



Reflect Reconciliation Action Plan

March 2026 – September 2027



Ballardong



Kayda

Acknowledgement to Country

PEP Transport acknowledges the Noongar Whadjuk people as the Traditional Owners of this land and we pay our respects to Elders past, present and emerging.

We further acknowledge Aboriginal and Torres Strait Islander peoples cultural heritage, beliefs, connections, and relationships with this land which continues today.

About PEP

At PEP Transport, we recognise that as a family-owned and operated transport and logistics business, we have a unique opportunity to contribute to the journey of reconciliation with Aboriginal and Torres Strait Islander peoples.

We are dedicated to building meaningful partnerships with Aboriginal and Torres Strait Islander communities and businesses by leveraging our logistics expertise. As a provider of essential services such as courier delivery, taxi trucks, 24/7 hotshots, and third-party logistics (3PL) warehousing, we understand that creating access to reliable and professional logistics solutions can directly contribute to economic development in all communities. By providing tailored services and support, we can help Aboriginal and Torres Strait Islander businesses grow and succeed.

At the heart of our vision for reconciliation is respect. Respect for the deep connection that Aboriginal and Torres Strait Islander peoples have to the lands, waters, and cultures. We commit to embedding cultural awareness and respect into everything we do. We aim to create an environment where all employees, customers, and stakeholders understand and appreciate the rich cultural heritages of Aboriginal and Torres Strait Islander peoples, and where this understanding is reflected in our daily operations and interactions.

In addition, we recognise that employment is a critical pathway for achieving social and economic equity. As an employer, we are committed to supporting opportunities for Aboriginal and Torres Strait Islander peoples across all levels of our business. From entry-level positions in our courier and warehousing services to leadership roles, we strive to be a workplace where Aboriginal and Torres Strait Islander employees feel valued, supported, and empowered to succeed.



WHADJUK | Kewdale, WA
WONGATHA | Kalgoorlie, WA
YUWIBARA | Mackay, QLD

Kooljaman
Photo by: Tabita Trewin

A message from the CEO

At PEP Transport, we recognise that we have a unique opportunity to play an active role in the journey of reconciliation. This is a responsibility we take seriously; reconciliation is not a short-term goal, but an ongoing journey.

Our Core Values—Professionalism, Proactivity, Driven, Integrity, Respect, and Communication—guide everything we do, it is embedded in our culture and in the way we engage with our employees, customers, and communities.

Central to our vision for reconciliation is respect—respect for the deep connection that Aboriginal and Torres Strait Islander peoples have to the land, waters, and cultures. We are committed to fostering an environment where cultural awareness is not only encouraged but fully integrated into our daily operations. By understanding and appreciating the rich heritages of Aboriginal and Torres Strait Islander peoples, we aim to build stronger relationships across all levels of our organisation and throughout our wider networks.

In alignment with our Core Values, we believe that through our genuine and sustained commitment to reconciliation, we can contribute to a future where all Australians, regardless of background, can thrive. This is a vision we are proud to work towards, and one we believe will help shape a more inclusive and respectful Australia for generations to come.

Thank you for joining us on this important journey. Together, we can make a lasting impact.

Tony Florido
CEO, PEP Transport



Tony Florido
CEO of PEP Transport

Statement from CEO of Reconciliation Australia

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

PEP Transport 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 PEP Transport 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 PEP Transport, 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

Karen Mundine
CEO of Reconciliation Australia



Our RAP

PEP Transport's Reconciliation Action Plan (RAP) represents a firm commitment to fostering reconciliation with Aboriginal and Torres Strait Islander peoples. This commitment is championed by our RAP Champion, Chief of Marketing Tabita Trewin who leads our efforts with dedication, accountability, and cultural respect. Their leadership ensures our RAP remains a living document that drives genuine, sustainable change. Guided by our Core Values—Professionalism, Proactivity, Driven, Integrity, Respect, and Communication—we are dedicated to creating meaningful partnerships, promoting cultural respect, and providing tangible opportunities that contribute to economic empowerment and social inclusion.

Our RAP is not just a statement of intent but a framework for action. By strengthening relationships, deepening cultural awareness, creating employment and procurement opportunities, and ensuring strong governance, we will help build a more just and equitable future for all Australians. This plan reinforces our belief that reconciliation is an ongoing journey, and through genuine effort, we aim to make lasting contributions to both the Aboriginal and Torres Strait Islander communities and our business. Together, we can drive positive change and exemplify reconciliation in action.

We believe that true reconciliation is built on strong relationships, genuine respect for the cultures and histories of the First Nations peoples, and the creation of tangible opportunities that promote equity and prosperity. As part of this commitment, we aim to play a proactive role in fostering understanding, facilitating economic participation, and supporting the aspirations of Aboriginal and Torres Strait Islander peoples, both within our business and across the border community.

PEP Transport has been on our RAP Journey since 2024 and we have already started to implement a number of areas across the business.



Karlkurla
Photo by: Tabita Trewin



We commit to strengthening respectful and meaningful relationships with Aboriginal and Torres Strait Islander stakeholders.

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	· Continued to identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2026	Chief Marketing Officer
	· Continued to research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2026	Chief Marketing Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	· Continued to circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026	Executive Assistant
	· RAP Working Group members continue to participate in an external NRW event.	27 May - 3 June 2026	Executive Assistant
	· Continue to encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2026	Chief Marketing Officer
3. Promote reconciliation through our sphere of influence.	· Continue to communicate our commitment to reconciliation to all staff.	May 2026	Marketing Coordinator
	· Continue to identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2026	Chief Marketing Officer
	· Continue to identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2026	Chief Marketing Officer
4. Promote positive race relations through anti-discrimination strategies.	· Research best practice and policies in areas of race relations and anti-discrimination.	March 2026	Director of People & Culture
	· Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2026	Accounts Payable & Purchasing Supervisor



We commit to promoting a deeper understanding and respect for Aboriginal and Torres Strait Islander cultures and histories within the company.

Action	Deliverable	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	· Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	May 2026	Director of People & Culture
	· Conduct a review of cultural learning needs within our organisation.	June 2026	Director of People & Culture
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	· Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	May 2026	Chief Marketing Officer
	· Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2026	Director of People & Culture
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	· Continue to raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2026	Director of People & Culture
	· Continue to introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2026	Marketing Coordinator
	· RAP Working Group to continue to participate in an external NAIDOC Week event.	First week in July 2026	Chief Marketing Officer



We commit to creating a tangible opportunity for Aboriginal and Torres Strait Islander peoples, particularly in the areas of employment, procurement, and professional development.

Action	Deliverable	Timeline	Responsibility
1. 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.	June 2026	Director of People & Culture
	· Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2026	Director of People & Culture
2. 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.	May 2026	Accounts Payable & Purchasing Supervisor
	· Investigate Supply Nation membership.	July 2026	Director of People & Culture



We commit to embedding reconciliation into the fabric of our company's culture and operations.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	· Form a RWG to govern RAP implementation.	April 2026	Executive Assistant
	· Draft a Terms of Reference for the RWG.	April 2026	Chief Marketing Officer
	· Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2026	Chief Marketing Officer
2. Provide appropriate support for effective implementation of RAP commitments.	· Define resource needs for RAP implementation.	May 2026	Chief Marketing Officer
	· Engage senior leaders in the delivery of RAP commitments.	May 2026	Chief Marketing Officer
	· Maintain a senior leader to champion our RAP internally	May 2026	Chief Marketing Officer
	· Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2026	Chief Marketing Officer
3. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	· Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually	Director of People & Culture
	· Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, annually	Director of People & Culture
	· Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Director of People & Culture
4. Continue our reconciliation journey by developing our next RAP.	· Register via Reconciliation Australia's website to begin developing our next RAP.	January 2027	Executive Assistant



RECONCILIATION
ACTION PLAN

REFLECT

Derbal Yerrigan

Follow our RAP journey

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Tabita Trewin

Chief Marketing Officer, PEP Transport

