnings, annually.	Jul-27 and Jul-28	Governance Pillar Lead
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Feb-28	Governance Pillar Lead
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Jun-28	Governance Pillar Lead
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Jan-28	Governance Pillar Lead



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