



RECONCILIATION
ACTION PLAN

REFLECT



Kal Tire Australia Reconciliation Action Plan (Reflect)

September 2024 – February 2026



Photo by Dominique Kesler

Acknowledgement of Country

Kal Tire Australia acknowledges the Traditional Custodians and their Ancestors of the lands and waters across Australia where we conduct our business.

We recognise and acknowledge the unique Traditional Custodians' connection to Country and pay our respects to Elders and Leaders past, present and emerging.

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Photo by Miles Rigney

Message from Miles Rigney

Managing Director, Kal Tire Australia



On behalf of Kal Tire Australia, I am proud to present our Reflect Reconciliation Action Plan (RAP).

We aim for our RAP to provide our team members and overall business with a roadmap for engaging and strengthening our relationships with Aboriginal and Torres Strait Islander peoples.

We believe that our RAP will create a positive environment within our organisation and contribute to the wider movement towards reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

I am passionate about achieving our RAP commitments and will ensure that our RAP Working Group (RWG) is sufficiently resourced and supported.

We are excited about the future improved relationships we believe our RAP will facilitate.

A handwritten signature in black ink, appearing to read 'Miles Rigney'. The signature is fluid and cursive, located below the main text block.

Miles Rigney



Message from Reconciliation Australia

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

Kal Tire Australia 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. The 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 integrity; 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 Kal Tire Australia 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 Kal Tire Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

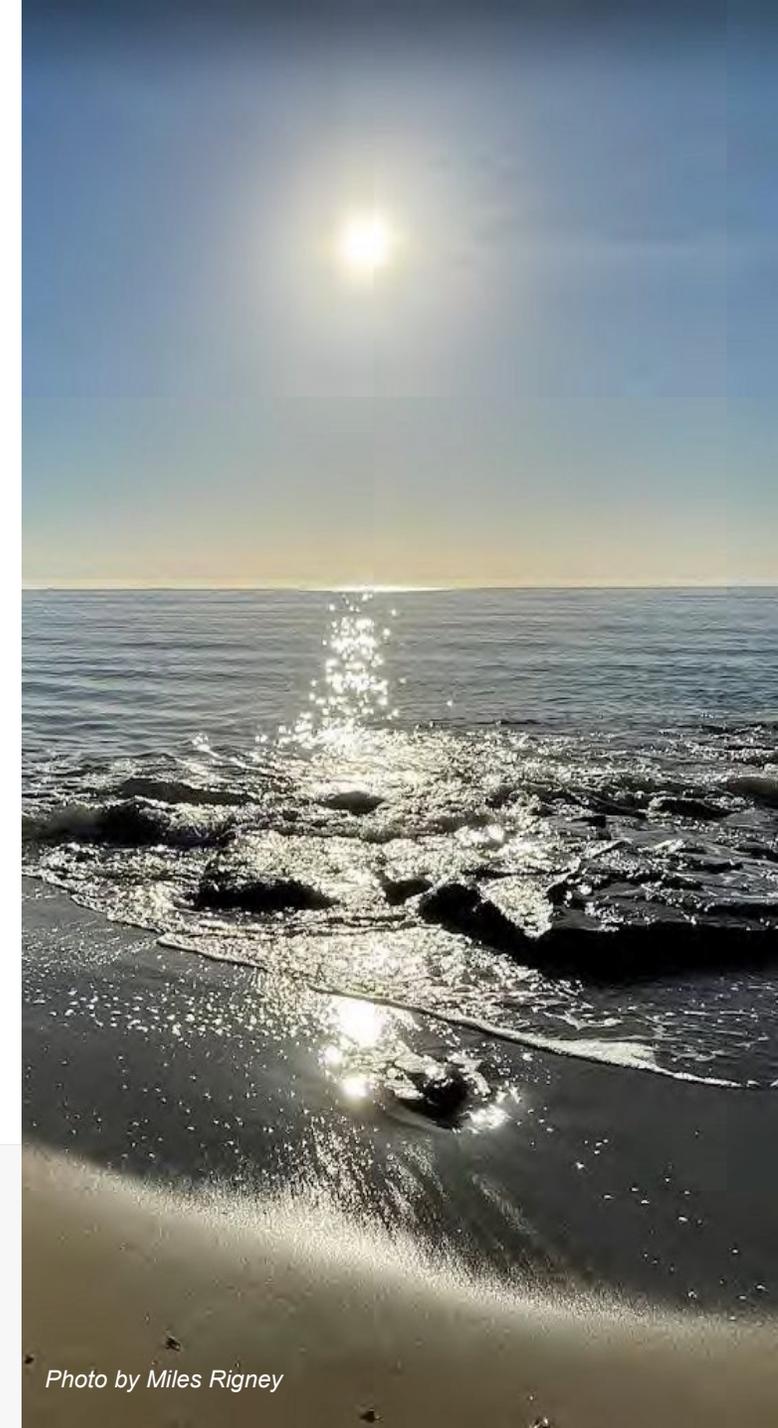


Photo by Miles Rigney

Our Business

Our Vision

One team delivering tyre management services and products of measurable value for mining customers globally.

Our Business

Kal Tire Australia supports our customers with the supply of quality on-site services, mining tyre and wheel products, training and consulting offerings. We do this with our team of approximately 200 team members in Australia that are located throughout Queensland, South Australia, Western Australia and the Northern Territory.

Our head office is located in Brisbane, we also have an office and branches located in Perth and Kalgoorlie. We are currently aware of 8 team members who identify as Aboriginal and/or Torres Strait Islander people.

We have aspirations to grow our business in Australia with customers that value the products and services that we are able to provide them with.

Kal Tire Australia is part of the privately owned Kal Tire organisation located in Canada, supporting customers across 5 continents.

More information on our business can be found at www.kaltiremining.com



Photo by Miles Rigney

Our Aims

THE AIMS OF THE KAL TIRE TEAM

1. Our aim is to earn the trust of our customers by providing them with the level of quality and value of both service and products that exceeds their expectations and exceeds that available from the competition.
2. Our aim is that the career of every team member is supported by quality leadership, training, and opportunities for advancement. Our people will work safely and have the ambition, enthusiasm, and energy to be productive, efficient, and contribute to an upbeat atmosphere in the workplace.
3. Our aim is to achieve a fair profit in all of our operations.
4. Our aim is to expand our company in a deliberate and balanced fashion for the purpose of strengthening our ability to serve the customer and provide a solid future for our people. However, our rate of expansion will not be beyond our ability to finance or manage to a consistent standard of quality.
5. Our aim is to conduct ourselves with honesty and integrity, being conscious of our image and with modest respect for our successes. Our image is defined by the conduct of each of us.
6. Our aim is to build long-term relationships with our suppliers based on competitiveness, value and mutual respect of objectives.
7. Our aim is to continually improve every aspect of our company, recognising our responsibility to our customers, each other, our communities and the environment.

In fulfilling our Aims, every team member is personally committed to ensuring every customer, every guest and every team member returns home safely.

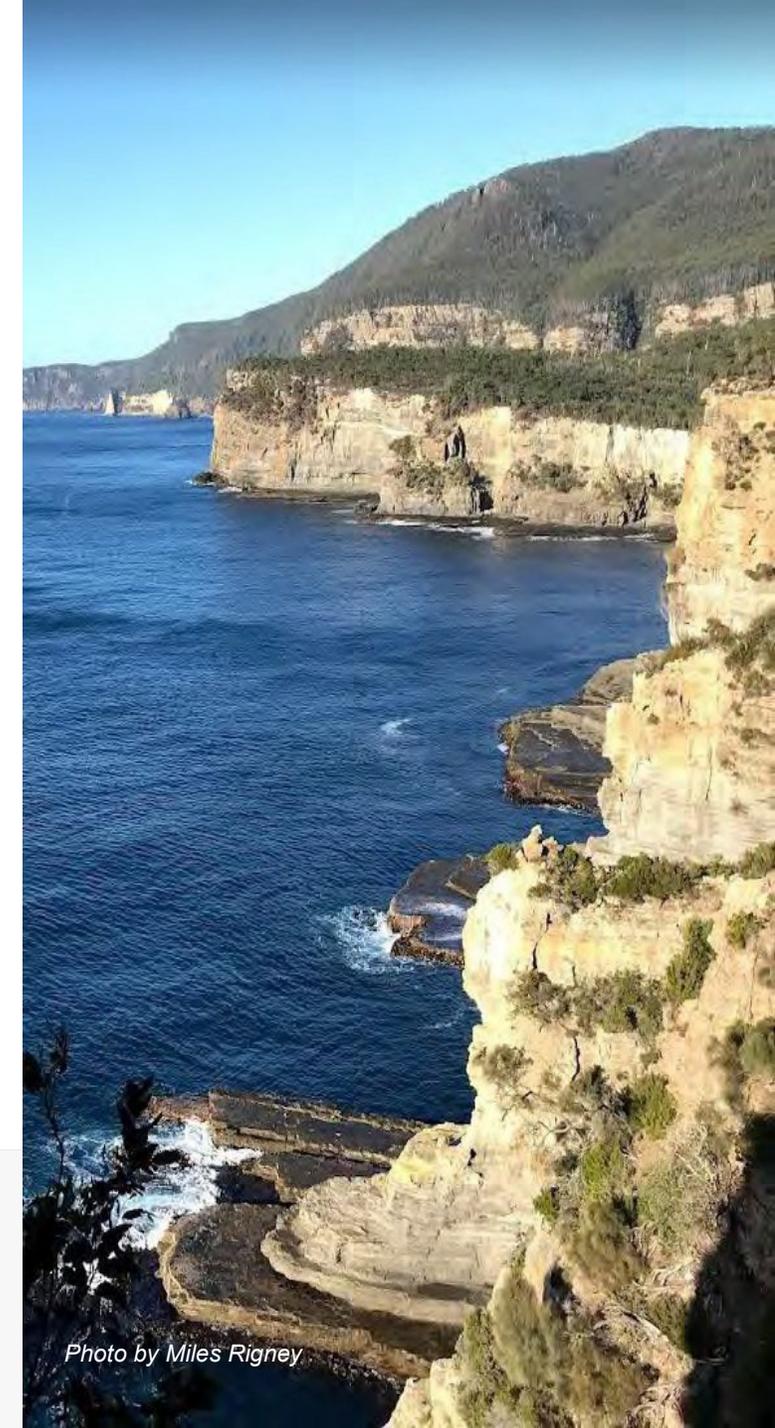


Photo by Miles Rigney

Our RAP

Kal Tire Australia has chosen to participate in the RAP program as we recognise its value in enabling our business to navigate our way to improved relationships with Aboriginal and Torres Strait Islander peoples. We believe that our team members will appreciate the foundation our Reflect RAP will provide for future reconciliation initiatives.

We have established an initial RAP working group (RWG) with the goal of developing our Reflect RAP, our aim is to add to and rejuvenate this committee over time with a particular focus on having increased representation from Aboriginal and Torres Strait Islander team members. Our RWG members are:

- Managing Director
- Manager – People & ESG
- Finance Manager
- Recruitment Coordinator
- Sales & Procurement Officer
- Customer Service Officer

Our RAP Champion is Miles Rigney, Managing Director

As an organisation, we are committed to supporting reconciliation by;

- Improving the awareness of our team members in how to appropriately engage with Aboriginal and Torres Strait Islander peoples.
- Fostering an inclusive and diverse workplace with meaningful employment and career opportunities for Aboriginal and Torres Strait Islander team members.
- Building stronger relationships with Aboriginal and Torres Strait Islander Elders and leaders where we operate our business.
- Using our Registered Training Organisation (RTO) as a pathway to provide training and employment opportunities for Aboriginal and Torres Strait Islander peoples to learn skills to enable them to have a career working within our Australian team.



Photo by Miles Rigney

Our Commitment - Relationships



Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders (customers) and organisations within our local area or sphere of influence.	November 2024	General Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2024	Managing Director
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Manager - People & ESG
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2025	Manager - People & ESG
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2025	Head of Finance
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all team members.	April 2025	Manager – People & ESG
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2024	Head of Commercial
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2024	Head of Commercial
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti- discrimination.	September 2024	Recruitment Coordinator
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April 2025	Manager - People & ESG

Our Commitment - Respect



Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	September 2024	Head of Finance
	Conduct a review of cultural learning needs within our organisation.	August 2024	Manager - People & ESG Recruitment Coordinator
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	October 2024	General Manager Manager - People & ESG
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2024	Manager - People & ESG General Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2025	Manager - People & ESG
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	Manager - People & ESG
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025	Managing Director

Our Commitment - Opportunities



Opportunities			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	October 2024	Manager - People & ESG Recruitment Coordinator
	Establish dedicated Traineeship positions within our business that are dedicated to Aboriginal and Torres Strait Islander peoples.	November 2024	Managing Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2024	Manager - People & ESG Recruitment Coordinator
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2024	Head of Commercial
	Develop a list of Aboriginal and Torres Strait Islander suppliers	September 2024	Head of Commercial

Our Commitment - Governance



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	September 2024	Manager - People & ESG
	Draft a Terms of Reference for the RWG.	September 2024	Recruitment Coordinator
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	September 2024	Manager - People & ESG
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	September 2024	Manager - People & ESG
	Engage senior leaders in the delivery of RAP commitments.	September 2024	Managing Director
	Appoint a senior leader to champion our RAP internally.	September 2024	Manager - People & ESG
	Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2024	Recruitment Coordinator
12. 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.	June 2025	Manager - People & ESG
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	1 August 2025	Manager - People & ESG
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2025	Manager - People & ESG
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2025	Manager - People & ESG

Contact Details

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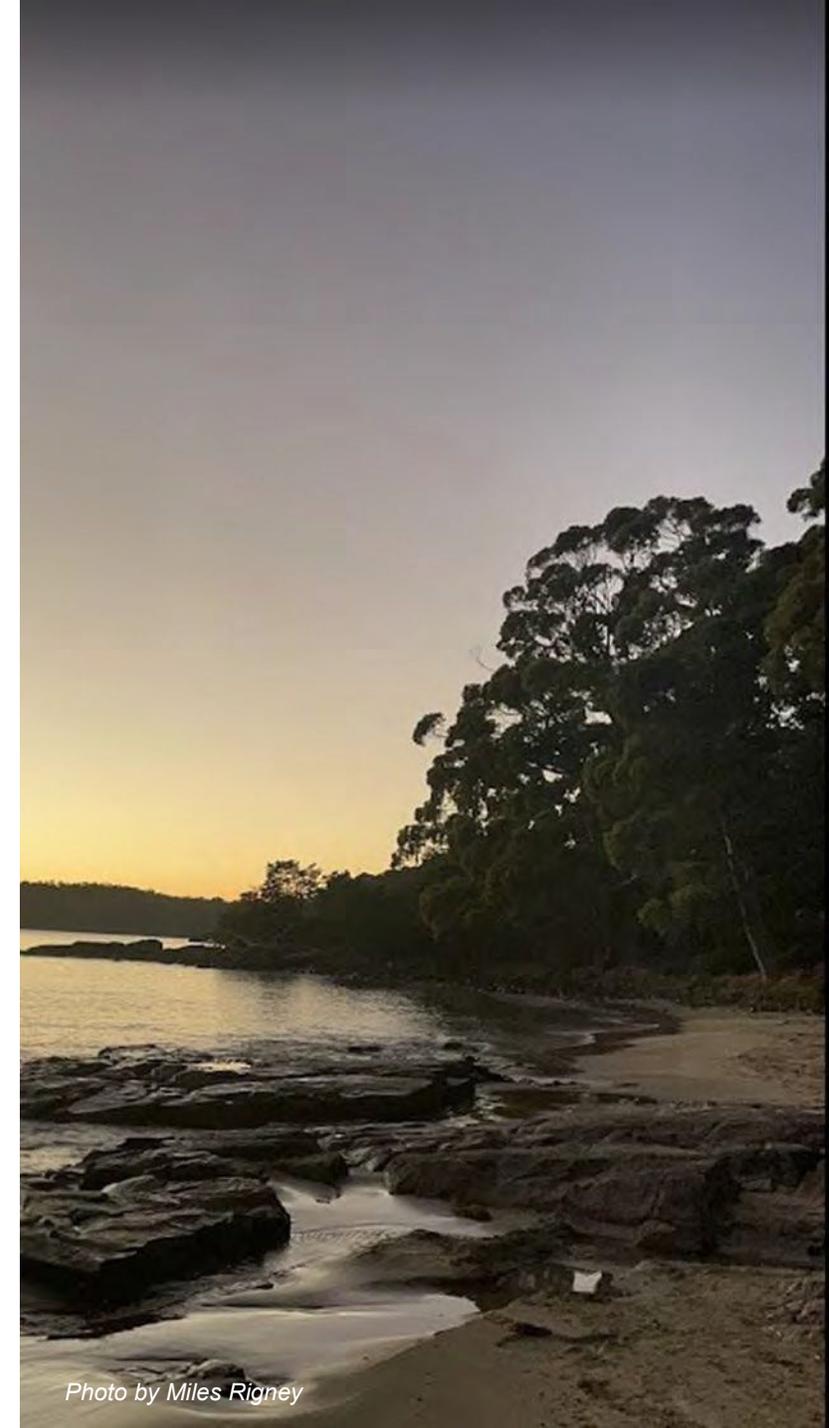


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