



RECONCILIATION
ACTION PLAN

REFLECT

Reconciliation Action Plan

February 2026 - February 2027

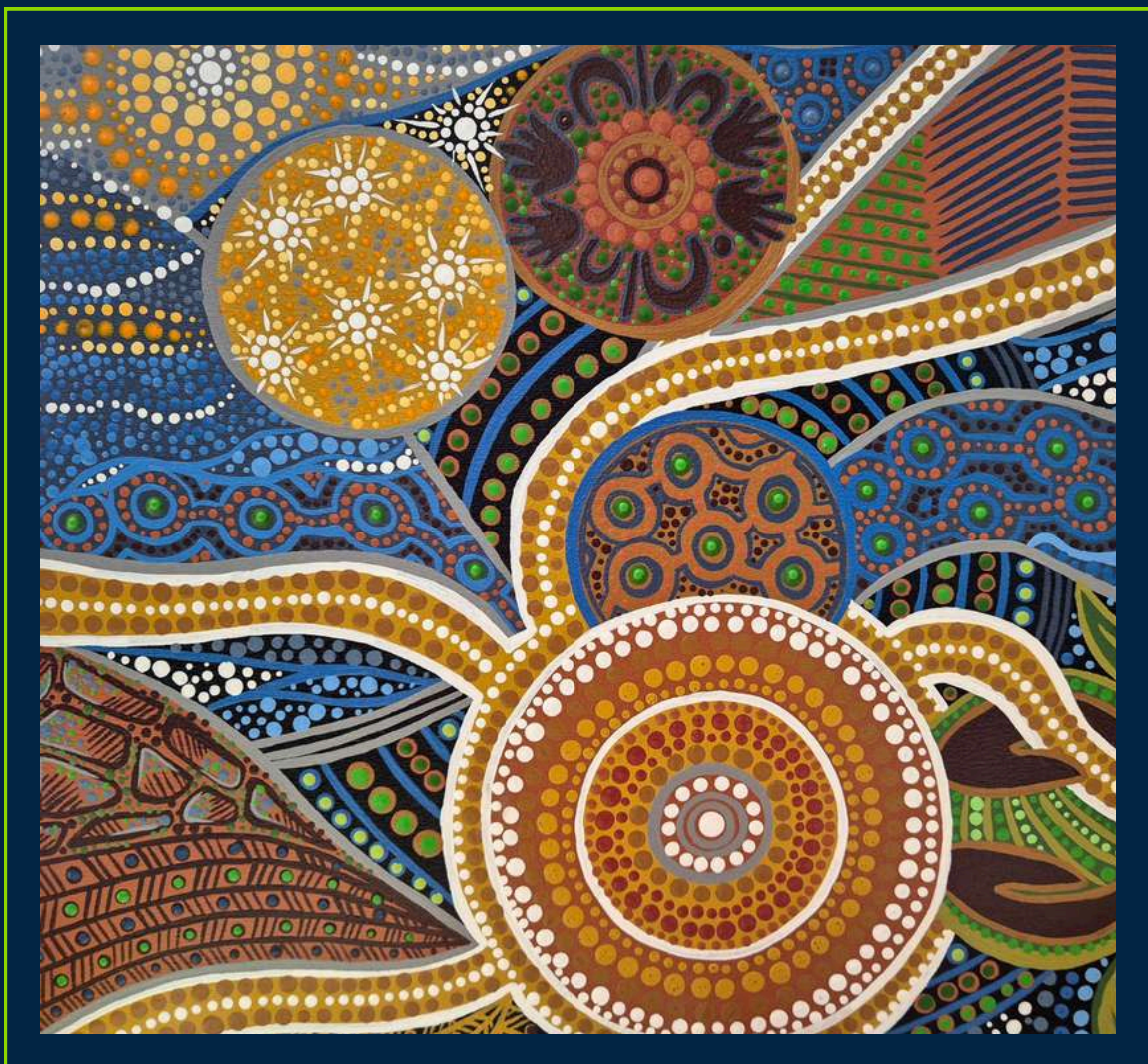


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ACKNOWLEDGEMENT OF COUNTRY

Boom Logistics acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land on which we operate our business, and we pay our respects to Elders past, present and emerging.

We honour the stories, traditions and living cultures of Aboriginal and Torres Strait Islander peoples and recognise continuing connection to land, water and community.

Aboriginal and Torres Strait Islander peoples should be aware that this document may contain images or names of people who have passed away since publication.



Terminology

In this Reflect Reconciliation Action Plan, we use the following terms 'First Nations', 'Aboriginal and Torres Strait Islander' and 'Indigenous' interchangeably. We acknowledge there are diverse views among Aboriginal and Torres Strait Islander communities about terminology used to describe Aboriginal and Torres Strait Islander peoples, and we use these terms with respect and sensitivity.

ABOUT THE ARTIST

My name is Belinda Day, but I'm better known as BindiLee. I am a proud Quandamooka Noonuccal woman, originally from Minjerribah (North Stradbroke Island) Queensland. My ancestors relocated from the island to North Brisbane, where they were welcomed and accepted on the lands of the Turrbal, Gubbi Gubbi, and Ningy Ningy peoples

I was raised in Brisbane's northern suburbs and now live in the Moreton Bay Region. I spent 20 years working at Ayers Rock Resort in the Northern Territory, where I had the privilege of painting and working alongside Indigenous communities at the base of Uluru.

I was the first Indigenous woman to be employed as an apprentice painter and decorator in Central Australia. Through dedication and hard work, I rose through the ranks to become a qualified supervisor of Aboriginal and Torres Strait Islander teams in the resort's construction sector.

When the first wave of COVID-19 hit, my family returned to Queensland—a challenging move that became a blessing. It marked the beginning of BindiLee Painting Services, a 100% female Indigenous-owned small business under the 'Sisters Onsite' identity.

My business delivers high-quality residential and commercial painting services, site supervision for Indigenous-led construction training programs, and original Aboriginal-designed murals, canvas artworks, and digital designs. I bring a contemporary style to my artwork, always driven by a deep connection to story and culture.

I have artworks displayed across Japan, America and England, and my digital designs have featured in hospitals, on workwear, football jerseys, Reconciliation Action Plans, and branding. My murals are showcased mainly in schools and childcare centres across Brisbane, and also in the small tourist town of Ayers Rock Resort.



I maintain strong relationships with Indigenous communities across Australia and am proud to be a respected member of several Brisbane family groups due to my ongoing support and mentorship in the painting industry.

I also hold deep mutual respect with full-blood Indigenous groups in Central Australia formed through years of painting alongside Traditional Owners. These connections influence my portfolio—from my saltwater roots to freshwater cultural ties.

I am a big, bold, Black and beautiful woman —Mum and Murri in business. My vision for BindiLee Painting Services is to uplift, empower, and create opportunities for Indigenous people, especially women in the trade sector. My murals and artworks allow me to share my identity, passion, and culture—impacting the wider through paint and story.

Belinda Day
BindiLee Painting Services



ABOUT THE ARTWORK

Grounded Together tells our story of connection—bringing people, culture, and industry together. Through colour, pathways, and symbols, it reflects Boom’s values and vision for a future built on respect and shared purpose.



Grounded Together is a visual story of connection, strength, and shared purpose. The central meeting place symbol represents Boom Logistics and its customer focus for its people, united by the other core values of Safety Always, Developing Our People, Teamwork, Innovation, and Respect. Flowing pathways extend outward to reflect the company’s role in connecting industries, communities, and Country.

The earthy tones symbolise land and resources, while the vibrant blues and greens represent renewal, growth, and sustainability. Circular patterns throughout the painting carry the message of teamwork and collaboration, each individual contributing to a larger whole. Elements of infrastructure, mining, and renewable energy are woven into the design, reflecting Boom’s commitment to innovation and progress while remaining grounded in respect for Country and culture. Warmer ochres, reds, and yellows are layered with Boom’s brand colours of blue and green to reflect the diversity, energy, and cultural richness of the RAP journey.

Together, these elements create a story of being Grounded Together. A company walking together—grounded in its values, committed to its people, and looking toward a future built on shared responsibility and connection.



STATEMENT FROM CEO AND MANAGING DIRECTOR OF BOOM LOGISTICS

At Boom Logistics, our core values—Customer Focus, Safety Always, Developing Our People, Teamwork, Innovation and Respect—are the foundation of our operations. These values guide our decisions, behaviors, and the way we conduct our business.

The Boom Logistics RAP is a natural extension of these core values aligning our dedication to positively impact communities in which we operate. Our RAP provides a structured and collaborative approach to build meaningful relationships, demonstrating respect, and creating opportunities with Aboriginal and Torres Strait Islander peoples.

I wholeheartedly support our RAP and encourage every team member to actively engage with its objectives. We have established clear, actionable commitments within our RAP to ensure our efforts are both measurable and impactful. These commitments focused on building relationships, supplier engagement, procurement activities, employment opportunities, and cultural awareness training.

By embedding reconciliation into our daily operations, honouring the Traditional Custodians of this land, delivering on our objectives, we will create a more inclusive and equitable workplace for all.

We have made significant strides on our reconciliation journey, including building relationships and partnering with local communities and Aboriginal and Torres Strait Islander businesses. However, we acknowledge that this is only the beginning. Our RAP will guide our ongoing efforts to engage more deeply with Aboriginal and Torres Strait Islander communities



As we embark on this important journey, we are committed to transparency and accountability. We will regularly report on our progress, celebrate our achievements, and address any challenges we encounter. This commitment is fully supported by our board and senior executive team.

We look forward to strengthening our relationship with Reconciliation Australia, Aboriginal and Strait Islander communities and our employees as we work together to create meaningful change. Through these efforts, we aim to contribute to a brighter future for Australia's First Nations People.

Lester Fernandez
Chief Executive Officer and Managing Director
Boom Logistics



STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Boom Logistics to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Boom Logistics joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

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 program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional equity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

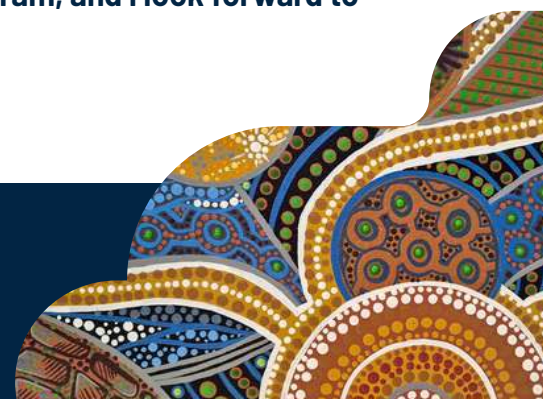


This Reflect RAP enables BOOM Logistics to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions.

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

Congratulations Boom Logistics, welcome following your reconciliation journey in the to the RAP program, and I look forward to years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



OUR BUSINESS

Boom Logistics Ltd (BOOM) is a full-service wet hire lifting solutions business. As a large-scale lifting project specialist, BOOM delivers innovative solutions for customers and ensures safety excellence. BOOM continues to build its leading reputation in the market as a trusted lifting solutions provider in the resources, renewables, infrastructure, and industrials sectors.

OUR KEY OPERATIONS



Resources: Mining and maintenance services engineered specialised lifts, shutdown, industrial and programmed maintenance services.



Renewables: Wind farm installation and maintenance programs, transmission 'string-line' installation works on wind farms, interconnector and power grid projects.



Infrastructure: Bridge installations, rail and civil infrastructure installation, and interconnector and energy infrastructure projects.



Industrials: Specialist labour services related to mining shutdown and maintenance, oil and gas maintenance services and heavy industry.

OUR KEY SERVICES

Equipment:

- A comprehensive and diverse fleet aligned to customer requirements in mining and resources, wind, energy, utilities, infrastructure, industrial maintenance and telecommunications.
- Well-maintained fleet with maintenance records and key performance indicator reporting for customers.

Operational Capacity:

- Highly experienced trained workforce of supervisors, crane operators, riggers and travel tower operators.
- Operational resources and infrastructure to support customers in our core markets.
- Planned and configured services involving operators, cranes, transport, travel towers and other assets to meet complex customer requirements.

Engineering Expertise:

- Pre-lift customer site survey and analysis.
- Detailed engineering lift studies to drive safety, efficiency and cost-effectiveness.
- Project planning and project management.
- Wind farm construction including lifting, installation and maintenance.

Safety & Quality Systems:

- Cultural alignment with our customer base, with an uncompromising safety focus.
- Transition to international safety standard ISO 45.001:2018 achieved.
- Confirmed certification to AS/NZS ISO 9001:2015.
- Investment to drive improvement in our safety systems, processes and organisation.



OUR PEOPLE

Being a national organisation with 17 physical business locations throughout Australia, the states in which we operate in include Queensland, New South Wales, Victoria, South Australia and Western Australia.

We have over 650 employees across Australia, and we recognise the importance of and embrace the broad diversity and nationalities of all workers in the workplace and work locations. BOOM currently has 2.92% of our workforce identifying as Aboriginal and/or Torres Strait Islander peoples.

OUR REFLECT RECONCILIATION ACTION PLAN

BOOM's development of a Reflect Reconciliation Action Plan (Reflect RAP) in the workplace is primarily to demonstrate our commitment to fostering positive relationships, respect, inclusivity and opportunities for Aboriginal and Torres Strait Islander peoples and communities.

Developing our Reflect RAP encourages the development of policies and practices that are inclusive and respectful of Aboriginal and Torres Strait Islander cultures. This can include celebrating significant cultural events, providing cultural awareness training and education for our staff, and acknowledging Traditional Landowners. Our Reflect RAP focuses on building stronger relationships between Aboriginal and Torres Strait Islander communities by creating engagements and connecting with local communities to better understand needs and perspectives.

By committing to our Reflect RAP, our workplace can create more opportunities for Aboriginal and Torres Strait Islander peoples in terms of employment, career development, and business engagement that align with core values. This can help reduce economic disparities and support community development.

Our CEO and Managing Director, Lester Fernandez, leads as our Reflect RAP Champion, dedicated to advancing diversity and inclusion within our workplace.



OUR RAP WORKING GROUP

Our Reflect RAP Working Group (RWG) consists of dedicated BOOM employees from various departments who are passionate about implementing our Reflect RAP and making a positive impact.

RAP Champion Lester Fernandez CEO and Managing Director	RAP Champion Elaine Buchanan General Manager - HR & IR	Angas Smyth General Manager Finance	Paul Toop Continuous Improvement Manager
Keri Manche Senior Human Resources Advisor	Jaime Langham Human Resources Advisor	Isabel Bautista Marketing and Corporate Relations Officer	Cara Luke Project Coordinator





OUR APPROACH


BOOM's values are the foundation that supports our business approach – guiding our decisions, behaviours, and the way we engage with each other, our clients, and communities. These values play an integral role in our Reflect RAP, which represents a step forward in our commitment to reconciliation. Our journey to implement the Reflect RAP is collaborative and thoughtful, with a structured approach facilitated by a diverse working group. This group comprises representatives from multiple departments, Aboriginal and Torres Strait Islander employees, and senior leaders, all coming together to guide our efforts.

In our role as a working group, we will be exploring ways to raise cultural awareness and build relationships with Aboriginal and Torres Strait Islander communities. Part of this process includes assessing our current practices and identifying opportunities for improvement in areas such as employment, procurement, and community engagement.

We plan to communicate the purpose and intentions behind our Reflect RAP across our workforce through a combination of meetings, newsletters, and training sessions. We also aim to connect with Aboriginal and Torres Strait Islander communities, organisations, and leaders to understand how we might better incorporate their insights and perspectives.

To support cultural awareness, we are considering options for ongoing training to increase understanding and respect for Aboriginal and Torres Strait Islander cultures among our employees. Where possible, we hope to explore initiatives such as mentorship, training, and development pathways to attract Aboriginal and Torres Strait Islander candidates and support growth within our organisation.

Overall, our Reflect RAP signifies our aspiration to cultivate respectful and positive connections with Aboriginal and Torres Strait Islander communities, fostering a shared sense of purpose around diversity, equity, and inclusion.



OUR ENGAGEMENTS AND CURRENT ACTIVITIES

A primary objective for BOOM has been to build relationships with local Aboriginal and Torres Strait Islander communities.

Ghungalou Aboriginal Corporation

Our Blackwater depot is in Ghungalou Country, and members of community worked with us to name one of our biggest cranes in Central Queensland (a 300-tonne capacity all-terrain crane) 'Ghungalou'. The Ghungalou Nation are the Traditional Owners of the lands in Central Queensland bound by the Dawson River in the east, the Comet River in the west, the Mackenzie River in the north and Bigge Range in the south.

We were delighted to be granted permission to name and decorate the crane with special artwork of a rock wallaby that represents the men of the Ghungalou Nation people. The team hosted a traditional Welcome to Country and Smoking Ceremony for the naming of the crane. This event was an important symbol that affirmed our commitment to the Ghungalou Nation people and was an appropriate way to honour and pay tribute to the Traditional Owners.



SUPPLIER RELATIONSHIPS

BOOM has established strong relationships with a range of Aboriginal and Torres Strait Islander suppliers, exemplifying our commitment to supporting organisations that create employment opportunities for Aboriginal and Torres Strait Islander peoples. Our collaborations include Gulbari Equipment Maintenance, Brolga Cranes & Equipment, Borger Crane Hire and Rigging Services, INDCO Pty Ltd, Seamer Civil Group, and Sure People Solutions.





In February 2021, B00M became a corporate member of **Supply Nation**, enhancing our ability to expand our supplier base and build meaningful connections with First Nations businesses. Our affiliation with Supply Nation reflects our dedication to fostering mutually beneficial relationships and advancing economic opportunities for Aboriginal and Torres Strait Islander communities, particularly within the regions in which we operate in alignment with our usual governance processes incorporated in our procurement landscape.



RELATIONSHIPS



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	<p>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</p> <p>Research best practice and principles that support engagements with Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	<p>February 2026</p> <p>April 2026</p>	<p>Continuous Improvement Manager</p> <p>Project Coordinator</p>
<p>2. Build relationships through celebrating National Reconciliation Week.</p>	<p>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</p> <p>Reflect RAP Working Group members to participate in an external NRW event.</p> <p>Encourage staff and senior leaders to consider attending an external event to recognise and learn about NRW.</p>	<p>May 2026</p> <p>27 May - 3 June, 2026</p> <p>27 May - 3 June, 2026</p>	<p>Lead: Senior Human Resources Advisor</p> <p>Support: Human Resources Advisor</p>

RELATIONSHIPS



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>3. Promote reconciliation through our sphere of influence.</p>	<p>Communicate our commitment to reconciliation to all staff.</p> <p>Consider potential external stakeholders who may be open to engaging with us on our reconciliation journey.</p> <p>Explore opportunities to connect with RAP and other organisations with similar values to discuss potential collaboration on reconciliation initiatives.</p>	<p>May 2026</p> <p>August 2026</p> <p>August 2026</p>	<p>General Manager Finance</p> <p>Continuous Improvement Manager</p> <p>Project Coordinator</p>
<p>4. Promote positive race relations through anti-discrimination strategies.</p>	<p>Explore best practices and policies in race relations and anti-discrimination.</p> <p>Review current HR policies and procedures to understand existing anti-discrimination provisions and consider potential areas for enhancement.</p>	<p>October 2026</p> <p>August 2026</p>	<p>Project Coordinator</p> <p>Lead: Senior Human Resources Advisor Support: Human Resources Advisor</p>

RESPECT



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</p>	<p>Develop a business case for increasing understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</p> <p>Explore cultural learning needs within our organisation to identify potential areas for growth.</p>	<p>September 2026</p> <p>November 2026</p>	<p>Lead: General Manager HR & Industrial Relations Support: Boom Logistics RWG</p> <p>Lead: Senior Human Resources Advisor Support: Human Resources Advisor</p>
<p>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</p>	<p>Familiarise our team with the local Traditional Owners or Custodians of the lands and waters in our operational areas.</p> <p>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</p>	<p>March 2026</p> <p>November 2026</p>	<p>Lead: Senior Human Resources Advisor Support: Human Resources Advisor</p> <p>General Manager HR & Industrial Relations</p>

RESPECT



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p>	<p>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</p> <p>Introduce our staff to NAIDOC Week by promoting external events in our local area.</p> <p>Encourage RAP Working Group members to consider attending an external NAIDOC Week event.</p>	<p>June 2026</p> <p>June 2026</p> <p>First week in July 2026</p>	<p>Lead: Senior Human Resources Advisor Support: Human Resources Advisor</p> <p>Lead: Senior Human Resources Advisor Support: Human Resources Advisor</p> <p>Lead: General Manager HR & Industrial Relations Support: Boom Logistics RWG</p>

OPPORTUNITIES



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<p>Develop a recruitment strategy for employment of Aboriginal and Torres Strait Islander employees.</p> <p>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</p>	<p>December 2026</p> <p>December 2026</p>	<p>Lead: Senior Human Resources Advisor Support: Human Resources Advisor</p> <p>Lead: Senior Human Resources Advisor Support: Human Resources Advisor</p>
<p>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<p>Review procurement opportunities to expand engagement with Aboriginal and Torres Strait Islander-owned businesses.</p> <p>Maintain our Supply Nation Corporate membership.</p>	<p>November 2026</p> <p>February 2027</p>	<p>Lead: Continuous Improvement Manager Support: Boom Logistics RWG</p> <p>General Manager Finance</p>

GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</p>	<p>Form a RWG to govern Reflect RAP implementation.</p> <p>Draft a Terms of Reference for the RWG.</p> <p>Establish Aboriginal and Torres Strait Islander representation on the RWG.</p>	<p>February 2026</p> <p>February 2026</p> <p>February 2026</p>	<p>Senior Human Resources Advisor</p> <p>Senior Human Resources Advisor</p> <p>Senior Human Resources Advisor</p>
<p>11. Provide appropriate support for effective implementation of RAP commitments.</p>	<p>Define resource needs for Reflect RAP implementation.</p> <p>Engage senior leaders in the delivery of Reflect RAP commitments.</p> <p>Maintain a senior leader to champion our Reflect RAP internally.</p> <p>Define appropriate systems and capability to track, measure and report on Reflect RAP commitments.</p>	<p>February 2026</p> <p>February 2026</p> <p>February 2026</p> <p>February 2026</p>	<p>Boom Logistics RAP Committee</p> <p>Lead: General Manager HR & Industrial Relations Support: General Manager Finance</p> <p>CEO and Managing Director</p> <p>Continuous Improvement Manager</p>

GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>12. Build accountability and transparency through reporting Reflect RAP achievements, challenges and learnings both internally and externally.</p>	<p>Ensure contact details with Reconciliation Australia are current to stay informed of key Reflect RAP updates.</p> <p>Contact Reconciliation Australia to request our unique link to access the online Reflect RAP Impact Survey to Reconciliation Australia.</p> <p>Complete and submit the annual Reflect RAP Impact Survey to Reconciliation Australia.</p>	<p>February annually</p> <p>1 August annually</p> <p>30 September, annually</p>	<p>Human Resources Advisor</p> <p>Human Resources Advisor</p> <p>Human Resources Advisor</p>
<p>13. Continue our reconciliation journey by developing our next Reflect RAP.</p>	<p>Register via Reconciliation Australia's website to begin developing our next Reflect RAP.</p>	<p>February 2027</p>	<p>Human Resources Advisor</p>



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