

Working towards reconciliation – Viva Energy Reconciliation Action Plan progress report

In December 2024, Viva Energy launched its third **Innovate Reconciliation Action Plan (RAP)**, reaffirming our commitment to advancing reconciliation and creating meaningful opportunities for First Nations peoples.

At the halfway point of the reporting period, 85% of RAP actions have been completed, reflecting strong progress during a time of significant organisational transformation.

Key achievements by pillar

Pillar	Key Achievements
Relationships	<ul style="list-style-type: none"> Extended national partnership with CareFlight for three years, valued at \$1M annually, improving First Nations access to healthcare in the Northern Territory. Supported the In-Language Community Education Video Series with CareFlight and partners, delivering trauma education in local languages to remote communities. Extended partnership with Koorie Heritage Trust (KHT) at \$100K annually until 2028, focusing on employment and economic empowerment for Victorian First Peoples. Initiated collaboration following the signing of the Tiwi Port Marine agreement. Deepened cultural understanding through Tiwi Island visits and hosting Tiwi Port Marine board members at Docklands and Geelong sites. Celebrated partnership by installing a Tiwi artwork in Viva Energy's foyer and hosting an unveiling event with Tiwi Port Marine board members, artist Carol Puruntatameri, and team members.
Respect	<ul style="list-style-type: none"> Developed a Cultural Safety Awareness Program with KHT, focusing on anti-racism and allyship; pilot participants reported positive feedback. Linked cultural safety training to Viva Energy's Diversity & Inclusion strategy. Hosted Tiwi Port Marine board members at Docklands and Geelong sites to strengthen cultural exchange.
Opportunities	<ul style="list-style-type: none"> Leveraged community partnerships to improve First Nations outcomes in areas such as access to services, jobs, and employment. Strengthened procurement policies to support 'Buy Indigenous' objectives, prioritizing First Nations suppliers where competitive. Continued efforts to improve Aboriginal and Torres Strait Islander recruitment, retention, and professional development.
Governance	<ul style="list-style-type: none"> Welcomed two First Nations employees to the RAP Working Group and engaged a First Nations Community Partner for advice. Expanded Working Group membership to ensure alignment across the newly structured organisation.

Learnings

- Strong partnerships amplify impact**—collaborating with community organisations and Indigenous businesses creates sustainable outcomes.
- Linking RAP initiatives to core business operations drives long-term success**—evident through partnerships with Tiwi Port Marine and leveraging our Karratha lubricants facility for employment opportunities.
- Flexibility is essential**—delaying actions to ensure quality implementation supports better outcomes.

Next steps

With our RAP concluding in December 2026, Viva Energy commits to:

- Implementing the First Nations Employment Action Plan in 2026.
- Developing tailored internal engagement activities, supported by leadership, to boost participation.
- Continuing to strengthen partnerships and explore opportunities for First Nations employment and procurement.

