



2021/22 Reconciliation Action Plan

“We embark on this journey
with a shared commitment
to education, awareness
and learning.”

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Our commitment

MESSAGE FROM OUR CHAIRMAN AND CEO

It is our great pleasure to celebrate the creation of Port of Brisbane Pty Ltd's (PBPL) first Reflect Reconciliation Action Plan (RAP).

It is the next step on PBPL's journey to being Australia's leading port, and arguably the most important step in our long and proud history of actively supporting the community in which we operate.

We begin the Reconciliation process by formally acknowledging that PBPL and its many customers and stakeholders operate on the lands and waters of the Quandamooka, Turrbul and Jagera peoples.

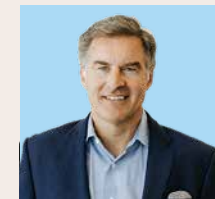
We embark on this journey with a shared commitment to education, awareness and learning: about the tens of thousands of years of Aboriginal and Torres Strait Islander histories in this area, about the unique culture celebrated by the world's oldest living civilisation, about the pain experienced during and since European settlement, and about the barriers to national Reconciliation that have existed and continue to exist.

But we also approach Reconciliation with a sense of excitement and opportunity.

As a company, we look forward to challenging ourselves across every facet of our business to identify areas of potential partnership with Aboriginal and Torres Strait Islander organisations and the communities they represent. We also look forward using our resources, our capability and our expertise, where possible, to promote opportunity for young Aboriginal and Torres Strait Islander peoples in the pursuit of long-term social and economic empowerment.



Guy Cowan
Chairman



Roy Cummins
Chief Executive Officer

Reconciliation Australia

PBPL'S REFLECT RAP

Reconciliation Australia welcomes Port of Brisbane Pty Ltd (PBPL) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

PBPL joins a network of more than 1,100 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 over 2.3 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 PBPL 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 Port of Brisbane Pty Ltd, 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

The mouth of the Brisbane River, near where the bittern bird story finishes

Net traditionally made of the tawalpin (cotton tree), which indicates how the dugong was trapped and how Quandamooka people fish in these waters (hand-drawn on paper)

Wellington Point pigments, representing the mainland of Quandamooka

Casuarina trees monoprint, a coastal tree along Quandamooka

Tawalpin (cotton tree) leaf (hand-drawn pen on paper)

The bay of Quandamooka (lino print)

Canaipa (Russell Island) pigments

Eugaries (shellfish) – a food source found in bayside middens (screenprint)

Quandamooka Waters, showing the channel between the mainland and Mulgumpin (Moreton Island) where the ships now travel through

Mulgumpin (Moreton Island)

Teerk Roo Ra (Peel Island) pigments

South passage between Pulan and Mulgumpin, representing the waterways

Coochiemudlo pigments and Bungwall fern, a food source where the bulbs in the root system are crushed to make flour and then bread

Mulumba (Mooloomba) Point Lookout pigments

Goompi (Dunwich) pigments

Minjerribah (North Stradbroke Island) pigments – the layer found in the sandhills that carry the rainfall water to the lakes



ARTWORK EXPLAINER

Journey through the bay to the river, 2020



Delvene
Cockatoo-Collins

PBPL has recently commissioned Delvene Cockatoo-Collins to create an art piece for the front cover of the RAP document

The 'Journey through the bay to the river' is a representation of the journey from the southern part of Quandamooka Waters to the mouth of the Brisbane River.

Commencing at Canaipa ~ Russell Island, the journey includes North Stradbroke Island, Coochiemudlo, Peel Island, Mulgumpin ~ Moreton Island, and the mainland up to the mouth of the Brisbane River.

Considered an artist book and a map, this artwork is a series of lino prints, monoprints, hand drawn work and Quandamooka clays on paper, which depict the journey through Quandamooka Country from south to north. The individual works on paper are stitched together using the fibres of the Tawalpin – Cotton Tree – Beach Hibiscus and hanging from a branch of Tawalpin – a commonly found tree along this coastline within the bay, to and along the Brisbane River.

Incorporating the clays and pigments across Quandamooka and prints of the flora, this work speaks of the islands, the water, our food sources and the resources used for gathering.

This journey follows the traditional story and pathway or bambar that was taken by the bittern bird who trapped the dugong and travelled through Quandamooka Country.

The artist, Delvene Cockatoo-Collins is a Quandamooka artist, belonging to the Nunukul, Ngugi and Goenpul peoples, who lives and works in Goompi – Dunwich on North Stradbroke Island. Delvene's work with pigments and ochres across Quandamooka has informed some of this Reconciliation Action Plan artwork. The original collection of pigments in 2017 and 2018 by Delvene across the islands and mainland of the Quandamooka region, was used in a pigment map to depict the area where Warrajamba – a mermaid – belonged to.

Delvene has developed a relationship with Port of Brisbane including the Tangalooma Eco Marines program for school aged children interested in protecting the Bay, which is sponsored by PBPL. Through this program, Delvene has delivered a series of art workshops in 2017-2019 for the Tangalooma Eco Marines Ambassador program on site at the Port of Brisbane Office.

The Jarjums Camp, sponsored by PBPL and coordinated by Dunwich State School for year 6 students across the Redlands region, was attended by Delvene's three children Sachem, Preston and Stirling. Delvene has volunteered at several of these camps. The artist states that "the actions already undertaken by Port of Brisbane shows a commitment to the region and I am excited to contribute to the Reconciliation Action Plan through this artwork".

Our business

The Port of Brisbane is a cornerstone of the Queensland economy – it is one of Australia’s fastest growing container ports and the state’s largest multi-cargo port.

PBPL’s role includes:

- the maintenance and development of the port and related facilities, including the Brisbane International Cruise Terminal
- operation of the Brisbane Multimodal Terminal
- leasing and managing land for port-related services
- facilitation of the development approval process for developments on Brisbane core port land
- maintaining navigable access to the port for commercial shipping
- operating the Visitors Centre.

Other port operations, including stevedoring and towage, are carried out by private operators who lease land from PBPL. Vessel traffic services are the responsibility of the Queensland Department of Transport and Main Roads, and pilotage services are carried out by a private operator.

PBPL employs over 180 people, including two employees who identify as Aboriginal and/or Torres Strait Islander people.

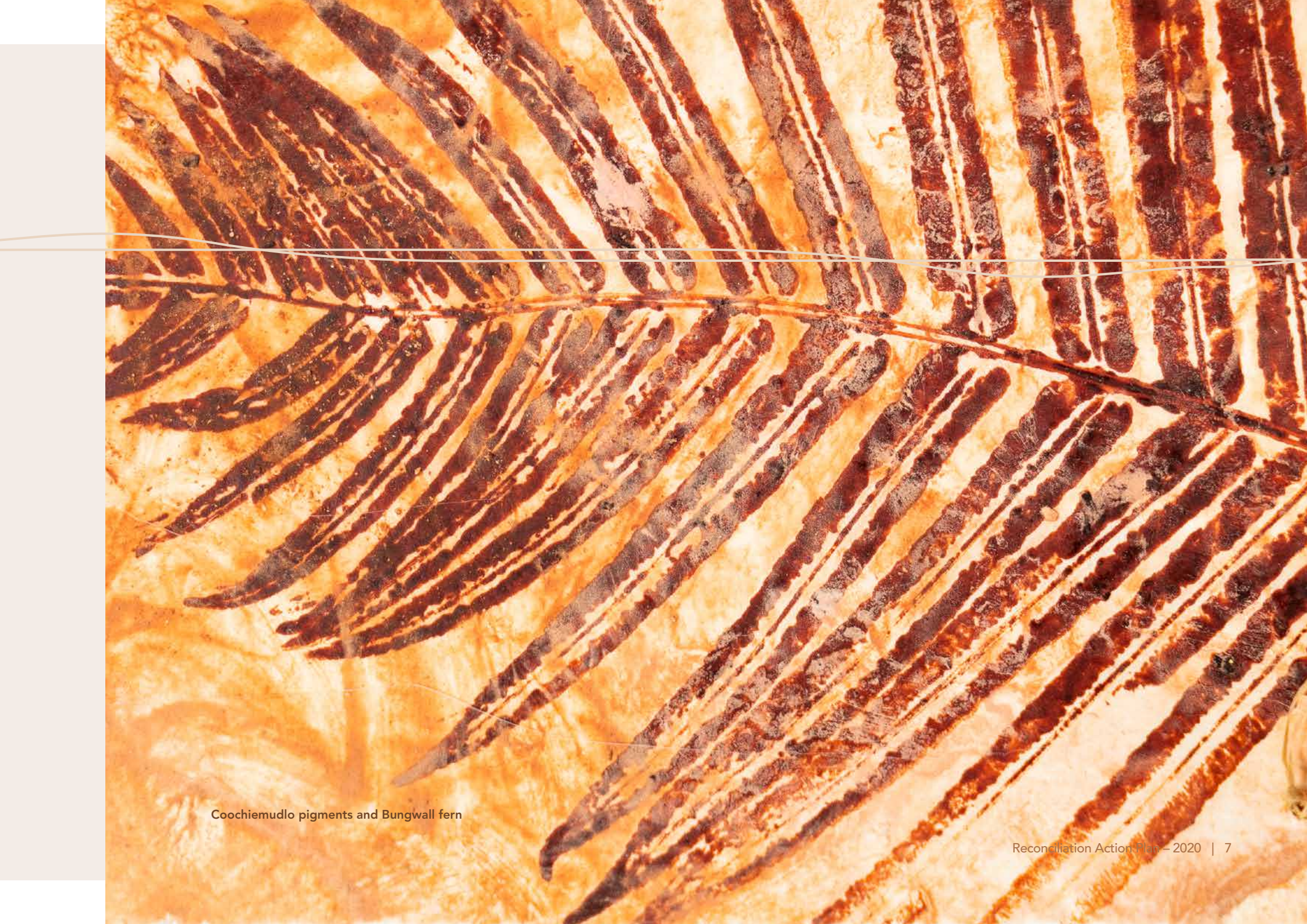
Located at the mouth of Maiwar (Brisbane River), Port of Brisbane is managed and developed by PBPL under a 99-year lease from the Queensland Government.

PBPL manages land on both the north and south of Maiwar.

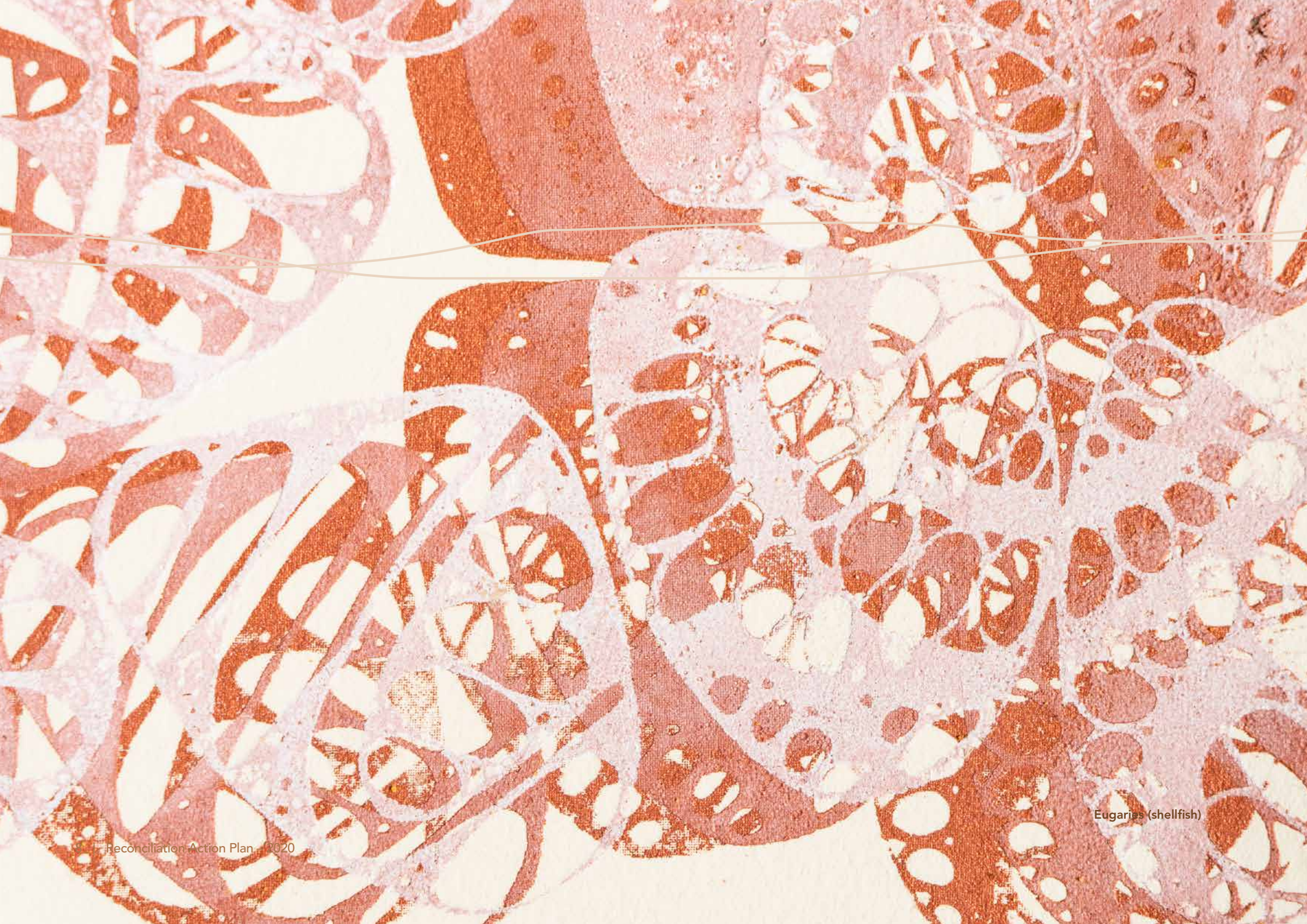
PBPL is also responsible for maintaining navigable access to the port for commercial shipping, totalling approximately 97 km from Fisherman Islands to Point Cartwright through Moreton Bay.

PBPL has four office locations in Australia, including:

- Port Office, 3 Port Central Ave Port of Brisbane
- Operations Base, 18 Howard Smith Dr Port of Brisbane
- BMT, 52 Port Dr Port of Brisbane
- Brisbane International Cruise Terminal, Cruise Terminal Drive, Pinkenba.



Coochiemudlo pigments and Bungwall fern



Eugaries (shellfish)



Our vision

PBPL's vision for Reconciliation is to create positive, long-term relationships with local Aboriginal and Torres Strait Islander groups that builds trust between all parties and encourages partnership and collaboration.

We will work to better understand the history of the region in which we operate, the people who have lived here for thousands of years, and the culture they have celebrated.

And we commit to identifying ways to work closely together, fostering opportunities for economic, social and environmental progress over the long-term.

STRANDS: A CASE STUDY

Quandamooka Jarjums Camp

“Supporting education initiatives like Jarjums is a key focus of our Reconciliation agenda.”

PBPL has proudly sponsored the Quandamooka Jarjums Camp since October 2015.



2018 Quandamooka Jarjums Camp

Teerk Roo Ra (Peel Island)

The aim of the three-day camp, held at Cylinder Beach, Minjerribah, is to provide cultural experiences to approximately 60 Aboriginal and Torres Strait Islander Year 6 students from across the Brisbane Bayside area. Local elders and educators give students the opportunity to learn more about the history of the Noonuccal, Ngugi and Gorenpul people of Quandamooka Country, and their connections to the land and water.

Camp participants have the chance to develop a deeper understanding of their culture, through activities such as weaving, traditional dancing and culture talks. In the majestic setting of Cylinder Beach, students are exposed to the teachings of their elders, with lessons around country, ancestral history and the spiritual connection to country forged over many thousands of years.

“Supporting education initiatives like Jarjums is a key focus of our Reconciliation agenda,” PBPL CEO Roy Cummins said.

The Quandamooka Jarjums Camp not only provides children with education and insights into Aboriginal and Torres Strait Islander history, it brings the local community together. Support of the camp is a collaborative effort with PBPL, Queensland Education Department, Dunwich State School, Yulu-Burri-Ba Aboriginal Corporation, DP World and recently Svitzer Australia all lending a hand and building improved understandings.

Many Minjerribah residents, including previous students of Dunwich State School and previous Jarjums Camp attendees, participate over the three days by mentoring students and coordinating exciting cultural activities. It also allows supporters, including employees from PBPL, to get involved in camp logistics and activities.



2019 Quandamooka Jarjums Camp



2019 Quandamooka Jarjums Camp mentors

STRANDS: A CASE STUDY

National Reconciliation Week

“Their traditional custodianship is something we not only acknowledge, but deeply respect.”

PBPL hosted its first port-wide National Reconciliation Week event at its Port Central Park on 27 May 2019.



JJ Buhmann-Ruska, Nunukul Yuggera Aboriginal Dance Company

Goompi (Dunwich)

More than 200 representatives from across the port precinct attended, as well as visiting students from Everton Park State School.

The theme was 'Grounded in truth; walk together in courage', which aimed to contribute to building stronger relationships based on historical learning and acceptance.

It was an opportunity for all in attendance, from across different industries and sectors, including many competing businesses, to come together and learn about our area's histories, cultures, and achievements, and to explore how each of us can contribute to achieving Reconciliation in this country.

Uncle Eddie Ruska, a direct descendant of the Jagera people of the Ipswich, Brisbane Region and the Nunukul from Minjerribah, started the event with a Welcome to Country.

This was followed by the celebrated Nunukul-Jagera Aboriginal Dancers who shared their traditional and contemporary dances, expressing ancient Dreamtime stories.

After the event's formalities, all visitors had the opportunity to sample some local Indigenous produce and participate in cultural workshops which included artworks, hunting and gathering exhibitions, stories from the Dreamtime (such as how the Brisbane River and Southern Cross were created, and 'how the echidna got his quills'), a tutorial on artefacts including boomerangs, spears, shields, dillybags, and an Indigenous Art, Rock and Paper Workshop.

As PBPL CEO Roy Cummins said in his address, "Here at the Port of Brisbane, we work in an area that has a long association with our nation's Aboriginal and Torres Strait Islander peoples.

"Aboriginal and Torres Strait Islander peoples inhabited these lands and waters long before European settlement was ever contemplated.

"Their traditional custodianship is something we not only acknowledge, but deeply respect."

PBPL will continue to work with the port community to make National Reconciliation Week an annual success.



Everton Park State School students



Nunukul Yuggera Aboriginal Dance Company

Our Reconciliation Action Plan

PBPL is determined to play its role in furthering national efforts towards Reconciliation. To achieve this, PBPL is establishing its first 'Reflect' Reconciliation Action Plan.

While proud of the engagement between PBPL and Aboriginal and Torres Strait Islander groups over several decades, embarking on the Reconciliation Action Plan process is an acknowledgement that more can, and needs to be, achieved.

We understand that, as an economic asset of vital importance to Queensland and Australia, we have both an obligation and responsibility to show leadership on Reconciliation:

- with and for our employees
- with the communities in which we operate
- within the Port precinct itself, which includes over 70 domestic, national and international businesses
- within the ports sector nationwide
- amongst our vast array of local, industry and government stakeholders.

In February 2020, a Working Group comprising ten members from across PBPL's operational, engineering and professional business units met to set the course for the Reconciliation Action Plan process. One member of the Working Group identifies as an Aboriginal and Torres Strait Islander person.

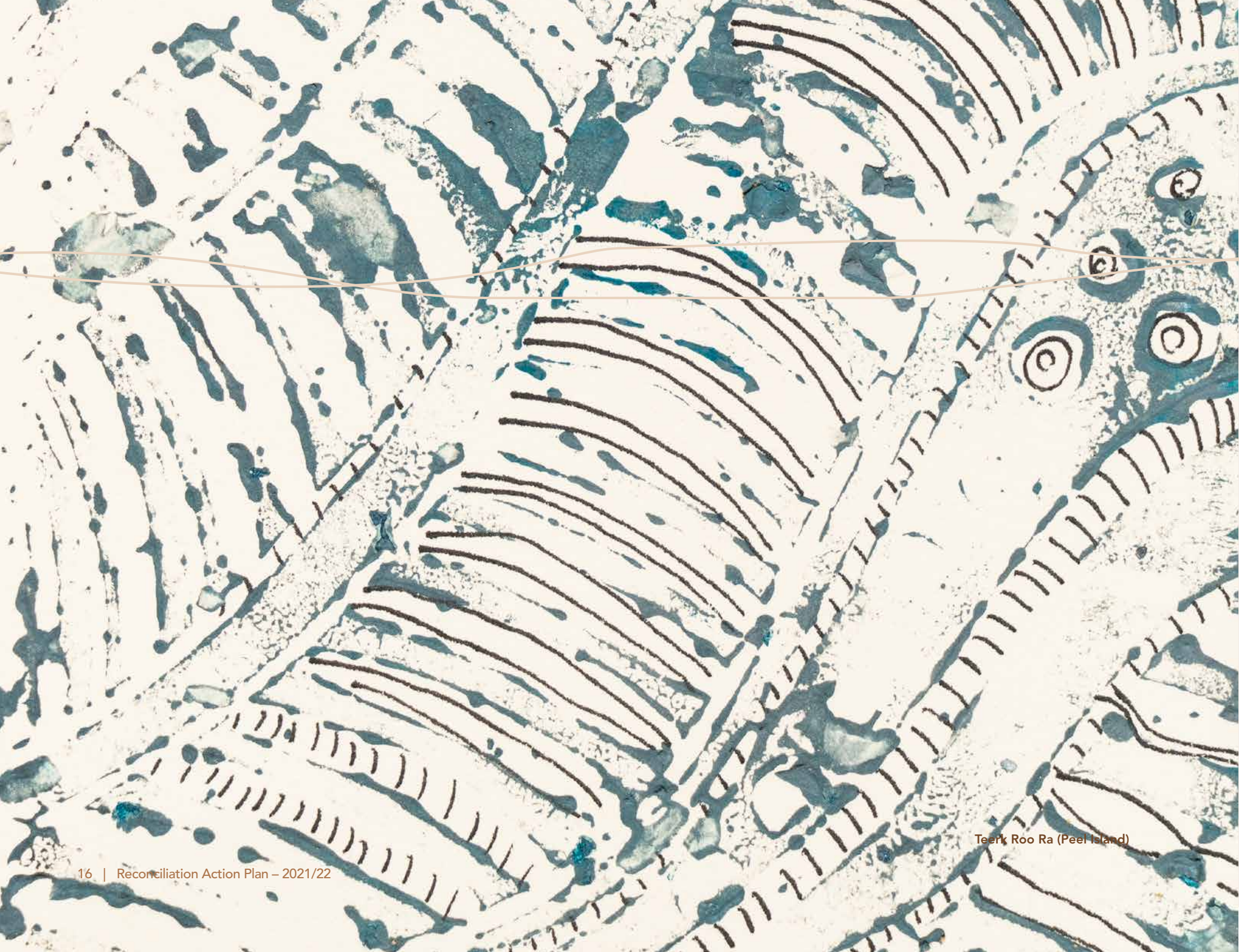
Championed by PBPL's Head of Corporate Relations, this group not only contributed significantly to this Reconciliation Action Plan but will drive its implementation: engaging with internal and external stakeholders, including representatives of local Aboriginal and Torres Strait Islander groups, on relevant initiatives.

As at March 2021, our Working Group comprised:

- Chief Executive Officer
- General Counsel and Company Secretary
- Head of Corporate Relations
- Head of People and Performance
- Senior Manager Environment and Planning
- Project Engineer
- Deck Hand
- People and Performance Business Partner
- Communications Lead
- Community Relations Advisor.



The bay of Quandamooka



Teerik Roo Ra (Peel Island)

Our Reconciliation Action Plan (CONTINUED)

The Working Group will drive the cultural change required to allow PBPL to make a positive contribution into the future. It will include encouraging all PBPL employees, regardless of position or seniority, to think proactively about ways to broaden its Reconciliation agenda. This will be particularly crucial to the Reconciliation Action Plan's evolution over the coming years.

It is this kind of 'whole of organisation' mobilisation that will drive PBPL's progress towards advancing the five dimensions of Reconciliation:

- Unity
- Race Relations
- Equality and Equity
- Institutional Integrity
- Historical Acceptance.

It is PBPL's commitment that the progression will go beyond the formalities and symbolism (although important) of having a nationally recognised Reconciliation Action Plan. It is to drive tangible and practical outcomes that have positive short and long-term impacts at the local level.

Today is not the start of PBPL's Reconciliation journey. We have a history, as both a publicly and privately-owned company, of working with Aboriginal and Torres Strait Islander communities and supporting important initiatives, including the Quandamooka Jarjums Camp and, more recently, National Reconciliation Week events.

But this process is about acknowledging that more needs to be done and committing to doing so.

By working together, we look forward to the evolution of our relationships with the Traditional Custodians of the lands and waters incorporating and surrounding the Port.

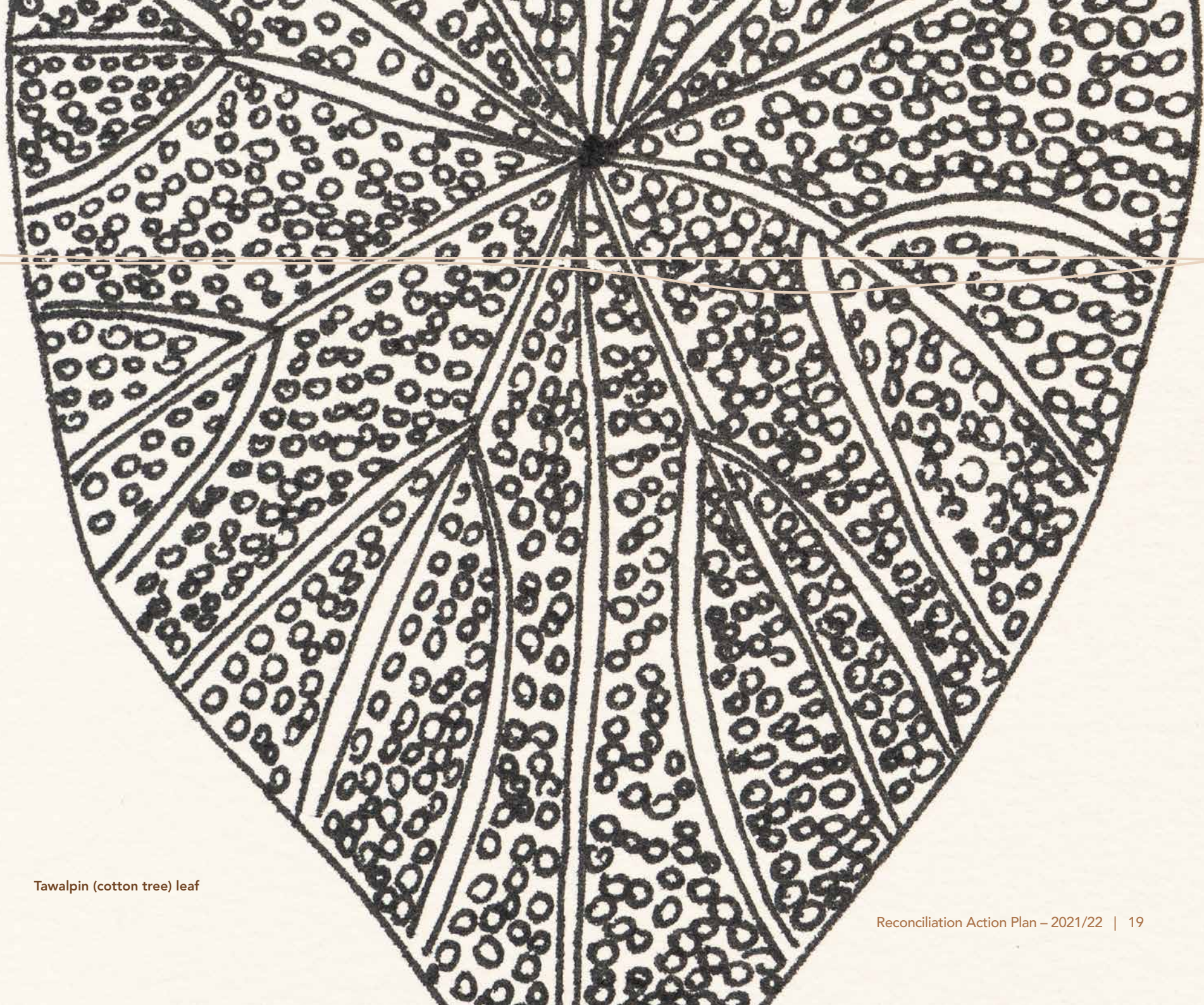
Relationships

PBPL is a long-term business, and the relationships it has with the community, its customers and all stakeholders is of vital importance to its future.

While PBPL has established relationships with the Aboriginal and Torres Strait Islander community, this Action Plan lays the platform for a renewed effort that will strengthen the bonds of friendship, foster long-term trust and understanding, and encourage a renewed spirit of collaboration.

Objectives in this regard will include:

Action	Deliverable	Key dates	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	Dates to monitor progress/ effectiveness June 2021 Date for completion September 2021	Head of Corporate Relations
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	Dates to monitor progress/ effectiveness June 2021 Date for completion September 2021	Community Relations Advisor
Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and Reconciliation materials to our staff. 	Dates to monitor progress/ effectiveness May 2021 Date for completion June 2021	Community Relations Advisor
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	Dates to monitor progress/ effectiveness May 2021 Date for completion June 2021	Head of Corporate Relations



Tawalpin (cotton tree) leaf

Relationships (CONTINUED)

Action	Deliverable	Key dates	Responsibility
Build relationships through celebrating National Reconciliation Week (NRW) (continued).	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	Dates to monitor progress/ effectiveness May 2021 Date for completion June 2021	Head of Corporate Relations
	<ul style="list-style-type: none"> Organise PBPL NRW event. 	Dates to monitor progress/ effectiveness May 2021 Date for completion June 2021	Marketing Communications Advisor
	<ul style="list-style-type: none"> Invite customers and stakeholders to join PBPL in celebrating NRW. 	Dates to monitor progress/ effectiveness May 2021 Date for completion June 2021	Community Relations Advisor
Promote Reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to Reconciliation to all staff. 	Dates to monitor progress/ effectiveness March 2021 Date for completion June 2021	Head of Corporate Relations And Head of People and Performance
	<ul style="list-style-type: none"> Identify external stakeholders, including other organisations progressing through the RAP process and other like-minded organisations, that PBPL can engage with on our Reconciliation journey. 	Dates to monitor progress/ effectiveness June 2021 Date for completion September 2021	Head of Corporate Relations

Action	Deliverable	Key dates	Responsibility
Promote Reconciliation through our sphere of influence (continued).	<ul style="list-style-type: none"> Build internal enthusiasm for RAP by hosting a RAP launch event. 	Dates to monitor progress/ effectiveness April 2021 Date for completion June 2021	Marketing Communications Advisor
	<ul style="list-style-type: none"> Develop a Reconciliation Vision Statement for PBPL and display on the PBPL website. 	Dates to monitor progress/ effectiveness June 2021 Date for completion September 2021	Communications Lead
Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	Dates to monitor progress/ effectiveness September 2021 Date for completion November 2021	Head of People & Performance
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	Dates to monitor progress/ effectiveness September 2021 Date for completion March 2022	Head of People & Performance

Respect

At the core of any relationship is respect between its participants. Through this Reconciliation Action Plan, PBPL commits to internal and external efforts to better understand the connection between Aboriginal and Torres Strait Islander peoples and the lands and waters they have occupied for thousands of years.

Objectives in this regard will include:

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop plan to determine current level of employee awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	Dates to monitor progress/effectiveness June 2021 Date for completion September 2021	Head of People & Performance
	<ul style="list-style-type: none"> Develop new internal cultural awareness training program. 	Dates to monitor progress/effectiveness September 2021 Date for completion March 2022	Head of People & Performance
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	Dates to monitor progress/effectiveness June 2021 Date for completion September 2021	Community Relations Advisor
	<ul style="list-style-type: none"> Implement cultural protocols, including Acknowledgement of Country and Welcome to Country standards. 	Dates to monitor progress/effectiveness June 2021 Date for completion September 2021	Head of Corporate Relations Head of People & Performance

Action	Deliverable	Timeline	Responsibility
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	Dates to monitor progress/effectiveness June 2021 Date for completion July 2021	Community Relations Advisor
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	Dates to monitor progress/effectiveness June 2021 Date for completion July 2021	Community Relations Advisor
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	Date for completion July 2021	Head of Corporate Relations



Casuarina trees

Opportunities

At the core of this Reconciliation Action Plan, and PBPL's commitment to Reconciliation more broadly, is a determination to drive practical and tangible outcomes that have a positive impact for Aboriginal and Torres Strait Islander peoples.

This means actively identifying and pursuing opportunities, in consultation with Aboriginal and Torres Strait Islander groups, that provide real opportunities to improve the skills, experiences, and economic opportunities for Aboriginal and Torres Strait Islander peoples.

Objectives in this regard will include:

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> • Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. • Develop a plan to increase Aboriginal and Torres Strait Islander employment within our organisation. • Investigate opportunities to increase Aboriginal and Torres Strait Islander representation within contracting/ labour hire initiatives. • Investigate opportunities to promote greater representation within PBPL's graduate and intern intakes. 	Dates to monitor progress/ effectiveness June 2021 Date for completion March 2022	Head of People & Performance
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> • Investigate opportunities for procurement from Aboriginal and Torres Strait Islander owned businesses. 	Dates to monitor progress/effectiveness September 2021 Date for completion March 2022	Chief Financial Officer

Opportunities (CONTINUED)

Action	Deliverable	Timeline	Responsibility
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes (continued).	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	Dates to monitor progress/effectiveness September 2021 Date for completion March 2022	Chief Financial Officer Head of Corporate Relations
Consider greater involvement in regional Aboriginal and Torres Strait Islander economic development/ educational initiatives.	<ul style="list-style-type: none"> Explore opportunities to support regional economic and educational initiatives. Assess potential synergies between Brisbane International Cruise Terminal and cultural tourism opportunities in the region. 	Dates to monitor progress/effectiveness September 2021 Date for completion March 2022	Communications Lead

Canaipa (Russell Island)



Net traditionally made of the tawalpin (cotton tree)

Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Meet quarterly to drive and monitor RAP implementation. 	Dates to monitor progress/effectiveness June 2021 Date for completion March 2022	Head of Corporate Relations
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	Dates to monitor progress/effectiveness June 2021 Date for completion July 2021	Head of Corporate Relations
	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. 	Review annually in March 2021, March 2022	Head of Corporate Relations
Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	Dates to monitor progress/effectiveness June 2021 Date for completion September 2021	Head of Corporate Relations
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	Dates to monitor progress/effectiveness June 2021 Date for completion March 2022	Head of Corporate Relations
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	Dates to monitor progress/effectiveness June 2021 Date for completion September 2021	Community Relations Advisor


Governance (CONTINUED)

Action	Deliverable	Timeline	Responsibility
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none">Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Date for completion September 2021	Community Relations Advisor
Continue our Reconciliation journey by developing our next RAP.	<ul style="list-style-type: none">Register via Reconciliation Australia's website to begin developing our next RAP.	Date to commence outreach December 2021	Community Relations Advisor





The mouth of the Brisbane River



“We look forward to the evolution of our relationships with the Traditional Custodians of the lands and waters incorporating and surrounding the Port.”



Port of Brisbane Pty Ltd
3 Port Central Avenue, Port of Brisbane, QLD 4178

For more information or to provide
feedback on our Reconciliation Action Plan,
please contact Brendan Connell, Head of
Corporate Relations on phone 07 3258 4888
or email info@portbris.com.au.

www.portbris.com.au

