



# Reflect Reconciliation Action Plan

July, 2024 – January, 2026



RECONCILIATION  
ACTION PLAN

REFLECT

# Acknowledgement of Country

Oberix Group acknowledges the Traditional Custodians of the lands on which we work and gather. We pay our respects to Elders past and present and recognise their continued care and contribution to Country.



# Statement from CEO of Reconciliation Australia



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



# A message from Oberix CEO and RWG Champion, **Trevor Owen**

"I am proud to introduce Oberix Group's inaugural Reconciliation Action Plan. As leaders, we are dedicated to fostering reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. We are committed to promoting diversity and inclusion, not only within our teams but also throughout our supply chain. Our journey is one of openness and adaptability, aiming to make a positive impact and establish a sustainable legacy. Together, we will cultivate a culture where excellence is accessible to all."

# Company Statements

## CISO & Head of Quality & Compliance

### Mario Bozic

Our commitment to quality and compliance at Oberix extends to our dedication to reconciliation. By integrating these principles into our daily operations, we aim to build trust and ensure equity across all levels of our organisation. Our action plan is designed to enhance our understanding and appreciation of Aboriginal and Torres Strait Islander cultures, fostering a more inclusive environment.

## CFO

### Manjulah K Ganesamoorthy

Financial strategies at Oberix are crafted not only for economic growth but also for social impact. Our Reconciliation Action Plan underpins our financial decisions, ensuring they contribute positively to Aboriginal and Torres Strait Islander communities. We are committed to transparency and accountability as we invest in initiatives that foster reconciliation and communal prosperity. We strive to set clear financial goals that align with the organisation's overall reconciliation objectives. These goals include increasing procurement from Indigenous-owned businesses, investing in Indigenous-led initiatives. We identify specific strategies and initiatives to achieve the financial goals outlined in the RAP. This could involve implementing supplier diversity programs, creating partnerships with indigenous entrepreneurs.

## Head of Recruitment

### Cheryl McDonald

As we seek to attract the best talents, it is crucial that our recruitment strategies reflect our commitment to diversity and inclusiveness. Oberix's Reconciliation Action Plan guides us in nurturing an equitable workspace, where opportunities are accessible to all, including Aboriginal and Torres Strait Islander communities. We are dedicated to building a workforce that celebrates cultural diversity and drives innovation.

## International Sales Director

### James Silvestro

In the global market, understanding and respecting cultural diversity sets us apart. Our Reconciliation Action Plan is not just a promise, but a framework for action as we engage with diverse markets and communities. At Oberix, we are committed to learning from and with Aboriginal and Torres Strait Islander peoples to enrich our international relationships and enhance our sales strategies.

## Director of Sustainability

### Sebastian Furman

Reconciliation is integral to sustainability. Our actions today shape the world we leave for future generations. Through our Reconciliation Action Plan, Oberix is dedicated to sustainable practices that honour and incorporate the wisdom and perspectives of Aboriginal and Torres Strait Islander peoples. We strive to operate in a way that respects all communities and the environment.



# Our Business

The Oberix Group are world leaders in technology-informed user, sustainability and efficiency services. At Oberix, we provide the people, tools and expertise to help your business grow. Our personalised solutions help you harness the power of the ever-evolving world of technology to make your buildings and facilities work for you and those within it.

We are an Australian-owned company, specialising in smart building technology and solutions, focusing on creating smart sustainable buildings by optimising building efficiency, sustainability and amenity for building users through advanced technology. Employing a holistic approach, the company integrates various systems to enhance building management and energy efficiency for clients worldwide.

We have a diverse workforce, with approximately 300 employees in Australia and 400 globally. We maintain a significant presence in the Country, continually recruiting for a wide range of roles. While the exact number of Aboriginal and Torres Strait Islander staff is not recorded, we are committed to fostering an inclusive workplace.

Operating on a global scale, Oberix Group impacts numerous industries and markets, including Healthcare, Data Centres, Education, Retail Commercial, and industrial. Our projects, including the high-profile Barangaroo South in Sydney, highlight our substantial national and international capabilities.

# Our Specialised Business Units



Leaders in building automation, offering a comprehensive range of building control and integration systems, energy services, monitoring tools and solutions to put you in complete control of your buildings.



Your energy solutions specialists helping you achieve net zero carbon emission buildings and sustainability, taking all the risk to deliver guaranteed energy and cost savings.



Specialist space consultants that thoroughly analyse your business processes, recommending any areas of improvement to increase your workplace productivity and operational efficiency.



A smart buildings products business dedicated to providing building owners and operators tools to help manage comfortable, healthy spaces, along with energy efficiency and operational costs simultaneously.



The people counting specialists providing a powerful people counting platform that improves space utilisation and operating efficiency through reliable accurate measuring of people traffic.



Qantec Automation is the key distributor of Milesight products in Australia, we offer a comprehensive range of IoT devices, including environmental sensors, smart meters, and IoT controllers.

# Our Reconciliation Journey

Oberix Group is committed to fostering diversity and inclusion within its operations and we recognize the importance of reconciliation with Aboriginal and Torres Strait Islander peoples. Developing a Reflect RAP strengthens our dedication to creating a workplace that respects and acknowledges the diverse histories, cultures, and values of Aboriginal and Torres Strait Islander communities. The initiative is aligned with our broader corporate values of sustainability and community engagement, aiming to contribute positively to societal progress and cultural understanding. Our RAP will be guided by the key principles of Relationships, Respect and Opportunities, aligning with the broader goals of Reconciliation Australia.

We have taken several steps toward better cultural understanding and engagement. These include participating in cultural awareness training, engaging with local Aboriginal and Torres Strait Islander communities through various channels including project sites, and incorporating Indigenous perspectives into our project planning and execution. With the formalisation of our RAP, we aim to build on these foundational efforts and establish a structured pathway for deepening our engagement and support for reconciliation.

We have a dedicated internal team that focuses on developing and implementing our Reflect RAP, ensuring that our commitments to reconciliation are actioned and measured. The intent of making our CEO the champion of this movement is to ensure that the commitment and actions come from top down. Through these efforts, We aim to foster a workplace environment that not only acknowledges but actively supports the reconciliation process, ensuring that our practices align with our values of diversity, inclusion, and respect. These activities are part of our ongoing commitment to contribute positively to the communities we operate in and to build meaningful relationships with Aboriginal and Torres Strait Islander peoples.

Our RWG have conducted assessments to identify registered/certified supplier nations with whom we can engage, and we have already initiated collaborations with some of them. Additionally, we have developed a comprehensive business case outlining the social and operational benefits of implementing our RAP. Furthermore, we have actively participated in local forums and engaged with communities to kickstart our involvement in the reconciliation process.

## Our RAP Team

Trevor Owen  
CEO and RAP Champion

Mario Bozic  
Chief Information Security Officer

James Silvestro  
Sales Director

Sebastian Furman  
Sustainability Director

Michael Dowling  
Chief Technology Officer

Lachlan Haack  
Projects Director

Magnus Thurley  
Marketing Manager

Cheryl McDonald  
Recruitment Director

Rebecca Martens  
Admin Assistant

Jarryd Hendrikx  
HSEQ Coordinator

# Current Initiatives

Internally, Oberix Group has implemented a series of initiatives aimed at increasing awareness and understanding among our employees regarding Aboriginal and Torres Strait Islander cultures, histories, and contributions:

## Cultural Competence Training

E-learning training sessions for our staff to enhance understanding of diversity and inclusion and respect for Aboriginal and Torres Strait Islander peoples cultures and histories.

## Acknowledgment of Country

In our official national meetings and events, we practise Acknowledgment of Country to show respect for the Traditional Custodians of the land.

## Significant Dates Celebration

We will actively celebrate NAIDOC Week and Reconciliation Week, organising events that educate and engage our employees as well as encourage them to attend.

## Office Posters and Educational Materials

Our offices will be decorated with posters that promote awareness about Aboriginal and Torres Strait Islander cultures and highlight significant cultural facts and dates. These materials serve as constant reminders of our commitment to reconciliation and cultural respect.



# Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to engage and expand on Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Sept 2024	Admin Assistant
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Dec 2024	Recruitment Director
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Marketing Manager
	RAP Working Group members to participate in an external NRW event.	27 May 2025 - 3 Jun 2025	Sales Director & Head of Compliance
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May 2025 - 3 Jun 2025	CEO
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Jun 2025	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Aug 2024	Admin Assistant
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation	Dec 2024	Recruitment Director

Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	19 Apr 2025	Recruitment Director
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	19 Apr 2024	HSEQ Coordinator

# 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.	Apr 2025	HSEQ Coordinator
	Conduct a review of cultural learning needs within our organisation.	Dec 2024	Recruitment Director
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.	Feb 2025	Recruitment Director
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Dec 2024	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.	May 2025	CEO
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	Jun 2025	Admin Assistant
	RAP Working Group to participate in an external NAIDOC Week event.	Jun 2025	Recruitment Director

# 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.	Dec 2024	Recruitment Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Dec 2024	Recruitment Director
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.	May 2025	Head of Compliance
	Investigate Supply Nation membership.	Apr 2025	Head of Compliance

# Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	Apr 2025	CISO & Head of Compliance
	Draft a Terms of Reference for the RWG.	Oct 2024	CISO & Head of Compliance
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Apr 2025	HSEQ Coordinator
11. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Define resource needs for RAP implementation.	Jul 2024	CISO & Head of Compliance
	Engage senior leaders in the delivery of RAP commitments.	Jul 2024	CISO & Head of Compliance
	Appoint a senior leader to champion our RAP internally.	Jul 2024	CISO & Head of Compliance

# Governance

Action	Deliverable	Timeline	Responsibility
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.	Jun (Annually)	HSEQ Coordinator
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 Aug (Annually)	Head of Compliance
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Oct (Annually)	HSEQ Coordinator
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Oct 2025	Sales Director



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