



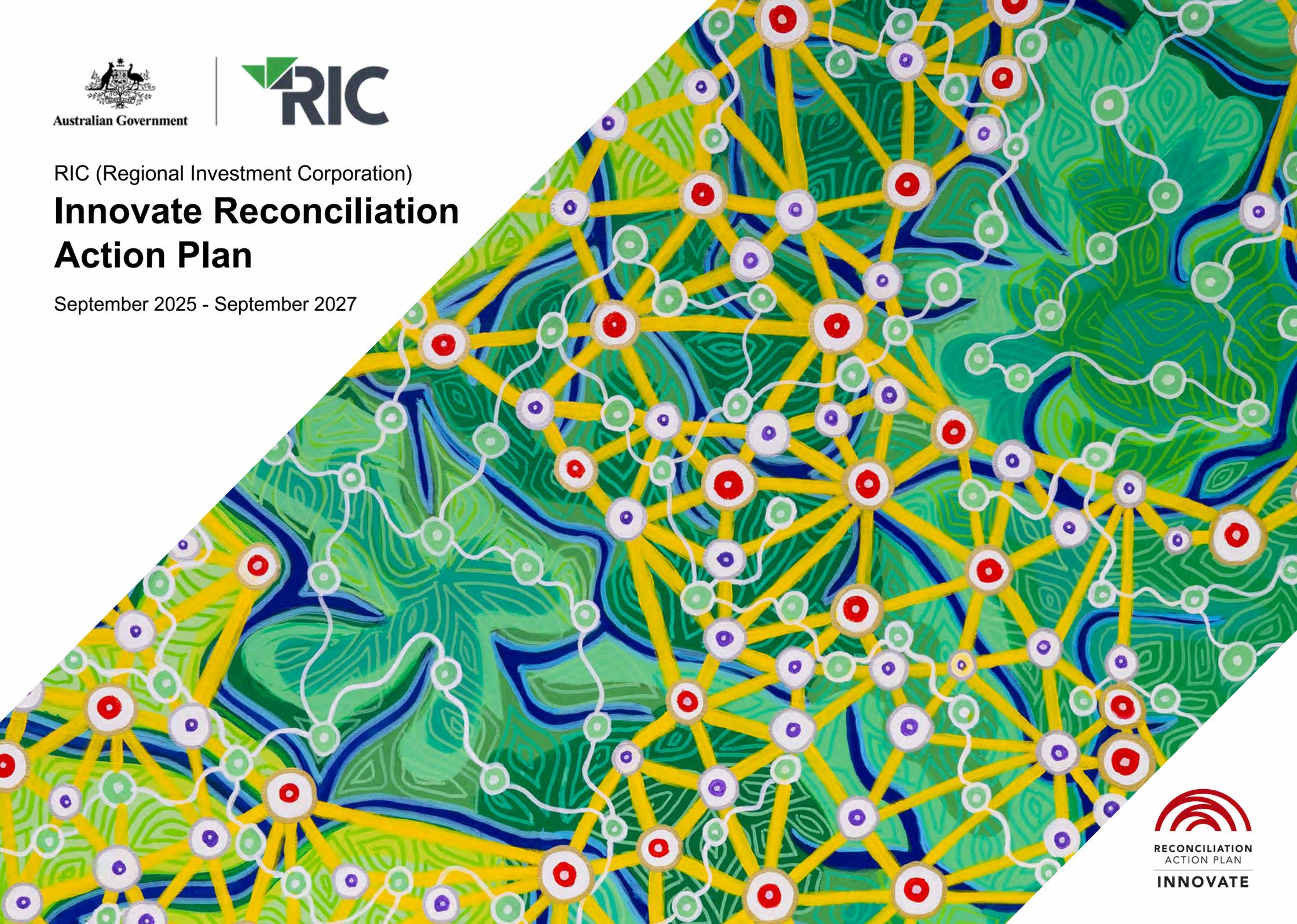
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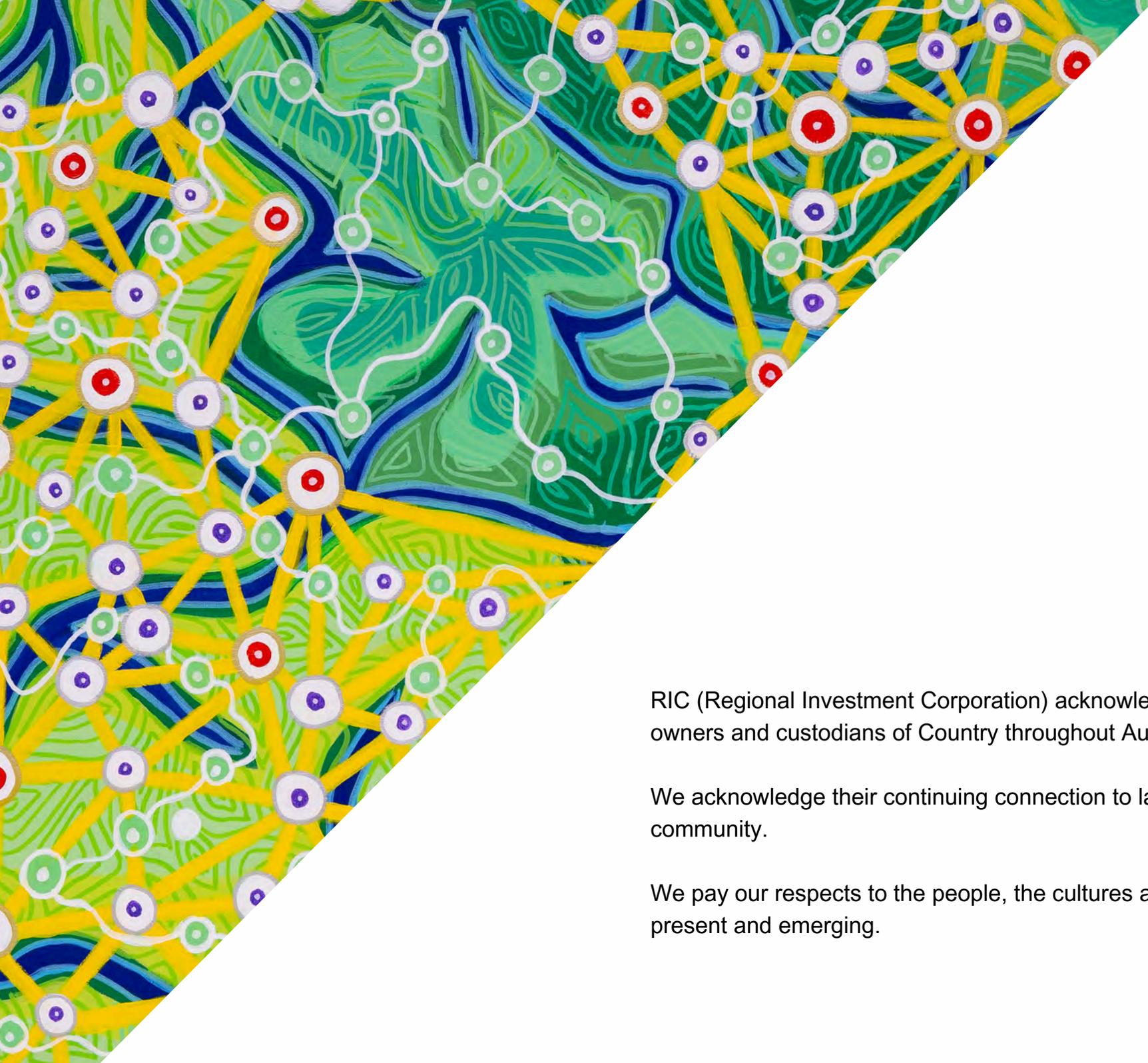
RIC (Regional Investment Corporation)

# Innovate Reconciliation Action Plan

September 2025 - September 2027



RECONCILIATION  
ACTION PLAN  
INNOVATE



RIC (Regional Investment Corporation) acknowledges the traditional owners and custodians of Country throughout Australia.

We acknowledge their continuing connection to land, sea and community.

We pay our respects to the people, the cultures and the Elders past, present and emerging.

# Artist acknowledgement

## Darren Charlwood

Darren is a Wiradjuri artist and educator from the Wellington area of NSW. He is deeply passionate about providing people with an understanding of Aboriginal cultures and ensuring its longevity.

Darren's art is deeply rooted in his experience as a Wiradjuri man, a father, a son and a member of the urban Aboriginal community in Sydney.

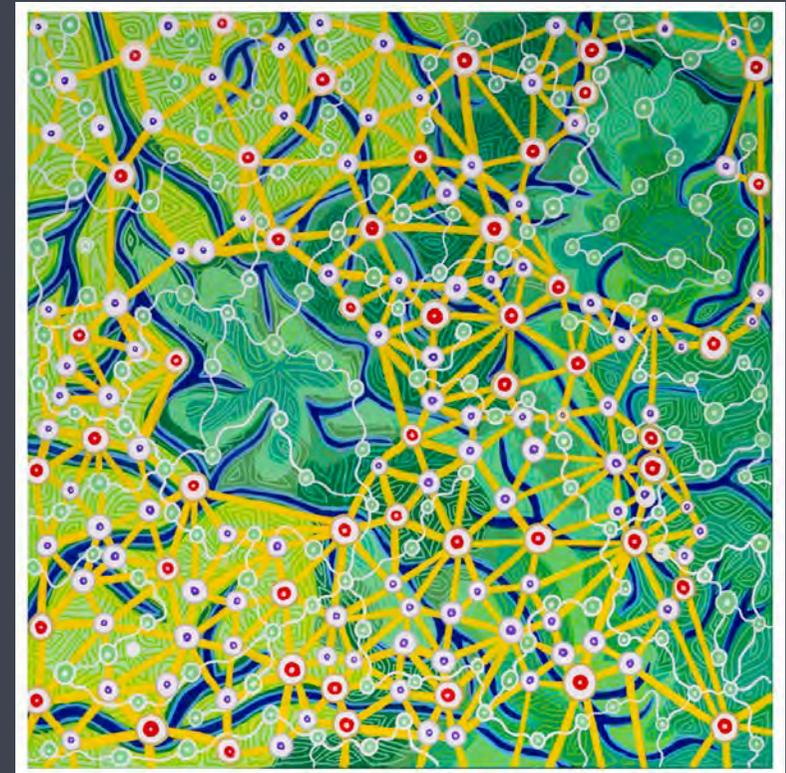
He also draws heavily from his cultural knowledge of the environment and the Wiradjuri use of lines and patterns.

## Ngurabung

*Ngurabung* means "Country" in Wiradjuri language and is Darren's expression of the stories of his Country and the patterns of his Yibaay Wagaan Wiradjuri heritage. The artwork reflects the stories and map of his Country.

The artwork observes "where the creator lays, why lighting never hits that mountain as it rolls down the valley, the stories of the old black camp and the ceremonies held there, people traveling from miles around, those connections and kinship that survives today in tradition and memory."

Darren describes that just like the related kinship networks stretching across the entire of Australia, he sees RIC supporting and reaching out there in case of need.



Ngurabung by Darren Charlwood

## Karen Mundine

### CEO Reconciliation Australia



#### **Reconciliation Australia commends RIC (Regional Investment Corporation) 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 RIC 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, RIC, on 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. RIC is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals RIC'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 RIC on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia





## Message from the RIC Chair and CEO

**On behalf of the Board, management, and staff, we are proud to endorse this next stage of RIC's reconciliation journey through our Innovate Reconciliation Action Plan.**

In 2025 we completed our Reflect Reconciliation Action Plan (RAP), through which we progressed our core themes of employment, education, and engagement.

The RAP ignited a lot of positive activity that developed our learning and relationship building with Aboriginal and Torres Strait Islander peoples, and we are thankful to our RAP Working Group members for guiding us through the plan to date.

We proudly endorse this next stage of RIC's reconciliation journey through our Innovate RAP.

This plan builds on the foundation of our Reflect RAP, explores the lessons we learned, and deepens our commitment to reconciliation with Aboriginal and Torres Strait Islander peoples.

As we move through this next stage, we will seek to provide pathways to employment, strengthen our First Nations partnerships, and grow our supplier network, in a bid to further advance reconciliation and deliver meaningful change.

Our reconciliation journey remains grounded in the symbolism of our RAP artwork, Ngurabung by Darren Charlwood, which everyone at the RIC relates to on many levels - the kinship networks, the interconnectedness of our dispersed team, the farm businesses dotted around the country that we support, and our pathways to connection with Aboriginal and Torres Strait Islander peoples.

Thank you to RIC's RAP Working Group and Reconciliation Australia for shaping our Innovate RAP, and thank you to everyone at the RIC for continuing to be part of this journey.



Karen Smith-Pomeroy, Chair



John Howard, Chief Executive Officer

**Karen Smith-Pomeroy**  
Chair  
RIC

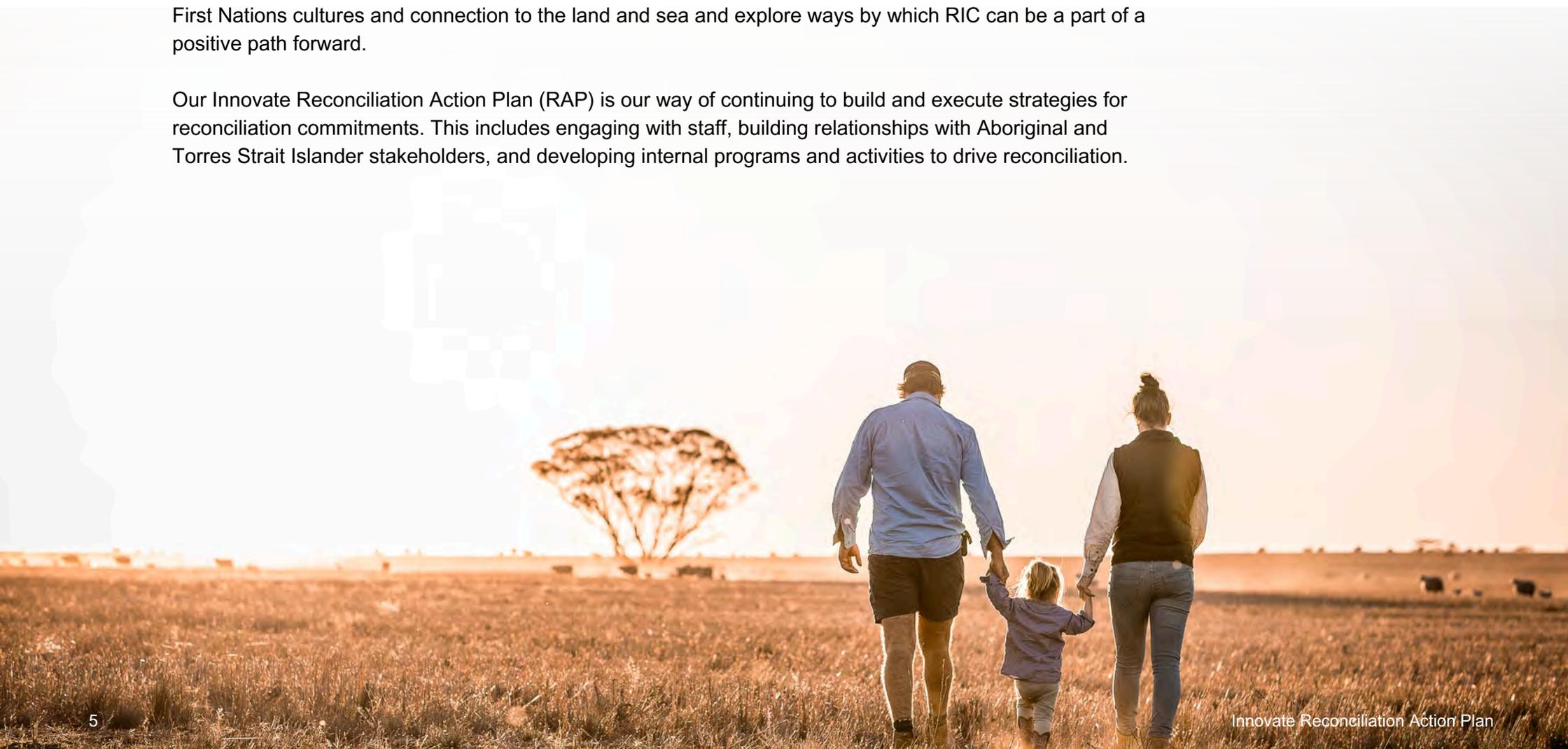
**John Howard**  
Chief Executive Officer  
RIC

## Our vision for reconciliation

RIC's vision for reconciliation is an Australia that embraces unity between Aboriginal and Torres Strait Islander peoples and non-indigenous peoples.

We seek to continue our reconciliation journey through strengthening relationships with Aboriginal and Torres Strait Islander peoples across Australia. We will work towards gaining a deeper understanding of First Nations cultures and connection to the land and sea and explore ways by which RIC can be a part of a positive path forward.

Our Innovate Reconciliation Action Plan (RAP) is our way of continuing to build and execute strategies for reconciliation commitments. This includes engaging with staff, building relationships with Aboriginal and Torres Strait Islander stakeholders, and developing internal programs and activities to drive reconciliation.



## Our business

RIC is an Australian Government specialist lender committed to strengthening Australian agriculture and building thriving regional communities, through providing low interest loans to farm businesses and farm-related small businesses.

RIC loans strengthen farm businesses - the backbone of the agriculture industry, that plays a significant role in the Australian economy.

Our loans can be used by farmers to prepare for, manage through, and recover from severe business disruption due to drought, natural disasters, biosecurity issues or other significant market events. They can also support first generation farmers to establish farm businesses or succession planning for next generation farmers.

Externally we see our sphere of influence extending to the Department of Agriculture, Fisheries and Forestry and their First Nations Branch, and the Department of Finance.

Our sphere also extends to local organisations that we have worked with to assist and advance our reconciliation efforts, these include the Orange Aboriginal Medical Service (OAMS) and Skillset, our recruitment and traineeship service provider.

From an internal perspective of sphere of influence includes all staff but particularly our Procurement team who are responsible for identifying and evaluating potential suppliers.

Our head office is in Wiradjuri Country, Orange NSW, with most of the RIC team living in regional Australia. Many have a unique connection to agriculture, coming from the land or running their own farm enterprise.

As of July 2025, RIC employs 102 people (excluding board members) with 3 employees identifying as First Nations people.

## Our Reflect RAP journey

We completed our Reflect RAP in June 2025 which guided us to develop relationships and engage with Aboriginal and Torres Strait Islander stakeholders and prepare our organisation to contribute to reconciliation in a meaningful way.

Our Reflect RAP represented a way of continuing RIC's diversity and inclusion work to improve staff awareness and to celebrate Aboriginal and Torres Strait Islander histories, cultures, and peoples. We wanted to cultivate relationships with First Nations organisations and stakeholders and promote access to employment and procurement opportunities.

We focused on the themes of employment, education, and engagement.

### Employment

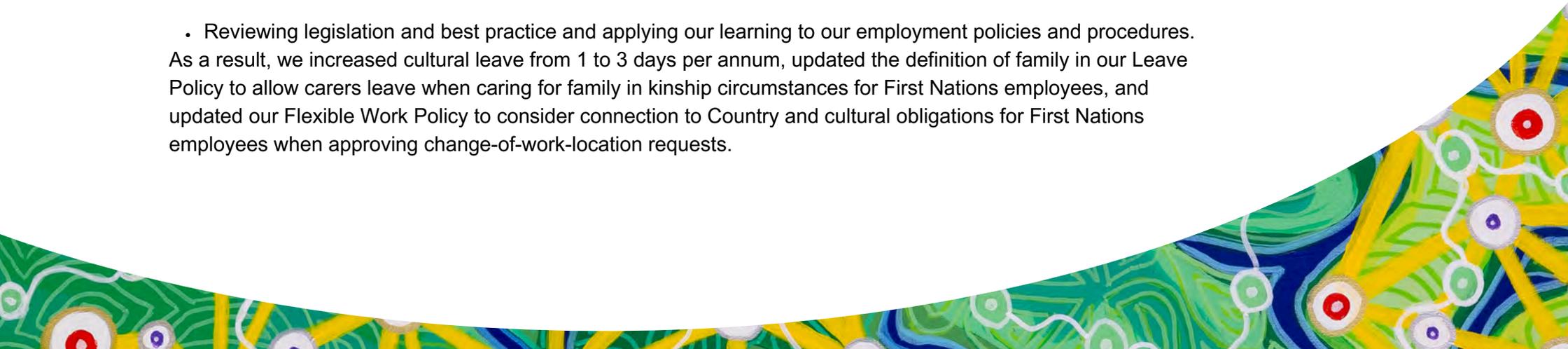
As an employer, our key contribution to reconciliation centred on:

- Finding ways to improve employment outcomes for First Nations people.

Through the course of the year, we developed and established two full-time trainee positions for First Nations people based in Orange, NSW, one in Agri-Lending and the other in Business Administration. We worked in collaboration with a traineeship provider and were pleased to welcome our new trainees during the year.

- Reviewing legislation and best practice and applying our learning to our employment policies and procedures.

As a result, we increased cultural leave from 1 to 3 days per annum, updated the definition of family in our Leave Policy to allow carers leave when caring for family in kinship circumstances for First Nations employees, and updated our Flexible Work Policy to consider connection to Country and cultural obligations for First Nations employees when approving change-of-work-location requests.





## Education

We conducted a Reconciliation Australia RAP Barometer Survey for all employees to ascertain cultural awareness levels and inform our learning and development approach. Key actions resulting from the survey predominantly connect to activities planned for this, our Innovate RAP. Some of our key activities in the Education space included rolling out cultural awareness and unconscious bias training to all staff; training for our RAP Working Group members; and developing our Acknowledgement of Country and Welcome to Country protocols.



## Engagement

Working through our Reflect RAP involved getting to know a lot of Indigenous stakeholders in our local community, government agencies also undertaking RAPs, attending Reconciliation Australia led RAP Learning Circles to share information and insights, and establishing relationships with Indigenous training providers and suppliers. Reconciliation Australia also engaged with the RIC Board.

We reviewed initiatives to encourage engagement with and procurement from Indigenous businesses and updated our policies accordingly.

## Strengthened relationships

Key relationships that were developed during the course of our Reflect RAP include with artists Amy Kilby and Darren Charlwood and the Boomalli Aboriginal Artists Co-operative who assisted us in finding a RAP artist and educated us on Art's Law, best practice, and the importance of protecting intellectual property of Aboriginal artists.

We have developed a great working relationship with the Orange Aboriginal Medical Service (OAMS) and have assisted them with recruitment and held regular meetings with their People and Culture team to discuss ways that we can work together in the future. We also liaised with the Cultural team and CEO of the Orange Local Aboriginal Land Council (LALC) who helped put us in touch with local Wiradjuri artists.

Our CEO engaged with the Assistant Secretary, First Nations Branch at the Department of Agriculture, Fisheries and Forestry to learn about what the First Nations branch's function is and how it relates to RIC and our engagement with First Nations stakeholders, including farmers. RIC's Board were pleased to welcome representatives from Reconciliation Australia at a board meeting in Canberra.

Our RAP Working Group Chair and CEO met with the CEO of Yamagigu Consulting, an Indigenous consulting firm working on the Indigenous Agricultural Product Framework project. The project is funded by the Australian Government Department of Agriculture, Fisheries and Forestry (DAFF) and the Indigenous Land and Sea Corporation (ILSC). We were able to describe the functions of RIC and discuss the market potential for Indigenous agricultural products.

Roy Training Solutions, a First Nations owned and run training service, were engaged to deliver RIC's Cultural Awareness and Unconscious Bias training. This partnership was facilitated thanks to our use of Supply Nation.

Read our 2025 RAP Progress Report [here](#).



## Our RAP

RIC is committed to supporting the long-term growth, resilience and sustainability of Australia's agricultural economy—from administering low-interest loans to exploring more sustainable agricultural finance options. At RIC we recognise that caring for Country includes the agricultural landscape.

Our Reflect RAP has laid the groundwork for future initiatives with the hope of strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians, benefiting all through positive, trust-based, and respectful relationships across society.

Our RAP Working Group for this Innovate RAP are members from departments across our organisation, with 2 members identifying as First Nations people.

- Heidi Gardiner, Executive Manager Human Resources, Chair RAP Working Group
- Christine Sims, Business Administration Trainee, Secretary RAP Working Group
- Olivia Meli, Human Resources Officer
- Chris Polain, Human Resources Officer
- Amanda Parris, Senior Credit Coach
- Tom Wolsey, Internal Budget and Contracts Manager

Our RAP Champion and CEO John Howard and RIC's leadership team, including executive directors and senior executives, and our Board are committed to the implementation and ongoing monitoring of the actions outlined here.



## Our goals

By embarking on our Innovate RAP journey, we aim to grow as an organisation and establish mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders. As with our Reflect RAP, our key goals focus on employment, continued education, and engagement.

We will continue to develop and execute effective employment programs and foster positive race relations through anti-discrimination strategies and enhance our recruitment, retention, professional development strategies of Aboriginal and Torres Strait Islander people.

We strive to increase our staff's understanding, respect, and recognition of Aboriginal and Torres Strait Islander cultures and histories through continued education, training, and engagement. This includes encouraging all staff to attend external NAIDOC Week events in their local area and ensuring the RAP WG participate in events in Orange NSW where RIC's head office is located. The Orange community celebrates NAIDOC Week in October each year due to the routinely cold weather in July when the official celebration is held.

Furthermore, we will continue developing mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples and businesses via seeking out new engagement opportunities.

# Our actions



## Relationships

At RIC, we are committed to continuing to improve our relationships and understandings of Aboriginal and Torres Strait Islander communities through the development of increased cultural awareness and education. These activities align with RIC’s strategic objective of ‘to be known for making a difference’ and our culture statement of ‘be bold and act with purpose’.

| Action  | Deliverable   | Timeline                   | Responsibility   |
|---|---|----------------------------|--|
| 1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations | 1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. | 31 March 2026              | Executive Manager Human Resources, Human Resources Officer |
|   | 1.2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations                | 31 March 2027              | Senior Credit Coach, Human Resources Officer               |
| 2. Build relationships through celebrating National Reconciliation Week (NRW)   | 2.1 Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff  | May 2026, 2027             | Human Resources Officer                                    |
|   | 2.2 RAP Working Group members to participate in an external NRW event   | 27 May- 3 June, 2026, 2027 | Human Resources Officer                                    |
|   | 2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW               | 27 May- 3 June, 2026, 2027 | Executive Manager Human Resources, CEO                     |

| Action  | Deliverable  | Timeline                   | Responsibility   |
|---|--|----------------------------|--|
|   | 2.4 Organise at least one NRW event each year  | 27 May- 3 June, 2026, 2027 | Human Resources Officer                                    |
|   | 2.5 Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a> .  | May 2026,2027              | Executive Manager Human Resources, Human Resources Officer |
| 3. Promote reconciliation through our sphere of influence | 3.1 Develop and implement a communications plan to raise awareness of reconciliation across our workforce.   | February 2026              | Executive Manager Human Resources                          |
|   | 3.2 Communicate our commitment to reconciliation publicly.   | June 2026, 2027            | CEO  |
|   | 3.3 Continue to explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.                          | June 2026, 2027            | Executive Manager Human Resources, CEO                     |
|   | 3.4 Continue to collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. | June 2026, 2027            | Executive Manager Human Resources, Human Resources Officer |

| Action  | Deliverable  | Timeline      | Responsibility   |
|---|--|---------------|--|
| 4. Promote positive race relations through anti-discrimination strategies | 4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.  | March 2026    | Executive Manager Human Resources, Human Resources Officer |
|   | 4.2 Review RIC's Diversity and Inclusion Policy to ensure adequate coverage of anti-discrimination provisions and measures and communicate with all staff.                           | April 2026    | Executive Manager Human Resources                          |
|   | 4.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on the updates to RIC's Diversity and Inclusion Policy. | February 2026 | Executive Manager Human Resources, Human Resources Officer |
|   | 4.4 Educate senior leaders on the effects of racism.   | April 2026    | Executive Manager Human Resources, CEO                     |



## Respect

RIC's focus is to develop initiatives to support local Aboriginal and Torres Strait Islander communities, including participation in culture events and providing career pathways, while continuing our cultural learning initiatives. This will assist with building RIC's integrity through the recognition and cultural awareness of reconciliation efforts.

| Action   | Deliverable  | Timeline         | Responsibility   |
|--|--|------------------|--|
| 5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. | 5.1 Continue to review cultural learning needs within our organisation in line with the development of RIC's annual corporation training plan.                 | April annually   | Executive Manager Human Resources                          |
|  | 5.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.                           | April 2026, 2027 | Executive Manager Human Resources                          |
|  | 5.3 Incorporate RIC's cultural learning strategy into the annual corporate training plan and communicate with staff.   | July annually    | Executive Manager Human Resources, Human Resources Officer |
|  | 5.4 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. | June 2026, 2027  | Human Resources Officer                                    |

| Action  | Deliverable  | Timeline                        | Responsibility   |
|---|--|---------------------------------|--|
| 6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.      | 6.1 Continue to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.                       | November 2025, 2026             | Executive Manager Human Resources, CEO                 |
|   | 6.2 Continue to communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country  | June 2026, 2027                 | CEO  |
|   | 6.3 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at least annually.  | November 2025                   | Executive Manager Human Resources, CEO                 |
|   | 6.4 Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings in line with RIC's Welcome to and Acknowledgement of Country Guideline. | November 2025, 2026             | CEO  |
| 7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. | 7.1 RAP Working Group to participate in an external NAIDOC Week event.   | July / October 2025, 2026, 2027 | Senior Credit Coach                                    |
|   | 7.2 Review HR policies and procedures to assess if there are any barriers for staff participating in NAIDOC Week which can be removed.   | March 2026                      | Executive Manager Human Resources, Senior Credit Coach |
|   | 7.3 Promote and encourage participation in external NAIDOC events to all staff.  | July / October 2025, 2026, 2027 | Human Resources Officer                                |



## Opportunities

RIC is focused on ensuring opportunities for Aboriginal and Torres Strait Islander communities have no barriers to employment and our supplier network allows for Aboriginal and Torres Strait Islander businesses to form part of our supply chain.

| Action  | Deliverable  | Timeline          | Responsibility   |
|---|--|-------------------|--|
| 8.Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development. | 8.1 Continue to build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities in line with RIC’s annual Thrive development process. | June annually     | Executive Manager Human Resources, Human Resources Officer |
|   | 8.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.  | July annually     | Executive Manager Human Resources, Human Resources Officer |
|   | 8.3 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.   | August 2026, 2027 | Executive Manager Human Resources, Human Resources Officer |
|   | 8.4 Continue to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders  | July 2026, 2027   | Executive Manager Human Resources, Human Resources Officer |
|   | 8.5 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.  | March 2026        | Executive Manager Human Resources, Human Resources Officer |

| Action   | Deliverable  | Timeline        | Responsibility   |
|--|--|-----------------|--|
| 9. Strengthen Aboriginal and Torres Strait Islander trainee relationships with trainees and/or professional networks in the region | 9.1 Research local existing opportunities for RIC trainees to network with other Aboriginal and Torres Strait Islander trainees from external organisations. | June 2026, 2027 | Executive Manager Human Resources, Human Resources Officer               |
|  | 9.2 Engage with other RAP organisations in the Central West of NSW to create a RING (Reconciliation Industry Network Group).                                 | June 2026, 2027 | Executive Manager Human Resources, Human Resources Officer               |
| 10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.            | 10.1 Review and update RIC procurement policies and procedures to incorporate Aboriginal and Torres Strait Islander procurement strategies.                  | December 2025   | Internal Budget and Contracts Manager                                    |
|  | 10.2 Revisit the review of Supply Nation membership.   | June 2026, 2027 | Internal Budget and Contracts Manager                                    |
|  | 10.3 Continue to develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. | June 2026, 2027 | Internal Budget and Contracts Manager                                    |
|  | 10.4 Review and update procurement practices to identify any barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. | December 2025   | Internal Budget and Contracts Manager                                    |
|  | 10.5 Continue to develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.  | June 2026, 2027 | Internal Budget and Contracts Manager, Executive Manager Human Resources |



## Governance

RIC is committed to ensuring the success of the RAP Working Group by maintaining good governance and providing the appropriate support and resources for the effective implementation of all RAP commitments.

| Action  | Deliverable  | Timeline   | Responsibility  |
|---|--|--|---|
| 11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP. | 11.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG.                 | February, May, August, November 2026, 2027           | Executive Manager Human Resources, Human Resources Officer                                    |
|   | 11.2 Update and maintain a Terms of Reference for the RWG                                      | June 2026  | Senior Credit Coach   |
|   | 11.3 Meet at least four times per year to drive and monitor RAP implementation.                | October, December 2025, 2026, March, July 2026, 2027 | Executive Manager Human Resources, Business Administration Trainee                            |
| 12. Provide appropriate support for effective implementation of RAP commitments.                | 12.1 Define resource needs for RAP implementation.   | September 2025                                       | Internal Budget and Contracts Manager, Executive Manager Human Resources, Senior Credit Coach |
|   | 12.2 Continue to engage our senior leaders and other staff in the delivery of RAP commitments. | September 2025                                       | CEO   |

| Action   | Deliverable  | Timeline                                 | Responsibility   |
|--|--|--|--|
|  | 12.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.  | September 2025                           | Senior Credit Coach  |
|  | 12.4 Maintain an internal RAP Champion from senior management.   | August 2027                              | CEO  |
| 13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | 13.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. | June annually                            | Trainee Business Administration Assistant                  |
|  | 13.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey   | 1 August annually                        | Trainee Business Administration Assistant                  |
|  | 13.3 Complete and submit the annual RAP Impact Survey to Reconciliation Australia  | 30 September, annually                   | Executive Manager Human Resources, Human Resources Officer |
|  | 13.4 Report RAP progress to all staff and senior leaders quarterly.  | August, November, February, May annually | Executive Manager Human Resources                          |
|  | 13.5 Publicly report our RAP achievements, challenges and learnings, annually.   | August 2026, 2027                        | Executive Manager Human Resources, Human Resources Officer |

| Action   | Deliverable  | Timeline      | Responsibility   |
|--|--|---------------|--|
|  | 13.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.         | January 2026  | Executive Manager Human Resources, Human Resources Officer |
|  | 13.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.          | August 2027   | Executive Manager Human Resources                          |
| 14. Continue our reconciliation journey by developing our next RAP | 14.1 Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP. | February 2027 | Executive Manager Human Resources                          |



**Contact details**

Name: Heidi Gardiner

Position: Executive Manager Human Resources

Phone: 02 6360 7627

Email: [Heidi.Gardiner@ric.gov.au](mailto:Heidi.Gardiner@ric.gov.au)

