

# Reconciliation Action Plan

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**March 2025 – July 2026**



# Our Vision

At Livingstone, we are driven by community and connection. We will use our relationships, capabilities and resources to create a more connected future for all Australians.

Our vision for reconciliation is for inclusivity so that Aboriginal and Torres Strait Islander Peoples have equal opportunities to thrive in all aspects of life including healthcare, education and career development.

We aim to support and champion the growth of Aboriginal and Torres Strait Islander businesses and products in our daily operations, while encouraging our customers to contribute to sustainable, meaningful change within Aboriginal and Torres Strait Islander communities.

We are committed to educating our employees about Aboriginal and Torres Strait Islander histories and cultures, while advocating for Aboriginal and Torres Strait Islander Communities.

The Reflect RAP represents the beginning of our reconciliation journey, to make meaningful progress and impact by expanding our learning and building lasting relationships with Aboriginal and Torres Strait Islander Peoples, Elders, communities, entrepreneurs, partners and businesses.

# Acknowledgement of Country

Livingstone International acknowledges the Traditional Owners and of Country throughout Australia on which we operate and acknowledges their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the Elders past and present.





# A Message from our Vice President

Livingstone's Reconciliation Action Plan reflects our commitment to advancing the economic and social empowerment of Aboriginal and Torres Strait Islander Peoples. By setting clear goals and tying them to meaningful actions, we're integrating reconciliation into our everyday business practices and operations.

Our commitment is demonstrated through key community partnerships with Supply Nation Certified businesses such as Accelerate, a workplace supplies company, and Dalmarri, a First Nations company that promotes education and awareness across Australia through art while also creating employment opportunities for First Nations Peoples.

We are proud to introduce our First Nation-inspired brands, Miyan and Duga, which aligns our commitment and dedication to improving healthcare access for all communities. In collaboration with First Nations artists Jason Douglas and Trevor Eastwood from Dalmarri, we've created artwork for our product range that tells the story of our vision to provide quality healthcare products to all communities.

Further, we contribute 1% of sales from our Duga product range to Gunawirra, a Not-For-Profit organisation, which supports art therapy programs for young Aboriginal and Torres Strait Islander children.

Through these partnerships, we aim to contribute to a brighter future for Aboriginal and Torres Strait Islander peoples and strengthen our commitment to sustainable and ethical business practices.

Our new Reflect RAP is the beginning of our reconciliation journey. We look forward to expanding our learning, building stronger relationships with Aboriginal and Torres Strait Islander communities and explore new opportunities to make a meaningful impact in reconciliation across Australia.

We will track our progress and report our performance annually to Reconciliation Australia.

We are excited to build lasting partnerships with Aboriginal and Torres Strait Islander Peoples, communities, and businesses throughout our reconciliation journey.



Ivan Paulus

Vice President  
Livingstone International



# Statement from CEO of Reconciliation Australia, Karen Mundine

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

Livingstone International 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 Livingstone International 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 Livingstone International, 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



# Our Business

Proudly celebrating 40 years of service, Livingstone International stands as Australia's trusted partner for essential consumables. Recognised as the No.1 online medical supplier in Australia according to the prestigious IBIS Industry Report March 2023 and January 2024 OD4092, we offer a comprehensive range of over 65,000 products across 150 popular brands. Livingstone is a preferred supplier to key industries including healthcare, aged care, laboratory, education, first aid, safety, facilities, beauty, packaging and more. We prioritise customer satisfaction by providing reliable and expert customer support, competitive pricing, and a commitment to sustainability. Livingstone offers a one-stop-shop solution to centralise and streamline procurement processes, reducing costs and increasing supply chain efficiency. Our network of five major distribution centres enables efficient nationwide delivery and exporting capabilities to over 91 countries including the UN. Livingstone holds over \$48m dollars' worth of stock on hand at any given time, so our customers enjoy the Livingstone No Backorder Program for a continuous, uninterrupted supply of products.

Livingstone International is proud to employ over 88 dedicated Australians across our offices and warehouses. Our team is passionate about delivering exceptional service and support to our valued customers. Together, we strive to be the leading provider of essential consumables in Australia.

Livingstone International is committed to building a diverse and inclusive workplace. We are actively working towards increasing the representation of Aboriginal and Torres Strait Islander employees within our organisation. While we currently do not have specific data on the number of Aboriginal and Torres Strait Islander staff, we are actively collaborating with employment agencies to achieve our goal of employing 3% of Aboriginal and Torres Strait Islander individuals. We believe in the importance of creating equal opportunities for all and are dedicated to building a more inclusive workplace.

Livingstone International is a leading Australian supplier with a global reach. Our extensive network of distribution centres enables us to deliver essential consumables to metro and rural regions across Australia. Additionally, we have the capability to export our products to over 91 countries worldwide, serving a diverse range of customers on an international scale. With over 40 years of experience, we are committed to providing exceptional service, innovative solutions, and reliable supply chain solutions to our customers.

Livingstone International operates from 2 offices and 6 distribution centres across Australia. Our head office is based in Mascot, NSW, and our other office is located in Reservoir, VIC. Our extensive network of 5 major distribution centres, strategically located in Prestons and Turrella (NSW), Broadmeadows (VIC), Acacia Ridge (QLD), and Rivervale (WA), enables us to efficiently deliver our products to customers nationwide.

Livingstone International is committed to operating responsibly and ethically, making a positive impact on both the environment and society. We prioritise sustainability by minimising our carbon footprint, promoting sustainable practices, and investing in initiatives to achieve carbon neutrality. We are certified to the ISO 14001 standard, ensuring a systematic approach to environmental management.

We are dedicated to ethical sourcing and fair labour practices, working closely with suppliers to adhere to industry standards and regulations. As a member of Sedex, we actively manage social and environmental performance throughout our supply chain.

Livingstone International prioritises quality and safety, ensuring our products meet or exceed Australian, American, and European standards. Our medical items are ARTG Certified, and our food items are HACCP Certified. We are also an accredited Australian Trusted Trader, streamlining legitimate trade and ensuring supply chain security and compliance.

# Our RAP



Our workplace is developing a **Reconciliation Action Plan (RAP)** as part of our commitment to fostering an inclusive, respectful, and equitable work environment for all employees, particularly Aboriginal and Torres Strait Islander peoples. The development of the RAP is driven by a recognition of the importance of reconciliation in our broader society and our responsibility to contribute to in health, education, employment, and economic outcomes between First Nations peoples and non-Indigenous Australians.

Through this RAP, Livingstone aims to:

- 1. Acknowledge Historical and Ongoing Disadvantages:** We acknowledge the historical and ongoing impacts of colonisation, systemic discrimination, and the dispossession of land, culture, and rights suffered by Aboriginal and Torres Strait Islander peoples. We recognise our role in supporting the healing, empowerment, and restoration of cultural practices for Aboriginal and Torres Strait Islander communities.
- 2. Build Stronger Relationships:** By developing a RAP, we seek to foster better relationships between Aboriginal and Torres Strait Islander peoples and the broader community. This will involve creating opportunities for meaningful engagement, learning, and collaboration with local Aboriginal and Torres Strait Islander communities, as well as with Aboriginal and Torres Strait Islander employees and business partners.
- 3. Promote Equality and Opportunity:** Our RAP will help drive initiatives that create tangible opportunities for Aboriginal and Torres Strait Islander people within our workforce, community, and supply chain. This aligns with our commitment to promoting diversity, inclusion, and equal opportunities for all employees, ensuring a workplace that reflects the rich cultural diversity of Australia.
- 4. Support Reconciliation and National Healing:** We are dedicated to supporting the broader national reconciliation process, which involves acknowledging the past, promoting understanding, and working towards healing and justice for Aboriginal and Torres Strait Islander peoples. Our RAP will contribute to the movement toward reconciliation at a local and national level.

The implementation of our RAP will be a comprehensive and ongoing process that integrates reconciliation initiatives into our workplace culture, operations, and relationships. Our approach will be inclusive, collaborative, and transparent to ensure that we actively contribute to reconciliation and create lasting, positive change.

Below are key components of how we plan to implement the RAP:

## 1. Leadership Commitment:

- Senior Management Support:** Our RAP will be championed by senior leadership, ensuring that reconciliation is embedded into the company's strategic vision. We will establish a RAP Steering Committee composed of key leadership figures, Aboriginal and Torres Strait Islander employees (where possible), and other stakeholders.
- Ownership across the Organisation:** Implementation will involve all levels of the organisation. We will ensure that RAP objectives are aligned with our organisational goals, and staff at all levels are engaged in reconciliation activities.

## 2. Consultation with Aboriginal and Torres Strait Islander Peoples:

- Community Engagement:** We will engage with local Aboriginal and Torres Strait Islander communities, elders, and leaders to ensure that the RAP reflects their aspirations, needs, and concerns. We will consult with relevant Indigenous organisations and stakeholders to ensure that our initiatives are culturally appropriate and meaningful.
- Partnerships and Collaborations:** Where appropriate, we will seek to establish long-term partnerships with Aboriginal and Torres Strait Islander organisations to support community-led initiatives and social programs.

# Our RAP



## 3. Cultural Awareness and Education:

- **Training Programs:** We will provide cultural competency and awareness training for all employees. This will help increase understanding of Aboriginal and Torres Strait Islander cultures, history, and the challenges they face. The training will focus on fostering respect, breaking down stereotypes, and improving the cultural capability of our workforce.
- **Ongoing Education:** Regular educational initiatives, including cultural workshops and guest speakers from Aboriginal and Torres Strait Islander communities, will be scheduled throughout the year.

## 4. Workforce and Employment Opportunities:

- **Recruitment Strategies:** We will focus on improving employment outcomes for Aboriginal and Torres Strait Islander people by enhancing our recruitment practices. This will include targeting diverse talent pools, offering internships, cadetships, and scholarships, and providing culturally safe recruitment processes.
- **Retention and Career Development:** Our RAP will address employee retention by offering mentorship, training, and development programs for Aboriginal and Torres Strait Islander employees to support their career progression within the company.

## 5. Supplier Diversity:

- **Indigenous Business Procurement:** We will commit to increasing our spending with Indigenous-owned businesses and service providers, helping to build economic independence and create employment opportunities for Aboriginal and Torres Strait Islander communities.
- **Supply Chain Engagement:** We will work with our suppliers to encourage and support their engagement with Aboriginal and Torres Strait Islander businesses and communities.

## 6. Monitoring and Reporting:

- **Action Plans and Metrics:** We will set clear, measurable targets and timelines to track our progress and ensure accountability. Our RAP Steering Committee will oversee the implementation, regularly assess progress, and report on achievements and challenges.
- **Transparency and Public Reporting:** We will make our RAP progress publicly available by sharing annual reports with stakeholders, employees, and the community. We will also seek feedback from Aboriginal and Torres Strait Islander communities to assess our impact and refine our approach.

## 7. Creating a Supportive and Inclusive Workplace:

- **Cultural Safety:** We will continue to build a culturally safe and supportive environment that respects and values the contributions of Aboriginal and Torres Strait Islander employees. This includes providing spaces for open dialogue, addressing any concerns regarding discrimination or racism, and ensuring that Indigenous staff feel supported and respected.
- **Celebrating Aboriginal and Torres Strait Islander Culture:** We will celebrate and honour significant dates such as NAIDOC Week, Sorry Day, and Reconciliation Week with events, educational activities, and discussions. These celebrations will provide opportunities for all employees to learn, engage, and show respect for Aboriginal and Torres Strait Islander cultures.

Our approach to implementing the RAP will be a continuous journey of learning, growth, and collaboration. We are committed to creating meaningful and sustainable change in our workplace and beyond. By working together with Aboriginal and Torres Strait Islander peoples, communities, and organisations, we aim to contribute to reconciliation, address historical injustices, and support the cultural, social, and economic empowerment of Aboriginal and Torres Strait Islander peoples.

# Our RAP Working Group

Our RAP Champion is Christina Petrovski, is the current Head of HR at Livingstone International. She will lead and drive the implementation of our Reconciliation Action Plan.

Our RAP working group consists of:

- Head of Warehouse and Logistics – Arun Mathew
- Head of Customer Engagement - Marlene Saliba
- Marketing Manager – Carla Capuano
- Marketing Coordinator - Tien Seow
- Assistant Warehouse Manager - Vishwas Johns
- Store Person - Gerremy Simon

Currently there are no members of our RAP Working Group that are First Nations people. We will work as part of the implementation of thus RAP to establish First Nations representation on the RWG.



# Our Community Partnerships

**Livingstone proudly partners with organisations that support the wellbeing of young Aboriginal and Torres Strait Islander Peoples.**

As an Australian-owned company, we are passionate about developing key initiatives that support and provide opportunities for Aboriginal and Torres Strait Islander peoples, their communities, and businesses. We have partnered with not-for-profit organisations that celebrate diversity.



Livingstone proudly collaborates with Aboriginal and Torres Strait Islander organisations. We collaborated with Accelerate, a Supply Nation-certified business. Our partnership with Accelerate has allowed us to streamline procurement processes while creating education and employment opportunities for Aboriginal and Torres Strait Islander peoples. Every dollar spent with Accelerate generates \$4.41 in direct benefits to First Nation communities, reinforcing our commitment to positive social and economic impacts.



We are proud to announce our First Nation-inspired brands Miyan and Duga, which reflect our commitment to improving healthcare access for all communities. We worked closely with First Nation artists Jason Douglas & Trevor Eastwood from Dalmarri in creating artwork for the packaging to help us depict our story and vision to improve healthcare to all communities by providing access to quality products.

Miyan means "in this together to provide and care for another." The artwork symbolises the shared journey of providing healthcare, with the central meeting place representing the spiritual home. The half-U shaped symbolising Elders who gather to make important decisions. The layers and lines represent the challenges overcome to provide continuous support and improve the health of Aboriginal and Torres Strait Islander peoples.

Duga means "to give or to supply." The artwork illustrates the many layers of Livingstone International's journey to provide healthcare products to all communities through research, knowledge, and development. The central dots symbolise growth and prosperity emerging from our commitment to healthcare, while the outer circles represent our connection to Aboriginal and Torres Strait Islander peoples and our dedication to improving the lives of communities in outer regional areas.

Through our collaboration with Dalmarri, we were able to contribute to their movement by providing education and awareness to corporations, individuals, and schools across Australia through art and further employment for First Nations peoples.

# Our Community Partnerships



## GUNAWIRRA

*Prevention through Early Intervention*

Additionally, we contribute 1% of sales from our Duga product range to the Gunawirra organisation, a Not-For-Profit, which supports art therapy programs for young Aboriginal children. This initiative promotes emotional and creative development and encourages school readiness by connecting children to their culture through art. Through these partnerships, we aim to contribute to a brighter future for Aboriginal and Torres Strait Islander peoples and strengthen our commitment to sustainable and ethical business practices.

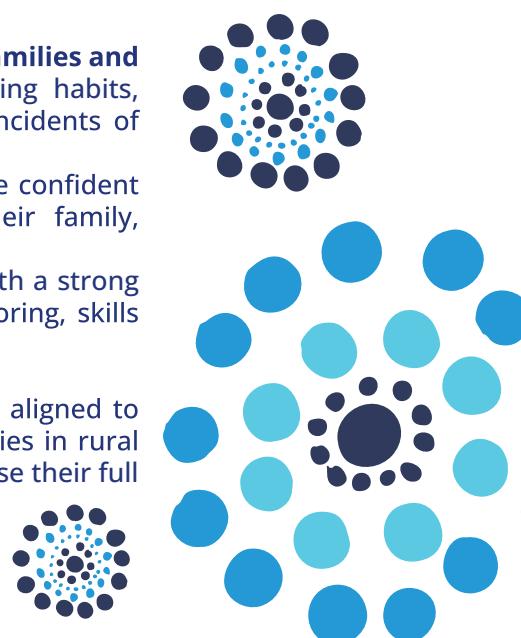


Livingstone is proud to announce our partnership with UNICEF Australia. As part of this partnership, we made a one-off donation to support vulnerable Aboriginal and Torres Strait Islander children in Australia, helping to ensure they are given the best opportunities in life to thrive. After careful evaluation, UNICEF Australia and Livingstone selected the perfect program that reflects our vision of supporting Aboriginal and Torres Strait Islander people's children and the most disadvantaged communities in Australia. The program supports young Aboriginal and Torres Strait Islander children living in rural areas, who often face significant barriers in accessing early childhood education and healthcare services.

The UNICEF Australia Early Childhood Development Program provides support for communities and parents to provide the nurturing care that children under the age of five need - across the critical domains of health, nutrition, stimulation and protection by supporting a locally developed program that aims to:

- 1. Improve health outcomes for children under the age of five, their families and communities** through promoting physical activity and healthy eating habits, supporting social and emotional well-being and helping to reduce incidents of communicable diseases.
- 2. Deliver an innovative early learning model** to help children become confident learners, and effective communicators and feel connected to their family, community, culture and Country.
- 3. Support local employment and training for community women**, with a strong focus on sustainability by building local staff capacity through mentoring, skills development and formal qualifications.

Both Livingstone and UNICEF Australia's core visions and commitments are aligned to deliver life-changing support to disadvantaged children and their communities in rural and remote locations to help ensure that every child has a fair chance to realise their full potential.



# Relationships

We are committed to building deeper connections with Aboriginal and Torres Strait Islander Peoples, suppliers, and customers through learning, shared experiences, and a deeper understanding of their culture. We recognise that collaborating closely with Aboriginal and Torres Strait Islander communities is essential to creating greater opportunities for individuals and businesses.



By strengthening our relationships, we aim to create and maintain meaningful partnerships that support reconciliation and contribute to the growth and empowerment of Aboriginal and Torres Strait Islander Peoples and the broader community. Through these efforts, we will help guide our customers, suppliers, and employees on their own reconciliation journeys.

Action	Deliverable	Timeline	Responsibility
<b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2025	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2025	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2025 & 2026	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2025 & 2026	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
	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 & 2026	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
<b>3. Promote reconciliation through our sphere of influence.</b>	Communicate our commitment to reconciliation to all staff.	March 2025	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2025	<b>Lead:</b> Head of HR <b>Support:</b> Marketing Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2025	<b>Lead:</b> Head of HR <b>Support:</b> Marketing Manager
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	Research best practice and policies in areas of race relations and anti-discrimination.	March 2025	<b>Lead:</b> Head of HR
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2025	<b>Lead:</b> Head of HR <b>Support:</b> HR Team

# Respect

Livingstone is dedicated to building respectful relationships with Aboriginal and Torres Strait Islander communities in both our work and business practices. We are committed to promoting awareness and respect for the histories, cultures, and connection to land of Aboriginal and Torres Strait Islander Peoples. This respect is essential for creating an inclusive workplace, attracting and retaining a diverse workforce, and ensuring a culturally safe environment for Aboriginal and Torres Strait Islander candidates and future employees.



Our Reflect RAP Journey will help raise awareness of the need for reconciliation between Aboriginal and Torres Strait Islander Peoples and non-Aboriginal and Torres Strait Islander Australians. We are committed to learning from Aboriginal and Torres Strait Islander communities, Elders, and entrepreneurs to ensure our actions lead to meaningful change.

Action	Deliverable	Timeline	Responsibility
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2025	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
	Conduct a review of cultural learning needs within our organisation.	March 2025	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	March 2025	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2025	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2025 & 2026	<b>Lead:</b> Head of HR <b>Support:</b> Marketing Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025 & 2026	<b>Lead:</b> Head of HR <b>Support:</b> Marketing Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2025 & 2026	<b>Lead:</b> Head of HR <b>Support:</b> Marketing Manager

# Opportunities

We are committed to expanding our supply chain by sourcing from more Aboriginal and Torres Strait Islander businesses. We aim to enhance employment outcomes by fostering a workplace that supports career development and promotes a culture of inclusion and respect for local Aboriginal and Torres Strait Islander Peoples.

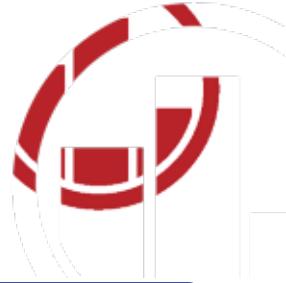


We will provide opportunities for First Nations candidates in our recruitment process and include Aboriginal and Torres Strait Islander-owned businesses in our procurement. These efforts will contribute to positive social, economic, and health outcomes for First Nations Peoples, supporting the sustainability of the communities we operate in.

Action	Deliverable	Timeline	Responsibility
<b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	August 2025	<b>Lead:</b> Head of HR <b>Support:</b> Marketing Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2025	<b>Lead:</b> Head of HR <b>Support:</b> Marketing Manager
<b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2025	<b>Lead:</b> Marketing Manager <b>Support:</b> Marketing Team
	Investigate Supply Nation membership.	October 2025	<b>Lead:</b> Marketing Manager <b>Support:</b> Marketing Team

# Governance

Livingstone acknowledges that effective governance and protocols are essential for achieving the targets outlined in this RAP. We are committed to ensuring clear ownership and accountability within our business to consistently meet our targets each year and support the success of Reconciliation Australia's initiatives.



Action	Deliverable	Timeline	Responsibility
<b>10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>	Maintain a RWG to govern RAP implementation.	October 2025	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
	Draft a Terms of Reference for the RWG.	October 2025	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	October 2025	<b>Lead:</b> Head of HR <b>Support:</b> HR Team
<b>11. Provide appropriate support for effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation.	October 2025	<b>Lead:</b> Head of HR
	Engage senior leaders in the delivery of RAP commitments.	October 2025	<b>Lead:</b> Head of HR
	Maintain a senior leader to champion our RAP internally.	October 2025	<b>Lead:</b> Head of HR
	Define appropriate systems and capability to track, measure and report on RAP commitments.	October 2025	<b>Lead:</b> Head of HR
<b>12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	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	<b>Lead:</b> Head of HR
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, Annually	<b>Lead:</b> Head of HR
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, Annually	<b>Lead:</b> Head of HR
<b>13. Promote positive race relations through anti-discrimination strategies.</b>	Register via Reconciliation Australia's website to begin developing our next RAP.	April 2026	<b>Lead:</b> Head of HR



## Dalmarri

### Trevor Eastwood: Founder

Trevor hails from the Ngamba people on the Barwon River, part of Kamilaroi country, on the outskirts of Brewarrina, NSW



### Jason Douglas: Founder

Jason is a Murri Man, whose people belong to the tribal lands of the Kabi Kabi of south-eastern Queensland, including Noosa. His father, Michael Douglas is Traditional Owner/ Native Title Kubi-Kubi.

Trevor and Jason meet as firefighters 13 years ago protecting our communities in Western Sydney. Both their fathers are respected elders in their communities and are deeply worried their knowledge, skills and culture are not getting passed down and are happy their legacy continues with the work we are doing. As parents themselves, both Trevor and Jason understand the importance of culture and the power it plays in connecting people.

DALMARRI comes from the meaning MEETING PLACE and is perfect for what we want to teach in learning, engaging and connecting to all communities. *Life is short, but art lives forever.*

We worked closely with Aboriginal artists Jason Douglas & Trevor Eastwood from Dalmarri in creating artwork for the packaging to help us depict our story and vision to improve healthcare to all communities by providing access to quality products.



## Duga Piece for Livingstone

Duga, pronounced do-gora means to give or to supply.

The artwork is illustrated by the many layers of Livingstone International comprised of research, knowledge and development from its beginnings providing healthcare products to all communities.

The smaller dots in the centre show growth and prosperity leading out of the larger white dots of healthcare. The half "U" shaped symbols surrounding the circle represent the connection to Aboriginal and Torres Strait Islander Peoples, Elders and Families.

The outer smaller circles are the meeting places of Livingstone who continually improve the quality and standards to outer regional areas and improve standards of living for our people.

The larger dots are walking tracks, now roads and pathways that connect Livingstone to provide and supply these products to improve the health of all communities.



For enquiries about our RAP, please contact:

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