

REFLECT **RECONCILIATION ACTION PLAN**

AUGUST 2025 - FEBRUARY 2027



**RECONCILIATION
ACTION PLAN**

REFLECT



TABLE OF CONTENTS

WELCOME FROM RECONCILIATION AUSTRALIA	04
CEO STATEMENT	05
OUR BUSINESS	06
OUR STORY	08
OUR RAP	10
OUR PARTNERSHIPS/ACTIVITIES	12
ACTIONS - RELATIONSHIPS	14
ACTIONS - RESPECT	15
ACTIONS - OPPORTUNITIES	16
ACTIONS - GOVERNANCE	17

WELCOME FROM RECONCILIATION AUSTRALIA

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

PTG Group 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 PTG Group 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 PTG Group, 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



CEO STATEMENT

I am delighted to share PTG Group's first step on an important journey with Reconciliation Australia by joining the Reflect Reconciliation Action Plan (RAP) program.

We are incredibly proud to be part of this initiative which reflects our commitment to fostering meaningful relationships with Aboriginal and Torres Strait Islander peoples, through our core values: Safety, Integrity, Accountability, Innovation, and Loyalty. These values guide our work and define who we are as a business. They help us build lasting relationships with our colleagues, clients, stakeholders and communities. Our Reflect RAP is an extension of these core values.

The Reflect RAP offers us a well-defined framework to foster meaningful relationships, demonstrate respect, and create opportunities for Aboriginal and Torres Strait Islander peoples. We have established clear, actionable guidelines to steer our efforts, ensuring they are both measurable and impactful.

PTG Group is committed to learning from this journey and continuously improving our reconciliation efforts. Our long-term vision is to create a workplace where reconciliation is deeply embedded and celebrated.

We look forward to continuing our education and building on our relationships with Reconciliation Australia, Aboriginal and Torres Strait Islander communities, and our employees. Together, we can make a meaningful impact and contribute to Australia's reconciliation movement.

Liam Kelly
Chief Executive Officer
PTG Group



OUR BUSINESS

PTG Group is a modern network of Australian companies revolutionising the construction and professional services sector. We are vertically integrated and have an innovative approach to shaping the future.

Consisting of four companies, PTG Group provides engineering consultancy services, specialist geotechnical engineering, soil testing and drilling.



PTG CONSULTING ENGINEERING CONSULTANCY

With a suite of highly skilled engineers and scientists, PTG Consulting provides clients with the benefit of diverse and extensive experience, unmatched technical expertise, and customised forward-thinking solutions. With specialists in the civil, structural, geotechnical, transport and environmental space, we offer our clients a one-stop engineering service.

PROTEST CMT CONSTRUCTION MATERIALS TESTING

Protest leads the industry in providing comprehensive Construction Materials Testing (CMT) services, operating through a network of NATA-accredited laboratories strategically situated across Australia. Our dedicated team delivers innovative, cost-effective solutions, catering to a diverse range of sectors.

PRECISION GEOTECHNICAL SERVICES SPECIALISED TESTING

Precision Geotechnical Services is a recognised leader in the specialised geotechnical testing space. Our reputation for precision, integrity, and on-time project delivery sets us apart from the competition. We are committed to building long-lasting relationships based on trust, reliability, and exceptional service with our clients around Australia.

MAPSTONE GEOTECHNICAL SERVICES GEOTECHNICAL DRILLING

Mapstone Geotechnical Services is a premier provider of contract drilling services throughout Australia. Guided by industry veterans, our team excels in geotechnical and environmental drilling, with the flexibility and scale to cater to client needs. We are proud to be among the few contract drillers in Australia offering Dam investigation services.

OUR STORY

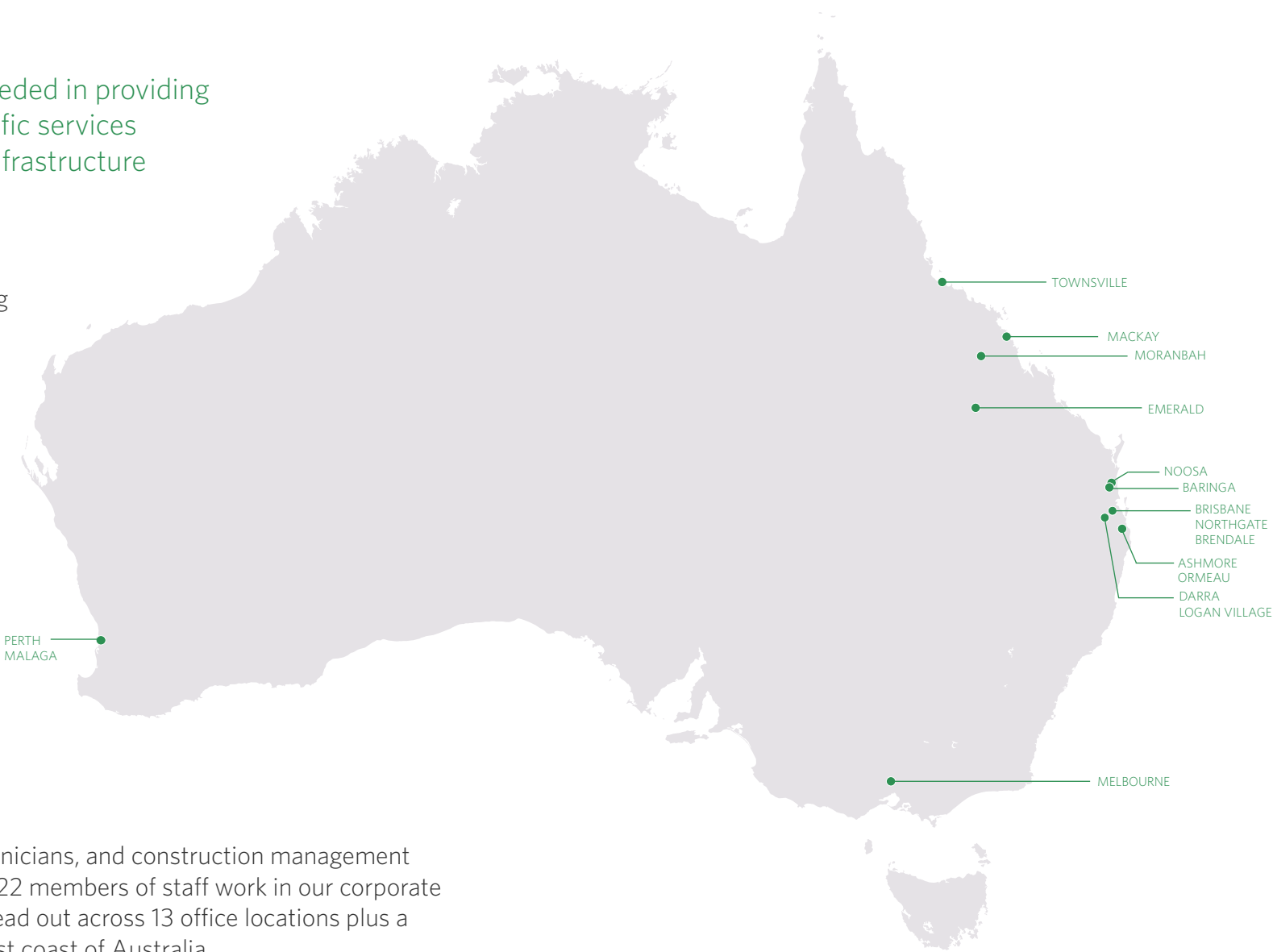
Established in 2015, PTG Group has sought and succeeded in providing a diverse range of professional engineering and scientific services for mining, commercial and residential building, and infrastructure industries.

What began as Protest Engineering, set up by two friends, PTG Group has developed into one of Australia’s leading engineering firms with a continued drive for entrepreneurial growth, technical excellence, innovation, and improvement.

Today, PTG Group continues to innovate whilst providing a quality assured service operating across the civil, structural, environmental, acoustic and geotechnical engineering disciplines with additional essential services including drilling and construction material testing.

PTG Group is leading the industry in the delivery of strategic, sustainable solutions from a completely integrated workforce. With a purpose-built, internally developed management system, clients have complete access to PTG’s innovative software providing the ultimate in project transparency and giving them the utmost confidence that their job is in professional and experienced hands.

PTG Group currently employs 215 highly skilled engineers, technicians, and construction management professionals, of which 8 are First Nations full time employees 22 members of staff work in our corporate Head Office in Milton, QLD, with the remaining 200+ staff spread out across 13 office locations plus a number of active project sites that cover both the East and West coast of Australia.



At PTG Group we aim to create an inclusive environment where people feel supported and are empowered to learn and embrace our sustainability initiatives, our culture, and the opportunities our business provides. This is supported by our values: **Safety, Innovation, Accountability, Integrity** and **Loyalty**.

ASHMORE Level 2, 31A, 207 Currumburra Road Ashmore QLD 4214	BARINGA Unit 2, 9-13 Matheson Street Baringa QLD 4551	BRISBANE Level 3, 159 Coronation Drive Milton, QLD 406	MORANBAH Unit 4, 27 O'Neill Street Moranbah QLD 4744	MORETON BAY 5/226 Leitches Road Brendale QLD 4500	NOOSA Unit 1, 11 Project Avenue Noosaville, QLD, 4566
DARRA Unit 1, 35 Limestone Street Darra QLD 4076	EMERALD 24611 Capricorn Hwy Emerald QLD 4702	LOGAN VILLAGE 72 Centenary Place Logan Village QLD 4207	NORTHGATE 10 Hungerford Street Northgate, QLD, 4013	ORMEAU Unit 2, 9-13 Matheson Street Baringa QLD 4551	PERTH Level 4, 167 Saint Georges Terrace, Perth, 6000
MACKAY 5 David Muir Street Slade Point QLD 4740	MALAGA Unit 1, 75 Crocker Drive Malaga, WA, 6090	MELBOURNE Unit 2, 22 Keon Parade Thomastown VIC 3074	TOWNSVILLE 9 Catalyst Court Bohle QLD 4818		

OUR RAP

At PTG Group, our mission extends beyond delivering engineering, scientific, testing and drilling solutions. We strive to make a meaningful and lasting impact on the communities where we live and work.

Developing a Reconciliation Action Plan (RAP) reflects our commitment to fostering stronger relationships with Aboriginal and Torres Strait Islander peoples and contributing to reconciliation through our industry expertise.

Our focus on infrastructure development aligns with the RAP's principles by:

Recognising First Australian's connections to land: As geotechnical and drilling specialists, we work directly with the land, and we honor the deep spiritual and cultural significance it holds for Aboriginal and Torres Strait Islander peoples.

Empowering communities: By creating opportunities for employment, training, and partnerships within Aboriginal and Torres Strait Islander communities, we can help build local capacity and contribute to economic empowerment.

Sustainable development: As we support Australia's infrastructure growth, we are committed to ensuring that our projects benefit all communities and align with cultural and environmental values.

This RAP enables PTG Group to lead by example in creating inclusive practices, respecting cultural heritage, and embedding reconciliation into our everyday operations and long-term projects. Implementing our RAP will be a collaborative and strategic process.



Image: Our PTG team brainstorming RAP initiatives

Through these actions, PTG Group will continue to grow and build upon our understanding and awareness ensuring that reconciliation is not just a goal but an ongoing commitment, informing how we help communities thrive and support sustainable infrastructure development across Australia.

We have established a **Reconciliation Action Plan Working Group (RWG)** with a wide range of PTG employees from different sectors, locations and levels.

Our Strategy and Growth Director, [Wayde Cunningham](#) is our nominated **RAP Champion** who is responsible for driving and championing internal engagement and awareness of the RAP. He will be joined by [Emma Harris](#), Senior Bid Advisor as our **RWG Chair**, together they will help implement our Reflect RAP, whilst ensuring wider cultural awareness across our business.

Through regular meetings our RWG will work to achieve the goals set in our Reflect Reconciliation Action Plan.

OUR PARTNERSHIPS / ACTIVITIES

PTG Group is committed to fostering reconciliation and building meaningful relationships with Aboriginal and Torres Strait Islander peoples. Our engagement is highlighted through various community partnerships and internal initiatives aimed at promoting cultural understanding and inclusion.

COMMUNITY PARTNERSHIPS

PTG Group has established several community partnerships to support Aboriginal and Torres Strait Islander communities. We collaborate with local Aboriginal and Torres Strait Islander organisations to create opportunities for cultural exchange and mutual growth. For instance, in 2023 we sponsored a cultural event that celebrated Aboriginal and Torres Strait Islander heritage which provided a platform for sharing stories, art, and traditions with the broader community.

Image: ProtestCMT team undertaking a team building activity



We have previously:

- Hosted events on RA and NAIDOC week to provide opportunities for staff to learn about their importance
- Identify First Nations owned entities for project deliverables
- Undertaken procurement opportunities with Aboriginal and Torres Strait Islander owned entities for office supplies
- Connected with Supply Nation for projects
- Attended Black Coffee networking events (Aboriginal & Torres Strait Islander Businesses)
- Given our employees the opportunity to take part in employee volunteer programs.



Image: Members of the RWG Presenting on RA week 2025

INTERNAL ACTIVITIES/INITIATIVES

Internally, PTG Group has implemented a range of initiatives to promote reconciliation and support Aboriginal and Torres Strait Islander employees. These include:

- Distributing educational materials during national Reconciliation Week and NAIDOC week
- Cultural awareness and safety training
- Mentorship and Career development programs
- Inclusive recruitment practices.

Our Reconciliation Action Plan (RAP) outlines our commitment to creating a culturally safe and inclusive workplace. This includes cultural awareness training for staff, ensuring that everyone understands and respects Aboriginal and Torres Strait Islander cultures and histories. We also have mentorship programs in place to support the professional development of First Nations employees, helping them to achieve their career goals within our company.

Through these efforts, PTG Group aims to contribute positively to the reconciliation process and build a more inclusive and respectful society.

ACTIONS - RELATIONSHIPS



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2025	RWG Chair
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2026	RWG
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.	May 2026	Marketing Manager
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2025	RWG
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2025	RWG
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	September 2025	CEO / Marketing Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2025	RAP Champion
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	February 2026	RAP Champion
	Promote our commitment to reconciliation through the use of our Aboriginal and Torres Strait Islander artwork on our PPE and uniform.	November 2026	Marketing Manager
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 206	HR Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2026	HR Manager

ACTIONS - RESPECT



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2026	HR Manager
	Conduct a review of cultural learning needs within our organisation.	September 2025	HR Manager
	Continue providing Cultural Awareness Training across the company	February 2026	RWG Chair / HR Manager
	Investigate Cultural Leave and support requirements	October 2026	HR Manager
6. 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.	May 2026	RWG Champion
	Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2025	Marketing Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2026	RWG Chair
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2026	RWG Chair
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2026	RWG Champion and RWG Chair

ACTIONS - OPPORTUNITIES



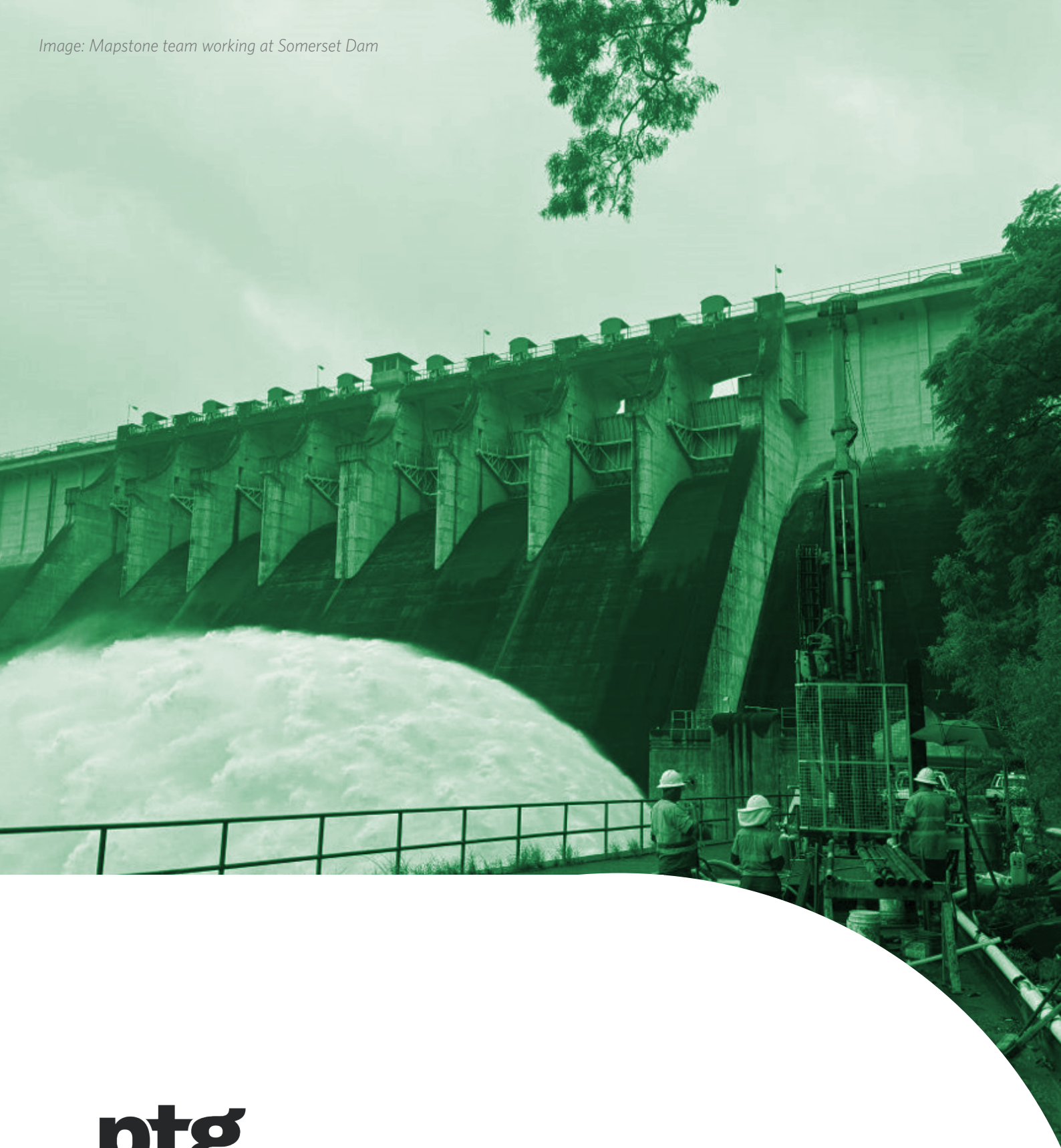
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	April 2026	HR Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2025	HR Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	December 2025	Bid Advisor
	Maintain first nations office supplies provider, Muru	December 2026	Administrator
	Continue attending Black Coffee networking events to diversify supply chain	October 2026	RWG
	Investigate Supply Nation membership	December 2026	Bid Advisor

ACTIONS - GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	December 2026	RWG Chair
	Draft a Terms of Reference for the RWG.	July 2026	Bid Advisor
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	April 2026	HR Manager
11. Provide appropriate support for effective implementation of RAP commitments. and social outcomes.	Define resource needs for RAP implementation.	October 2025	RWG Chair
	Engage senior leaders in the delivery of RAP commitments.	November 2025	RWG / Senior Leadership Team
	Maintain a senior leader to champion our RAP internally	November 2026	RWG
	Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2025	RWG Chair
12. 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	Marketing Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Marketing Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RWG Chair
13. Continue our reconciliation journey by developing our next RAP and social outcomes.	Register via Reconciliation Australia’s website to begin developing our next RAP.	November 2026	Marketing Manager

Image: Mapstone team working at Somerset Dam



CONTACT **DETAILS**

Wayde Cunningham
Strategy and Growth Director
0477 133 033
wayde.cunningham@ptggroup.com.au



**RECONCILIATION
ACTION PLAN**

REFLECT