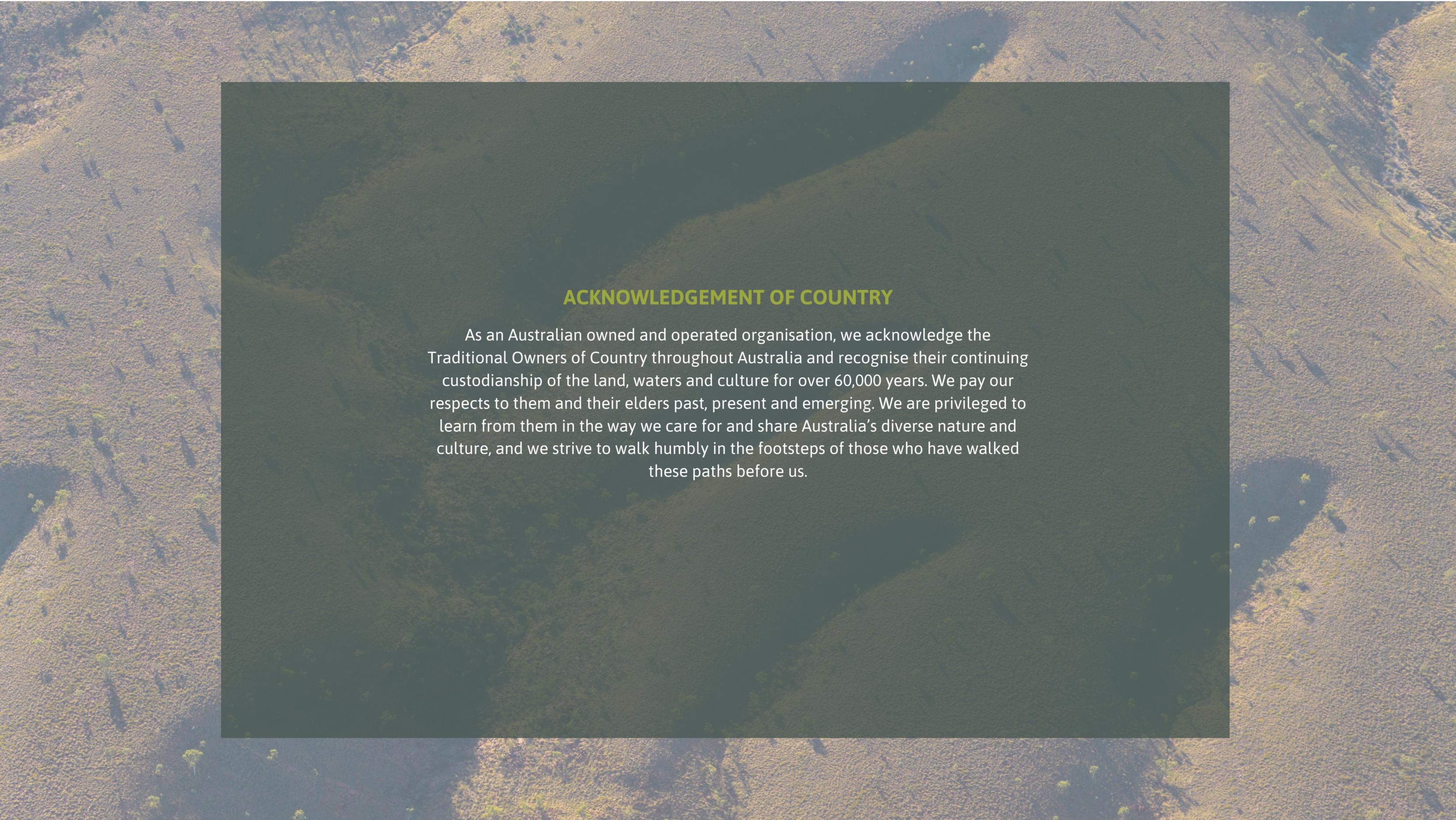


INNOVATE
RECONCILIATION ACTION PLAN
April 2024 - April 2026





ACKNOWLEDGEMENT OF COUNTRY

As an Australian owned and operated organisation, we acknowledge the Traditional Owners of Country throughout Australia and recognise their continuing custodianship of the land, waters and culture for over 60,000 years. We pay our respects to them and their elders past, present and emerging. We are privileged to learn from them in the way we care for and share Australia's diverse nature and culture, and we strive to walk humbly in the footsteps of those who have walked these paths before us.

MESSAGE FROM RECONCILIATION ACTION CHAIR

The introduction of our inaugural Reconciliation Action Plan (RAP) marks a historic milestone in our enduring dedication to fostering unity, understanding, and profound respect for the First Nations of the lands we explore. As an organisation steadfast in our commitment to supporting local communities at every facet of our operations, it fills me with immense pride that we are now advancing with a formally endorsed Reconciliation Action Plan.

Our RAP signifies a pivotal stride in recognising and embracing the rich and diverse cultures, histories, and contributions of Aboriginal and Torres Strait Islander peoples. As a company that celebrates the world's natural beauty, our unwavering commitment to reconciliation not only aligns with our core values but also underscores our resolute journey towards promoting cultural awareness and contributing to the preservation of our planet's magnificent natural and cultural heritage.

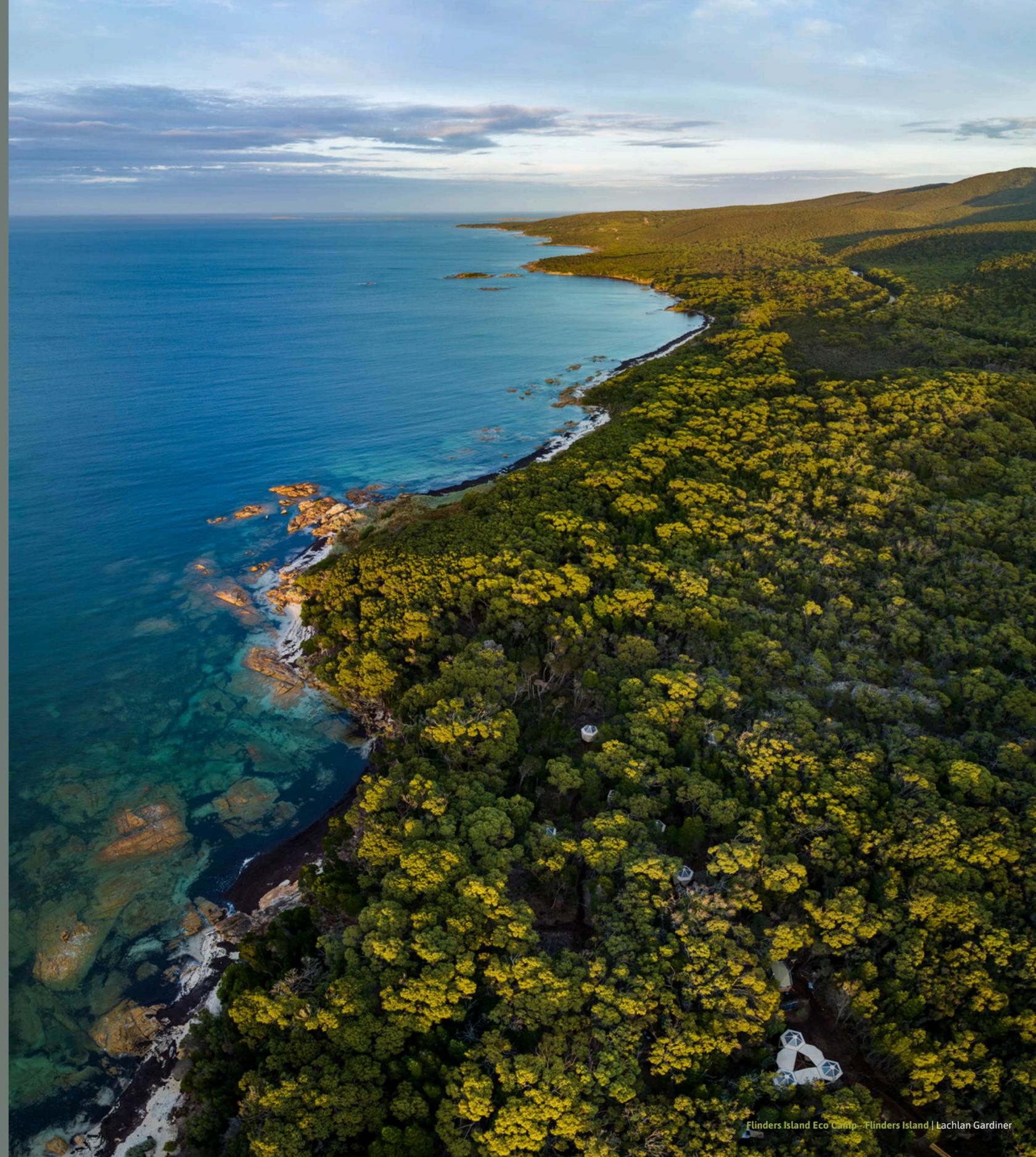
I write this message shortly after defeat of The Voice to Parliament 2023. Considering this disheartening and inadequate outcome, I must express my profound disappointment in my compatriots. This disappointment only serves to reinforce that our mission is not limited to reconciling past injustices; it is a collective pledge to forge a shared future in which the perspectives and voices of Aboriginal and Torres Strait Islander peoples are not only valued but cherished. I take immense pride in representing an organisation that leverages its voice and privilege to champion positive change and confront unacceptable actions with unwavering resolve. Together, we shall work toward a future where the voice of our nation is a beacon of hope for a more equitable and harmonious world.



Isabelle Hardinge
National Product Manager
Reconciliation Action Chair

MESSAGE FROM WORLD EXPEDITIONS CEO

"I extend my heartfelt gratitude to our dedicated team for their unwavering support in this momentous endeavour. Your collective commitment to this journey, undertaken with open hearts, open minds, and profound respect for the cultures that enrich our world, is nothing short of commendable. With the launch of this Reconciliation Action Plan, we aspire to make a resounding difference, one adventure at a time. Our ultimate goal remains the positive transformation of tourism's impact on local communities, advocating for positive change, and forging a world that is inclusive, harmonious, and equitable through our actions and shared commitment." – Sue Badyari, World Expeditions CEO.





MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia commends World Expeditions on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for World Expeditions to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders. By investigating and understanding the integral role it plays across its sphere of influence, World Expeditions will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. World Expeditions is part of a strong network of more than 2,500 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

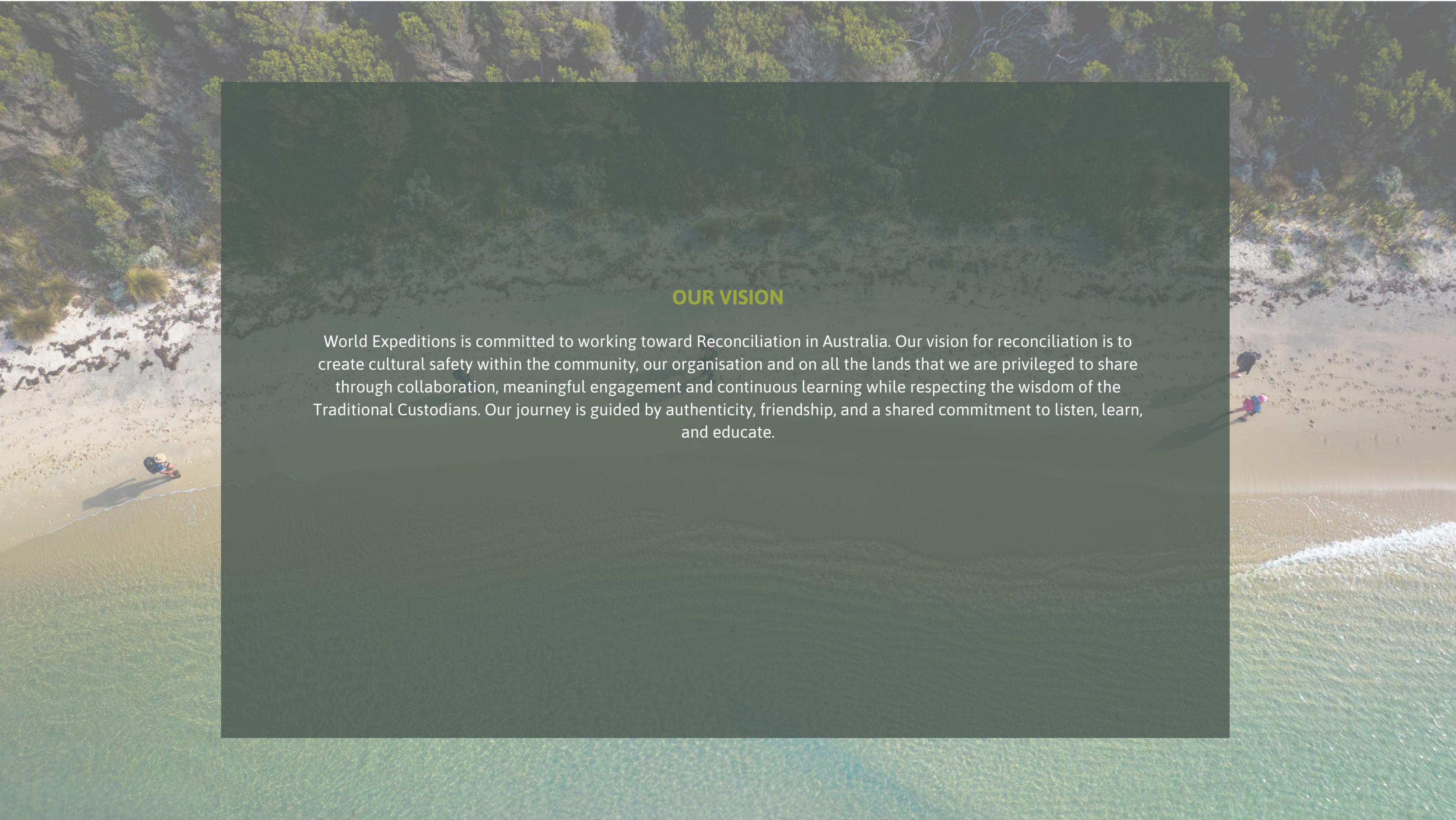
Implementing an Innovate RAP signals World Expedition's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations World Expeditions on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

An aerial photograph of a beach and ocean. The top half shows a sandy beach with sparse vegetation and a few people. The bottom half shows the ocean with gentle waves. A large, dark green rectangular overlay covers the center of the image, containing white text. The text is centered and reads: "OUR VISION" in bold, followed by a paragraph about reconciliation in Australia.

OUR VISION

World Expeditions is committed to working toward Reconciliation in Australia. Our vision for reconciliation is to create cultural safety within the community, our organisation and on all the lands that we are privileged to share through collaboration, meaningful engagement and continuous learning while respecting the wisdom of the Traditional Custodians. Our journey is guided by authenticity, friendship, and a shared commitment to listen, learn, and educate.



ABOUT US

Our heritage dates back to 1975 when we launched our inaugural trekking holidays in Nepal under our former name, Australian Himalayan Expeditions. In the years that followed, we expanded our operations into other Himalayan destinations as well as South America, Asia, Africa and Australia. To reflect the broader range of holidays on offer, Australian Himalayan Expeditions was renamed World Expeditions in the late 80s.

Since our inception, we have practiced a simple philosophy; to provide high quality adventure holidays for small groups of like-minded travellers with a strong alignment to responsible tourism practice and a commitment to supporting local communities at every level of the operation.

Today, our trips have evolved beyond the Himalaya and now explore more than 100 countries across all seven continents. With our offices now spanning the globe, we take pride in being a diverse tourism team on a global scale. In 2023, our team comprised over 350 staff members and leaders, representing approximately over a dozen different nationalities. Our team is truly diverse, made up of people from various races, cultures, sexual orientations, religions, and backgrounds.

In Australia, our commitment to diversity is evident, where we employed around 140 dedicated individuals and guides in 2023. Our headquarters, located in Warrane (Sydney), are situated on the ancestral lands of the Gadigal peoples of the Eora Nation. We also have offices in Narm (Melbourne) the Country of the Wurundjeri Woi-wurrung and Bunurong Boon Wurrung peoples and Meeanjin (Brisbane) the Country of the Jagera and Turrbal peoples. Our operating bases are located in Garramilla (Darwin) the Country of the Larrakia peoples, Mparntwe (Alice Springs) the Country of the Arrernte peoples, Katoomba the Country of the Dharug and Gundungurra peoples and Kanamaluka (Launceston) the Country of the Palawa peoples. While we have not yet systematically captured data regarding the number of staff identifying as Aboriginal and/or Torres Strait Islander, this undertaking is a top priority for our organisation. We are diligently working on providing our team members with the opportunity to voluntarily self-identify.

Furthermore, in our unwavering pursuit of inclusivity, we have extended invitations to our Aboriginal and Torres Strait Islander partners to collaborate within our Reconciliation Action Plan (RAP) Working Group. Their contributions and voices are invaluable in ensuring that our approach to reconciliation is all-encompassing and that our business continues to thrive in an inclusive and respectful manner.

Our commitment to diversity and inclusivity is not just a promise but a reflection of our dedication to creating a work environment where every team member feels valued, supported, and empowered. As we embark on this remarkable journey of reconciliation, we are not only celebrating our differences but also reinforcing our collective commitment to mutual respect, understanding, and unity.

THE WORLD EXPEDITIONS TRAVEL GROUP

The World Expeditions Travel Group (WETG) consists of an innovative range of brands that offer diverse holiday experiences for the many varied interests and segments of the international adventure travel market, catering to all traveller appetites.



OUR THOUGHTFUL TRAVEL CHARTER

Our vision is to leave the world a better place by following our sustainable active outdoor travel charter



Advocate for active travel where the health benefits, both physical and mental, are transformative.

Respect the environments where our adventures take place, with genuine sustainable practices and conservation efforts that deliver a positive impact.

Be a force for our travellers to support communities in delivering local employment, friendship and fostering cultural tolerance.

Respect the traditions of the First Nation people working in partnership to promote education of cultural heritage.

Protect the vulnerable, including women and children, in avoiding any tourism practice that may harm them.

Respect animals in their wild habitat from a distance and without disturbance.

Engage with experienced guides who foster our ethos for sustainable practices and conservation.

Minimise waste and eliminate single use plastics.

Deliver 100% carbon neutral adventures for our travellers.

Lend a hand in mobilising fundraising for important humanitarian, environmental and educational causes.

Aim to integrate 'regenerative' programs into our global operations by 2030.

THOUGHTFUL TRAVEL INITIATIVES



The World Expeditions Foundation Supporting regenerative projects around the world The World Expeditions Foundation (WEF) is the not-for-profit entity of the World Expeditions Travel Group.

It is the aim of the World Expeditions Travel Group to integrate 'regenerative' projects into every one of our global operations by 2030 and raise funds through the World Expeditions Foundation to support these projects.

The aim of regeneration is to leave a place and its people better than when it was found; to ensure the resources we enjoy today will be available for the generations that follow.

By harnessing the collective power of travellers, WEF proactively and intentionally supports regenerative projects that support communities and improves the natural state of the places we travel.

Support projects such as:

- Empowering Female Farmers in remote Himalayan communities
- Health outcomes for Aboriginal and Torres Strait Islander schools
- Installing Smoke-Free Cooking Stoves in Peru



Conserving environments and cultures requires a united front with our industry partners, travellers, guides, and staff. This is why in 2000 we developed our award-winning Responsible Travel Guidebook which presented our comprehensive policies on sustainable travel.

Over the years our Responsible Travel Guidebook has evolved to meet the ever-changing landscape of sustainable travel.

In its newest version it is known as The Thoughtful Traveller booklet, an easy to read document that empowers travellers with ideas on how they can be part of the solution and collectively make the world a better place when they travel.

Our Thoughtful Traveller booklet is inspired by our widespread and ever-growing sustainable tourism practices such as:

- Exclusive Eco Comfort Camps
- 10 Pieces Litter Collection
 - Animal Welfare
 - Leave no Trace
- Climate Emergency Declaration
 - Child Safe Tourism
- Community Project Travel
 - Peace Through Tourism
 - Porter Welfare Policy
- Regenerative 2030 Project



Huma Charity Challenge, the specialist fundraising division of World Expeditions, provides travellers with the opportunity to take on a challenge in some of the world's most incredible destinations and fundraise for their favourite charity.

Whether it's tackling an ascent of Mount Kilimanjaro in Africa, hiking the Great Wall of China or trekking to Everest Base Camp – a Huma Charity Challenge has a vast array of adventures and challenges to inspire you and help you discover your inner philanthropist.

Founded in 2013, Huma has partnered with hundreds of charities across the globe and has helped fundraise over \$7 million dollars for charities, including Can Too, R U OK?, Catherine Hamlin Fistula Foundation, Epworth Medical Foundation and Australian Himalayan Foundation. Collectively we are making a valuable contribution to some of the most important topics facing our world today.

So run, bike, trek or climb your way around the world and do your bit to make the planet a better place!



Change comes with our travellers help and the help of our partners. We collaborate and seek guidance from a range of expert organisations to ensure that our travel philosophy and in-field operations reflect current and up-to-date sustainable best practices. Below are some of the organisations we collaborate with to leave a positive impact through our adventures.

- International Porter Protection Group (IPPG)
- The International Institute for Peace through Tourism (IIPT)
 - The World Wide Fund for Nature (WWF)
 - The International Ecotourism Society (TIES)
 - World Vision
 - World Nomads
 - Ethical Tour Operators Group (ETOG)
 - World Animal Protection
 - Ecotourism Australia
 - Himalayan Trust UK
 - Australian Himalayan Foundation
 - South Pole
 - The Sir Edmund Hillary Foundation
 - 10 Pieces
 - Himalayan Trust
 - The Fred Hollows Foundation
 - Our Planet Travel
 - Paddy Pallin
 - Leave no Trace

ABOUT DOMESTIC WORLD EXPEDITIONS

We have earned an outstanding reputation as a leader in small group Australian adventure holidays. All our Australian active adventures provide our travellers with ample opportunities to experience Australia's diverse landscape, combined with the safety, local knowledge and flexibility necessary to operate quality adventure holidays in Australia's remote environment. Join in cultural conversations, sample authentic bush tucker, explore hidden rock galleries or experience a traditional Welcome to Country, these are just some of the cultural experiences that our Australian tours provide to travellers giving them a genuine insight into Aboriginal and Torres Strait Islander peoples' continuing connection to the lands and communities across Australia. As our travellers delve into their stories and heritage on our immersive adventures, these cultural experiences provide a platform for a beautiful cultural exchange as travellers learn about world's oldest living civilisation and gain a deeper understanding of the need to conserve Aboriginal and Torres Strait Islander peoples' cultures and respect their place and lifestyle.



The leading operator of exceptional walking holidays across Australia.



Tasmania's most experienced trekking and adventure operator.



Canyoning, climbing, abseiling, hiking and more, just outside of Sydney, Australia.



Self-guided cycling tours through classic Australian landscapes.





OUR RECONCILIATION JOURNEY SO FAR

Honouring the rich traditions of Aboriginal and Torres Strait Islander peoples and fostering partnerships that champion the preservation and dissemination of cultural heritage represent fundamental pillars of our Thoughtful Travel Charter. We wholeheartedly support Aboriginal and Torres Strait Islander communities. Not only by engaging with Aboriginal and Torres Strait Islander peoples in our operations as we currently do, thus bringing a precious perspective of the importance of connection to land, but also and on a broader level, in their pursuit for equality and recognition.

For nearly four decades, we have collaborated with Traditional Landowners and local Aboriginal and Torres Strait Islander communities, curating extraordinary adventure experiences across Australia. When the Garma Festival first allowed non-Aboriginal and Torres Strait Islander travellers to attend, we were honoured to have been chosen to be the only company to assist with travel arrangements.

Drawing from our extensive experience in working with remote and minority communities worldwide, we have consistently learned the pivotal importance of consultation and community feedback in facilitating meaningful assistance. To this end, we have established enduring relationships with Traditional Owners in our operational areas, ensuring ongoing consultation and collaboration with the rightful custodians of these lands.

Throughout our immersive adventures, our Aboriginal and Torres Strait Islander partners provide unique insights into the imperative to preserve their culture and honour their heritage and way of life. This is why cultural engagement has always been a focal point of our Australian itineraries. Every journey begins with a meaningful acknowledgment of the region's custodians, and most of our Australian multi-day itineraries include cultural engagement activities, affording our guests the opportunity to connect with local Traditional Owners.

Our Australian Walking Holidays, Tasmanian Expeditions, and Blue Mountain Adventure Company divisions have earned Triple Certification from Ecotourism Australia, which encompasses the Respecting our Culture Certification. This certification underscores our dedication to preserving cultural authenticity, responsible business practices, environmental stewardship, and acknowledging the profound spiritual connections of Aboriginal and Torres Strait Islander peoples to the land and water.

In 2023, after extensive consultations with Aboriginal and Torres Strait Islander communities, we publicly showcased our support to the Voice to Parliament, endorsing their pursuit for formal recognition in a land they have inhabited for over 65,000 years.

The introduction of our Reconciliation Action Plan in 2024 signifies a momentous leap in our ongoing journey of advocacy, support, and profound respect for Aboriginal and Torres Strait Islander communities. We are eagerly anticipating the future, with an array of ambitious plans and focused initiatives over the next two years. Our motivation is unwavering, and we are committed to achieving meaningful milestones as we continue to stand by and advocate with these remarkable communities.





OUR RECONCILIATION ACTION WORKING GROUP

Sue Badyari
Chief Executive Officer

Michael Buggy
General Manager

Robyn Lyons
Chief Financial Officer

Scott Pinnegar
World Expeditions Schools General Manager

Isabelle Hardinge
*Chair of Reconciliation Action Group
National Product Manager*

Brad Atwal
Head of Marketing

Andy Mein
*Champion of Reconciliation Action Group
Blue Mountains Adventure Company Manager*

Angela Sexton
Australian Walking Holidays Operations Manager

Shelby Pinkerton
Tasmanian Expeditions Operations Manager

David King
Aboriginal Community Representative

Trish Hodge
Aboriginal Community Representative

Rayleen Brown
Aboriginal Community Representative

KEY FOCUS AREAS

We have discerned a multitude of strategic avenues through which our organisation can actively cultivate connections, promote mutual respect, pinpoint prospects, and establish robust governance and monitoring mechanisms. Our endeavors within the forthcoming four pivotal areas of focus will provide the cornerstone upon which we can firmly ground our ongoing dedication to the cause of reconciliation. This foundational framework will be instrumental in fortifying our resolve and propelling our journey towards reconciliation into the foreseeable future.

RELATIONSHIPS



RESPECT



OPPORTUNITIES



GOVERNANCE





RELATIONSHIPS

Building strong relationships between World Expeditions and Aboriginal and Torres Strait Islander peoples is vital for fostering cultural respect, promoting shared learning experiences, and supporting sustainable tourism. By recognising and respecting the unique cultures and histories of Aboriginal and Torres Strait Islander communities, we aim to create meaningful connections between diverse groups of people. This engagement not only enriches the travel experiences of our guests but also contributes to the economic development and empowerment of Aboriginal and Torres Strait Islander communities through collaborative partnerships and responsible tourism practices.

Focus area: *Building strong relationships with Aboriginal and Torres Strait Islander peoples aligns with our strategic direction of "Sustainable and Responsible Tourism," emphasising our commitment to fostering cultural respect, supporting local economies, and practicing responsible tourism for long-term sustainability.*

Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with a diverse range of Aboriginal and Torres Strait Islander stakeholders and organisations.	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 organisation to maintain meaningful and current consultation.	October 2024, 2025	Relevant Location Operation Managers
	Formulate and implement a comprehensive engagement plan that can be used across all operating locations. This plan should outline specific strategies and actions for 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 with. This might involve utilising various communication channels, languages, and cultural approaches.	July 2024	National Product Manager
	Formulate and implement a World Expeditions Schools engagement plan that includes a policy requiring post-program check-ins and feedback sessions with relevant Aboriginal and Torres Strait Islander stakeholders following each school program.	June 2024	World Expeditions Schools General Manager
	Establish regular feedback mechanisms to ensure ongoing communication and responsiveness to the evolving needs of our Aboriginal and Torres Strait Islander stakeholders.	July 2024	Relevant Location Operation Managers
	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.	April 2026	Relevant Location Operation Managers

Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff located within Australia.	June 2024, 2025	National Product Manager
	Ensure our RAP Working Group members participate in at least one NRW event per year.	27 May – 3 June 2024, 2025	National Product Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2024, 2025	Blue Mountains Adventure Company Manager
	Annually coordinate a NRW event, extending invitations to staff, partners, and key stakeholders, inviting their participation in our ongoing reconciliation journey.	27 May – 3 June 2024, 2025	National Product Manager
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2024, 2025	National Product Manager
	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.	June 2024, 2025	Marketing Manager
Promote reconciliation through our sphere of influence.	Develop and implement a targeted staff engagement strategy aimed at enhancing awareness of reconciliation across our workforce.	November 2024	General Manager
	Publicly communicate our unwavering commitment to reconciliation, demonstrating our dedication to building positive relationships with Aboriginal and Torres Strait Islander communities.	May 2024	Marketing Manager
	Actively explore opportunities to use our influence on external stakeholders, encouraging collaborative efforts that drive positive reconciliation outcomes beyond our organisation.	April 2026	General Manager
	Forge partnerships with Reconciliation Action Plan organisations and like-minded entities to collaboratively develop innovative approaches that advance the cause of reconciliation.	April 2026	National Product Manager

	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.	July 2025	Marketing Manager
	Celebrate and promote the release of our Reconciliation Action Plan with a minimum of one post/update on all Australian branded social media channels, an e-newsletter update, an internal staff newsletter, a letter to our business affiliates, a blog post, a press release and release of our dedicated Reconciliation Action webpage	April 2024	Marketing Manager
	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.	April 2024	Marketing Manager
	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.	March 2026	General Manager
	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 operators, and other stakeholders in the tourism industry to actively engage and contribute.	January 2026	National Product Manager
	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.	May 2024	World Expeditions Schools General Manager
	Incorporate mention of our Reconciliation Action Plan into sales presentations for all schools featuring cultural immersion programs.	May 2024	World Expeditions Schools General Manager

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.	September 2024, 2025	General Manager
	Continually review, execute, and communicate a robust anti-discrimination, harassment, and bullying policy within our organisation.	September 2024, 2025	General Manager
	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.	August 2024	General Manager
	Educate senior leaders to deepen their understanding of the effects of racism, fostering a culture of empathy and awareness within our organisational leadership.	August 2024	Blue Mountains Adventure Company Manager
	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.	September 2024	General Manager
	Evaluate the communication strategy for our anti-discrimination, harassment, and bullying policy during trips.	September 2024	Relevant Location Operation Managers



RESPECT

Respecting Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights is crucial to World Expeditions and our core business activities. It reflects our commitment to fostering pride, understanding, and appreciation for the rich cultural heritage of these communities. By actively acknowledging and learning from Aboriginal and Torres Strait Islander perspectives, we contribute not only to the success of our cultural initiatives but also celebrate the diversity that enriches the travel experiences of our guests. This commitment aligns with our ethos of responsible tourism, promoting a more inclusive and culturally sensitive approach to our operations.

Focus area: *Respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights aligns our strategic direction of "Cultural Responsiveness and Inclusivity." This commitment reflects our dedication to integrating cultural respect into our core business practices, fostering understanding, appreciation, and collaboration with Aboriginal and Torres Strait Islander communities as a fundamental aspect of our responsible tourism approach.*

Action	Deliverable	Timeline	Responsibility
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.	September 2024	National Product Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform on our cultural learning strategy.	October 2024	Relevant Location Operation Managers
	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.	November 2024	National Product Manager
	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.	March 2025	Chief Executive Officer
	Deepen staff's appreciation for cultural elements tied to the environment through hosting a minimum of two annual "Caring for Country" sessions.	April 2026	Relevant Location Operation Managers
	Seek formal approval from the relevant Traditional Owners to endorse cultural elements within our interpretation manuals.	December 2024	Relevant Location Operation Managers

	Establish a fundamental criterion for new Australian employed guides, 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.	May 2024	Relevant Location Operation Managers
	Incorporate a meaningful cultural experience or approved cultural interpretation into every Australian tour.	February 2026	Relevant Location Operation Managers
Demonstrate respect to 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.	July 2024	Blue Mountains Adventure Company Manager
	Create, implement, and communicate a comprehensive cultural protocol document. This document should encompass specific guidelines for observing cultural protocols, with a dedicated focus on protocols associated with Welcome to Country and Acknowledgement of Country.	July 2025	National Product Manager
	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.	July 2024, 2025	Relevant Location Operation Managers
	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.	July 2024	National Product Manager
	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.	September 2024	Relevant Location Operation Managers
	Ensure the recognition of traditional place names for all Australian tours on websites and advertising materials.	January 2025	National Product Manager
	Incorporate location-specific Acknowledgement of Country into the opening lines of trip descriptions for each tour.	January 2025	National Product Manager

	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.	September 2024	National Product Manager
	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.	September 2024	Relevant Location Operation Managers
	Display an Acknowledgement of Country commemoration at each Australian office building, 7 in total.	January 2025	General Manager
	Introduce the option to include our companies Acknowledgement of Country in email signatures for Australian-employed staff.	August 2024	General Manager
	Conduct an annual review of our website's Acknowledgment of Country in collaboration with Aboriginal and Torres Strait Islander advisors to ensure its accuracy, cultural sensitivity, and alignment with best practices.	August 2024	Marketing Manager
	Provide the option for all Australian employed office staff to work on Australia Day and take a day off in lieu.	January 2025, 2026	Chief Executive Officer
	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.	September 2024	World Expeditions Schools General Manager
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.	First week in July 2024, 2025	National Product Manager
	Conduct a thorough review of HR policies and procedures to identify and eliminate any barriers that may hinder staff participation in NAIDOC Week.	June 2024	General Manager



OPPORTUNITIES

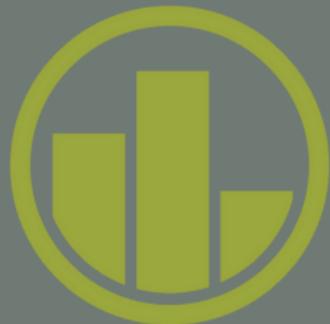
Creating opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities is integral to World Expeditions and our core business activities. By actively promoting employment, procurement, and professional development initiatives, we aim not only to contribute to the economic well-being of Aboriginal and Torres Strait Islander communities but also to foster a more inclusive and diverse workforce. Enabling access to systems and processes ensures equitable participation and retention, aligning with our commitment to responsible and sustainable tourism practices.

Focus area: *Opportunities for Aboriginal and Torres Strait Islander peoples align with our strategic direction of "Inclusive Economic Growth." This reflects our commitment to creating meaningful employment, fostering professional development, and facilitating procurement opportunities, aiming to contribute to the economic empowerment and sustained growth of Aboriginal and Torres Strait Islander communities through our core business activities.*

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Gain insight into the current representation of Aboriginal and Torres Strait Islander staff to shape future employment and professional development opportunities.	July 2024	General Manager
	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.	July 2024	General Manager
	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.	September 2024	General Manager
	Utilise tailored communication channels to advertise job vacancies, ensuring the outreach is optimised to effectively connect with Aboriginal and Torres Strait Islander stakeholders.	September 2024	General Manager
	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.	September 2024	General Manager
	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.	March 2025	General Manager

	<p>Increase the representation of Aboriginal and Torres Strait Islander personnel every calendar year within our workforce through targeted strategies:</p> <ul style="list-style-type: none"> • 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 of one Aboriginal and Torres Strait Islander employment exhibitions annually. 	September 2025	General Manager
	<p>Explore the possibility of establishing a permanent in-house role at World Expeditions for an Aboriginal and Torres Strait Islander advisor.</p>	January 2025	Chief Executive Officer
<p>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<p>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.</p>	December 2024	National Product Manager
	<p>Investigate Supply Nation membership.</p>	December 2024	National Product Manager
	<p>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.</p>	December 2024	National Product Manager
	<p>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.</p>	August 2024	National Product Manager
	<p>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.</p>	October 2025	Relevant Location Operation Managers
	<p>Conduct a thorough evaluation of our existing suppliers and contractors, exploring opportunities to integrate more First Nations-owned businesses where applicable.</p>	December 2024	Relevant Location Operation Managers

	Increase the representation of First Nations suppliers and contractors in our Australian operations by a targeted 3% increment.	December 2025	Relevant Location Operation Managers
	A minimum 3% annually of our Australian procurement spend will go towards Aboriginal and Torres Strait Islander businesses.	July 2024	General Manager
	A minimum 5% annually of our Australian procurement spend will go towards Aboriginal and Torres Strait Islander businesses.	July 2025	General Manager
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.	November 2025	Relevant Location Operation Managers
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.	October 2024, 2025	Chief Executive Officer



GOVERNANCE

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	April, July, October 2024, 2025, January 2025, 2026	National Product Manager
	Establish and apply a Terms of Reference for the RWG, and review membership annually	April 2024	National Product Manager
	Meet at least four times per year to drive, monitor and report on RAP implementation.	April, July, October 2024, 2025, January 2025, 2026	National Product Manager
	RWG reviews progress against the RAP annually	April 2025	National Product Manager
Provide appropriate support for effective implementation of RAP commitments.	Identify and specify the resources required to effectively implement the actions outlined in the RAP	May 2024	General Manager
	Engage all domestic Australian staff in the delivery of RAP commitments through quarterly updates.	April, July, October 2024, 2025, January 2025, 2026	Blue Mountains Adventure Company Manager
	Define and maintain appropriate systems to track, measure and report on RAP commitments, and determine responsibilities and timeframes for providing data.	May 2024	General Manager
	Appoint and maintain an internal RAP Champion from senior management.	April 2024	General Manager

<p>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</p>	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 2024, 2025	National Product Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August 2024, 2025	National Product Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2024, 2025	National Product Manager
	Report RAP progress to all staff and senior leaders quarterly.	April, July, October 2024, 2025, January 2025, 2026	National Product Manager
	Publicly report our RAP achievements, challenges and learnings, annually.	April 2025	National Product Manager
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	Blue Mountains Adventure Company Manager
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	February 2026	National Product Manager
<p>Continue our reconciliation journey by developing our next RAP.</p>	Register via Reconciliation Australia's website to begin developing our next RAP.	November 2025	National Product Manager
	Submit a draft Stretch RAP to Reconciliation Australia for review.	March 2026	National Product Manager

Contact Us

To talk to Isabelle Hardinge – Reconciliation Action Chair about our Reconciliation Action Plan please contact us on:

 Free Call: 1300 720 000

 Tel. +61 2 8270 8400

 isabelle@worldexpeditions.com.au

 www.worldexpeditions.com