



Innovate Reconciliation Action Plan

June 2026 - June 2028



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Acknowledgement of Country

We would like to acknowledge and show respect to the Traditional Custodians of the land, the First Peoples of this nation. We pay our respects to Elders past and present and recognise their cultural heritage, beliefs, and relationship with this land. We thank them for their ongoing custodianship.

Cover Artwork

Basket Weaving (top left)
Binkin Ngugi (bottom left)
Source: Cre8tive Nations

Riviera 4000 Nauti Boy (top right)
Source: D'Aprix Marine Services

Mining haul truck (bottom right)
Source: Cummins South Pacific

Stock photo sourced from
Cummins Digital Library.

Our Reconciliation Artwork

This artwork was created to symbolise Cummins' commitment to deepening awareness and strengthening our journey of reconciliation.

At its heart, the design represents Cummins as an engine, with a serpentine fan belt that weaves through Aboriginal and Torres Strait Islander communities – fostering relationships, building mutual respect, and expanding opportunities.

This energy fuels the growth of education and employment pathways, radiating between communities and Cummins.



The original artwork was created by Marcus Lee, a proud Aboriginal descendant of the Karajarri people.

A message from Reconciliation Australia

Reconciliation Australia commends Cummins South Pacific on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Cummins South Pacific to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Cummins South Pacific will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Cummins South Pacific is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Cummins South Pacific's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Cummins South Pacific on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

A message from our Cummins leaders

Annie Chu
Executive Managing Director
Cummins Asia Pacific



Cummins Inc. is a global power solutions leader of more than 100 years. Every day we are supported by our global manufacturing and extensive service and support network, skilled workforce and vast technological expertise.

Since the company's founding in 1919, Diversity, Equity and Inclusion (DE&I) has remained as one of the core values guiding us to be the industry leader we are today. Our company mission – Making people's lives better by powering a more prosperous world – does not limit itself to our products but extends to bettering the communities that surround us worldwide. Cummins' dedication towards diversity and inclusion allows us to win with the power of differences and conduct ourselves as corporate citizens no matter where we operate.

As such, reconciliation is a fundamental aspect for Cummins to stay true to our mission and values in the Asia Pacific region. We recognize that it is a situation unique to Australia and navigating its nuances requires guidance and education.

Fostering an environment of respect and understanding is not just about words, but meaningful actions that honour the histories, cultures, and rights of Aboriginal and Torres Strait Islander peoples. By prioritising Reconciliation, we can build a workplace where all voices are heard and valued. This commitment enriches our company culture, drives innovation, and ensures that we grow as an organization that reflects and respects the diversity of the communities we serve.

Through our Reconciliation Action Plan, Cummins aims to: increase the representation of First Nations people in our workforce; boost education and awareness surrounding Reconciliation among employees; diversify our suppliers to support First Nations-owned businesses and form lasting partnerships with related organisations.

As the Executive Managing Director of Asia Pacific, I strive to lead by example and guide our employees to become trusted and reliable allies to those part of the First Nations community.



Wade Romeyn
Area Director – Western Region
Cummins Asia Pacific

As an executive sponsor of this Reconciliation Action Plan (RAP), I am committed to advancing reconciliation within our organisation. Being the Area Director for the Western Region, this work resonates with me as I am passionate about ensuring our staff feel seen and supported. By having an environment where existing employees are included, we can guarantee ourselves to be the right employers for people within First Nations communities.

My vision for reconciliation is one of genuine partnership, where we actively listen, learn, and take steps toward meaningful change. I am positive the RAP will lead the company to becoming an employer of choice for First Nations people within the industry. Furthermore, this will strengthen our goals to increasing representation among our employees and partnerships with First Nations organisations.

Through continuous education, awareness and involvement, we open ourselves up for growth. Cummins will continue to grow as an organisation where employees from all walks of life feel supported in their identities.



Graham Kilby
RAP Project Manager
Cummins Asia Pacific

As a staunch Wiradjuri man, I am incredibly proud to lead the Reconciliation Action Plan at Cummins. This work connects deeply to my values, and it is strengthened every day by the resilience and strength of our people – those who continue to show up, contribute, and remain committed despite the challenges that have come before. Their steadfast presence is a reminder of why the work I undertake to honour those before me matters.

I believe wholeheartedly that Cummins is genuine in its aspirations for reconciliation. Our actions, our transparency, and our commitment to meaningful progress give me confidence that we are not just meeting obligations, we are building something enduring. It is an honour to help guide this work and to stand alongside a community that is striving for real, respectful, and lasting change.

Photo taken from the Cummins Heritage Center in Columbus, Indiana. Source: Cummins inc.

About Cummins Inc.

Cummins Inc., a global power leader, is committed to powering a more prosperous world. Since 1919, we have delivered innovative solutions that move people, goods and economies forward. Our five business segments—Engine, Components, Distribution, Power Systems and Accelera™ by Cummins—offer a broad portfolio, including advanced diesel, alternative fuel, electric and hybrid powertrains; integrated power generation systems; critical components such as aftertreatment, turbochargers, fuel systems, controls, transmissions, axles and brakes; and zero-emissions technologies like battery and electric powertrain systems and electrolyzers. With a global footprint, deep technical expertise and an extensive service network, we deliver dependable, cutting-edge solutions tailored to our customers' needs, supporting them through the energy transition with our Destination Zero strategy. We create value for customers, investors and employees and strengthen communities through our corporate responsibility pillars: education, equality of opportunity and environment.

Headquartered in Columbus, Indiana (U.S.), since its founding in 1919, Cummins employs approximately 70,000 people committed to powering a more prosperous world through three global corporate responsibility priorities critical to healthy communities: education, environment and equality of opportunity.

Cummins powers a more prosperous world by helping customers succeed through innovative and dependable products that are good for our customers and the environment.



*Cummins headquarters at Columbus, Indiana.
Source: Cummins inc.*



Cummins Australia

Part of our wider Asia Pacific operations, Cummins Australia currently employs approximately 1,700 individuals – with 20 employees who identify as First Nations people. With 34 branches strategically located throughout the country, our service and support teams are equipped with top of the industry experience and tools to meet our customers' needs.

Cummins

*Cummins headquarters at Scoresby, Victoria.
Source: Olivia Co*

Mission, Vision and Values

Embedded in Cummins' more than 100 years of history is our mission, vision and values that continue to lead our business in taking on the world's toughest power challenges.



Mission

Making people's lives better by powering a more prosperous world.



Vision

Innovating for our customers to power their success.



Values

Integrity | Diversity and inclusion | Caring | Excellence | Teamwork

Our Vision for Reconciliation

At Cummins, we believe in building respect, cultivating positive relationships, and creating increased opportunities within our organisation for Aboriginal and Torres Strait Islander peoples. Our vision for reconciliation encompasses our strong business values of diversity, equity, inclusion, and culture.

We recognise that reconciliation is a journey, and that Cummins has an important part to play when it comes to understanding the histories, cultures and practices that will help create a more inclusive and supportive environment.

Drawing on our long history of corporate responsibility, we aspire to achieve the following:

- Respect and build trust in our relationships with Aboriginal and Torres Strait Islander peoples and other local stakeholders where we operate and serve the local communities.
- Promote employment and education opportunities for Aboriginal and Torres Strait Islander peoples.
- Increase staff cultural awareness training and provide a culturally safe work environment for Aboriginal and Torres Strait Islander peoples throughout our business.

Inclusion in Action

Our active network of more than 150 global employee resource groups plays a vital role in fostering a profound sense of belonging at Cummins. We are intentional about attracting top talent with diverse backgrounds, thoughts and ideas, ensuring they feel fully included when they join the company. Employee resource groups are organized around multiple dimensions of diversity and provide safe spaces for mentoring, celebration and development opportunities that help to foster community among our employees.

What we aspire to achieve

- 2% representation in our Australian workforce.
- Staff undertake a form of cultural awareness training.
- Commit to five formal partnerships with Aboriginal and Torres Strait Islander community organisations.
- Increase our supplier diversity in the region.

Cummins generators sets and digital systems powering the Footscray Hospital in Victoria.
Source: Cummins South Pacific

Our Reconciliation Action Plan

We are creating a Reconciliation Action Plan (RAP) to ensure our commitment to reconciliation is intentional, meaningful, and embedded in the way we operate. This initiative aligns closely with our core business values, reinforcing our responsibility to act with integrity, respect, and inclusion across the region.

By developing a RAP, we are taking a structured approach to ensure we are not only stating our values but actively living them in our everyday actions and decisions. It also provides a clear framework to guide our reconciliation journey, helping us build stronger relationships, create opportunities, and contribute to positive outcomes for Aboriginal and Torres Strait Islander peoples.



McNaughts Transport truck, powered by Cummins.
Source: Cummins South Pacific

Our team dedicated to driving reconciliation

Cummins Leadership

- | | |
|-------------------------|--|
| Annie Chu | Executive Managing Director, APAC |
| Wade Romeyn | Area Director Western Region & RAP Executive Sponsor |
| Kristina Lambkin | Corporate Responsibility Leader, APAC |
| Graham Kilby | Project Manager RAP (Aboriginal) |
| Joyce Chen | DEIC Leader, APAC |

Project Leaders

- | | |
|--------------------------|---|
| Kristina Lambkin | Corporate Responsibility Leader, APAC |
| Graham Kilby | Project Manager RAP (Aboriginal) |
| Jacqueline May | Marketing Communications Manager, APAC |
| Tracy Moore | Recruitment Leader, APAC |
| Rahul Padmanabhan | Regional Purchasing Leader, APAC |
| Xolani Mashinini | Regional HR Business Partner Director, APAC |
| Tracy Britten | People Support Leader, APAC |

Our Journey so far

Developing our RAP

2015

Cummins South Pacific began its Reconciliation journey by creating the first RAP, engaging with Aboriginal and Torres Strait Islander communities to shape meaningful commitments.



The Reflect RAP was launched in Melbourne, outlining actions in cultural awareness, employment, and community engagement, and marking a major step forward.

2016

Reflect RAP launched

Partnership with Clontarf Academy

2016

Cummins partnered with the Clontarf Foundation to support young Aboriginal and Torres Strait Islander men through education, life skills, and employment pathways.



Cummins supported Girls Academy to empower Indigenous girls through mentoring, cultural support, and leadership development within schools.

2017

Supporting Girls Academy

Partnership with Stars Foundation

2017

Cummins partnered with Stars Foundation to provide holistic mentoring for Aboriginal and Torres Strait Islander girls, supporting education, wellbeing, and future pathways.



Cre8tive Nations partnership

2021

Cummins partnered with Cre8tive Nations to support the Cre8tive Dreamtime program, delivering cultural STEAM workshops to thousands of students across major cities.



Cre8tive Nations
Past. Present. Future.



Cummins supported NASCA's Young Women's Academies, offering mentoring, academic support, wellbeing programs, and cultural activities for Indigenous girls from years 7 to 12.

2022

Supporting NASCA Young Women's Academies

RAP Program Manager appointed

2023

Cummins appointed a RAP Program Manager, bringing cultural knowledge and leadership to strengthen reconciliation efforts.



Cummins began shaping its new RAP by reflecting on progress, identifying improvements, and engaging communities to guide future commitments.

2024

Developing the New RAP

Launch of new RAP

2026

Cummins launched its new RAP, renewing its commitment to respect, relationships, and opportunities, and deepening reconciliation across the organisation.



Relationships



Developing strong and respectful relationships between Aboriginal and Torres Strait Islander peoples and communities is central to Cummins' commitment to reconciliation. Building and maintaining relationships as an organisation and at an individual level, based on respect, trust and free of racism is key to sharing experience, understanding and knowledge with each other.

Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement	June 2026	RAP Project Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2026	RAP Project Manager
	Commit to a community listening process to further understand what matters to First Nations people on topics related to community needs and move towards truth telling and accountability for our organisation	June 2026	RAP Project Manager
Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May 2027, May 2028	RAP Project Manager
	RAP Working Group members to participate in an external NRW event	May 2027, May 2028	RAP Project Manager
	Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2027, May 2028	RAP Project Manager
	Organise at least one NRW event each year	May 2027, May 2028	RAP Project Manager
	Commit to attend one external RAP network NRW event	27 May – 03 June 2027, 2028	RAP Project Manager
	Register all our NRW events on Reconciliation Australia's NRW website	May 2027, May 2028	RAP Project Manager

Action	Deliverable	Timeline	Responsibility
Promote reconciliation through our sphere of influence	Communicate our commitment to reconciliation publicly	June 2026, annually	RAP Project Manager Communications Lead
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes	February (annually)	RAP Project Manager
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation	February (annually)	RAP Project Manager
	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	May 2027, May 2028	RAP Project Manager
Promote positive race relations through anti-discrimination strategies	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	June (annually)	HR Business Partner Director
	Develop, implement, and communicate an anti-discrimination policy for our organisation	June (annually)	RAP Project Manager, Regional HR Business Partner Director, Communications Lead
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy	June (annually)	RAP Project Manager
	Educate senior leaders on the effects of racism	June (annually)	RAP Project Manager
	Engage current Cummins employees in a yarning circle to understand their experiences of reconciliation within the organisation	March 2027, March 2028	RAP Project Manager
Collaborate with First Nations owned or aligned organisations to sponsor and deliver equal opportunities for Aboriginal and Torres Strait Islander peoples to participate in education & life outcomes	Support Aboriginal and Torres Strait Islander youth in completing their education and pursuing their self-determined futures through out continued involvement and support of annual NASCA CareerFit Conference	May 2027	Corporate Responsibility Leader
	Improving water safety in the community of Port Stuart with EWB, Lama Lama Traditional Owners and Yintjingga Aboriginal Corporation	January 2027	Corporate Responsibility Leader

The **National Aboriginal Sporting Chance Academy (NASCA)** is a proudly 100% Indigenous governed/led non-profit organisation, with a strong and powerful mission to connect young people in Australia with their culture and provide support that assists them to succeed in school-aged education and beyond.

Today, NASCA operates 20 academies, supporting over 17,000 young people with the vision to build a proud, prosperous, and healthy country where young Aboriginal and Torres Strait Islander people can thrive.

At Cummins, we have a long and proud history of working within the communities in which we operate. Since the beginning of 2022, Cummins partnered with NASCA to support Aboriginal and Torres Strait Islander youth in completing their education and pursuing their self-determined futures. Cummins has maintained this dedicated partnership as an integral part of the Cummins Powers Women Program.

The NASCA and Cummins partnership for the First Nations and Female Program was first developed in collaboration with the Cummins team as a pilot program. Our collaboration now centres around the annual NASCA CareerFit Conference, in operation for three years.

Held over three days in Sydney, the event has become a pivotal part of NASCA's Pathways Program, which is designed to support young Aboriginal and Torres Strait Islander people, females in particular, in completing their high school education.

NASCA's CareerFit Programs
Source: NASCA



This is implemented through practical and developmental workshops, cultural activities, and enhanced understanding and exploration of tertiary education and career opportunities. At the CareerFit Conference, Cummins leads educational workshops and career networking activities, creating meaningful connections and opportunities for students. Through this ongoing collaboration, Cummins supports NASCA's mission of reconciliation and empowerment.

NASCA's Pathways Program, dedicated to fostering self-determined futures for young women, boasts a 95% graduation rate in 2023, far surpassing the NSW average of 54%. Cummins proudly contributes to this success by offering post-school support and promoting personal growth through initiatives like the CareerFit Conference.

A highlight of Cummins' partnership with NASCA over the past three years has been the deep engagement and collaboration with the Cummins team. The 2024 Lego-Building Workshop showcased this, with participants praising the team for not just building Lego engines, but also inspiring confidence and ambition in students. This event, along with networking opportunities, paves the way for internships, customised workshops, and ongoing student engagement.

Cummins' investment in NASCA sustains transformative programs that empower Aboriginal and Torres Strait Islander youth to thrive, reconnect with their culture, and gain confidence. For many, NASCA becomes a second family, fostering pride and a sense of belonging. Together, Cummins and NASCA continue to change lives and build brighter futures.

Respect



Cummins recognises that reconciliation is built on mutual respect. As such, we are committed to cultivating a deeper understanding of Aboriginal and Torres Strait Islander histories and cultures across our business. Cummins will embrace Aboriginal and Torres Strait Islander cultures and people in a meaningful and authentic way.



Smoking ceremony held by Cre8tive Nations. Source: Cre8tive Nations

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander knowledge and rights through cultural learning	Conduct a review of cultural learning needs within our organisation	June 2026	RAP Project Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy	June 2026	RAP Project Manager
	Develop, implement, and communicate a cultural learning strategy document for our staff	August 2026	RAP Project, Marketing
	All staff undertake formal and structured cultural learning	December 2027	Executive Managing Director APAC
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning	June (annually)	RAP Project Manager
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	November 2026	RAP Project Manager
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country	August 2026	Communications Lead
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year	May (annually)	RAP Manager, Executive Sponsor
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings	May (annually)	RAP Manager, Executive Sponsor
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week	June 2026	HR Business Partner Director, People Support Leader APAC
	Promote and encourage participation in external NAIDOC events for all staff	First week of July, 2026, 2027	Communications Lead
	Investigate the opportunity to attend external RAP network NRW event	June 2026, 2027	RAP Project Manager
	RAP Working Group to participate in an external NAIDOC Week event	First week of July, 2026, 2027	Executive Sponsor

Cre8tive Nations



Cre8tive Nations
Past. Present. Future.

Cummins partnership with **Cre8tive Nations** began in 2021, when the *Cre8tive Dreamtime* program was designed and implemented in Brisbane, Queensland. The program highlights 65,000+ years of Aboriginal and Torres Strait Islander culture and STEAM (Science, Technology, Engineering, Art and Maths) and showcases Australia's First Nations peoples as the first scientists with innovative engineering and manufacturing methods through interactive workshops.

These workshops include topics such as *aerospace technology, instruments, chemical sciences, temporal-geospatial cultural heritage mapping, connecting to country and fabrication.*

With the highly successful delivery of the program in Queensland, New South Wales, Victoria, South Australia and Western Australia, through Cummins' ongoing sponsorship, collaboration and belief in Cre8tive Nations, it has now become a successful initiative that is set to expand across capital cities in Australia.



Volunteering initiatives held in collaboration with Cre8tive Nations.
Source: Cre8tive Nations



By supporting this program, Cummins empowers up to 12 emerging and 6 established First Nations Cultural Educators to facilitate and lead the workshops. Embedding Aboriginal and Torres Strait Islander perspectives into the syllabus, is one of three priority areas of the Australian National Curriculum and this program supports teacher and student learning development. This enables and enhances Cummins' Reconciliation Action Plan through truth-telling and delivering First Nations Traditional Ecological Knowledges (TEK) authentically.

The Cre8tive Dreamtime program has created a significant impact and has received very positive feedback and outcomes from the hundreds of students, teachers and community members at each location. With the support of Cummins, Cre8tive Nations team member Tia-Shonte

founded Cre8tive Conversations Aboriginal and Torres Strait Islander Corporation in 2024 to further increase the company's capabilities, impact and reach in the cultural education space. In 2025, Tia was recognised for establishing this corporation by the Global Intrapreneurs Institute and was the recipient of the Outstanding Intrapreneur Award in the First Nations category.

Cre8tive Nations is deeply grateful and thankful for the support and sponsorship that Cummins offers; truly collaborating in the spirit of reconciliation, walking with Aboriginal and Torres Strait Islander peoples and reinforcing the power of reflecting on the *past*, understanding the *present*, and creating a sustainable *future*.

Opportunities



Cummins recognises the importance of a workforce that reflects the long history and connection to land of Aboriginal and Torres Strait Islander peoples, and how this benefits both the workplace and the communities in which we operate.

We also understand that creating opportunities within businesses will generate increased procurement opportunities and employment pathways for Aboriginal and Torres Strait Islander peoples.

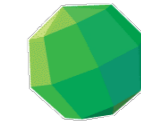


Volunteering initiative held in collaboration with Cre8tive Nations. Source: Cre8tive Nations

Action	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	December 2026	RAP Project Manager
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy	March 2027	RAP Project Manager
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	January 2027	Business Partner Director
	Develop an Aboriginal and Torres Strait Islander employment strategy which includes initiatives such as: <ul style="list-style-type: none"> Aboriginal and Torres Strait Islander apprenticeships Aboriginal and Torres Strait Islander internships 	January 2027	Managing Director APAC
	Increase Aboriginal and Torres Strait Islander representation in workforce across our Australian workforce with an annual target of 2%	March 2028	Executive Managing Director APAC, Recruitment Leader APAC
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders	May 2026, 2027	Recruitment Leader APAC
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace	June 2026	Recruitment Leader APAC

Action	Deliverable	Timeline	Responsibility
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy	June 2026	Regional Purchasing Lead APAC
	Continue Supply Nation membership	June 2026	Regional Purchasing Lead APAC
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses	June 2026	Regional Purchasing Lead APAC
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff	October 2026	Regional Purchasing Lead APAC
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses	December 2026, 2027	Regional Purchasing Lead APAC
	5 grant opportunities for Aboriginal and Torres Strait Islander organisations	December 2027	Corporate Responsibility Lead APAC
	Embed volunteering opportunities by 10% year on year for Cummins staff	December 2026, 2027	Corporate Responsibility Lead APAC

Engineers Without Borders



engineers
without borders
australia

As part of Cummins Water Works (CWW), Cummins' global initiative to strengthen communities through sustainable water access, Cummins is proud to support a transformative project in partnership with **Engineers Without Borders (EWB) Australia**.

This project, developed in collaboration with the Lama Lama Traditional Owners and Yintjingga Aboriginal Corporation, is delivering a sustainable, community-led water solution for the remote community of Port Stewart on Lama Lama Country in Far North Queensland. Through strategic partnerships, community design, and engineering expertise, the project addresses the ongoing water insecurity challenges faced by the community.

Access to clean, safe, water remains a critical issue globally, affecting more than 2.2 billion people. In Australia, many remote Aboriginal and Torres Strait Islander communities face chronic water challenges due to factors such as geographical conditions and infrastructure limitations.



For the Lama Lama community, located over 600kms from Cummins' Cairns branch, water scarcity has long impacted quality of life and cultural continuity. Water has traditionally been sourced from the nearby Stewart River; however, it is highly seasonal and contaminated by heavy metals, making it unsafe for drinking.

The community's isolation, accessible only via four-wheel drive vehicles during the dry season, has made the need for a clean, sustainable and locally managed water supply more urgent than ever. In partnership with EWB, Cummins is supporting the design and implementation of a climate-resilient rainwater harvesting system. This system will collect and store clean water from rain during the wet season, operate off-grid, and importantly, enable long-term local management through community training and education. The system will first be installed at the Lama Lama Ranger Base, with plans to expand to other community buildings in the future.

Part of the success of this project is its co-design process, which puts the community central to decision-making. Through ongoing consultations, solutions are developed that reflect cultural priorities, local conditions, and long-term sustainability.

Cummins' work with the Lama Lama People builds on over a decade of relationship-building by EWB and reinforces Cummins' commitment to meaningful Reconciliation and place-based partnerships. Through continued collaboration with EWB, Cummins is proud to support a future where clean water is not a luxury, but a human right, enabling the Lama Lama community to live and thrive on Country. This partnership is successfully co-creating systems that communities can own and manage for generations to come.

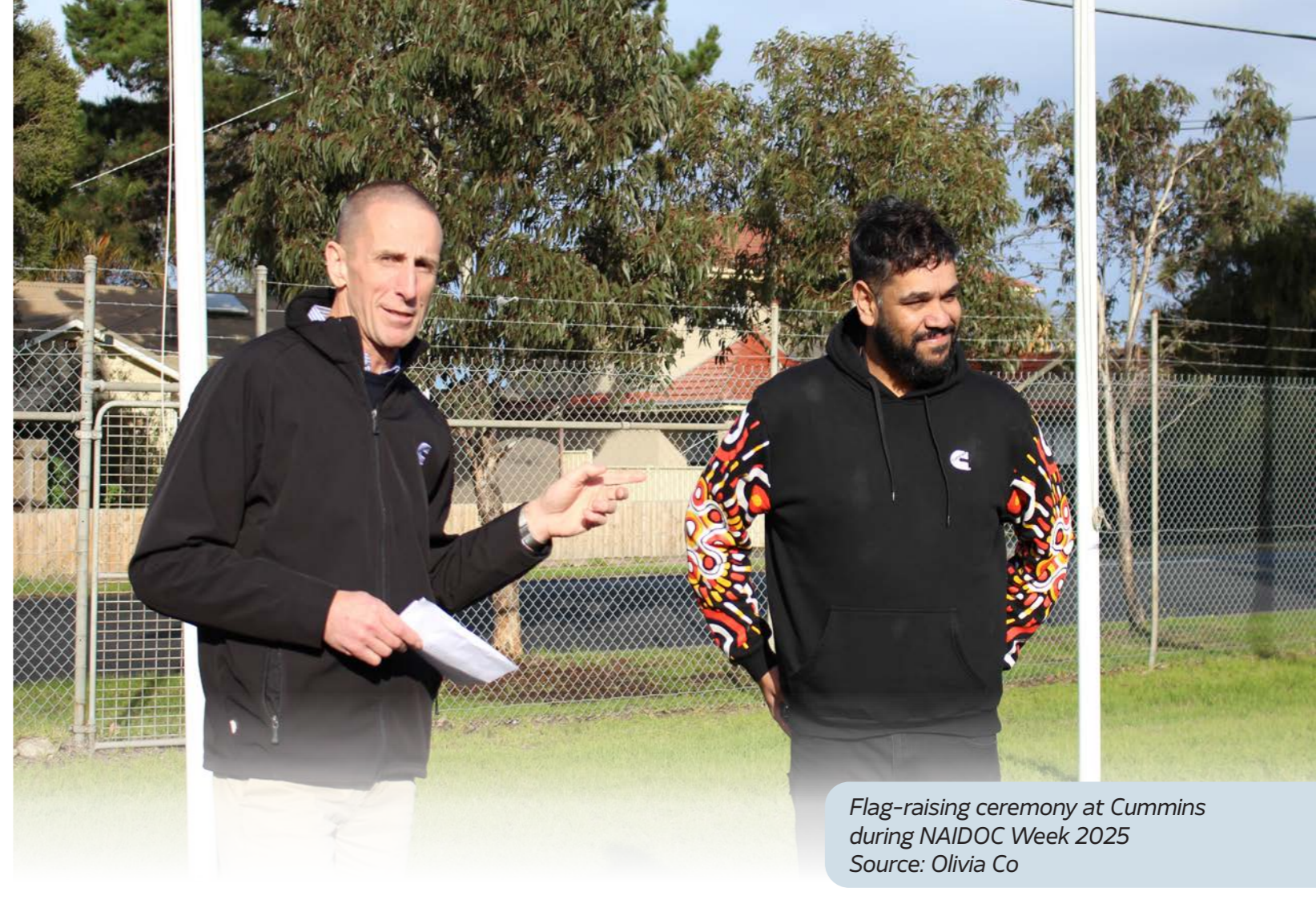
Photos taken from project works in Far North Queensland. Source: Engineers Without Borders Australia



Governance



Volunteering initiative held in collaboration with Cre8tive Nations.
Source: Cre8tive Nations



Flag-raising ceremony at Cummins during NAIDOC Week 2025
Source: Olivia Co

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Maintain Aboriginal and Torres Strait Islander representation on the RWG	June (annually)	RAP Project Manager
	Establish and apply a Terms of Reference for the RWG	June 2026	RAP Project Manager
	Meet at least four times per year to drive and monitor RAP implementation	February, May, August, December (annually)	RAP Project Manager
Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation	June 2026	RAP Project Manager
	Engage our senior leaders and other staff in the delivery of RAP commitments	June 2026	RAP Project Manager
	Define and maintain appropriate systems to track, measure and report on RAP commitments	June 2026	RAP Project Manager
	Maintain an internal RAP Champion from senior management	June 2026	Executive Managing Director APAC

Action	Deliverable	Timeline	Responsibility
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	September 2026	RAP Project Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP impact survey	1 August (annually)	RAP Project Manager
	Complete and submit the annual RAP Impact survey to Reconciliation Australia	30 September (annually)	RAP Project Manager
	Report RAP progress to all staff and senior leaders bi-monthly	Bi-monthly	RAP Project Manager
	Annual public report our RAP achievements, challenges and learnings	January 2027, January 2028	Communications Lead
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	April 2028	RAP Project Manager
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP	December 2027	RAP Project Manager



Contact

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