DEVICE TECHNOLOGIES GROUP

RECONCILIATION ACTION PLAN
REFLECT

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JUNE 2026 – DEC 2027



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ACKNOWLEDGEMENT OF COUNTRY

Device Technologies Group acknowledges all Traditional Custodians of Country across this continent and recognises the continuing connection to land, water, and sky worlds.

We pay our respects to all First Nations Peoples and cultures; and to Elders past and present.

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ABOUT THE ARTIST

Ms Biara Martin is a proud young Whadjuk woman from the Swan Coastal Plains of Perth.

"My traditional land stretches over the Perth metropolitan region, the southwest of Western Australia and a large part of Western Australia's mid-west region. I grew up watching my two grandparents paint, Joan Martin (dec.) and Theresa Walley (dec.) which particularly influenced my unique style from both sides of my family tree." -Biara Martin

Device Technologies Group partnered with Biara Martin to create our Road to Recovery Indigenous Print MediCurtains (see photo opposite) which also appears in our RAP plan.

The artwork symbolises resilience, community and healing. The design is a tribute to the strength and cultural significance of Aboriginal and Torres Strait Islander peoples, and the uniqueness of each patient journey.

The Road to Recovery MediCurtains were designed to enrich any healthcare setting with purpose and meaning creating culturally inclusive, calming spaces.

Every purchase of Road to Recovery MediCurtains supports Purple House, an Aboriginal health organisation providing life-saving dialysis to remote communities, keeping people connected to family, culture and Country.



Biara Martin

Artist
Whadjuk



CEO STATEMENT

On behalf of Device Technologies Group, I am proud to present our first Reconciliation Action Plan.

We recognise and acknowledge the deep histories, cultures, and contributions of First Nations peoples in Australia. Reconciliation is a commitment we take seriously; an ongoing journey that requires focus, reflection, and action from all of us. As CEO, I am dedicated to ensuring respectful, understanding, and meaningful partnerships with Aboriginal and Torres Strait Islander peoples are at the heart of our organisation.

Our vision for reconciliation is a workplace - and a society - where equity, opportunity, and respect are realities for everyone. We strive to create a culture that understands and celebrates diversity and First Nations cultures, whilst also acknowledging the wrongs of the past. We seek to actively work to close the gap in health, education, and employment outcomes.

This Reconciliation Action Plan sets out our roadmap for advancing reconciliation within Device Technologies Group. It reflects our commitment to listening, learning, and acting in partnership with First Nations communities and is closely aligned with our Company values of collaboration, ownership, and good business. Through this plan, we aim to embed reconciliation into our daily operations, decision-making, and relationships.

I would like to thank our RAP Committee, Aboriginal and Torres Strait Islander Advisors, and all staff who have contributed their insights and passion to this plan.

We are proud to be taking our first formal steps in our reconciliation journey and are committed to the focus it will require. I encourage every member of our organisation to engage with this plan, embrace opportunities to learn, and contribute to our reconciliation journey. Together, we can make a meaningful difference.



Heath Priestly

Chief Executive Officer
Device Technologies Group

RAP SENIOR EXECUTIVE CHAMPION

As Senior Executive Champion of our RAP Committee, I am proud to support the development and delivery of this Reconciliation Action Plan and the collective effort behind it. This plan represents more than a set of commitments - it reflects deliberate, thoughtful work by our committee to build understanding, strengthen relationships, and ensure reconciliation is approached with care, accountability, and intent.

Our focus at the Respect level is to listen deeply, learn openly, and create the foundations for meaningful and lasting change. The work of the RAP Committee has been purposeful in bringing together diverse perspectives, engaging with Aboriginal and Torres Strait Islander advisors, and translating insight into practical actions that will shape how we think, behave, and work as an organisation. This is not symbolic work; it is essential work that challenges us to grow and to act with integrity.

Reconciliation is not owned by a committee - it is a shared responsibility. This plan provides a clear starting point for all of us to contribute, whether through learning, reflection, or everyday actions that demonstrate respect. I am confident that, through continued commitment and collective effort, this work will have a positive and enduring impact on our organisation and the communities with whom we engage.



Michelle Stewart

Director of People, Brand and Innovation
Device Technologies Group

RAP COMMUNITY CHAMPION

To guide our RAP efforts, in 2024, Device Technologies engaged Susan Moylan-Coombs of Gaimaragal Group as our RAP Community Champion to mentor our RAP Committee and organisation.

Susan's ancestry is Woolwonga and Gurindji from the Northern Territory. She has extensive experience working with First Australian communities nationally, with specific expertise in community consultation, empowerment and the facilitation of voice and storytelling.

Susan uses her expertise to work with mainstream organisations and communities in the provision of cultural competency and immersion sessions as well as social planning processes.

Device Technologies Group thanks Susan for her support as we pursue planning and actioning our RAP.



Susan Moylan-Coombs

RAP Community Champion
Gaimaragal Group

STATEMENT FROM THE CEO OF RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Device Technologies to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Device Technologies 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 over 5.5 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 Device Technologies 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 Device Technologies, 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

ABOUT DEVICE TECHNOLOGIES GROUP

Since 1992, Device Technologies Group has been dedicated to improving patients' lives through leading edge technology and services.

We are passionate about enhancing quality of life for all, which drives us not only to deliver, but to live and breathe our core business values; collaboration, good business, innovation, ownership and customer focus.

To us, practising good business embodies integrity, responsibility, and sustainability. It involves ethical conduct, transparency, and a commitment to social and environmental stewardship. By prioritising these principles we build trust, enhance reputation, and create lasting value for all stakeholders.

We are people-centric, which speaks to our relentless focus on our employees, principals, healthcare professionals and their patients. With this in mind, our commitment to diversity, equity, inclusion and belonging is something that we don't just talk about—we act on.

Successfully supplying hospitals and healthcare professionals with the finest medical solutions for their patients, Device Technologies Group continues to grow, with over 200 trusted brands.

Device Technologies Group is headquartered in Sydney and employs over 1020 staff across Australia, with an additional 350+ of staff in Indonesia, Malaysia, New Zealand, Philippines, Singapore, Thailand, United Kingdom and Vietnam.

All Australian office locations are situated within metropolitan capital city areas in NSW, QLD, SA, VIC, and WA, with operations extending regionally as staff travel to work with health care providers, principal suppliers and customers in support of our purpose.

Data on staff identity was not historically collected, and currently available data indicates three Australia-based staff have proactively identified themselves as Aboriginal and/or Torres Strait Islander people.



OUR RAP

At Device Technologies Group, our Reconciliation Action Plan (RAP) reflects a deep and ongoing commitment to diversity, inclusion, and reconciliation with Aboriginal and Torres Strait Islander peoples. We recognise and honour the rich histories, cultures, and contributions of First Nations peoples across Australia. Our RAP is more than a policy—it is a living framework guiding our organisation to build meaningful relationships, foster respect, and create opportunities for Aboriginal and Torres Strait Islander individuals and communities.

We are dedicated to embedding reconciliation into our daily operations, decision-making, and relationships. This commitment is evident in our partnerships with Indigenous organisations, our continually developing policies and procedures, our support for cultural events and education initiatives, and our ongoing efforts to close gaps in health, education, and employment outcomes through our actions.

Guided by Aboriginal and Torres Strait Islander advisors and our RAP Committee, we strive to ensure that respect, understanding, and meaningful engagement are at the heart of our business.

Through this plan, Device Technologies Group reaffirms its commitment to building a workplace and a society where equity, opportunity, and respect are realities for everyone. We are proud to walk alongside Aboriginal and Torres Strait Islander peoples on this journey, listening, learning, and acting together to make a meaningful difference.

RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify and engage with Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Oct 2026	**Lead:** RAP Committee Chair **Support:** Indigenous Community & Education Sub- Committee Chair, Charitable Contributions Committee
	Research and implement best practice principles that support partnerships with Aboriginal and Torres Strait Islander Stakeholders and organisations.	Jul 2026	**Lead:** RAP Committee Chair **Support:** Indigenous Community & Education Sub- Committee Chair, Charitable Contributions Committee
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	Apr annually	**Lead:** RAP Committee Chair **Support:** Internal Communications Team
	RAP working Group members to participate in an external NRW event	27 May - 3 Jun (annually)	**Lead:** RAP Committee Chair **Support:** RAP Committee
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 Jun (annually)	**Lead:** RAP Committee Champion **Support:** RAP Committee Chair
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff	May 2027	**Lead:** RAP Committee Chair **Support:** Internal Communications Team
	Identify external stakeholders that our organisation can engage with on our Reconciliation journey	Sep 2026	**Lead:** RAP Committee Chair **Support:** Indigenous Community & Education Sub- Committee Chair, Charitable Contributions Committee and RAP Committee Members
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Oct 2027	**Lead:** RAP Committee Chair **Support:** RAP Community Champion
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination	Mar 2027	**Lead:** Head of People & Culture **Support:** Learning & Development Manager, DEIB Committee
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs	Apr 2027	**Lead:** Head of People & Culture **Support:** DEIB Committee

RESPECT

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Recognise Aboriginal and Torres Strait Islander dates of significance and include these in our corporate calendar.	Dec 2026	**Lead:** RAP Committee Chair **Support:** Internal Communications
	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Mar 2027	**Lead:** RAP Committee Chair **Support:** RAP Committee
	Conduct a review of cultural learning needs within the organisation	Sep 2026	**Lead:** Learning & Development Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Strengthen understanding of the purpose and significance of the Traditional Owners or Custodians of the lands and waters within our organisational areas of operation.	May 2027	**Lead:** RAP Committee Chair **Support:** Internal Communications
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	May 2027	**Lead:** RAP Committee Chair **Support:** RAP Community Champion
	Increase ease of availability of online information resources available using dedicated intranet page.	Oct 2027	**Lead:** RAP Committee Chair **Support:** Internal Communications

Action	Deliverable	Timeline	Responsibility
7. 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.	Jun (annually)	**Lead:** RAP Committee Chair **Support:** Internal Communications
	Introduce our staff to NAIDOC Week by promoting external events in the local area	Jul annually (plan in May)	**Lead:** RAP Committee Chair **Support:** Internal Communication
	RAP Committee to participate in a NAIDOC week event involving external speakers/ facilitators.	Jul annually (plan in May)	**Lead:** RAP Committee Chair

OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Jan 2027	**Lead:** Head of People & Culture
	Build an understanding of Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Jul 2027	**Lead:** Head People & Culture **Support:** DEIB Committee
	Review talent acquisition strategies to optimise recruitment strategies to be inclusive of and seek out	Apr 2027	**Lead:** Talent Acquisition Manager
9. 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.	Nov 2026	**Lead:** RAP Committee Chair **Support:** Head of Strategic Sourcing
	Investigate Supply Nation membership or NSW Indigenous Chamber of Commerce	Aug 2026	**Lead:** Head of Strategic Sourcing
	Review procedures and work instructions related to our Sustainable Procurement Policy specific to 2.3 Social Footprint, 2.3.1 Local Procurement Initiatives and 2.3.2 Supplier Diversity Index	Aug 2026	**Lead:** Committee Chair – Sustainability Committee

GOVERNANCE

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Committee to drive governance of the RAP.	Maintain the RAP Committee to govern RAP implementation	Jun (review annually)	RAP Committee Chair
	Maintain internal and/or external Aboriginal and/or Torres Strait Islander representation on the RAP Committee.	Jun 2026 (review annually)	RAP Committee Chair
	Finalise and conduct an annual review of the RAP Committee Charter	Dec (and Dec annually)	RAP Committee Chair
11. Provide appropriate support for effective implementation of RAP commitments.	Maintain an Executive Champion for internal representation at senior levels.	Review Mar, annually	CEO
	Define resource needs for RAP implementation.	Aug 2026	RAP Committee Chair
	Continue to engage senior leaders in the delivery of RAP commitments.	Oct 2027	RAP Committee Chair
	Define appropriate tracking and reporting systems for RAP commitments	Dec 2026	RAP Committee Chair
12. 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.	Jun (annually)	RAP Committee Chair
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 Aug (annually)	RAP Committee Chair
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 Sep (annually)	RAP Committee Chair
	Communicate our RAP progress to internal and external stakeholders.	May (annually)	RAP Executive Champion
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Jun 2027	RAP Committee Chair



DEVICE TECHNOLOGIES GROUP

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