



Year 1 RAP Progress Report: April 2024-April 2025.

World Expeditions Travel Group (WETG)
Innovate Reconciliation Action Plan.



Larapinta, NT. Luke Tscharke

ACKNOWLEDGMENT 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 and present. 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.



PURPOSE

In April 2024, the World Expeditions Travel Group (WETG) launched its inaugural Innovate Reconciliation Action Plan (RAP). Our Innovate RAP is implemented over two years.

This Year 1 Report outlines the achievements made since April 2024.

Our Innovate RAP is made up of four pivotal areas of focus that direct our actions and dedication to the purpose of reconciliation, and this report is presented in these areas:

1. Relationships
2. Respect
3. Opportunities
4. Governance



TERMS USED

Throughout this report the terms "Aboriginal and Torres Strait Islander", "Indigenous," and "First Nations" are used interchangeably to refer to Aboriginal and Torres Strait Islander Peoples of Australia. We acknowledge that these terms do not fully capture the rich cultural identities and preferences of these communities.

A group of hikers is seen from behind, ascending a rocky, reddish-brown trail. The hikers are wearing various outdoor gear, including hats, backpacks, and trekking poles. The landscape is rugged with sparse green vegetation and large, layered rock formations in shades of red and orange. The sky is blue with light clouds. The overall scene is one of a challenging hike in a natural, mountainous environment.

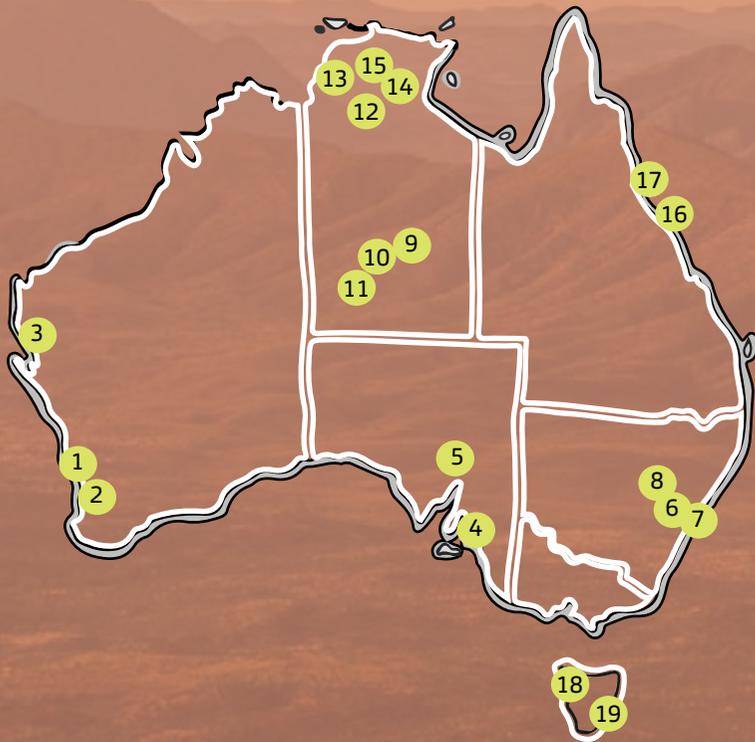
MESSAGE FROM THE CHAIR RAP WORKING GROUP

“Through our Reconciliation Action Plan, we are committed to listening, learning, and working in partnership with First Nations peoples. From our office spaces to the wild places we explore, we seek to honour culture, acknowledge truth, and take action that supports reconciliation on the ground. Now more than ever, the World Expeditions Travel Group reaffirms its steadfast dedication to reconciliation. The Voice to Parliament referendum (Oct. 23) was deeply connected to the broader mission of reconciliation in Australia, serving as both a symbolic and practical step toward acknowledging and addressing the historical and systemic inequalities faced by Indigenous Australians. While the referendum’s outcome marked a setback for reconciliation, the World Expeditions Travel Group has remained resolute over the past 12 months in embedding our commitment into every aspect of what we do. Inspired by the 2025 National Reconciliation Week theme, “Bridging Now to Next”, we stand ready to move forward together, guided by the lessons of the past and the promise of a better future.

- Donna Lawrence.

Hiking along the Larapinta Trail, NT. Luke Tscharke

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FIRST NATIONS PARTNERSHIPS

Western Australia

1. Didgeridoo Cave Tour, connect with Wadandi history in a 90-minute Ngilgi Cave tour, operated by Koomal Dreaming.
2. 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.

3. 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.

South Australia

4. Victor Harbour Granite Island Tour and Coorong Waterways boat tour in conjunction with Kool Tours and Ngarrindjeri guides.
5. Sacred Canyon Tour led by Adnyamathanha guides from Wadna Tours on Ikara Flinders Ranges Country.

New South Wales

6. 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.
7. GUNDUNGURRA – Uncle David King, cultural immersions delivered at Gargaree (The Gully) in Katoomba.

8. WIRADJURI – Wirimbili Cultural Tours, cultural immersions delivered at Ganguddy (Dunns Swamp) in Wollemi National Park.

Northern Territory

9. Kungas Can Cook, an indigenous bushfoods business, is 100% Aboriginal owned and operated by Rayleen Brown.
10. Standley Chasm, is privately owned and operated by the Western Arrernte people. Culture Session with local guide

11. Karrke cultural tours is an Indigenous-owned and -operated business on Luritja and Pertame Country.

12. Pudakul Aboriginal Ecological Experience (Welcome to Country and Walk around billabong), operated by Pudakul Aboriginal Cultural Tours by Wulna Elders on Limilngan-Wulna Land.

13. Yellow Water Cruise, operated by Kakadu Tourism (First Nations owned) on Ngurrungurrudjba (traditional name of Yellow Water Billabong)

14. Warradjan Cultural Centre, operated by Kakadu Tourism (First Nations owned), curated by and central to Bininj and Munguyy people on Murrumburr Country.

15. NitNit Dreaming Two Gorge Tour, operated by Nitmiluk Tours on Jawoyn Land.

Queensland

16. Ngaro Track (Whitsundays) – the Gia and Ngaro People.

17. Thorsborne Trail (Hinchinbrook Island) the Bandjin and Girraway People.

Tasmania

18. Tarkine, Trish Hodge from NITA Education provides a Welcome to Country with a smoking ceremony and cultural discussion.

19. Freycinet National Park, Trish Hodge from NITA Education provides a Welcome to Country and cultural yarn.



1. 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.

ACTION	DELIVERABLES	STATUS
<p>Establish and maintain mutually beneficial relationships with a diverse range of Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	<p>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.</p>	<p>In Progress</p>
	<p>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. This might involve utilising various communication channels, languages, and cultural approaches</p>	<p>Complete</p>
	<p>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.</p>	<p>Complete</p>
	<p>Establish regular feedback mechanisms to ensure ongoing communication and responsiveness to the evolving needs of our Aboriginal and Torres Strait Islander stakeholders.</p>	<p>Complete</p>
	<p>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.</p>	<p>Complete</p>

STATUS KEY: Green = Complete Blue = In Progress Red = No Progress

Hikers on the Larapinta Trail, NT. Luke Tscharke.

WETG Reconciliation Action Plan Progress Report.

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

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WETG Reconciliation Action Plan Progress Report.

ACTION	DELIVERABLES	STATUS
<p>Continued Promote reconciliation through our sphere of influence.</p>	<p>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.</p>	
	<p>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.</p>	
	<p>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.</p>	
	<p>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.</p>	
	<p>Incorporate mention of our Reconciliation Action Plan into sales presentations for all schools featuring cultural immersion programs.</p>	
<p>Promote positive race relations through anti-discrimination strategies.</p>	<p>Continually review our HR policies to identify existing anti-discrimination, harassment, and bullying provisions, ensuring we address current needs and prepare for future requirements.</p>	
	<p>Continually review, execute, and communicate a robust anti-discrimination, harassment, and bullying policy within our organisation.</p>	
	<p>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.</p>	
	<p>Educate senior leaders to deepen their understanding of the effects of racism, fostering a culture of empathy and awareness within our organisational leadership.</p>	
	<p>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.</p>	
	<p>Evaluate the communication strategy for our anti-discrimination, harassment, and bullying policy during trips.</p>	

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Hikers on the Larapinta Trail, NT. Luke Tscharke.

WETG Reconciliation Action Plan Progress Report.

BUILDING STRONG RELATIONSHIPS IN ACTION.

- In collaboration with Aboriginal advisors from our RAP Working Group, we revised our Discrimination, Bullying, and Harassment Policy and created a training module to enhance employees' understanding of the impacts of racism. This initiative aims to foster empathy and awareness across our organisation. The training is now a mandatory part of employee induction and annual training.
- We worked with the Aboriginal advisors from our RAP Working Group to establish a Cultural Safety Policy and design a corresponding training module to promote cultural safety and educate employees on how we integrate cultural respect and awareness into our practices, policies, and procedures. It is also included in the mandatory induction and annual training for all employees.
- A Cultural Engagement strategy has been developed and shared to build and strengthen mutually beneficial partnerships with a diverse range of Aboriginal and Torres Strait Islander stakeholders and organisations across WETG's Australian operational bases. This two-year plan, spanning January 2025 to January 2027, requires each operational base manager to connect with at least two individuals or organisations annually to ensure meaningful and ongoing consultation.
- Tasmanian Expeditions maintains its collaboration with the palawa kani business hub to identify and foster relationships with aligned palawa-owned businesses. Additionally, two key Tasmanian Expeditions employees participated in the palawa kipli tour in February 2025.
- Ongoing consultations are conducted with the Aboriginal advisors on our RAP Working Group, including Trish Hodge, David King, Rayleen Brown, and Roxanne Highfold.
- Blue Mountains Adventure Company (BMAC) provided sponsorship to the Dhurug Community Space and Uncle Lex through an annual \$10,000 community levy. BMAC staff helped refurbish the Gunya Shed Community Space. BMAC also funded part of the Shadow Rangers program; an initiative aimed at First Nations people working on Country to protect the bush and record cultural sites, as well as funding necessary equipment such as trailers.
- During National Reconciliation Week 2024, we hosted a virtual afternoon tea on June 3, featuring Rayleen Brown, the founder of Kungkas Can Cook, a renowned bushfood catering business in Central Australia. All Australian employees were invited to join as Rayleen shared her extensive knowledge of bushfoods and her inspiring personal journey. As a dedicated member of our Reconciliation Action Working Group, she passionately advocates for First Nations rights and the importance of wild-harvested bush tucker in supporting local communities and preserving cultural heritage. The event was also officially registered on the NRW website.
- For NAIDOC 2024, we proudly sponsored the Redfern Community NAIDOC event, contributing a Blue Mountains Adventure Company trip as a prize.
- In National Reconciliation Week 2025, we organised a special screening of In My Blood It Runs on Tuesday, May 27. Open to all Australian employees, the film was screened in the Sydney office and livestreamed to our offices in Alice Springs, Katoomba, Launceston, Melbourne, and Brisbane. The producer and director, Maya Newell, joined virtually, facilitating a Q&A session following the screening. The event was also tied to Children's Ground's Wear it Yellow fundraising campaign, encouraging attendees to wear yellow in support of donations. The same event was held in our Darwin office on Thursday 29 May, at which Dujuan, the star in the film, attended for a Q&A session.
- Additionally, 45,000 Australian subscribers to our e-newsletter received an invitation and access to watch In My Blood It Runs for free during NRW, with an opportunity to contribute to the Wear it Yellow fundraising campaign. To promote engagement, two media releases highlighting the event and the free film screening were distributed to the Travel Trade media.
- When this report was published, the NRW 2025 event was set to take place in one week. The outcomes of the event will be shared in the next RAP Progress Report.
- WETG joined the Tourism Reconciliation Industry Network Group (RING) and actively participated in the Tourism RING Workshop hosted by Tourism Australia on February 12. This workshop provided tourism businesses with a RAP the opportunity to share challenges, celebrate successes, and learn from Indigenous speakers.
- The Operations Manager of Tasmanian Expeditions has become a member of Reconciliation Tasmania, further strengthening our connections and commitment to reconciliation efforts.
- We engaged with Reconciliation NSW, QLD, and VIC to develop Acknowledgement of Country posters, which are now being displayed in our Sydney, Brisbane, and Melbourne offices.
- In our School Groups division, a copy of the RAP is provided to the coordinating teacher, who shares it with students participating in trips that include a cultural immersion component. Additionally, the RAP is featured in presentations given to schools involved in such culturally immersive trips.

WETG Reconciliation Action Plan Progress Report.



2. 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.

ACTION	DELIVERABLES	STATUS
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.	Green
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Green
	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.	Green
	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.	Green
	Deepen staff's appreciation for cultural elements tied to the environment through hosting a minimum of two annual "Caring for Country" sessions.	Blue
	Seek formal approval from the relevant Traditional Owners to endorse cultural elements within our interpretation manuals.	Green
	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.	Green
	Incorporate a meaningful cultural experience or approved cultural interpretation into every Australian tour.	Blue

STATUS KEY:

Green = Complete

Blue = In Progress

Red = No Progress

WETG Reconciliation Action Plan Progress Report.

ACTION	DELIVERABLES	STATUS
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.	
	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.	
	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.	
	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.	
	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.	
	Ensure the recognition of traditional place names for all Australian tours on websites and advertising materials.	
	Incorporate location-specific Acknowledgement of Country into the opening lines of trip descriptions for each tour.	
	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.	
	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.	
	Display an Acknowledgement of Country commemoration at each Australian office building, 7 in total.	
Introduce the option to include our company's Acknowledgement of Country in email signatures for Australian-employed staff.		

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WETG Reconciliation Action Plan Progress Report.

ACTION	DELIVERABLES	STATUS
Continued Demonstrate respect for Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	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.	
	Provide the option for all Australian employed office staff to work on Australia Day and take a day off in lieu.	
	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.	
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.	
	Conduct a thorough review of HR policies and procedures to identify and eliminate any barriers that may hinder staff participation in NAIDOC Week.	
	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 celebrations by distributing an event schedule to all office and operating locations across Australia, highlighting local NAIDOC Week events.	
	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.	
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.	

STATUS KEY:

Green = Complete

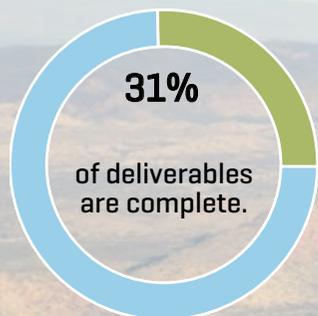
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WETG Reconciliation Action Plan Progress Report.

RESPECT IN ACTION

- We have developed a cultural learning strategy tailored to our staff and locations, spanning the period from January 2025 to January 2027.
- By April 2026, nine RAP Working Group members and HR managers will have completed the Cultural Competency Course provided by the Centre for Cultural Competence Australia.
- Each year, Australian guides undergo cultural learning training conducted by a local First Nations person, equipping them with the skills needed to deliver meaningful and respectful Acknowledgements of Country specific to the locations of their tours.
- A Welcome to and Acknowledgement of Country Policy has been established, along with an online training module. All Australian employees, including office staff and guides, are required to complete this training during their induction and as part of their mandatory annual training.
- A non-Aboriginal-endorsed Caring for Country initiative was carried out on Wiradjuri Country in the Gardens of Stone State Conservation Area near Lithgow. This involved planting 250 seedlings in collaboration with National Parks, with participation from eight Blue Mountains Adventure Company (BMAC) guides.
- Significant progress has been made in acknowledging traditional place names for all Australian tours featured on our websites. Both Australian Walking Holidays and Blue Mountains Adventure Company are actively compiling lists of place names to integrate into their respective platforms. Meanwhile, Tasmanian Expeditions has already completed this initiative for all their trips. The overall project is scheduled for completion by October 2025.
- The Blue Mountains Adventure Company has also introduced location-specific Acknowledgements of Country at the beginning of each trip description. The next phase will focus on implementing this practice across Australian Walking Holidays and Tasmanian Expeditions.
- The Uluru Statement of the Heart and an Acknowledgement of Country poster are visibly showcased across all our offices, including Sydney, Melbourne, Brisbane, Launceston, Katoomba, Alice Springs, and Darwin.
- On Australia Day 2025, all Australian-based office staff were offered the choice to work on 26 January and take a day off in lieu. Over half of the team, 53%, opted to work on this day.



3. 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.

ACTION	DELIVERABLES	STATUS
<p>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</p>	<p>Gain insight into the current representation of Aboriginal and Torres Strait Islander staff to shape future employment and professional development opportunities.</p>	<p>Blue</p>
	<p>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.</p>	<p>Blue</p>
	<p>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.</p>	<p>Blue</p>
	<p>Utilise tailored communication channels to advertise job vacancies, ensuring the outreach is optimised to effectively connect with Aboriginal and Torres Strait Islander stakeholders.</p>	<p>Red</p>
	<p>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.</p>	<p>Blue</p>
	<p>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.</p>	<p>Red</p>

STATUS KEY: Green = Complete Blue = In Progress Red = No Progress

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ACTION	DELIVERABLES	STATUS
Continued Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	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 Aboriginal and Torres Strait Islander employment exhibition annually.	
	Explore the possibility of establishing a permanent in-house role at World Expeditions for an Aboriginal and Torres Strait Islander advisor.	
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	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.	
	Investigate Supply Nation membership.	
	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.	
	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.	
	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.	
	Conduct a thorough evaluation of our existing suppliers and contractors, exploring opportunities to integrate more First Nations-owned businesses where applicable.	
	Increase the representation of First Nations suppliers and contractors in our Australian operations by a targeted 3% increment.	
	A minimum of 3% annually of our Australian procurement spend will go towards Aboriginal and Torres Strait Islander businesses.	
A minimum of 5% annually of our Australian procurement spend will go towards Aboriginal and Torres Strait Islander businesses.		

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WETG Reconciliation Action Plan Progress Report.

ACTION	DELIVERABLES	STATUS
<p>Increase the proportion of experiences on our itineraries led by Aboriginal and Torres Strait Islander partners by 3%.</p>	<p>Forge collaborations with local Aboriginal and Torres Strait Islander businesses and organisations, integrating fresh experiences into our Australian tour itineraries.</p>	
<p>Implement beneficial projects for local Aboriginal and Torres Strait Islander communities.</p>	<p>Implement at least one regenerative 2030 project that directly benefits Aboriginal and Torres Strait Islander communities through the World Expeditions Foundation annually.</p>	

OPPORTUNITIES IN ACTION

- The World Expeditions Foundation raised \$7,500 to support the Indigenous Marathon Foundation in running an 8-week I-CAN program across two schools in Far North Queensland during Term 4, 2024. Students at the Northern Peninsula Area (NPA) State College – Bamaga and Injinoo Junior campuses (Primary School) took part in the seven-week initiative, which included health screenings, weekly games and activities, and a vibrant colour fun run involving both the schools and the local community.
- Additionally, in 2025 the Foundation raised \$10,000 for the Indigenous Literacy Foundation to purchase and distribute 1,000 culturally relevant books to students in remote Aboriginal communities.
- On March 25, 2025, we hosted our inaugural Traditional Owner Open Day to introduce our work in the region and

highlight training and employment opportunities within our Larapinta Trail operations. Historically, our job postings have drawn limited interest from Traditional Owners, possibly due to the perceived complexity of the roles or high qualification requirements. The Open Day aimed to address these barriers by showcasing a broad range of tasks, both simple and complex, associated with delivering our trips, demonstrating the diversity of employment possibilities.

Key Objectives:

- » Introduce attendees to World Expeditions and our local team, fostering engagement and consultation.
- » Provide an overview of Larapinta Trail operations, including various activities conducted in the shed and in the field.
- » Spark interest in different roles and tasks within our

- operations, inspiring attendees to explore their potential.
- » Collect contact information from those interested to facilitate future training and employment in areas aligned with their preferences.
- » Schedule return visits for interested individuals to complete employment paperwork and begin training in their chosen areas of operation.

The event was a success, with eleven attendees, five of whom committed to returning to initiate training plans. Interest in the initiative has continued to grow, prompting arrangements for additional Traditional Owners and local Aboriginal people to visit our Alice Springs base to discuss opportunities further.



4. GOVERNANCE

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.

ACTION	DELIVERABLES	STATUS
Establish and maintain an effective RAP Working Group to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Green
	Establish and apply a Terms of Reference for the RWG, and review membership annually.	Green
	Meet at least four times per year to drive, monitor and report on RAP implementation.	Green
	RWG reviews progress against the RAP annually.	Green
Provide appropriate support for effective implementation of RAP commitments.	Identify and specify the resources required to effectively implement the actions outlined in the RAP.	Green
	Engage all domestic Australian staff in the delivery of RAP commitments through quarterly updates.	Green
	Define and maintain appropriate systems to track, measure and report on RAP commitments, and determine responsibilities and timeframes for providing data.	Green
	Appoint and maintain an internal RAP Champion from senior management.	Green

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ACTION	DELIVERABLES	STATUS
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	
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	
	Report RAP progress to all staff and senior leaders quarterly.	
	Publicly report our RAP achievements, challenges and learnings, annually.	
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	
	Submit a traffic light report 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.	
	Submit a draft Stretch RAP to Reconciliation Australia for review.	

GOVERNANCE IN ACTION:

- Andy Mein, the manager of the Blue Mountains Adventure Company, was designated as the internal RAP Champion.
- The Terms of Reference for the RAP Working Group (RWG) were clearly defined and communicated.
- A centralised MS Teams channel is established to monitor RAP commitments, assign responsibilities, and set deadlines for data provision.
- Since April 2024, the RAP Working Group has convened on four occasions to guide, monitor, and report on the progress of RAP implementation.
- All four Aboriginal advisors attended the October 2024 RWG meeting, with three participating in the April 2025 meeting.
- On 29th September 2024, the annual RAP Impact Survey was completed and submitted to Reconciliation Australia.
- An Acknowledgement of Country statement is permanently featured in the footer of the following brand websites, along with a dedicated RAP page: World Expeditions, Australian Walking Holidays, Tasmanian Expeditions, Blue Mountains Adventure Company and Australia Cycle Tours.
- Between May and June 2024, an e-newsletter was distributed to subscribers of World Expeditions, Australian Walking Holidays, Blue Mountains Adventure Company, and Australia Cycle Tours to announce the RAP and promote National Reconciliation Week.
- The Blue Mountains Adventure Company shared two distinct stories in celebration of NAIDOC Week 2024. Additionally, Australia Walkabout Holidays and World Expeditions each published two separate posts commemorating Australia Day 2025.

World Expeditions Travel Group (WETG) Innovate Reconciliation Action Plan.

World Expeditions Travel Group
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