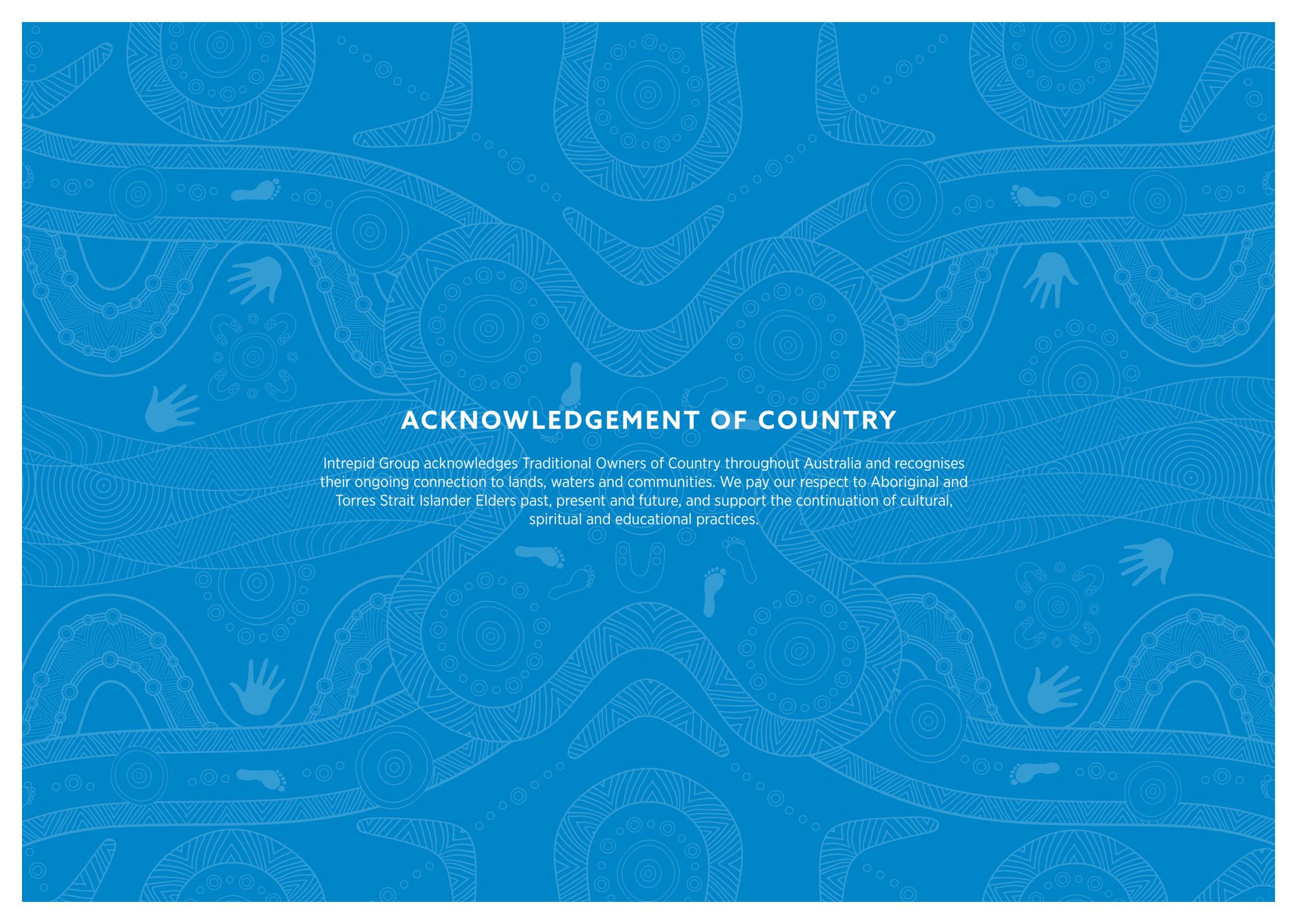


Intrepid Group

RECONCILIATION ACTION PLAN

JANUARY 2019 - JANUARY 2020





ACKNOWLEDGEMENT OF COUNTRY

Intrepid Group acknowledges Traditional Owners of Country throughout Australia and recognises their ongoing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander Elders past, present and future, and support the continuation of cultural, spiritual and educational practices.



◎ ABOUT THE ARTIST

Dixon Patten is a proud Yorta Yorta and Gunnai man and has family bloodlines from Gunditjmara, Dhudhuroa, Wiradjuri, Yuin, Wemba Wemba, Barapa Barapa, Monaro.

Dixon is an experienced graphic designer and practicing artist and has several family members who have influenced him and have given him knowledge of traditional art practices and stories. Before moving into freelance operation Dixon was employed by the Koorie Heritage Trust Cultural Centre in Melbourne for eight years.

During this time his understanding of local history and the integral role that art plays in community deepened.

“Art is a visual language and an effective communicative tool, Aboriginal people have been using this tool for millennia. I feel it is my cultural obligation to continue that tradition”.

◎ ABOUT THE ARTWORK

The artwork represents connection, journey, community, respect for Country and walking together in unity.

The centre circle represents Aboriginal and non-Aboriginal people exchanging knowledge.

The water represents life’s journey.

The pathways with feet represents walking together to achieve reconciliation, the pathways point to 4 corners and symbolises people from all over the world coming to Australia and learning about and from Aboriginal people.

Bayila Creative is a 100% Aboriginal owned business and was founded in our hometown of Melbourne (Narm) and established with the intention of providing a platform to bring forth indigenous culture, art and stories to the corporate world and to interpret the Aboriginal community’s creative needs in an organic way.

Bayila is the Yorta Yorta word for Red Gum. Just like the ‘Red Gum’, Bayila has it’s feet firmly planted in the ground. Bayila’s values mirror the Aboriginal cultural principles of respect, listening, sharing and connection.

Bayila Creative
www.bayila.com.au | info@bayila.com.au





MESSAGE FROM INTREPID GROUP CEO

2019 marks 30 years since Intrepid Travel was founded by two Australians with a vision of changing the way people see the world. Milestones like this provide an opportunity not only for celebration, but also for reflection.

We're immensely proud of how much Intrepid has achieved over the past three decades. Our business has grown from a kitchen table in Melbourne to become the world's largest adventure travel company. That growth has enabled us to become a leader in responsible travel and spread the social, economic, and environmental benefits of tourism around the world. In 2018 we achieved B Corp certification, cementing our commitment to transparency, accountability and continuous improvement as we join a community of businesses that are a force for good.

It's time for us to acknowledge that we can be better. The truth is that for all the good work we've done to empower communities in the places we visit, we haven't done enough here in Australia.

So, it is with a mixture of pride and determination that I'm pleased to introduce Intrepid Group's first Reconciliation Action Plan (RAP).

We believe that travel has an unrivalled ability to unite us in our differences. It can play a significant role in establishing peace, compassion and equality across the globe.

Our 2019-2020 RAP formalises our commitment to using our business to close the gap between our First Nations people and non-Indigenous Australians. Our intention is not only to improve what we do on our trips, but to ensure all our staff and stakeholders can participate in our ongoing reconciliation journey.

In this plan, we outline how we'll work towards this by increasing our support for First Nations businesses, enhancing Aboriginal and Torres Strait Islander leadership through innovative partnerships and employment opportunities, and continuing to build cultural awareness and understanding among our staff and travellers. We will regularly measure and evaluate our progress to better ensure that our business has a positive impact and engages with Australia's First People in a meaningful way.

A sincere thanks to Reconciliation Australia for their guidance and support in the development of our first RAP. We look forward to continuing to work together to help establish a stronger, more unified future for Australia.



James Thornton
Chief Executive Officer
Intrepid Group

MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia is delighted to welcome Intrepid Group to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, Intrepid Group joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides Intrepid Group a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, Intrepid Group will lay the foundations for future RAPs and reconciliation initiatives.

We wish Intrepid Group well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Intrepid Group on its first RAP, and look forward to following its ongoing reconciliation journey



Karen Mundine
Chief Executive Officer
Reconciliation Australia

OUR VISION

Change the way people see the world

OUR VALUES



GROWTH

Stakeholders in our own success



RESPONSIBILITY

Think global, act local



INNOVATION

Thriving on new ideas and embracing change



PASSION

We are inspired by the work we do and the trips we offer



FUN

It's ingrained into who we are and what we do



INTEGRITY

Doing the right thing

OUR PURPOSE

- Share
- Create
- Lead
- Book
- Manage
- Sell
- Design
- Build
- Operate
- Live

The Best Travel Experience Ever



Adventure Tours group at Mackenzie Falls, Grampians



Traveller at Uluru, Northern Territory

ABOUT INTREPID GROUP

Intrepid Travel was founded almost 30 years ago by two friends from Melbourne who wanted to create a style of travel that could benefit both travellers and the people and places they visit. Today, we're a multi-brand global business that is now the world's largest provider of adventure travel experiences – or sustainable experience-rich travel, as we like to call it.

Intrepid Group is now made up of four tour operator brands, more than 20 destination management companies, and our not-for-profit The Intrepid Foundation.

As we've grown, so has our vision: we want to Change the Way People See the World. Our 2020 strategy is to grow with purpose, as we realise the more we grow, the more we can do to make a difference.

We believe our strength as a team is in our differences; and across our 40-plus global offices, we are about as diverse as they come. Our more than 1,800 staff and leaders are made up of around 70 different nationalities, and are a mix of races, cultures, sexual orientations and religions.

Across Australia we employ approximately 285 staff. Around 230 of them are based in Melbourne, with Business Development Managers located in each of the states and territories they support, along with other staff who work remotely.

While we do not currently capture data on the number of staff who identify as Aboriginal and/or Torres Strait Islander, we plan to provide staff with the opportunity to voluntarily self-identify. This will help us to determine the level of diversity within our organisation, helping us become a more inclusive business.

OUR PURPOSE BEYOND PROFIT

At Intrepid, we feel a responsibility to use travel as a force for good in the world. To do this, we look beyond the balance sheet, to focus on creating shared value for all our stakeholders. Here's how we lead with purpose beyond profit:

RESPONSIBLE BUSINESS

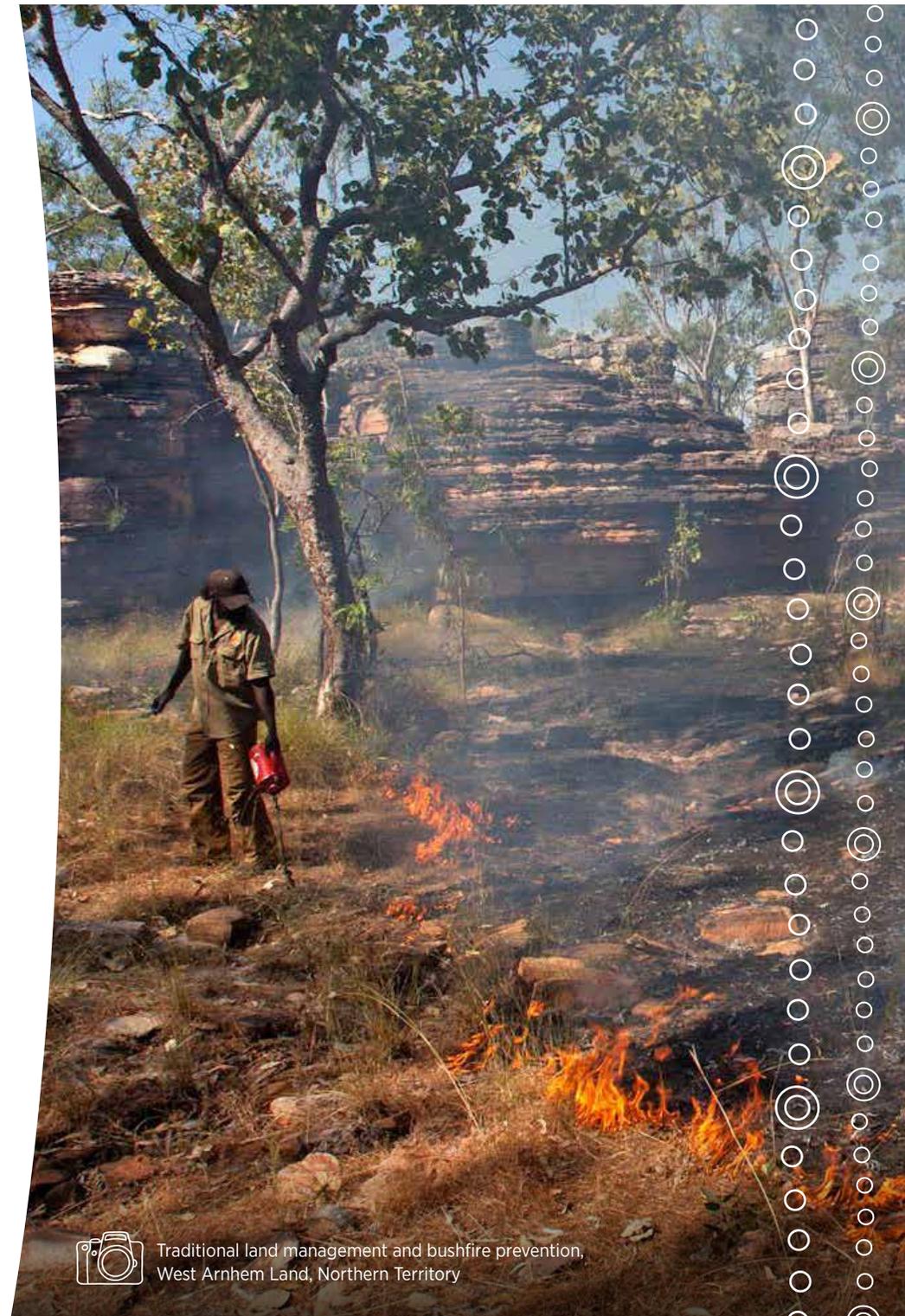
Intrepid was the first global travel company in Australia to have a dedicated Responsible Business department. We're committed to remaining a leader in our industry, and advocate for a range of important issues from human rights, to animal welfare and environmental conservation.

We realise our impact is stronger in numbers, and we work with a range of global partners to develop initiatives aimed at helping people and the planet to thrive. As such, we have been a signatory to the United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative, since 2008. We've adopted a global Human Rights Policy and are committed to protecting the rights of women, other marginalized groups and children, as well as supporting animal welfare and the environment. Last year, we also became a signatory to the UN's Women's Empowerment Principles. We're dedicated not only to operating our global business in a responsible manner but also to transparency and continuous improvement.

Our global carbon management program supports a range of environmental initiatives, including bushfire prevention and land management in West Arnhem Land, Northern Territory. This project is managed by local Aboriginal groups and supports people in returning to, remaining on and managing their country, the protection of biodiversity, the preservation and transfer of knowledge, the maintenance of Aboriginal languages and the wellbeing of Traditional Custodians.

THE INTREPID FOUNDATION

In 2002, the not-for-profit arm of the business, The Intrepid Foundation, was established to encourage travellers to give back to the places and people they visit. The purpose of the Foundation is simple: to empower travellers to make a difference by supporting locally led, grass-roots organisations that are working towards positive change in their communities. The Intrepid Foundation is committed to developing and maintaining long-term, mutually-beneficial partnerships to support sustainable development outcomes.



Traditional land management and bushfire prevention, West Arnhem Land, Northern Territory

OUR PURPOSE BEYOND PROFIT

RESPONSIBLE TRAVEL

We travel the local way – using local accommodation and transport, eating in local restaurants and employing local leaders, to ensure a larger share of tourism money stays where it belongs: in local pockets. This allows us to achieve a more authentic experience for our customers.

We also enhance local employment by working with locals to establish community-based tourism projects across the world. This enables travellers to experience the local culture while empowering the communities they visit to preserve their cultural heritage. As a carbon neutral company, we also offset all the emissions from our trips and our offices.

B CORP CERTIFICATION

In June 2018, we became a certified B Corp. This means we meet the highest possible standards of social and environmental performance, accountability and transparency. To achieve this third-party accreditation, 23 of our global businesses underwent a rigorous independent audit.

This certification makes us the largest B Corp in Australia, and the largest B Corp in the travel industry worldwide. It shows our commitment to being a business that creates long-term value for all our stakeholders. This includes our workers, our customers, and the communities we operate in.

Importantly, it provides us with a framework for continuous improvement – with a benchmark of the best in the world.



Pudakul Local, Northern Territory

OUR RECONCILIATION ACTION PLAN

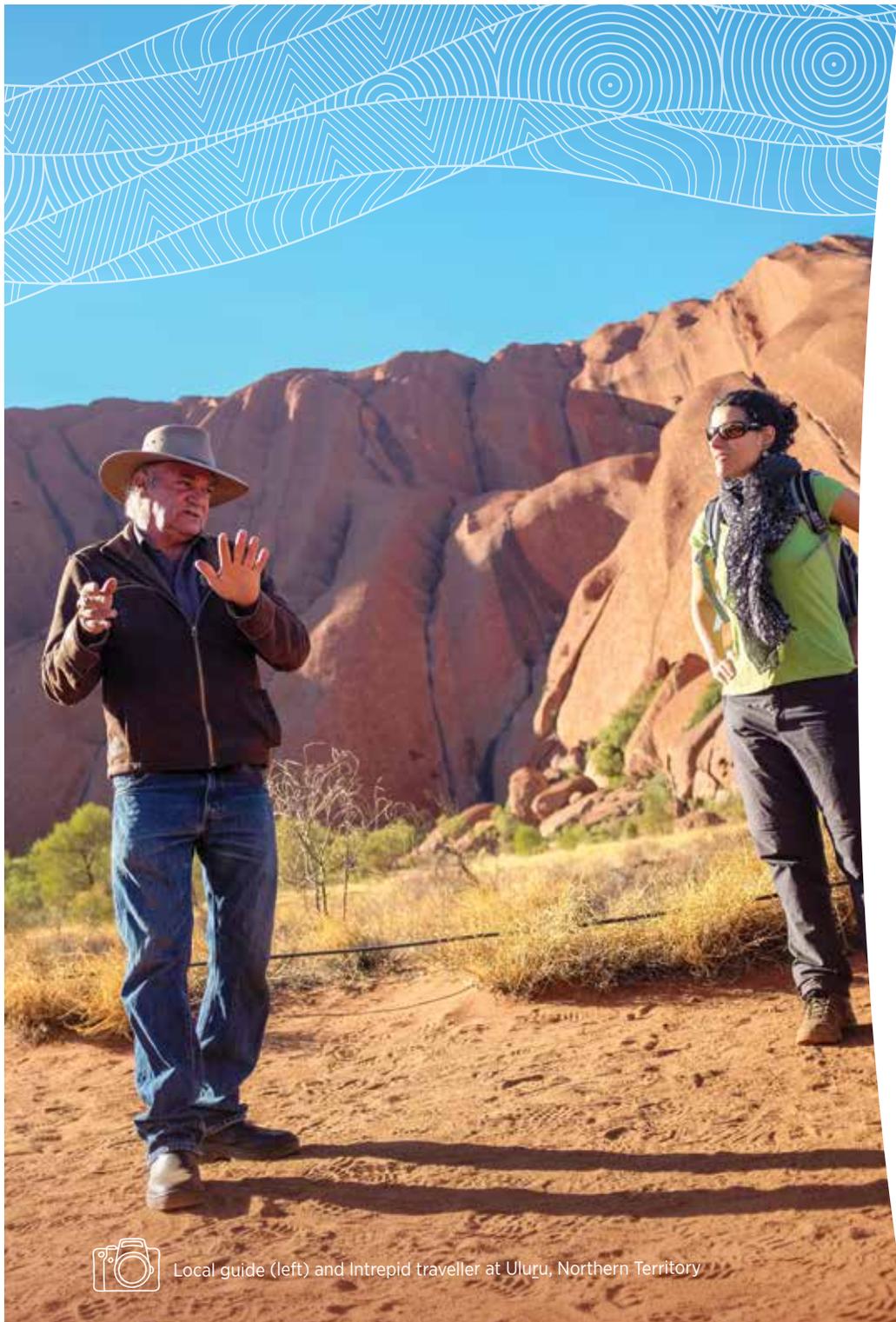
Intrepid Group is committed to working with Australia's First Peoples to create a better future. One that includes national reconciliation.

This RAP helps us to identify specific actions we can take throughout our business to support Australia's reconciliation journey.

We recognise that genuine reconciliation must involve working in partnership with local people; listening to and learning from diverse Aboriginal and Torres Strait Islander communities – including Traditional Custodians and Elders. We will revise and reflect on our approach, as we continue to explore how our business can make the most impact.

Intrepid has long been committed to respecting the local people and places we visit. In 1998, Adventure Tours Australia was amongst the first tour operators to stop climbing Uluru; campaigning for others to do the same. As an Australian-owned business, we couldn't consciously offer this experience knowing this is a sacred site for the local Anangu peoples. We were thrilled when the board for Uluru-Kaṯa Tjuta National Park voted unanimously to ban the climbing of Uluru from October 2019 onwards.

Intrepid Group has formed a dedicated RAP Working Group, with staff representation from all areas and levels of our organisation. Our RAP has been developed with input from both this group and senior management, along with recommendations and guidance from Jirra Harvey, Founder and Director of Kalinya Communications. Jirra established Kalinya because she believes everyone benefits from having access to cultural knowledge, a sense of connectedness and stories of resilience. More information about Jirra can be found on her website: <http://kalinya.com.au/>



Local guide (left) and Intrepid traveller at Uluru, Northern Territory

OUR AUSTRALIA BUSINESS

Nearly 12,000 travellers explore Australia with Intrepid through Adventure Tours/Intrepid Travel each year.

With more than 80 trips across Australia and New Zealand, we work closely with a range of local operators. We also have equity shares in many of the businesses that operate our trips, with major operational depots in Perth, Broome, Darwin, Alice Springs and Adelaide. These operational depots source our guides and manage our tours across the country, whilst our product team in Melbourne ensures our consistency of delivery; designing the itineraries in partnership with our local operators.

We currently work with a range of Aboriginal and Torres Strait Islander tour operators, who will continue to provide unique and engaging cultural experiences as part of our tour itineraries in 2019-2020. The close working partnerships we've established with Aboriginal and Torres Strait Islander communities continue to inform our understanding of the land and country, while also inspiring an appreciation and respect for the world's oldest living culture in our travellers.

OUR COMMITMENT TO RECONCILIATION

Intrepid Group recognises the importance and significance of Land, Place and Country to all Aboriginal and Torres Strait Islander communities, and that their histories, traditions and cultures are unique and complex.

In support of reconciliation, we will:

- Identify opportunities to support Aboriginal and Torres Strait Islander businesses particularly through sustainable tourism and the procurement of support services and products
- Build cultural awareness, understanding and respect among our staff and travellers
- Support Aboriginal and Torres Strait Islander leadership through innovative partnerships and employment opportunities within our business



Local Guide (right) and Intrepid traveller at Tower Hill, Victoria

OUR PARTNERSHIPS AND CURRENT ACTIVITIES

Intrepid Group remains committed to ongoing partnerships with a range of Aboriginal and Torres Strait Islander organisations and facilitating activities to foster learning and to support reconciliation as part of its day-to-day operations. These partnerships and activities include:

- Development of an Journey into East Arnhem Land tour in partnership with Lirriwi Tourism
- Intrepid Group CEO and Asia Pacific Regional Director attended Garma Festival in 2017
- Chief Purpose Officer and four selected staff attended Garma Festival in 2018
- Intrepid Group staff participated in a workshop led by Kalinya Communications in November 2017. The purpose was to bring together members of staff who were interested in participating in the development of a RAP Working Group for an initial discussion on the importance of supporting reconciliation and to begin to identify opportunities specific to our business.
- Jirra Harvey (Kalinya Communications) joined one of our Uluru Adventure tours to provide feedback on how we could improve the itinerary to ensure the included activities were respectful of the Anangu peoples, on whose land we travel.
- Belinda Duarte, CEO of Culture is Life and Tanya Hosch, General Manager of Inclusion and Social Policy from the AFL spoke at our annual Company Day on March 2nd. They spoke to the importance of reconciliation, with 400+ global staff in attendance as well as live-stream to our global offices.



Belinda Duarte, Intrepid Group Company Day, 2018

© STAFF REFLECTIONS 2017 AND 2018

“Through Intrepid Travel’s previous involvement and partnerships with First Nation Peoples’, we were approached by DEAL (Develop East Arnhem Land) to research and develop new tourism opportunities in East Arnhem Land. A small team of Intrepid staff flew to Nhulunbuy in May 2017 to meet and understand the local people and country of the Nyinyikay homelands (North East of Nhulunbuy). For me personally, it was a game changer ... spending time with Marcus and his family had me questioning many of things we do in everyday life.”

DAVID THOMSON, INTREPID GROUP SALES AND BRAND MANAGER,

“Attending the Garma Festival was a great opportunity to share ideas on RAP with other businesses and peers. Being on Yolngu country really gave me opportunity to critically think about the issues directly affecting Aboriginal and Torres Strait Islander peoples in these areas. I came away energised and inspired with ideas for our operations here in Australia, our Foundation, community projects and our RAP”

BRETT MITCHELL, INTREPID GROUP, GLOBAL LEADERSHIP TEAM MEMBER, 2017

We need to act, engage and consult meaningfully, while remembering that the reconciliation journey is not all about what we can achieve as an organisation, but how we can support and amplify First Nations voices and perspectives. This is a long-term commitment; it’s important to stay dedicated, be always learning, and challenge negative attitudes and bias. –

COLLABORATIVE STAFF REFLECTION AFTER GARMA FESTIVAL, 2018



View from Gulkula, Garma Festival site, 2018

KEY FOCUS AREAS

We have identified a range of ways we can, through our business, effectively develop relationships, foster respect, identify opportunities, and ensure strong governance and tracking processes. Working towards the actions and deliverables within the following four key focus areas will allow us to develop a strong foundation so we can continue to build on our commitment to reconciliation into the future.



1. RELATIONSHIPS



Intrepid Group is built on strong relationships, and we regard our people as our strongest asset. We recognise that strengthening relationships with Aboriginal and Torres Strait Islander peoples and communities is essential if we are to engage meaningfully in the reconciliation process in Australia.

The Intrepid Group commits to:

- Developing relationships with Aboriginal and Torres Strait Islander organisations to allow for more opportunities for collaboration between Aboriginal and Torres Strait Islander peoples and Intrepid Group staff.
- Maintaining and continuing to build on existing relationships with current Aboriginal and Torres Strait Islander partners and operators.

ACTION

DELIVERABLE

TIMELINE

RESPONSIBILITY

1.1 Establish a RAP Working Group

- Form a RAP Working Group that is operational to support the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation. This Group will include representation from all departments and a mix of senior and middle management, and staff.
- RAP Working Group to meet regularly; quarterly at minimum.

January 2019

Responsible Business Manager

January, April, June, September, November 2019

Responsible Business Manager

1.2 Build internal and external relationships

- Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere which we already work with and others we could approach to connect with on our reconciliation journey.
- Identify Aboriginal and Torres Strait Islander organisations that could be potential partners of the Intrepid Foundation. We will look for partners who have Aboriginal and Torres Strait Islander Leadership and those that are looking to find innovative ways to support livelihoods through sustainable travel.
- Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.

January 2019

Responsible Business Program Specialist, Destination Manager - Australia and New Zealand

January 2019

Intrepid Foundation Program Impact Manager for Australia

January 2019

Responsible Business Program Specialist

1.3 Celebrate/recognise Aboriginal and Torres Strait Islander dates of significance

- Create and circulate calendar of Aboriginal and Torres Strait Islander dates of significance to all staff.
- Ensure RAP Working Group members participate in at least one event per year to recognise an Aboriginal and Torres Strait Islander date of significance.

January 2019

Responsible Business Program Specialist

May 2019

Responsible Business Program Specialist

1.4 Participate in and celebrate National Reconciliation Week (NRW)

- Organize an event within our office.
- Encourage our staff to attend a NRW event.
- Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.
- Ensure our RAP Working Group participates in an external event NRW event to recognise and celebrate NRW.

May 2019

APAC Customer Care Consultant

May 2019

People Partner

April 2019

People Partner

May 2019

Responsible Business Program Specialist

1.5 Raise internal awareness of our RAP

- Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.
- Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.

February 2019

Responsible Business Manager

February 2019

APAC Customer Care Consultant

2. RESPECT



The Intrepid Group recognises that respect and understanding of the ancient and contemporary histories, traditions and cultures of Aboriginal and Torres Strait Islander peoples is essential in working towards reconciliation.

To demonstrate respect, the Intrepid Group commits to:

- Fostering an inclusive culture of respect and enabling staff to develop a better understanding and awareness of the diverse cultures, histories and traditions of all Aboriginal and Torres Strait Islander peoples.

- Providing opportunities for Intrepid Group staff to learn about the First Peoples of Australia in the workplace and offer opportunities for Aboriginal and Torres Strait Islander peoples to engage with Intrepid Group staff to exchange knowledge, stories and ideas.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2.1 Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> • Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. • Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. This data will be collected through a staff survey. • Conduct a review of cultural awareness training needs within our organisation through analysis of the staff survey and in discussions with a cross-section of staff from all departments. • With the support of Aboriginal and Torres Strait Islander leaders, deliver in office and online cultural awareness training for staff. • Intrepid Group staff to attend a significant cultural festival or event. • Provide learning resources for Melbourne office staff, including books by Aboriginal and Torres Strait Islander authors available for loan. • Consult and seek engagement from Aboriginal and Torres Strait Islander Elders and Traditional Custodians to evaluate and provide recommendations of how we can incorporate culturally appropriate practices on our itineraries, and ensure we are operating in a manner that is respectful to the Traditional Custodians of the land and waters where we operate. • Invite Aboriginal and Torres Strait Islander Elders and local Traditional Custodians to participate in a Speakers Series at our office, to provide opportunities for staff to learn more about local Aboriginal cultures, histories and achievements. • Organise film screenings from Reconciliation Australia's Film Club or Documentaries Australia Foundation in our Head Office. 	<ul style="list-style-type: none"> • March 2019 • April 2019 • May 2019 • April 2019 • November 2019 • January 2019 • September 2019 • March & August 2019 • March & July 2019 	<p>Responsible Business Manager</p> <p>Responsible Business Program Specialist, People Partner</p> <p>People Partner</p> <p>Responsible Business Program Specialist, People Partner, Destination Manager - Australia and New Zealand</p> <p>Chief Purpose Officer</p> <p>Responsible Business Program Specialist</p> <p>Regional Director and Destination Manager - Australia and New Zealand</p> <p>APAC Customer Care Consultant, Responsible Business Program Specialist</p> <p>APAC Customer Care Consultant, Responsible Business Program Specialist</p>
2.2 Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> • Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities. • Introduce our staff to NAIDOC Week by promoting community events in our local area. • Ensure our RAP Working Group participates in an external NAIDOC Week event. 	<ul style="list-style-type: none"> July 2019 July 2019 July 2019 	<p>Responsible Business Program Specialist</p> <p>APAC Customer Care Consultant</p> <p>People Partner</p>

2. RESPECT



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2.3 Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> Scope and develop a list of local Traditional Custodians of the lands and waters within our organisational sphere of influence. 	February 2019	Responsible Business Program Specialist, Product Manager for Australia
	<ul style="list-style-type: none"> Explore who the Traditional Owners are of the lands and waters in our local area 	February 2019	Responsible Business Program Specialist, Product Manager for Australia
	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). 	February 2019	People Partner, Responsible Business Program Specialist
2.4 Ensure our itineraries are culturally appropriate and respectful to Traditional Custodians, and clearly demonstrate our commitment to reconciliation to travellers	<ul style="list-style-type: none"> Gain the support of senior management and our operator partners to ensure this feedback is implemented. 	October 2019	Chief Purpose Officer
	<ul style="list-style-type: none"> Include a formal statement of Intrepid Group's commitment to reconciliation on relevant website and publications. 	February 2019 (and ongoing)	Global Communications Manager, Global Communications Advisor
	<ul style="list-style-type: none"> Purchase a map of Aboriginal and Torres Strait Islander language, clan and nation groups and display in Melbourne office common area. 	January 2019	Responsible Business Program Specialist
2.5 Create a culturally safe and welcoming environment	<ul style="list-style-type: none"> Display signs in Melbourne office to acknowledge Traditional Custodians and welcome Aboriginal and Torres Strait Islander peoples. 	January 2019	Responsible Business Program Specialist
	<ul style="list-style-type: none"> Purchase and display Aboriginal and Torres Strait Islander flags in the Melbourne office. 	January 2019	Responsible Business Program Specialist
	<ul style="list-style-type: none"> Introduce the option to include an Acknowledgement of Country in email signatures for Australian based staff. 	February 2019	Responsible Business Program Specialist
	<ul style="list-style-type: none"> Commence public events and key internal functions with either a Welcome to Country by a local First Nations Traditional Custodian, or an Acknowledgement of Country by a member of staff. 	January 2019 (and ongoing)	Chief Purpose Officer

3. OPPORTUNITIES



As an Australian leader in sustainable, experience-rich travel, the Intrepid Group recognises the importance of harnessing opportunities through increasing engagement with Aboriginal and Torres Strait Islander peoples, organisations, networks and communities.

The Intrepid Group commits to:

- Adapting and adjusting our processes to allow for increased engagement and to consider how we can facilitate more opportunities for Aboriginal and Torres Strait Islander peoples to be part of our work across all aspects of the organisation.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3.1 Investigate Aboriginal and Torres Strait Islander employment	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	April 2019	People partner
	• Explore a potential partnership with Career Trackers (or similar) to support Aboriginal and Torres Strait Islander young peoples.	March 2019	People partner, Responsible Business Manager
	• Support current Aboriginal and Torres Strait Islander staff to self-identify, and work with them to inform future employment and development opportunities.	April 2019	People Partner
	• Explore partnership opportunities with businesses who offer tour guide and ranger training programs with a focus on Aboriginal and Torres Strait Islander people and communities.	July 2019	Regional Director and Destination Manager – Australia and New Zealand, People Partner
3.2 Investigate Aboriginal and Torres Strait Islander supplier diversity	• Develop an understanding within our business, of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2019	Destination Manager – Australia and New Zealand, Responsible Business Program Specialist, Office Manager
	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. This will include supporting local businesses and the purchase of locally grown products.	August 2019	Destination Manager – Australia and New Zealand, Responsible Business Program Specialist, Office Manager
	• Become a member of Supply Nation.	October 2019	Office Manager
	• Investigate opportunities to source goods and services from Aboriginal and/or Torres Strait Islander providers. This could include native foods and bush tucker from Aboriginal and Torres Strait Islander businesses at our Head Office and on our trips.	June 2019	Destination Manager – Australia and New Zealand APAC Customer Care Consultant
	• Raise the profile of Aboriginal and Torres Strait Islander tourism providers through marketing activities, blog and video content.	June 2019	Global Content Manager
3.3 Identify new Aboriginal and Torres Strait Islander Experience Providers to offer or incorporate into our itineraries	• Identify existing city-based day-tour itineraries (Sydney, Melbourne, Brisbane, Perth) in which we could incorporate local Aboriginal experiences and support Aboriginal businesses. For example: Incorporate a meal at an Aboriginal restaurant in Fitzroy (VIC), or include a visit to a local Aboriginal museum.	March 2019	Responsible Business Program Specialist, Responsible Business Manager (Urban Adventures)
3.4 Support local Aboriginal and Torres Strait Islander Organisations	• Identify potential partners that staff could provide skilled volunteer time for local organisations (eg. graphic design, marketing plans, photography or video production, IT, Legal etc).	April 2019	Responsible Business Program Specialist, Responsible Business Manager



4. GOVERNANCE AND TRACKING PROGRESS



As a responsible business, the Intrepid Group recognises the importance of accountability, transparency and good governance in achieving goals and making progress.

The Intrepid Group commits to:

- Building internal support across all brands to enable better understanding of reconciliation, including opportunities and challenges.

- Tracking RAP activities to ensure accountability and transparency within the organisation and the wider community.
- Regularly reviewing progress against our commitments.

ACTION

DELIVERABLE

TIMELINE

RESPONSIBILITY

4.1 Build support for the RAP

- Define resource, systems and capability needs to implement, track, measure and report on RAP activities.
- Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.
- RWG to collect data for the RAP Impact Measurement Questionnaire.
- RWG to seek internal approval to submit the RAP Impact Measurement Questionnaire to Reconciliation Australia.

March 2019

September 2019

July 2019

August 2019

Responsible Business Manager,
Chief Purpose Officer

People Partner

Responsible Business Program Specialist

Responsible Business Manager

4.2 Review and Refresh RAP

- Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.
- Submit draft RAP to Reconciliation Australia for review.
- Submit draft RAP to Reconciliation Australia for formal endorsement.

October 2019

November 2019

January 2020

Responsible Business Program Specialist

Responsible Business Program Specialist

Responsible Business Manager

Intrepid Group

CONTACT

Leigh Barnes
Chief Purpose Officer
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The Intrepid Group is the global leader in delivering sustainable experience-rich travel. The world's largest travel B Corp, we're committed to being a business that benefits people and the planet.

