

Reflect Reconciliation Action Plan

July 2024 – July 2025



Acknowledgement of Country

In the spirit of reconciliation Magentus acknowledges the Traditional Custodians of Country throughout this nation and their continual cultural and spiritual connections to land, sea and community. We pay our respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today, recognising their cultures as the oldest living continuous cultures in human history. We further acknowledge and pay our respects to First Nations peoples and other Traditional Custodians of the lands where Magentus works around the world.

Traditional Owners of the Land In Which We Work



Wurundjeri People:

The Wurundjeri People of the Kulin nation are the Traditional Owners of the land on which all our Melbourne offices are located.



Ngunnawal People:

The Ngunnawal People are the Traditional Owners of the land on which our Canberra offices are located.



Gadigal People:

The Gadigal People of the Eora nation are the Traditional Owners of the land on which our Sydney office is located.



Kaurna People:

The Kaurna People are the Traditional Owners of the land on which our Adelaide office is located.



Turrbal and Yuggera People:

The Turrbal and Yuggera people are the Traditional Owners of the land on which our Brisbane offices are located.



Chief Executive Officer Foreword

Mark McConnell

I'm proud to be introducing the first Reconciliation Action Plan by Magentus.

Recognising, respecting, and celebrating Aboriginal and Torres Strait Islander histories and cultures is of vital importance to our company and our nation. We are proud to be sharing our RAP and deeply committed to improving how we live these values right across our business.

At Magentus, we imagine a future in which all Australians are united by our humanity, where acknowledging our shared past, present and future brings us together as one.

We are committed to making this future a reality, ensuring that the histories, cultures, rights and voices of Aboriginal and Torres Strait Islander Peoples are at all times heard and respected.

This unity will help shape a nation that is compassionate, fair and prosperous.

We acknowledge that Australia's First Peoples are the world's oldest continuous living cultures, with traditions and customs stretching back more than 65,000 years.

Our vision is that respecting and celebrating this tradition forms the basis of true reconciliation and sits at the heart of our national identity.

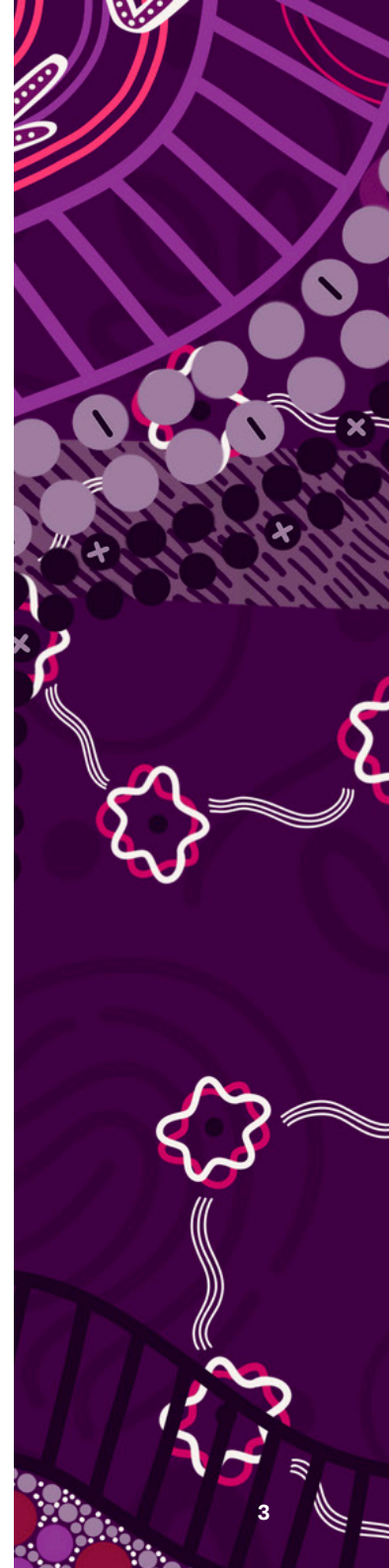
We want to see every Aboriginal and Torres Strait Islander person enjoying the opportunity for a positive future guided by their personal and communal priorities and supported by the community as a whole.

As a trusted partner to government, businesses and organisations across the globe, we recognise our responsibility and appreciate our opportunity to make a difference.

Our proud Australian heritage offers strong foundations for addressing persistent inequities and celebrating the many and varied contributions of First Nations peoples to our nation.

This Reconciliation Action Plan outlines a series of practical and symbolic measures that will contribute to the advancement necessary for positive change.

It will be the guiding light keeping our company's reconciliation journey on course.





Chief People Officer Foreword

Ann-Marie Moss

I'm proud to have played a part in developing the first Reconciliation Action Plan for Magentus.

This RAP provides us with a clearly defined pathway to build upon our company's reconciliation journey.

We are committed to working side-by-side with Aboriginal and Torres Strait Islander communities as we make positive changes across our business.

We believe equality is essential for innovation, enabling everyone to inspire and give their very best.

Existing inequalities of opportunity and outcome between Aboriginal and Torres Strait Islander peoples' and non-Indigenous Australians show us more must be done to close the gap before our full potential as a nation can be realised.

We recognise that many more steps must be taken on the journey to reconciliation.

We are committed to embedding the diverse histories, perspectives, cultures and knowledge of Aboriginal and Torres Strait Islander peoples into our business.

The collective actions of our people will help us drive positive change, and I am excited to be working together to achieve our ambitious targets.

Accountability is a vital part of the process and our RAP outlines how we will keep our endeavours honest and on track, learning and building as we progress.

Magentus is honoured to be a part of a community of organisations that have agreed to undertake a Reconciliation Action Plan who are working collaboratively with Aboriginal and Torres Strait Islander peoples and Reconciliation Australia in support of meaningful outcomes and reconciliation.

Working together we can achieve more than we ever can working apart.



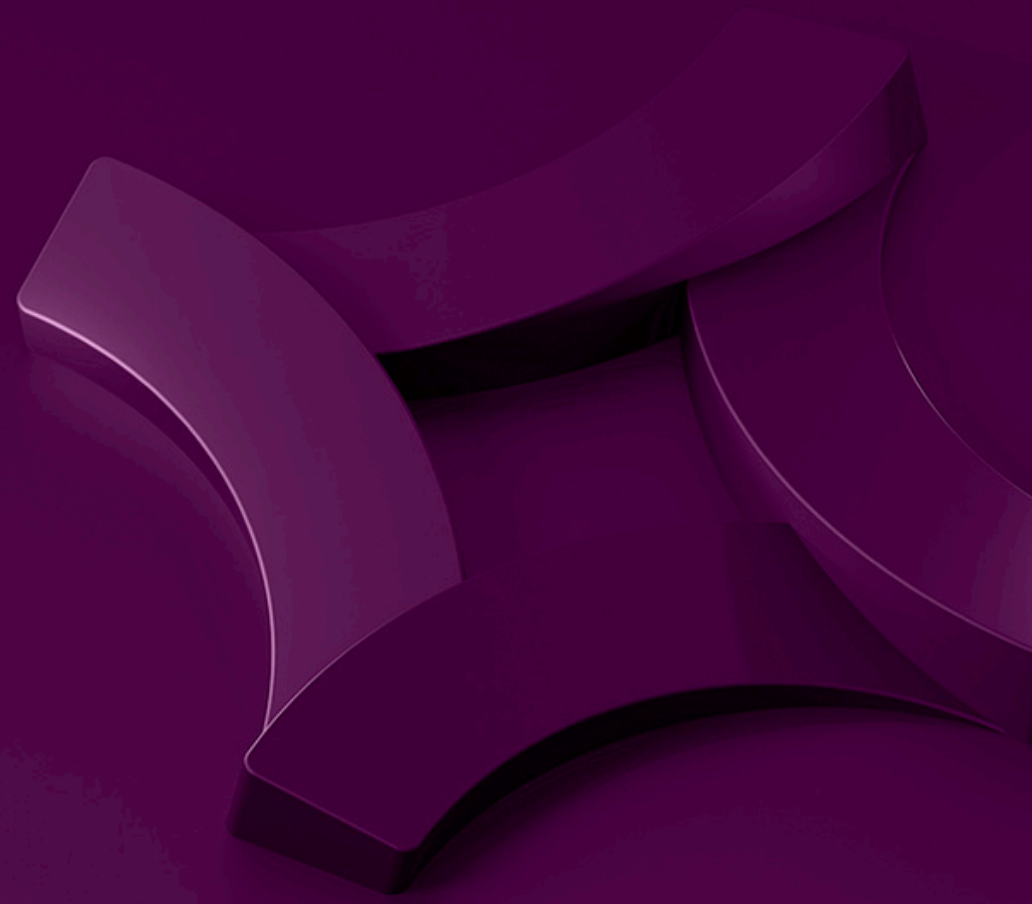


Our Business

At Magentus we create and manage world-class software to help customers across health, education, government, and enterprises do what they do best – from securing sensitive data to improving patients' outcomes. For more than 30 years our software and services firms have helped healthcare providers, large enterprises, and national Defence to better operate and keep their sensitive information safe.

Magentus has recently brought together Citadel Health, Wellbeing Software, and Genie Solutions to reshape clinical workflows and improve patient outcomes with interconnected diagnostics and pathways, on a global scale. Our Kapish division is revolutionising enterprise architecture and information management in the secure cloud. Our Citadel Group division is transforming secure collaboration and hybrid working across health, education, enterprise, and defence. Our Citadel Technology division provides bespoke AV services across health, education, construction, and government. Our Team consists of over 536 employees across Australia. Our head office is in Melbourne with additional offices in Brisbane, Sydney, Canberra and Adelaide.

Magentus is committed to actively supporting and encouraging a diverse and inclusive workforce. We have two employees who identify as an Aboriginal and/or Torres Strait Islander persons. Our Reflect Reconciliation Action Plan outlines our commitment to support our Aboriginal and Torres Strait Islander employees and the greater reconciliation project.



Our Values

Our values are our guiding light in everything we do at Magentus and offer a solid foundation for achieving the aims of the Reconciliation Action Plan. We value inclusion and diversity and working as one team to make a positive difference in the world, central to our vision of creating a healthier society.

Our values include



One team

We work together as one team with a single purpose. We know that people are what makes the difference and to achieve our vision we need to do it together.



Make a difference

Our people are driven by a passion to make a difference and are determined to create a positive impact in the world through their individual contributions.



We care

Care for people is core to everything we do. We are committed to upholding a diverse and inclusive culture, which embraces individuality and creativity, to ensure our employees and customers feel valued and respected.



Constant evolution

We always look for new opportunities to adapt, improve and grow. We approach each moment with a growth mindset and use it as a chance to improve the quality and impact of everything we do.



Trust

Trust in our people, products and services is everything.

Our Reconciliation Action Plan

Our vision for reconciliation is to advance a value and practice of respect and acknowledgement of Aboriginal and Torres Strait Islander heritages and cultures. Our actions will reflect the desire to create an inclusive workplace for all Australians. We will engage with stakeholders, partners, and communities across Australia to make our vision a reality.

Under the leadership of our RAP Champion, our Chief People Officer we will begin our journey of reconciliation through our Reflect Reconciliation Action plan. Our Reflect Reconciliation Action Plan is the foundation for our organisation to explore and develop relationships with Aboriginal and Torres Strait Islander stakeholders and understand our spheres of influence. The framework we will create sets out our clear intention for how Magentus will strive towards reconciliation efforts in 2023-2024. This process will ensure we establish sound foundations to create meaningful and sustainable change.

We aim to educate and empower our employees to become champions of reconciliation and inclusion. Our Reconciliation Action Plan outlines key activities to help us make a meaningful reconciliation effort and support the ongoing pursuit for inclusion and equity for all Australians.

Our Partnership and Current Activities

Our Reconciliation Action Plan presents us with an opportunity to further identify and develop partnerships with Aboriginal and Torres Strait Islander groups within our sphere of influence. We understand that these relationships will be fundamental to social change and creating an environment that supports reconciliation.

We're proud of the existing activities we've implemented within our organisation to recognise the Traditional Owners of the lands on which our workplaces are located. We've committed at an executive level to include Acknowledgement of Country at the start of our meetings. To increase awareness and understanding, all new Magentus employees also undergo training to understand the significance of Country to Aboriginal and Torres Strait Islander peoples. Currently two of our employees identify as being Aboriginal and/or Torres Strait Islander.

As an organisation we also raise internal awareness to culturally significant events such as NAIDOC week and National Reconciliation week. We believe that education is a fundamental pillar of reconciliation and creating harmony between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. Our employee engagement committee provides group-wide communications to promote attendance and participation in NAIDOC week and reconciliation events across Australia.

Relationships

Action Item	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relations with Aboriginal and Torres Strait Islander stakeholders and organisations	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September 2024	People and Culture Business Partner
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2024	People and Culture Business Partner
Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	People and Culture Business Partner
	RAP Working Group to attend an external NRW event.	May 2025	People and Culture Business Partner
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2025	People and Culture Business Partner
Promote reconciliation through our spheres of influence	Explore opportunities to work collaboratively with other like-minded organisations throughout our reconciliation journey.	October 2024	People and Culture Business Partner
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2024	People and Culture Business Partner
	Communicate our commitment to reconciliation to all staff.	August 2024	People and Culture Business Partner
Promote an inclusive working environment through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	August 2024	People and Culture Business Partner
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2024	People and Culture Business Partner

Respect

Action Item	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	December 2024	People and Culture Business Partner
	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	December 2024	People and Culture Business Partner
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2024	People and Culture Business Partner
	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	December 2024	Employee Engagement Committee (Magentus Social)
Build respect for Aboriginal and Torres Strait Islander Cultures events such as NAIDOC week	RAP Working Group to participate in an external NAIDOC Week event.	July 2024	People and Culture Business Partner
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2024	People and Culture Business Partner

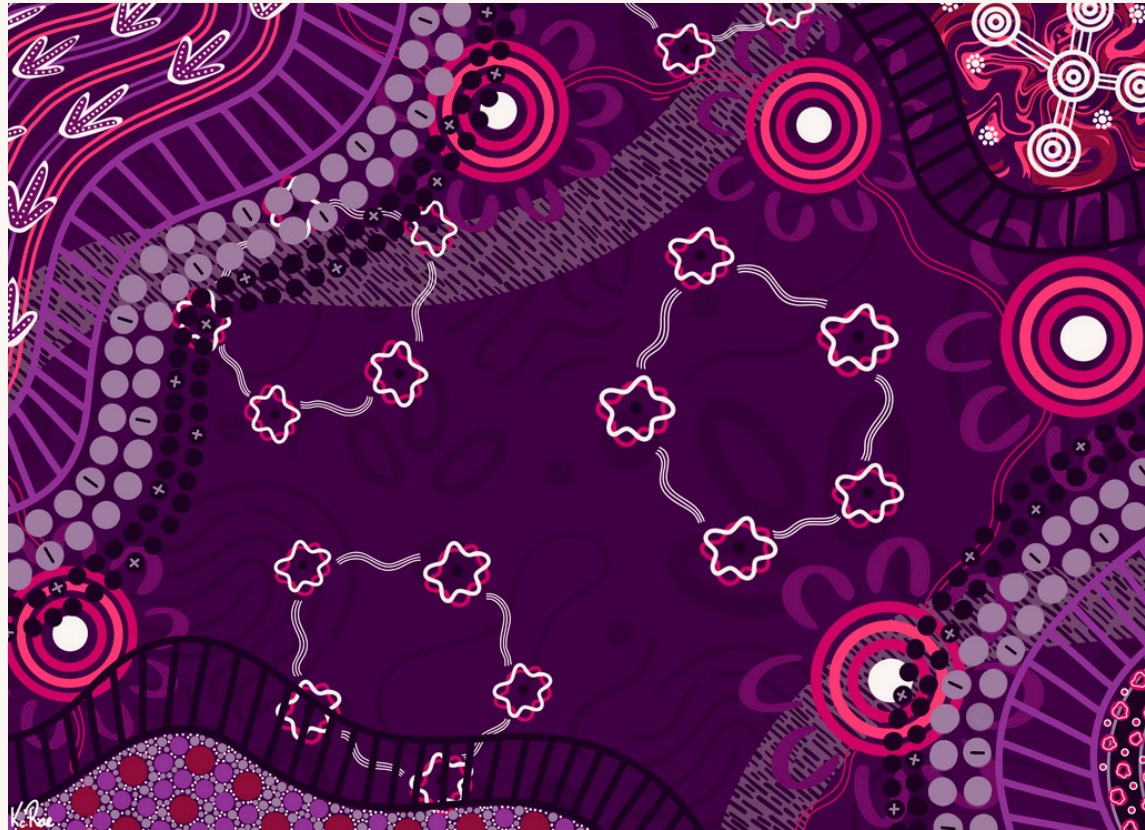
Opportunities

Action Item	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2025	People and Culture Business Partner
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	February 2025	People and Culture Business Partner
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.	February 2025	People and Culture Business Partner
	Investigate Supply Nation membership.	February 2025	Employee Engagement Committee (Magentus Social)

Governance

Action Item	Deliverable	Timeline	Responsibility
Provide appropriate support for effective implementation of RAP commitments.	Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2024	People and Culture Business Partner
	Appoint a senior leader to champion our RAP internally.	July 2024	People and Culture Business Partner
	Define resource needs for RAP implementation.	July 2024	People and Culture Business Partner
	Engage senior leaders in the delivery of RAP commitments.	September 2024	People and Culture Business Partner
Establish and maintain RAP Working Group (RWG) to drive the governance of the RAP	Form a RWG to govern the implementation of RAP to meet on a monthly basis. This will include: <ul style="list-style-type: none"> Chairperson(s) Secretary Key decision makers RAP Champions Aboriginal & Torres Strait Islander representation (This will be achieved through the RAP Process) 	July 2024	People and Culture Business Partner
	Draft a Terms of Reference for the RWG.	July 2024	People and Culture Business Partner
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	July 2024	People and Culture Business Partner
Build accountability and transparency through reporting RAP achievements, challenges and learning 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.	July 2024	People and Culture Business Partner
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, annually	People and Culture Business Partner
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	People and Culture Business Partner
Continue our reconciliation journey by Developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP.	April 2025	People and Culture Business Partner
	Report to board commencement of RAP journey.	July 2024	People and Culture Business Partner

About the Artwork



Burrul bina maaruma-li (buh-ruh-l / bin-ah / ma-roo-ma-lee)

by Kacie Fahey, 2024

Burrul bina maaruma-li directly translates from Gamilaraay into English as “clever heal”.
Burrul bina maaruma-li is an interpretation of our slogan “Empowering Intelligent Healthcare”

This piece is representative of our: values, approach to product and service delivery, and core business. The artwork features emu tracks, in the upper left-hand corner, as recognition of our approach to evolution and continual improvement. As emus cannot walk backwards, this is quite a fitting element. Further, the piece features elements of connection, trust, community, and people, all central values to the way we do business. People are at the heart of what we do, and this is represented throughout several elements within the artwork, including several meeting places, a symbolic depiction of trust in the upper right-hand corner, and an acknowledgment of our commitment to individual creativity and diversity, which is depicted in the lower right-hand corner. Lastly, this piece incorporates several elements that acknowledge our core business – healthcare. Artistic interpretations of healthcare related elements such as pathology, DNA, cells, blood, and life are scattered throughout the artwork, both in the background and foreground. Overall, this piece is a visual testament to the innovative, and empowered approach we strive for in all aspects of our business.

About the Artist

Kacie Fahey

Kamilaroi/Gamilaraay

Yuggera/Jagera/Ugarapul QLD



Kc Rae is an Aboriginal woman of the Kamilaroi nation. Her ancestral ties link her to Walgett, Moree, and Coonamble, however she was born and raised in Tulumur (Ipswich) on Yuggera, Jagera, and Ugarapul Country.

Art became an integral part of her journey in reconnecting with, reclaiming, and revitalising her culture several years ago. Kc Rae is passionate about using her art to explore how art can be used to heal, share culture, and navigate what it means to part of one of the oldest living cultures within a 21st century lens.

Kc also brings her personal and professional experiences into her storytelling as means of ensuring intersectionality is at the core of her artwork. Kc Rae is passionate about amplifying the voices of marginalised cohorts, increasing awareness and education about contemporary issues, and decentering systems of oppression.

No matter your own journey, experiences, or walk of life, Kc hopes her pieces resonate with you, and help you to connect with Country, yourself, and with others.



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