



Reflect Reconciliation Action Plan (RAP)

January 2025 – March 2026



Introduction

Discovery Parks is **committed** to growing with care through **supporting** our people, **giving back** to the community and protecting our environment.

We bring people, places and communities closer together across the parks and resorts we own and or operate. Connection is at the heart of what we do – from the guests we welcome, to the regional communities in which we operate and the broader travel industry.

Our core business is to showcase some of Australia’s most treasured places to millions of guests each year, providing memorable regional accommodation and experiences across our growing network of almost 90 owned and operated holiday parks and resorts. Additionally, we provide Workstay accommodation for people working in regional and remote areas of Australia.

Located throughout regional Australia with our Support Office in Adelaide, the below reflects where we operate at the start of this RAP. This includes Wilpena Pound within the Ikara-Flinders Ranges National Park thanks to the support of The Adnyamathanha people.

We employ approximately 2400 people across Australia across our tourism, Workstay and experience businesses. We currently employ 75 individuals that have identified as being Aboriginal and/or Torres Strait Islander people.

Our first RAP is centred on the holiday parks we operate day-to-day and the local communities in which we work. This includes our Discovery Parks, Discovery Resorts and Workstay businesses. As we progress through the RAP process we will continue to evaluate our role regarding parks we do not operate day to day that are part of the G'day Parks network.



Discovery Parks & Resorts



Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Discovery Holiday Parks to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Discovery Holiday Parks 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 Discovery Holiday Parks 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 Discovery Holiday Parks, 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



Artist Profile

The APY Art Centre Collective (APYACC) are a group of Indigenous-owned and governed art centres that work together on innovative artistic projects, and strong business initiatives. Their art centre businesses are the beating heart of their communities. Their vision is to support every person of working age to have culturally affirming employment and an independent income so that they can succeed in their world and yours.



A Discovery Parks Reconciliation Action Plan is a natural progression

Positive community initiatives have been a natural part of the organisation's growth as a consequence of strategic opportunities, leadership, governance and shareholder support.

Examples of this are ingrained in our organisation. One such example is that of our Chief Executive Officer, Grant Wilckens, who shares the story of his family's long camping trip in the Kimberley and the personal relationships he developed with local Aboriginal communities. These relationships ultimately contributed to the design of an Indigenous Land Use Agreement (ILUA) in 2022- formalising a relationship with the Wilinggin Aboriginal Corporation to lease the land. Outcomes include employment and training opportunities and unique experiences for our team, organisation and guests, this example at El Questro forms part of our RAP committee scope and Reflection.

Our ESG strategy is another example, where prior to commencing a RAP (2021) employees identified a focus on 'Strengthening Relationships with Traditional Owners' as an important pillar.

As our organisation grows, we continue to embrace diversity and embed mature policies and training to support all employees. We are aiming for the RAP process to inform continuous improvement of existing and new initiatives. This RAP has the support of our Board, Executive and Shareholders.

Review and understanding of the accredited RAP process started in October 2023 and some actions have already commenced prior to RAP accreditation. These will be reviewed and improvement as part of the Reflect plan.

Progress guided by reflection includes:

- The commencement of a Cultural Committee bringing together our First Nations Initiatives across the ILUA ESG strategy and other opportunities;
- Connecting with Reconciliation Australia, attending the RAP learning circle, meeting with other organisations undertaking a RAP; and
- Shifting our Cultural committee to a RAP Committee in July 2024

Our RAP brings together current organisational initiatives and provides a pathway for future learning and listening across the organisation, initially from focus parks and communities. Our RAP committee has wide representation from across the organisation and includes two founding members from the Executive Team (Chief Operating Officer and Chief People Officer) who have been champions of support since we commenced. Our Chief Operating Officer (COO) Matt Lang is the organisations' RAP champion outside of the RAP Committee. Matt leads the operations of the Discovery Parks, Resorts and Workstay businesses. The committee is made up of voices and skills that make an impact throughout the organisation from operations to ESG, including The General Manager of Communication (GMC) and Procurement (GMP).

Discovery Parks is at the early stages of the formal RAP process and given our belief in genuine local community relationships, we are conscious of facilitating self-paced learning and engagement. Our RAP Committee meets regularly and draws on internal and external specialists as needed, whilst also ensuring our plans can genuinely be realised given multiple priorities, locations and a wide span of employee experience. The organisation has existing organisation wide mature policies relating to supporting diversity which have been relevant to our Reflection.



In August 2024

we welcomed Louise Wellington, Director of Tin Truck & Associates and part owner of Hardy fencing NT, a 100% Aboriginal owned and operated business to the committee. Louise comes from two families in Central Australia, her mother's side of the family being Luritja people from the Watarrka region and her father is a Warlpiri man from Willowra community north of Alice Springs.

In September 2024

we shared with all employees that we were starting the Reflect Reconciliation Action Plan (RAP) process and Major Lancelot "Moogy" Sumner AM performed a Welcome to Country.

In late 2024

four new committee members joined the RAP committee increasing the diversity of perspective from different regions of Australia.

Formal protocols for staff on the use of the Welcome to Country and Acknowledgement of Country were identified as an action in our RAP and ESG initiatives and these will be communicated and supported with training. We also measure employees and suppliers that identify as Aboriginal and/or Torres Strait Islander Persons or organisations. Discovery Parks proudly partners with more than 50 First Nations companies across a diverse range of services, including Guest experience partnerships, Marketing & Advertising, Food and Beverage, Consulting Services and Repairs.

We provide support to a number of external organisations including Yalari a not-for-profit organisation that offers quality, secondary education scholarships at leading Australian boarding schools for First Nations children from regional, rural and remote communities. Matt Lang our COO and RAP champion is a member of the Yalari SA Regional Council .

We have commenced the process to commission artwork, Discovery Parks Reflect painting will include a plaque that will acknowledge some of the learning from this process, the birth of our RAP and intent to continue to learn and build relationships with more communities over time.

Our Reconciliation Action Plan is outlined below for Accreditation Review. We thank Reconciliation Australia and their team for support and feedback during this process.

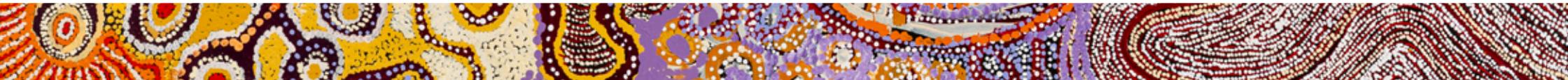
Samantha Munt

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Relationships

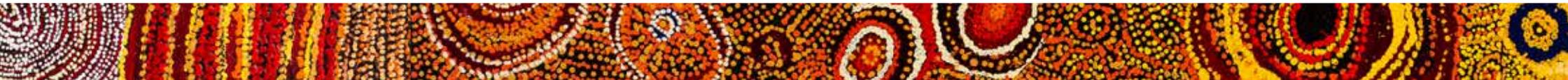
Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	August 2025	COO
	Continue to research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2026	COO
Build relationships through celebrating National Reconciliation Week (NRW).	Continue to circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	GMC
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2025	GMC
	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	GMC
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff. Announce Started RAP Process (Reflect) ongoing communication calendar.	March 2025	COO
	Continue to identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2025	COO
	Continue to identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2025	COO
Promote positive race relations through anti-discrimination strategies.	Review best practice and policies in areas of race relations and anti-discrimination.	April 2025	CPO
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. Already mature however we will continue to Reflect.	March 2025	CPO





Respect

Action	Deliverable	Timeline	Responsibility
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.	January 2025	COO
	Conduct a review of cultural learning needs within our organisation.	April 2025	CPO
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	November 2025	COO
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April 2025	COO
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	GMC
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	GMC
	RAP Working Group to participate in an external NAIDOC Week event.	July 2025	GMC





Opportunities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Reflect on the business case for Aboriginal and Torres Strait Islander employment within our organisation with the committee.	February 2025	CPO
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2025	CPO
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.	January 2025	GMP
	Review Supply Nation Membership and/or Investigate new ways to support Aboriginal and Torres Strait Islander business owners.	March 2025	GMP



Governance



Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Committee to drive governance of the RAP.	Review how effectively our RAP Committee is tracking re: energy levels, enthusiasm, productivity.	November 2025	COO
	Update deliverable language eg: Review and update Terms of Reference for the RAP Committee.	March 2026	COO
	Maintain and strengthen Aboriginal and Torres Strait Islander representation on the RAP Committee and review the committee structure to ensure pipeline of future First Nations members.	Nov 2025	COO
Provide appropriate support for RAP implementation.	Define resource needs for RAP implementation FY26.	May 2025	COO
	Continue to engage senior leaders in the delivery of RAP commitments.	October 2025	COO
	Maintain a senior leader to champion our RAP internally.	March 2026	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2025	COO
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 annually	COO
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	COO
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	COO
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2025	COO





Discovery