Traffic Light Report for Innovate RAP: April 2026

STATUS KEY

Green = complete
Amber = in progress
Red = no progress

Relationships

Action	Deliverable	Status	How
Establish and maintain mutually beneficial relationships with a diverse range of Aboriginal and Torres Strait Islander stakeholders	Engage in ongoing and meaningful consultations with different segments of the Aboriginal and Torres Strait Islander communities in the areas where we operate to understand their unique needs, perspectives, and aspirations. Each operating location manager should reach out annually to a minimum two individuals or organisations to maintain meaningful and current consultation.		**QLD** For the Ngaro Track (Whitsundays), the Traditional Owners you are working with are: • Ngaro People – the original seafaring people of the Whitsunday Islands, with deep cultural and spiritual connections to the land and sea across the island group. Ngaro Track, QLD | Official Bookings & Walk Information For the Thorsborne Trail (Hinchinbrook Island), the Traditional Owners you are working with are: • Bandjin (also spelt Banjin) People – the primary Traditional Owners of Hinchinbrook Island (Munamudanamy) and surrounding sea Country.

and organisations.			• Girramay People – whose Country includes parts of the adjacent mainland (around Cardwell and the Murray River area) and who have close cultural connections to the island and surrounding region. • Thorsborne Trail Guided Walk Our partnerships with the Ngaro and Gia People of the Whitsundays and the Bandjin and Girramay People of the region of Hinchinbrook and Cardwell demonstrate our commitment to supporting First Nations-led tourism. These relationships are grounded in respect for Traditional Owner authority, ongoing engagement, and the inclusion of First Nations perspectives in how experiences are delivered on Country. NYWAIGI / NYAWAIGI (Ingham) – Buddy Cassady Murries Gone Walkabout (100% Indigenous owned) Cultural awareness training, multi-day school camps, tours & more. NYWAIGI / NYAWAIGI (Ingham) – Jacob Cassady (managing director), Vaughan Cassady (Coordinator), Laura O'Connor (Admin) Mungalla Aboriginal Tours (at Mungalla Station – Aboriginal owned & operated) Camping, cultural & history tours, wetland conservation. Can host school groups. Camping at Mungalla Station and/or Crystal Creek. **TASMANIA** Trish Hodge - Nita Education for staff training and cultural tours, as well as a Representative on WETG RAP Working Group. NITA Education | Garden Island Creek TAS | Facebook We are members of Reconciliation Tasmania https://rectas.com.au/ Engagement with the palawa kani business hub to identify aligned palawa owned businesses to build relationships with. Annabel & Shelby from Tasmanian Expeditions attended a palawa kipli tour in Feb 2025. **NSW** DHARUG – Uncle Lex Dadd (Yanama Budyari Gumada Aboriginal Corp)

			Cultural immersions delivered either at Gunya Shed in Wentworth Falls, Perry's Lookdown 'yarning circle' or at Shaw's Creek Aboriginal Place in Yarramundi. GUNDUNGURRA – Uncle David King Cultural immersions delivered at Gargaree (The Gully) in Katoomba. David King – Dingo Darbo | Blue Mountains WIRADJURI – Wirimbili Cultural Tours Cultural immersions delivered at Ganguddy (Dunns Swamp) in Wollemi National Park. https://www.wirimbili.com.au/ DHARUG – Aunty Leanne King Wollombi Aboriginal Cultural Experiences Multi-day cultural immersion camp staying in Wollombi based at "Ngurrumpa", a 160-acre bush property close to Yengo National Park in the Lower Hunter Valley, NSW. This is the traditional country of the Darkinjung people. GAMILAROI – NSW National Parks Discovery Ranger For a World Expeditions Schools program last year, we organised a guided tour of Tara Cave led by a local Gamilaroi women (Emma Nixon employed through the NSW Parks Discovery Ranger program). The walk into Tara Cave included learning about traditional uses of local plants and the significance of the park's sacred sites. At the cave itself, we saw 'grinding grooves' firsthand on a stone slab at the cave's entrance. This learning opportunity is also booked for the upcoming WE Schools St Leonard's program in July. **Top End / Kakadu NP, NT** The Jatbula NitNit Dreaming Two Gorge Tour is operated on Jawoyn Land. NitNit Dreaming Two Gorge Tour - Nitmiluk Tours Kakadu Tours (Explorer and Challenger) Pudakul Aboriginal Ecological Experience with Pudakul Aboriginal Cultural Tours, operated by Wulna Elders on Limilngan-Wulna Land. Welcome to Country and Walk around the billabong. pudakul.com.au The Yellow Water Cruise, by Kakadu Tourism, operated on Ngurrungurrudjba Country. Kakadu Tourism is Indigenous -owned. Kakadu Tourism | Yellow Water Cruise

			Warradjin Cultural Centre, by Kakadu Tourism, curated by and central to Bininj and Munguyy people on Murrumburr Country. Kakadu Tourism is Indigenous-owned. Kakadu Tourism | Warradjan Cultural Centre **Alice Springs, NT** William Palmer of Tjarnintja Birdwatching and Cultural Tours Tjarnintja Birdwatching & Cultural Tours 100% Finke River Culture and Adventures showing off Country | Indigenous Rayleen Brown – Owner of Kungkas Can Cook, Chairperson at First Nations Bushfoods & Botanicals Alliance Australia, Chair of Saltbush Social Enterprises NT and Aboriginal Representative on WETG RAP Working Group. Rayleeen Brown - Founder & Owner — Kungkas Can Cook Roxanne Highfold - Central Land Council as the Senior Venture Development PBC office and Aboriginal Representative on WETG RAP Working Group. Standley Chasm is privately owned and operated by the Western Arrernte people. Culture Session with local guide. Standley Chasm Tours Karrke cultural tours is an Indigenous-owned and -operated business on Luritja and Per-tame Country. Karrke Aboriginal Cultural Experience & Tours | Home Art workshop led by Arrernte artist Marie Ryder exploring themes of identity, resilience, women's stories, and cultural continuity through art. Marie Ryder - Aboriginal Artist Local custodian Marie Ellis, learning about cultural responsibilities to Country and the strength of knowledge passed down. **Yulara, NT** Kyleen Randall, *Tali Katu Founder & Managing Director* We are proud to share Anangu

			culture through immersive experiences, storytelling, and community-led initiatives from the heart of Mutitjulu, at the base of Uluru. www.talikatu.com **South Australia** Sacred Canyon Tour led by Adnyamathanha guides from Wadna Tours on Ikara Flinders Ranges Country. Sacred Canyon Tour | Wadna Victor Harbour Granite Island Tour and Coorong Waterways boat tour in conjunction with Coorong Cruise and Kool Tours (Ngarrindjeri guides) Spirit of the Coorong **West Australia** Wadandi Cultural Walk and talk at Ellensbrook with Wadandi Elder or Custodian on Country to talk about the importance of Connection to Country, operated by Undalup Association Inc. Didgeridoo Cave Tour, connect with Wadandi history in a 90-minute Ngilgi Cave tour, operated by Koomal Dreaming. Wula Gura Nyinda conduct a range of 'on Country' tours exploring the ancient cultural ties of Nhanda and Malgana Aboriginal People to Gutharraguda Wula Gura Nyinda. Wula Gura Nyinda, Francois Peron National Park (Denham / Monkey Mia). **TIWI Islands** Teresia Portaminni, Tarntipi Homelands Aboriginal Corporation Cultural training programs and multi-day immersion camps, staying at Tarntipi Bush Camp, located on Bathurst Island. Program itinerary may include a welcome to country, fishing, beach and medicine walks, freshwater swimming, basket weaving and spear-making workshops, storytelling, song and dance sessions around the campfire, as well as visits to local town-based agencies. Tarntipi Bush Camp – Tiwi Cross Cultural Connections
	Formulate and implement a comprehensive engagement plan that can be used across all operating locations. This plan should outline specific strategies and actions for		A Cultural Engagement Plan was established in January 2025 and is being applied across operating locations to guide engagement with Aboriginal and Torres Strait Islander stakeholders. The plan outlines our approach to building and maintaining relationships

	fostering strong partnerships with a diverse range of Aboriginal and Torres Strait Islander stakeholders and organisations within the relevant locations. This plan should have tailored engagement strategies that resonate with different groups within the Aboriginal and Torres Strait Islander communities in which we engage. This might involve utilising various communication channels, languages, and cultural approaches.		with diverse communities, with a focus on place-based and culturally appropriate engagement. Implementation of this plan has contributed to a 94% increase in Aboriginal and Torres Strait Islander–led tourism experiences included within our itineraries, demonstrating strengthened partnerships and increased representation of First Nations businesses. Further work will focus on embedding the plan into specific roles and responsibilities across the organisation in the next RAP to support consistency and long-term impact.
	Formulate and implement a World Expeditions Schools engagement plan that includes a policy requiring post-programme check-ins and feedback sessions with relevant Aboriginal and Torres Strait Islander stakeholders following each school program.		The way WE Schools engages and interacts with Aboriginal partners is generally informal and relationship driven. Engagement often occurs through ongoing conversations, which may at times lead to feedback and questions, and at other times may not. As such, implementing a formal post-program check-in and structured feedback session, as outlined in this deliverable, will not always be practical or appropriate. A more realistic approach is for operational base managers to capture and share feedback as it arises organically. This may involve base managers providing periodic updates to school group contacts throughout the year, drawing on feedback gathered through these interactions. To support consistency, a guiding set of questions has been developed to help inform the types of feedback that may be sought.
	Establish regular feedback mechanisms to ensure ongoing communication and responsiveness to the evolving needs of our Aboriginal and Torres Strait Islander stakeholders.		We found "regular feedback mechanisms" are not always culturally appropriate or practical across diverse operating bases. Instead, we prefer to take a more culturally appropriate, relationship-based feedback approach, which includes a range of: • Ongoing, informal feedback through relationship • Light-touch, periodic check-ins (e.g. 2–3 times per year where appropriate) • Opportunistic conversations on Country

			Operational Base Managers are responsibly for • Maintaining active relationships with Traditional Owners / partners • Listening for and capturing feedback during normal interactions • Sharing insights internally in a consistent way This keeps engagement place-based and culturally grounded, not centralised and rigid. We provide them with a set of guiding questions, such as: • What is working well in how we engage or operate? • Is there anything we should be doing differently on Country? • Are there opportunities for deeper involvement or collaboration? • Are there any concerns we should be aware of? Rather than formal reports operational base managers provide brief updates a few times per year to capture key feedback themes, any concerns or risks, as well as opportunities for improvement or partnership.

	Actively seek partnerships with First Nations-led organisations representing various sectors and interests. This could include cultural associations, business groups, educational institutions, and community organisations.		• We regularly meet with local Aboriginal Land Councils, Prescribed Body Corporates (PBCs), and community organisations in each operating region
			• We attend community events, NAIDOC Week activities, and local gatherings to connect informally across all operational bases
			• We ask our existing Traditional Owner partners, “Who else should we be speaking with or supporting?”
			• We partner with First Nations-led tourism operators for:
			  ○ Cultural guiding opportunities
			  ○ Joint experiences or itineraries
			  ○ Storytelling and interpretation on Country
			• We engage with organisations like:
			  ○ Tourism Australia, Tourism RING
			  ○ State-based Aboriginal tourism bodies
			  ○ Native Nations United to coordinate Indigenous Youth Exchange in Central Australia in August 2026
			Some examples:

			• Alice Springs – consult with the Central Land Council during our Open Day to engage First Nations people and for intermediary guidance on employment matters. • TRC Tourism – Consulting to support Indigenous-led tourism (William – Bird Tours)
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff located within Australia.		Reconciliation Australia's NRW resources and reconciliation materials were circulated by email to all Australia employees for 2024 and 2025.
	Ensure our RAP Working Group members participate in at least one NRW event per year.		NRW 2024: Rayleen Brown conducted a virtual morning tea for all AU staff to attend, a cultural education about bush tucker foods. NRW 2025: we hosted a screening of **In My Blood It Runs**, with Q&A with Maya Newell (the producer), and the Darwin event was held separately, with the main character from the documentary, Dujuan, attending to watch it with the Darwin team. In attendance - Private: 8 people Brisbane: 3 staff Sydney: 11 staff Katoomba: 8 staff Alice Springs: 8 staff Launceston: 7 staff Darwin: 4 staff Total: 49 staff Aboriginal Rep: David King attended our Katoomba office. 80% RAP Working Group Members attended.
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.		All staff were invited to attend the NRW events we organised each year. Each year emails and Teams messages were distributed to all staff, explaining the theme of NRW and providing links to local events to attend.
	Annually coordinate a NRW event, extending invitations to staff, partners, and key stakeholders, inviting their participation in our ongoing reconciliation journey.		NRW 2024: Rayleen Brown conducted a virtual morning tea for all AU staff to attend, a cultural education about bush tucker foods. NRW 2025: screening of **In My Blood It Runs**, with Q&A with Maya Newell (the producer) and the Darwin event was held separately, with the main character from the documentary, Dujuan, attending to watch it with the Darwin team.

			Australian Walking Holidays e-news subscribers were invited to watch a free viewing of In My Blood It Runs.
	Register all our NRW events on Reconciliation Australia's NRW website.		Completed in May 2025 and 2026, with all National Reconciliation Week events registered on Reconciliation Australia's NRW website.
	Dedicate a minimum of one post/update per primary platform (e-newsletter, Facebook, Instagram) related to NRW and our RAP on our Australian Walking Holidays, Australian Cycle Tours, the Blue Mountains Adventure Company, Tasmanian Expeditions and World Expeditions Schools media channels.		In 2024 and 2025, content related to National Reconciliation Week was shared across all primary platforms, including e-newsletters, Facebook and Instagram, for Australian Walking Holidays, Australian Cycle Tours, Blue Mountains Adventure Company, Tasmanian Expeditions and World Expeditions Schools. These posts promoted the annual NRW theme, highlighted local events, and showcased organisational initiatives aligned with our Reconciliation Action Plan.
Promote reconciliation through our sphere of influence.	Develop and implement a targeted staff engagement strategy aimed at enhancing awareness of reconciliation across our workforce.		Operational staff / guides • Practical, on-Country learning • How to communicate respectfully with travellers • Involvement in NRW and NAIDOC Office staff • Foundational cultural awareness • Understanding your partnerships and responsibilities • Involvement in NRW and NAIDOC Leadership • Decision-making aligned with reconciliation commitments • Accountability and governance • Involvement in NRW and NAIDOC
	Publicly communicate our commitment to reconciliation, demonstrating our dedication to building positive relationships with Aboriginal and Torres Strait Islander communities.		Via our social media channels for Australian Walking Holidays, Blue Mountains Adventure Company, Tasmanian Expeditions and Australia Cycle Tours we share our commitment to reconciliation on special events such as NAIDOC Week, NRW and 26 January 2025.

	Actively explore opportunities to use our influence on external stakeholders, encouraging collaborative efforts that drive positive reconciliation outcomes beyond our organisation.		We use our influence with travellers and school groups to • Integrate respectful, accurate information about Country and Traditional Owners into trip materials and briefings • Encourage guides to share why partnerships matter, not just cultural facts, and promote First Nations-led experiences • Provide travellers with context on how to engage respectfully when travelling • Build reconciliation into pre-departure materials for schools, for example: Why engaging with First Nations communities matters and information about cultural protocol and respectful behaviour on Country. We support First Nations businesses through our supply chain and First Nations Owned procurement. For example, Yarn'n toilet paper in all our offices.
	Forge partnerships with Reconciliation Action Plan organisations and like-minded entities to collaboratively develop innovative approaches that advance the cause of reconciliation.		Through the Indigenous Youth Exchange with Native Nations United, we have fostered a partnership with a like-minded organisation committed to cultural connection, leadership, and youth empowerment. This collaboration supports shared learning between First Nations communities and provides a platform for young people to engage in cross-cultural exchange, strengthening understanding and respect. The partnership reflects our commitment to working alongside organisations aligned with reconciliation values, and contributes to developing innovative, community-led approaches that support cultural continuity, leadership development, and meaningful connection across communities.
	Cultivate partnerships with Aboriginal and Torres Strait Islander collaborators to generate inspiring content for our blogs and social media channels for domestic brands under World Expeditions.		During NAIDOC Week 2025, aligned with the theme *"The Next Generation: Strength, Vision & Legacy,"* we communicated our new partnerships with the Ngaro People and Gia People as well as the Bandjin People and Girramay People. The resulting content supported recognition of Country and contributed to building respectful, ongoing relationships with Traditional Owners across our operating regions.
	Celebrate and promote the release of our Reconciliation Action Plan with a minimum of one post/update on all Australian branded social media		During May and June, an e-newsletter was distributed to subscribers of World Expeditions, Australian Walking Holidays, Blue Mountains Adventure Company, Tasmanian Expeditions and Australian Cycle Tours, announcing the launch of our Reconciliation Action Plan and promoting National Reconciliation Week.

	channels, an e-newsletter update, an internal staff newsletter, a letter to our business affiliates, a blog post, a press release and the release of our dedicated Reconciliation Action webpage.		In addition, each brand issued a media release to formally announce the launch of the RAP, supporting broader awareness across our external audience.
	Publicly affirm our dedication to reconciliation by establishing a dedicated webpage on World Expeditions, Australian Walking Holidays, Australian Cycle Tours, the Blue Mountains Adventure Company, Tasmanian Expeditions and World Expeditions Schools sites for our Reconciliation Action Plan (RAP). Actively promote reconciliation and RAP-related content through World Expeditions' communication platforms.		A dedicated webpage has been established on the following websites: • World Expeditions • Australian Walking Holidays • Tasmanian Expeditions • Blue Mountains Adventure Company • Australia Cycle Tours
	Heighten awareness about reconciliation and our Reconciliation Action Plan (RAP) within the travel industry through industry channels strategically conducted during key events, including the World Indigenous Tourism Summit, National Reconciliation Week, and NAIDOC Week.		We align messaging across key events, including NAIDOC Week, National Reconciliation Week, International Day of the World's Indigenous Peoples, and 26 January, using these as strategic opportunities to amplify awareness of our Reconciliation Action Plan. Across these moments, our communications are consistent, visible, and action-oriented, outlining what we are doing, what we have learned, and how others in the industry can contribute. We utilise case studies from our own partnerships, including with the Ngaro and Bandjin Peoples, to demonstrate practical examples of positive First Nations engagement. This approach has contributed to several instances of trade and mainstream media coverage, helping to promote greater awareness and understanding of respectful, partnership-based tourism practices.
	Include a recurring agenda item on Reconciliation Action Plan (RAP) progress in third-party partner meetings, facilitating discussions and presenting opportunities for business partners, tour		Over the past 12 months, we have engaged with all third-party operators to understand how they acknowledge Traditional Custodians across their trip delivery and communications. Through these discussions, we have also shared our organisation's

	operators, and other stakeholders in the tourism industry to actively engage and contribute.		commitment to reconciliation, encouraging operators to reflect on and strengthen their own practices. This engagement has helped promote more consistent and respectful recognition of Country, while opening opportunities for greater alignment and collaboration in supporting positive reconciliation outcomes across our network.
	Celebrate and promote the release of our Reconciliation Action Plan by distributing copies to all schools and coordinating with teachers to share it with students participating in programs with cultural immersions.		Our School Groups division shares a copy of the RAP with the coordination teacher, who distributes it to students participating in trips that include a cultural immersion element.
	Incorporate mention of our Reconciliation Action Plan into sales presentations for all schools featuring cultural immersion programs.		Our School Groups division includes a RAP slide in presentations delivered to schools participating in trips that include a cultural immersion component.
Promote positive race relations through anti-discrimination strategies.	Continually review our HR policies to identify existing anti-discrimination, harassment, and bullying provisions, ensuring we address current needs and prepare for future requirements.		A company-wide Anti-Discrimination, Bullying and Harassment Policy is now in place.
	Continually review, execute, and communicate a robust anti-discrimination, harassment, and bullying policy within our organisation.		This policy is reviewed every second year.
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination, harassment, and bullying policy.		Aboriginal Representatives on RAP Working Group reviewed the Anti-Discrimination, Bullying and Harassment Policy.
	Educate senior leaders to deepen their understanding of the effects of racism, fostering a culture of empathy and awareness within our organisational leadership.		A mandatory annual online training module is in place for all office and field staff to complete.

	Mandate that all staff familiarise themselves with the anti-discrimination, harassment, and bullying provisions outlined in HR policies, incorporating these policies into the induction process to ensure awareness.		A mandatory annual online training module is in place for all office and field staff to complete.
	Evaluate the communication strategy for our anti-discrimination, harassment, and bullying policy during trips.		All office and guiding staff complete an online module focused on anti-discrimination, harassment, and bullying each year. During induction training and start of season training each year, guides are coached on how to handle difficult conversations tactfully, and conflict resolution.

Respect

Action	Deliverable	Status	How
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a thorough assessment of cultural learning needs within our organisation, identifying specific areas where enhanced cultural understanding can be integrated.		A cultural learning needs assessment has commenced through the rollout of Cultural Competency Training via the Centre for Cultural Competency Australia, as well as the Aboriginal Cultural Awareness Learning Module, developed by NSW Aboriginal Tourism Operators Council. Donna, Shelby, Michael, Andy and Harriet have completed the training, which has led to improved cultural awareness and understanding within the organisation. Three RAP members are yet to complete the training.
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.		A Cultural Learning Strategy has been developed in consultation with Aboriginal and Torres Strait Islander representatives to ensure it is culturally informed and appropriate. In addition, the training component of the strategy has been facilitated through Cultural Competency Training delivered by the Centre for Cultural Competency Australia, as well as the Aboriginal Cultural Awareness Learning Module, developed by NSW Aboriginal Tourism Operators Council.

	Formulate, implement, and effectively communicate a dedicated cultural learning strategy document tailored for our staff and locations. Ensure clarity in outlining the objectives and methodologies of the cultural learning program.		A dedicated Cultural Learning Strategy has been formulated, implemented and communicated to staff, providing a clear and structured approach tailored to our diverse operational locations. The strategy outlines key objectives focused on building cultural competency, supporting the organisation's Reconciliation Action Plan (RAP), and equipping staff and guides with the skills, knowledge and attitudes required to engage respectfully with Aboriginal and Torres Strait Islander peoples and cultures. It recognises the important role guides play in bridging cultural understanding and delivering inclusive, meaningful experiences. The methodology is clearly defined and includes a combination of: • Formal external training, such as the Aboriginal and Torres Strait Islander Cultural Competence Course delivered by the Centre for Cultural Competency Australia as well as the Aboriginal Cultural Awareness Learning Module, developed by NSW Aboriginal Tourism Operators Council. • Internal onboarding modules covering cultural safety, cultural protocols, and Acknowledgement and Welcome to Country • Preseason, location-specific training delivered by local Aboriginal trainers across all operational bases • Ongoing engagement with Aboriginal and Torres Strait Islander businesses and cultural educators within itineraries This multi-layered approach ensures the strategy is practical, location-specific and embedded across all levels of the organisation, supporting continuous cultural learning and capability development.
	Provide opportunities for RAP Working Group members, managers responsible for HR elements and other key leadership staff to participate in formal and structured cultural learning.		Opportunities for formal and structured cultural learning are being actively implemented for RAP Working Group members and key leadership staff. Implemented in full • Internal onboarding modules covering cultural safety, cultural protocols, and Acknowledgement and Welcome to Country

			• Preseason, location-specific training delivered by local Aboriginal trainers across all operational bases • Ongoing engagement with Aboriginal and Torres Strait Islander businesses and cultural educators within itineraries To date, 60% of the RAP Working Group members and managers have completed external Cultural Competency Training. The remaining members are in progress and are scheduled to complete the training prior to end May 2026, ensuring broader leadership participation and capability in cultural understanding across the organisation.
	Deepen staff's appreciation for cultural elements tied to the environment through hosting a minimum of two annual "Caring for Country" sessions.		Opportunities to deepen staff appreciation for cultural connections to Country are being supported through hands-on environmental and cultural activities. As part of this commitment, in April 2026 BMAC hosted a “Caring for Country” style activity on Earth Day, partnering with NSW National Parks in the Gardens of Stone State Conservation Area near Lithgow (Blue Mountains). Staff participated in rehabilitating land impacted by unauthorised 4WD use, planting 500 seedlings to support ecosystem restoration. The activity was well attended and positively received, with contributions from BMAC guides Saskya, Millie, Tarana, Eleanor and Jerome. This initiative reflects a practical approach to embedding cultural understanding through environmental stewardship and connection to Country.
	Seek formal approval from the relevant Traditional Owners to endorse cultural elements within our interpretation manuals.		Formal approval from the relevant Traditional Owners to endorse cultural elements within our interpretation manuals, with processes in place across all operational bases.
	Establish a fundamental criterion for newly employed guides in Australia, requiring them to have either completed formal cultural training previously or undergo internal cultural training provided by an Aboriginal and Torres Strait Islander trainer before commencing their role.		A foundational requirement has been established for all newly employed guides in Australia to ensure cultural competency prior to commencing their roles. Across all operational bases, guides receive cultural training delivered by Traditional Custodians as part of preseason training. This approach ensures guides either bring prior formal cultural training or complete culturally appropriate, locally relevant training before engaging in their roles, supporting respectful and informed interactions with Aboriginal

			and Torres Strait Islander cultures and communities. These guides also complete a Cultural Safety in the Workplace online training module prior to each season.
	Incorporate a meaningful cultural experience or approved cultural interpretation into every Australian tour.		There is a growing number of itineraries to include culturally appropriate interpretation, supported by engagement with Traditional Owners and relevant partners. Australian Walking Holidays – 24 exclusive trips with set departure date on the website. 33% incorporate a meaningful cultural experience, and 100% incorporate cultural interpretation, but this interpretation has not been formally approved by a local Traditional Owners; a work in progress. Tasmanian Expeditions -13 exclusive trips with set departure date on the website. 100% incorporate approved cultural interpretation, delivered by guides who are trained annually by NITA Education – Trish Hodge. 15% of these trips incorporate a meaningful cultural experience, delivered by NITA Education – Trish Hodge. Blue Mountain Adventure Company – 100% of these 1-day adventures in the Blue Mountains include an Acknowledgement of Country delivered by guides at the start of each itinerary.
Demonstrate respect for Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff comprehension of the purpose and significance of cultural protocols, specifically focusing on the importance of Acknowledgement of Country and Welcome to Country traditions.		Staff understanding of cultural protocols, including the significance of Acknowledgement of Country and Welcome to Country, is being strengthened through the implementation of internal policies and training. In addition, each operational region will have its own set of tailored cultural protocol information documents, providing Country-specific guidance to support respectful engagement with local Traditional Custodians. For example, the lutruwita (Tasmania) protocol resource outlines appropriate terminology, acknowledgement practices, and culturally respectful behaviours when engaging with palawa culture.
	Create, implement, and communicate a comprehensive cultural protocol document. This document should encompass specific guidelines for observing cultural protocols, with a		We have commenced the development of a comprehensive cultural protocol document to guide staff in culturally appropriate engagement across our operations. This includes a focus on protocols for Welcome to Country and Acknowledgement of Country.

	dedicated focus on protocols associated with Welcome to Country and Acknowledgement of Country.		Initial content has been drafted, drawing on existing practices and engagement with First Nations partners. Further work is underway to refine the document to ensure it reflects place-based considerations and is practical for use across our operating bases. Once finalised, the document will be implemented and communicated to staff through induction and training processes to support consistent and respectful application. We will also consider sharing the document through our client portal, where travellers access relevant pre-departure information, and providing it to school groups participating in cultural immersion programs to support respectful engagement on Country.
	Foster a connection to the local First Nations community by inviting a Traditional Owner or Custodian to provide a Welcome to Country or other culturally appropriate protocol at significant events held by World Expeditions each year, such as but not limited to NRW and NAIDOC week launches.		We foster connections with local First Nations communities by engaging Traditional Owners and Custodians to deliver Welcome to Country and other culturally appropriate protocols at key events and programs throughout the year. Uncle David regularly delivers cultural sessions for our school groups on Gundungurra Country, incorporating appropriate cultural protocols and sharing knowledge to support meaningful engagement and learning. Similarly, Uncle Lex provides Welcome to Country for our school programs on Dharug Country, ensuring respectful recognition of Country and strengthening connections between participants and local communities. Looking ahead, through our partnership with Native Nations United, we will host a Welcome to Country in August 2026 to support the Indigenous Youth Exchange, welcoming New Zealand Indigenous youth and fostering cross-cultural connection and understanding.
	Incorporate an Acknowledgement of Country at the commencement of all important meetings, reinforcing our commitment to respecting and acknowledging the Traditional Custodians of the land.		An Acknowledgement of Country is incorporated at the commencement of important meetings, business events, and operational activities in the field. This includes delivery by guides at the start of trips, reinforcing recognition of Traditional Custodians and respect for Country across all areas of our operations.

			This consistent practice supports ongoing awareness and demonstrates our commitment to respectful engagement with Aboriginal and Torres Strait Islander peoples.
	Provide Australia employed guides with training sessions, either conducted or guided by local Traditional Owners to equip them with the necessary skills to deliver meaningful and respectful Acknowledgements of Country in the specific locations of their tours.		A *Welcome to Country and Acknowledgement of Country Policy* is in place and provided to all staff at the commencement of employment, with reinforcement through annual compliance training. All staff are also required to complete a mandatory annual online training module on Welcome to Country and Acknowledgement of Country. A Cultural Protocols document has been developed for each region in which we operate, including appropriate, place-based Acknowledgement of Country guidance. These resources are shared with staff, guides, and WE Schools students and teachers to support consistent and respectful practice. At each operational base, guides receive annual cultural awareness training at the start of the season and during induction, which includes guidance on Welcome to Country and Acknowledgement of Country. Additional resources are provided to support guides in developing and delivering their own Acknowledgements in a respectful and informed manner. In Tasmania, guides participate in annual in-person cultural awareness training delivered by NITA. Further support is provided through written resources, including the Guide Interpretation Manual and an Acknowledgement of Country factsheet developed by NITA for the Tasmanian Walking Guides Association (TWGA), which outline best practice, key inclusions, and considerations. Additionally, guides in Tasmania have access to extended cultural awareness training opportunities, including a three-day program hosted by TWGA. These initiatives support the delivery of training led or informed by Traditional Owners, equipping guides with the knowledge and confidence to deliver meaningful and respectful Acknowledgements of Country specific to the locations in which they operate.

	Ensure the recognition of traditional place names for all Australian tours on websites and advertising materials.		A comprehensive list of Country names across all trips and Australian brands has been completed and is scheduled to be incorporated into trip webpages and marketing materials. Coordination with the Marketing team is underway to support implementation. In addition, a list of traditional place names across all trips has been developed. We are currently engaging with local Traditional Custodians to confirm appropriate use, including approval and guidance on how traditional names should be represented alongside Western place names. Once confirmed, this naming approach will be progressively implemented across all websites and marketing materials to ensure respectful and accurate recognition of Country.
	Incorporate location-specific Acknowledgement of Country into the opening lines of trip descriptions for each tour.		A comprehensive spreadsheet of location-specific Acknowledgement of Country statements has been developed across all brands. Engagement with the Marketing team is underway to support implementation across all websites, with the aim of incorporating these acknowledgements into the opening lines of each trip description.
	Contact all Australian 3rd party operators to determine if they have a policy to include an acknowledgement of country on their trips, if not we will encourage them to do so.		To date, 14 out of 18 Australian third-party operators have confirmed that they include an Acknowledgement of Country within their trip delivery. Follow-up is underway with the remaining operators. Where an Acknowledgement of Country is not currently in place, we will provide guidance and support to encourage adoption of this practice.
	Establish and communicate a cultural protocol document, customised for each community where we operate. This document should encompass protocols for Welcome to Country and Acknowledgment of Country, ensuring clear communication and adherence to local cultural practices.		We have commenced the development of a comprehensive cultural protocol document to guide staff in culturally appropriate engagement across our operations. This includes a focus on protocols for Welcome to Country and Acknowledgement of Country. Initial content has been drafted, drawing on existing practices and engagement with First Nations partners. Further work is underway to refine the document to ensure it reflects place-based considerations and is practical for use across our operating bases. Once finalised, the document will be implemented and communicated to staff through induction and training processes to support consistent and respectful application. We will also share the document through our client portal, where travellers access relevant

			pre-departure information, and providing it to school groups participating in cultural immersion programs to support respectful engagement on Country.
	Display an Acknowledgement of Country commemoration at each Australian office building, 7 in total.		All Australian office locations Sydney, Melbourne, Brisbane, Launceston, Katoomba, Alice Springs and Darwin, display an Acknowledgement of Country alongside the Uluru Statement from the Heart in prominent entry areas. Installation of these materials is planned for new operational bases in Townsville, Perth and South Australia in 2026, ensuring consistent recognition across all locations.
	Introduce the option to include our company's Acknowledgement of Country in email signatures for Australian-employed staff.		This is a requirement for Australian employees; suggestions are provided in the Welcome to and Acknowledgement of Country Policy and training module.
	Conduct an annual review of our website's Acknowledgement of Country in collaboration with Aboriginal and Torres Strait Islander advisors to ensure its accuracy, cultural sensitivity, and alignment with best practices.		An Acknowledgement of Country statement is permanently located in the footer of these websites: • World Expeditions • Australian Walking Holidays • Tasmanian Expeditions • Blue Mountains Adventure Company • Australia Cycle Tours
	Provide the option for all Australian employed office staff to work on Australia Day and take a day off in lieu.		All Australian office staff are provided with the option to work on 26 January and take a day off in lieu. This option is communicated annually, including during CEO update meetings in December 2024 and 2025, with a follow-up reminder email issued in early January each year. In 2025, 20 Australian office staff members chose to work on 26 January, representing 53% of staff. In 2026, 14 Australian office staff members chose to work on 26 January, representing 243% of staff.

	Revise the cultural considerations section of school pre-departure information booklets to outline the relevant Aboriginal or Torres Strait Islander community and the specific land on which they are traveling.		We have commenced the development of a comprehensive cultural protocol document to guide staff in culturally appropriate engagement across our operations. This includes a focus on protocols for Welcome to Country and Acknowledgement of Country. Initial content has been drafted, drawing on existing practices and engagement with First Nations partners. Further work is underway to refine the document to ensure it reflects place-based considerations and is practical for use across our operating bases. Once finalised, the document will be implemented and communicated to staff through induction and training processes to support consistent and respectful application. We will also share the document through our client portal, where travellers access relevant pre-departure information, and providing it to school groups participating in cultural immersion programs to support respectful engagement on Country.
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Facilitate the participation of the Reconciliation Action Plan (RAP) Working Group in an external NAIDOC Week event, ensuring their active involvement in a meaningful First Nations lead cultural experience.		In 2024, Blue Mountains Adventure Company offered a NAIDOC Walk itinerary. This included attendance at local NAIDOC activities, followed by participation in the Grand Cliff Top Walk, incorporating a focus on Indigenous history and connection to Country. In 2025, NAIDOC Week was marked through a coordinated series of internal and external communications across WEX, TEX, AWH, ACT, HUMA and WE Schools channels. These posts highlighted our engagement with Traditional Custodians and showcased examples of culturally significant, First Nations–informed tourism experiences within our itineraries.
	Conduct a thorough review of HR policies and procedures to identify and eliminate any barriers that may hinder staff participation in NAIDOC Week.		We offer all staff one paid volunteer day per year, which can be used to support participation in NAIDOC Week events and activities. We will actively encourage staff to utilise this day to engage with local First Nations–led events and initiatives.
	Actively promote and encourage the engagement of all staff in external NAIDOC events. Cultivate a culture that appreciates and supports employees' active participation in NAIDOC Week		In 2024 and 2025, all staff across Australian offices were provided with information on local NAIDOC Week events via internal communications, including a series of emails highlighting opportunities to attend and participate in community-led activities.

	celebrations by distributing an event schedule to all office and operating locations across Australia, highlighting local NAIDOC Week events.		These communications supported and encouraged staff engagement in NAIDOC Week, contributing to a culture that values and promotes participation in First Nations–led events and celebrations.
	Provide sponsorship to at least one of our Aboriginal and Torres Strait Islander partner's NAIDOC Week events, rotating recipients each year to ensure broader support within the community.		In 2024, we provided sponsorship to the National Centre of Indigenous Excellence (NCIE) in Redfern in support of their NAIDOC Week event. This included the donation of a major raffle prize (a supported walk with Blue Mountains Adventure Company) with proceeds contributing to NCIE's *Young, Fit & Deadly* program. This approach supports our commitment to contributing to community-led initiatives, with the intention to rotate sponsorship across partners in future years to ensure broader support.
Support and promote the Uluru Statement from the Heart.	Share resources on the Uluru Statement of the Heart and its components with staff, ensuring accessibility at Australian World Expeditions offices.		All Australian office locations in Sydney, Melbourne, Brisbane, Launceston, Katoomba, Alice Springs and Darwin, display an Acknowledgement of Country alongside the Uluru Statement from the Heart in prominent entry areas. Installation of these materials is planned for new operational bases in Townsville, Perth and South Australia in 2026, ensuring consistent recognition across all locations.

Opportunities

Action	Deliverable	Status	How
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander	Gain insight into the current representation of Aboriginal and Torres Strait Islander staff to shape future employment and professional development opportunities.		To better understand and strengthen the representation of Aboriginal and Torres Strait Islander staff, several targeted engagement activities were undertaken across key regions. Our Domestic Services Manager participated in six meetings with Queensland Traditional Owners, focusing on creating employment pathways on guided walking trips along the Thorsborne Trail. As part of this effort, World Expeditions developed and distributed a targeted flyer inviting TOs to connect and explore employment opportunities.

recruitment, retention, and professional development.			In Central Australia, three members of our RAP working group attended two Joint Management Committee (JMC) meetings, where discussions centred on increasing employment and training opportunities for TOs in and around Alice Springs. These meetings also provided valuable insight into the progress and approaches of other tourism operators and partner organisations in this space. Our General Manager Australian Operating Companies further contributed by attending a JMC meeting in April to report on organisational progress. Additionally, our Domestic Services Manager met with QLD Traditional Owners to discuss employment and training opportunities linked to the newly established Whitsundays walking track. These engagements have provided valuable insight into current representation, barriers, and opportunities, helping to inform future employment strategies and professional development initiatives for Aboriginal and Torres Strait Islander peoples across our operations.
	Collaborate directly with existing Aboriginal and Torres Strait Islander staff and advisors to seek input and feedback, ensuring their perspectives contribute to the formulation of effective recruitment, retention, and professional development strategies.		We collaborated directly with Aboriginal and Torres Strait Islander community members by hosting our inaugural Traditional Owner Open Day on 25 March 2025. This initiative created a culturally appropriate and inclusive environment for engagement, allowing attendees to learn about our Larapinta Trail operations and provide informal feedback on employment pathways. The Open Day was designed to break down perceived barriers to employment by demonstrating the diversity of roles available, ranging from simple to more complex tasks, and encouraging open dialogue about interests, preferences, and concerns. Through this engagement, we gathered valuable input on how to better structure recruitment, training, and career development opportunities to align with community expectations and needs. The event also enabled ongoing consultation, with attendees invited to return for further discussions, complete employment processes, and begin training aligned with their chosen areas. Continued interest and follow-up visits demonstrate that this approach is

			helping to build trust and strengthen relationships, while directly informing more effective recruitment, retention, and professional development strategies. Currently in progress, with the ASP Operations Manager working closely with selected Traditional Owner employees to gather direct input and feedback. Through ongoing collaboration, these employees are providing valuable insights into workplace experiences, role design, and opportunities for improvement across recruitment and retention practices. In addition, we are engaging with members of the RAP Working Group and Aboriginal representatives to ensure a broader and more structured approach to consultation. Traditional Owners and potential candidates have been invited to share their perspectives on what aspects of the roles are appealing, what barriers may exist, and how employment pathways can be made more accessible and culturally appropriate. This collaborative approach is helping to shape more effective recruitment, retention, and professional development strategies by ensuring they are informed by lived experience and aligned with community expectations
	Create and put into action a targeted Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy, focusing on fostering a diverse and inclusive workplace.		We are actively implementing a targeted Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy by strengthening partnerships and tailoring our approach to local communities. This includes collaborating with the Central Land Council (CLC) to promote employment opportunities more effectively, as well as distributing job advertisements through additional local and community-based resource centre job boards, particularly for guiding roles. These channels help ensure opportunities are visible, accessible, and culturally appropriate. In Queensland, we are working directly with Traditional Owner family groups to identify and engage potential employees. By sharing opportunities through family networks and meeting with community members in person, we are fostering trust, increasing awareness, and creating more meaningful pathways into employment.

			Together, these actions support the development of a more diverse and inclusive workforce, while also strengthening retention and professional development by grounding our approach in community relationships and culturally informed practices.
	Utilise tailored communication channels to advertise job vacancies, ensuring the outreach is optimised to effectively connect with Aboriginal and Torres Strait Islander stakeholders.		We have utilised tailored communication channels to promote job vacancies to Aboriginal and Torres Strait Islander stakeholders. This included developing and distributing a targeted flyer to Queensland Traditional Owners to encourage engagement with World Expeditions, sharing specific opportunities with the Central Land Council (CLC) for feedback and broader distribution through their networks, and directly providing employment opportunities to Traditional Owners.
	Evaluate and update HR and recruitment procedures and policies to remove barriers that may hinder the active participation of Aboriginal and Torres Strait Islander individuals in the workplace.		Evaluated and adapted recruitment approaches to reduce barriers for Aboriginal and Torres Strait Islander applicants. This included creating more accessible entry pathways into the tourism industry by offering role-specific employment opportunities, rather than requiring candidates to hold broad qualifications or perform the full range of tasks typically expected of guides. This approach supports greater participation by enabling individuals to contribute based on their strengths, skills, and interests.
	World Expeditions will share and promote the opportunity and criteria to support the funding of an internship specifically designed for young individuals from First Nations within the areas we operate.		Completed. World Expeditions has shared and promoted opportunities and eligibility criteria to support funding for an internship program specifically designed for young First Nations individuals in the regions in which we operate. Agreement in place some regions where financial support for appropriate TO job seekers, for training and courses to qualify them as outdoor guides.
	Increase the representation of Aboriginal and Torres Strait Islander personnel every calendar year within our workforce through targeted strategies: Promote job opportunities specific to Australia through advertising in Aboriginal and Torres Strait Islander organisations and media channels. Incorporate a dedicated statement in all Australian job postings, encouraging the application of Aboriginal and Torres Strait Islander individuals. Attend at minimum one		World Expeditions has increased the representation of Aboriginal and Torres Strait Islander personnel through targeted and measurable recruitment strategies. We have actively promoted Australian-based job opportunities through Aboriginal and Torres Strait Islander organisations, networks, and community channels, ensuring roles are visible and accessible to relevant audiences. All Australian job advertisements now include a dedicated statement encouraging applications from Aboriginal and Torres Strait Islander candidates, reinforcing our commitment to building a diverse and inclusive workforce. We have also strengthened direct engagement through participation in employment-focused events. This includes hosting a Traditional Owner Open Day in Alice Springs in

	Aboriginal and Torres Strait Islander employment exhibition annually.		March 2025, which provided an opportunity to connect with community members, promote roles, and support pathways into employment. In addition, we attended the Aboriginal and Torres Strait Islander Employment Expo in March 2026, delivered by the Central Land Council (CLC) and Parks, to further expand outreach and recruitment efforts.
	Explore the possibility of establishing a permanent in-house role at World Expeditions for an Aboriginal and Torres Strait Islander advisor.		We have explored the establishment of a permanent in-house Aboriginal and Torres Strait Islander advisor role and, in line with guidance from Reconciliation Australia, have adopted a tailored and regionally appropriate approach. Given the diversity of the communities and locations in which we operate, we recognise that engaging local Aboriginal and Torres Strait Islander advisors provides more culturally relevant, place-based guidance than a single centralised role. As such, we are working with a network of respected local advisors and contractors across key regions, including David King (Blue Mountains), Trish Hodge (Tasmania), Rayleen Brown (Central Australia), and Roxanne Highfold (Central Australia). This approach ensures that cultural advice is grounded in local knowledge, strengthens relationships with Traditional Owners and communities, and supports culturally appropriate decision-making across our operations. It also aligns with the intent of the deliverable by embedding consistent, high-quality cultural guidance while remaining responsive to the unique needs of each region.
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and	Devise and put into action a comprehensive strategy for procuring goods and services from Aboriginal and Torres Strait Islander businesses within both our Australian tour operations and office operations, aligning with World Expeditions Australia's commitment to diversity and inclusion.		We have commenced work to develop a strategy for procuring goods and services from Aboriginal and Torres Strait Islander businesses across both office and operational environments. Initial actions include researching Indigenous suppliers and identifying products and services that could be transitioned to First Nations businesses. A meeting was held on 31 March with Uncle David King, a Gundungurra Elder, to seek guidance and insights on this approach. Uncle David recommended attending relevant supplier events to better understand available businesses and opportunities for engagement.

social outcomes.			To support this, our WA Operations Manager will attend the Supply Nation Indigenous Trade Show in Perth on 12 August to research potential Indigenous suppliers on behalf of World Expeditions. Work is ongoing to compile a list of potential suppliers and identify areas where procurement practices can be adapted to support Aboriginal and Torres Strait Islander enterprises across both our operational bases and offices.
	Investigate Supply Nation membership.		Supply Nation membership has been investigated. At this stage, membership has not been pursued due to cost considerations and limited alignment with current procurement needs, including the relatively low volume of office supply purchasing and the availability of relevant suppliers within our existing supply chain. This position will be reviewed as procurement practices evolve and opportunities to engage with Aboriginal and Torres Strait Islander businesses increase.
	Effectively communicate opportunities for the procurement of goods and services from Aboriginal and Torres Strait Islander businesses to the staff, ensuring awareness and active participation in the initiative.		Opportunities to procure goods and services from Aboriginal and Torres Strait Islander businesses will be communicated to staff through internal updates and ongoing engagement across teams. This includes sharing information on identified suppliers, relevant events such as Supply Nation initiatives, and areas where procurement practices can be adapted. Staff are encouraged to consider First Nations suppliers in their day-to-day purchasing decisions, supporting increased awareness and active participation in the organisation's procurement commitments.
	Scrutinise and update procurement practices to remove existing barriers that might hinder the procurement of goods and services from Aboriginal and Torres Strait Islander businesses.		We are progressing this deliverable by reviewing and adapting our procurement practices to better support engagement with Aboriginal and Torres Strait Islander businesses. Opportunities to procure goods and services from Aboriginal and Torres Strait Islander suppliers will be actively communicated to staff through internal updates and ongoing cross-team engagement. This includes sharing information on identified suppliers, attending and sharing information from attending Supply Nation Conference in August

			2026, and highlighting areas where existing procurement processes can be adjusted to improve accessibility and inclusion. By increasing visibility and awareness, staff are encouraged to consider First Nations suppliers in their day-to-day purchasing decisions. This approach helps identify and reduce barriers within current practices, while fostering a more inclusive procurement culture that supports the growth and participation of Aboriginal and Torres Strait Islander businesses
	Actively cultivate and build commercial relationships with Aboriginal and/or Torres Strait Islander businesses, fostering mutually beneficial partnerships that contribute to the growth and sustainability of First Nations enterprises.		This deliverable is currently in progress, with a focus on strengthening and expanding relationships with Aboriginal and Torres Strait Islander businesses across our areas of operation. We are actively identifying opportunities to engage First Nations suppliers and service providers, supported by internal communication that promotes awareness of Aboriginal and Torres Strait Islander businesses and encourages their consideration in procurement decisions. Engagement with organisations such as Supply Nation and local networks is helping to connect teams with relevant businesses. In addition, we are building relationships at a regional level by working directly with local Aboriginal and Torres Strait Islander enterprises and community contacts. This place-based approach supports the development of meaningful, mutually beneficial partnerships that align with local priorities and create opportunities for long-term collaboration.
	Conduct a thorough evaluation of our existing suppliers and contractors, exploring opportunities to integrate more First Nations-owned businesses where applicable.		This deliverable is currently in progress, as we are assessing current procurement arrangements across operational bases and offices to understand where goods and services could be sourced from Aboriginal and Torres Strait Islander businesses. This includes increasing visibility of First Nations suppliers through internal communications, sharing supplier directories (e.g. Supply Nation), and encouraging teams to consider alternative providers where appropriate. This ongoing evaluation supports more inclusive procurement practices and creates pathways to integrate Aboriginal and Torres Strait Islander businesses into our supply chain.

	Increase the representation of First Nations suppliers and contractors in our Australian operations by a targeted 3% increment.		In line with the deliverable directly below this, we will aim to reach and maintain a minimum of 3% of annual Australian procurement spend with Aboriginal and Torres Strait Islander businesses, while seeking year-on-year growth in supplier representation.
	A minimum of 3% annually of our Australian procurement spend will go toward Aboriginal and Torres Strait Islander businesses.		This deliverable is currently in progress and will be carried forward as a priority in the next RAP due to time and resourcing constraints. Initial steps have been taken to better understand procurement needs across both office and operational environments. All offices and operational bases currently procure Yarn'n Deadly Dunny Paper, supporting an Aboriginal-owned business. In Alice Springs, opportunities are being explored to engage local Aboriginal businesses, including sourcing a contractor to supply firewood to campsites and discussions with Irritja Wellness regarding the use of their products at our camps. These actions represent early progress toward increasing procurement from Aboriginal and Torres Strait Islander businesses, with further work required to establish measurable targets and track spend against the 3% goal.
Increase the proportion of experiences on our itineraries led by Aboriginal and Torres Strait Islander partners by 3%.	Forge collaborations with local Aboriginal and Torres Strait Islander businesses and organisations, integrating fresh experiences into our Australian tour itineraries.		Since the last Progress Report we have significantly expanded our collaborations, with First Nations engagement increasing from 17 to 33 partners, representing an approximate 94% increase. This growth reflects our commitment to building meaningful relationships and integrating diverse, locally led experiences into our Australian tour itineraries. By working closely with Aboriginal and Torres Strait Islander businesses and community organisations, we are incorporating authentic, culturally informed experiences that enrich our trips while supporting local enterprise. These partnerships are developed with a focus on mutual benefit, cultural respect, and long-term sustainability, ensuring that new experiences are both engaging for travellers and aligned with community priorities.

Implement beneficial projects for local Aboriginal and Torres Strait Islander communities.	Implement at least one regenerative 2030 project that directly benefits Aboriginal and Torres Strait Islander communities through the World Expeditions Foundation annually.		Through the World Expeditions Foundation, we have implemented initiatives that directly benefit Aboriginal and Torres Strait Islander communities. In 2025, $10,000 was raised for the Indigenous Literacy Foundation, supporting the purchase of 1,000 culturally relevant books for schoolchildren in remote Australian communities. In 2026, $20,000 has been committed to support a Central Australia Indigenous Youth Exchange in partnership with Native Nations United, contributing to youth development and cross-cultural connection. These initiatives demonstrate our ongoing commitment to supporting community-led outcomes and will continue to be built upon as part of our Regenerative 2030 goals.

Governance

Action	Deliverable	Status	How
Establish and maintain an effective RAP Working Group to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.		Aboriginal and Torres Strait Islander representation has been maintained on the RAP Working Group (RWG), with attendance recorded across meetings as follows: • 15 July 2024: No attendance • 15 October 2024: No attendance • 21 January 2025: David, Rayleen, Roxanne and Trish attended • 15 April 2025: David and Rayleen attended • 15 July 2025: David and Trish attended • 21 October 2025: David, Rayleen and Roxanne attended • 3 February 2026: David, Rayleen and Trish attended Attendance levels have improved over time, supporting ongoing Aboriginal and Torres Strait Islander representation within the RWG.

	Establish and apply a Terms of Reference for the RWG, and review membership annually.		A Terms of Reference for the RAP Working Group has been established and is in place, with membership reviewed on an annual basis.
	Meet at least four times per year to drive, monitor and report on RAP implementation.		The RAP Working Group met quarterly to drive, monitor and report on RAP implementation, with meetings held on 15 July 2024, 15 October 2024, 21 January 2025, 15 April 2025, 15 July 2025, 21 October 2025 and 3 February 2026.
	RWG reviews progress against the RAP annually.		Progress against the RAP is reviewed annually as part of the development of the RAP Progress Report.
Provide appropriate support for effective implementation of RAP commitments.	Identify and specify the resources required to effectively implement the actions outlined in the RAP.		We have identified and are allocating the resources required to effectively implement the actions outlined in the RAP, ensuring they are embedded across operations. This includes dedicated personnel time, such as involvement from the RAP Working Group, Operations Managers, and key staff across regions, to lead and support implementation. Financial resources have been considered to enable participation in community engagement activities, employment initiatives, cultural events, and procurement from Aboriginal and Torres Strait Islander businesses. Together, these resources support a coordinated and sustainable approach to achieving RAP commitments across all operational areas.
	Engage all domestic Australian staff in the delivery of RAP commitments through quarterly updates.		All domestic Australian staff are engaged in the delivery of RAP commitments through regular quarterly updates. These updates are shared via internal communication channels and provide visibility on RAP progress, key initiatives, and upcoming opportunities for involvement.
	Define and maintain appropriate systems to track, measure and report on RAP commitments, and determine responsibilities and timeframes for providing data.		We have established and continue to refine appropriate systems to track, measure, and report on RAP commitments across the organisation.
	Appoint and maintain an internal RAP Champion from senior management.		Andy Mien, General Manager of Blue Mountains Adventure Company is this RAP's Champion.

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		Reconciliation Australia was contacted to verify that our primary and secondary contact details are up to date, ensuring continued receipt of important RAP correspondence.
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.		Reconciliation Australia was contacted to request our unique link to access the online RAP Impact Survey.
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.		The annual RAP Impact Survey has been completed and submitted to Reconciliation Australia.
	Report RAP progress to all staff and senior leaders quarterly.		RAP progress has been reported to all staff and senior leaders on a quarterly basis.
	Publicly report our RAP achievements, challenges and learnings, annually.		Two RAP Progress Reports (2025 and 2026) have been produced and made publicly available, reporting on our achievements, challenges and learnings on an annual basis.
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.		Participated in Reconciliation Australia's biennial Workplace RAP Barometer in 2025 and 2026.
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.		This traffic light report will be submitted to Reconciliation Australia at the conclusion of this RAP.
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.		Spoke with Rachel at Reconciliation late Jan 2026. Registered for our 2nd Innovate RAP.
	Submit a draft Innovate RAP to Reconciliation Australia for review.		Aim to submit in May 2026.