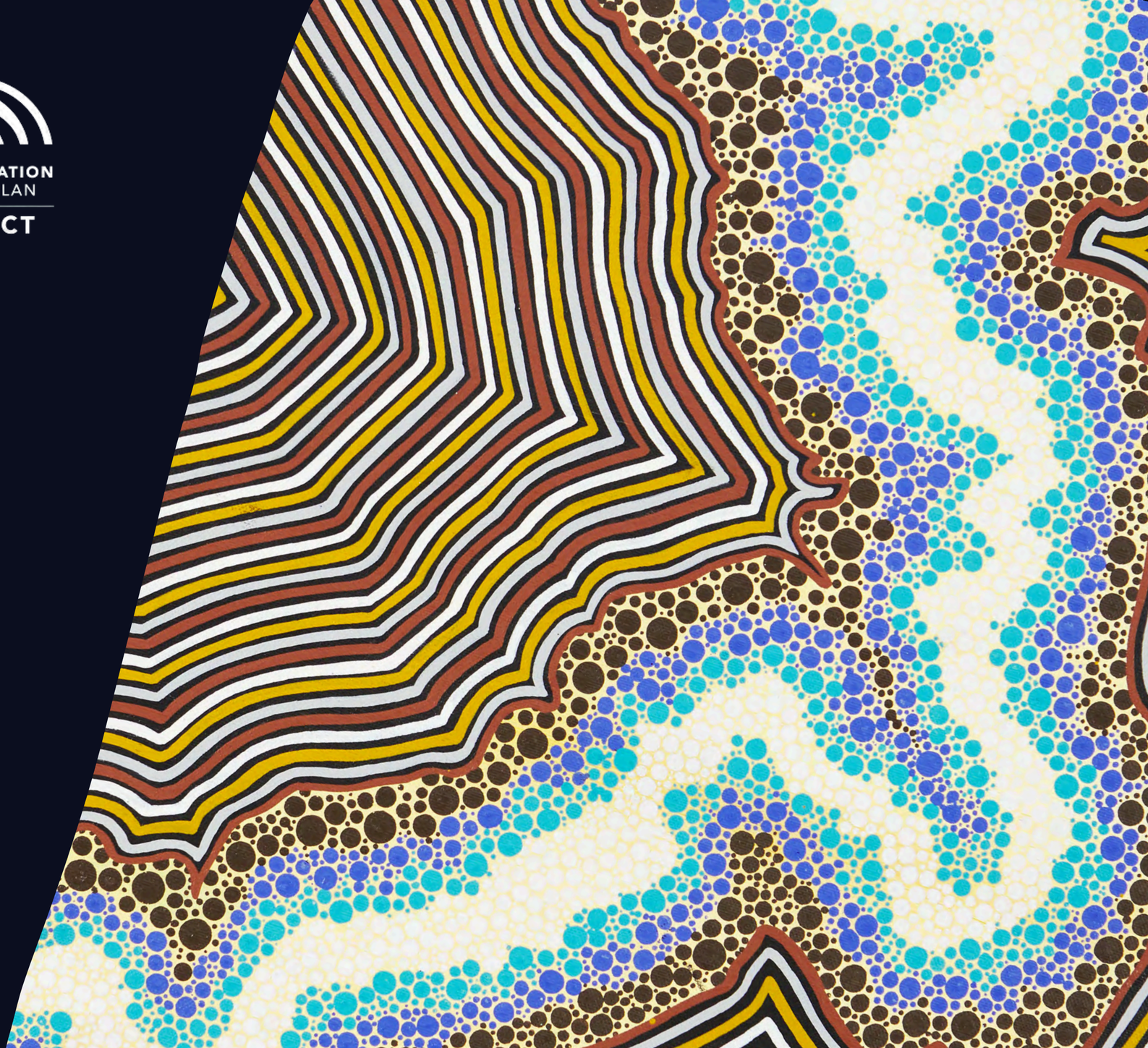
EXEC SECURITY

RECONCILIATION ACTION PLAN
REFLECT

REFLECT

Reconciliation Action Plan

December 2025 - April 2027



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Acknowledgement of Country

EXEC Security acknowledges the Wurundjeri Woi Wurrung people of the Kulin Nation, the Traditional Custodians of the land on which our head office stands in Burwood, Victoria.

We pay our respects to Elders past and present, and extend that respect to all Aboriginal and Torres Strait Islander peoples across the many lands on which we work.

We recognise that sovereignty was never ceded and that these lands have always been places of gathering, knowledge sharing, and protection, values that continue to guide the way we work today.



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REFLECT **Reconciliation Action Plan**

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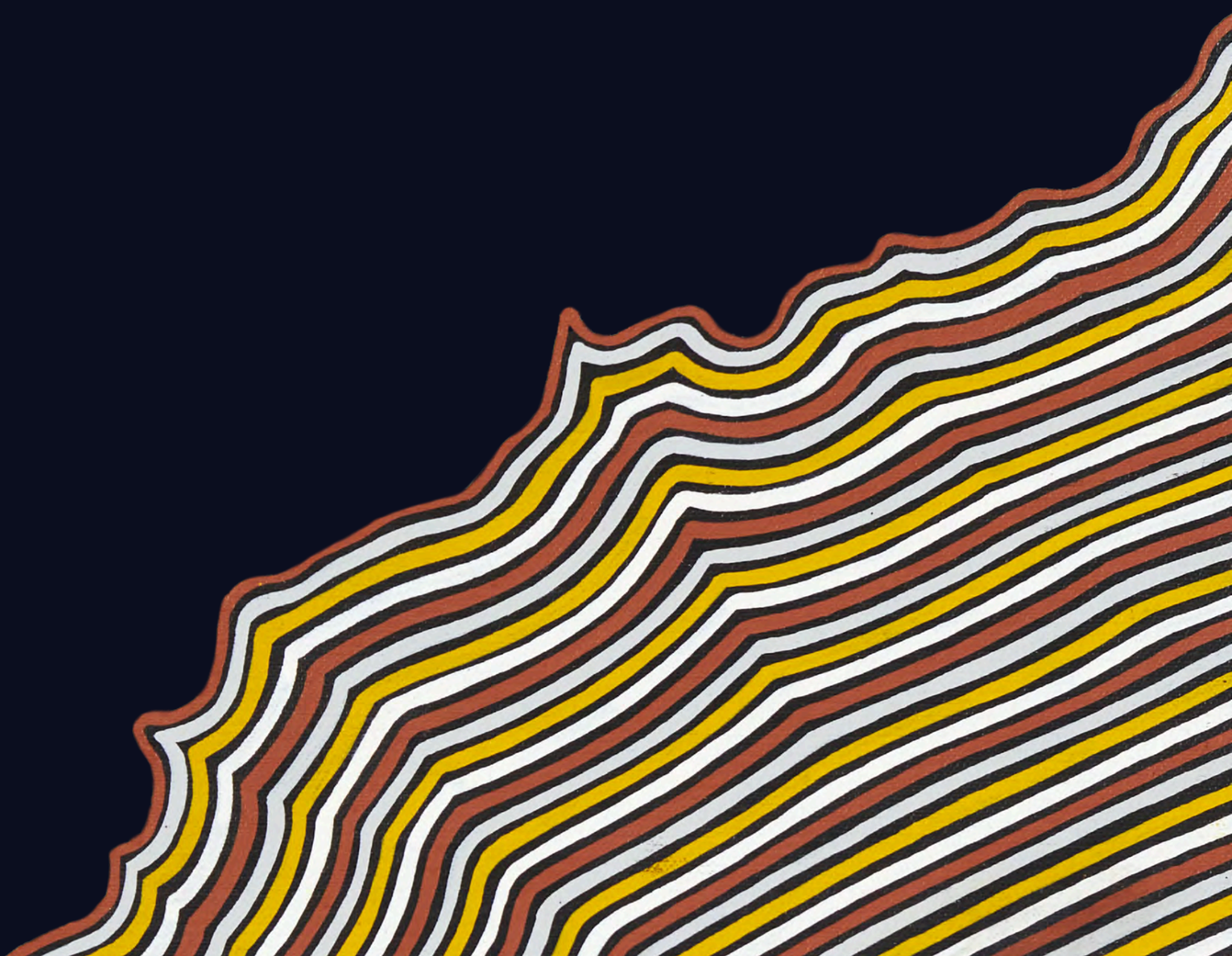
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About The Artwork

Our Rivers Still Run (2023)
By Anthony I, Gubbi Gubbi

This artwork, Our Rivers Still Run, by Gubbi Gubbi artist Anthony I, captures the flowing beauty and enduring strength of the Caboolture River, a place of memory, continuity, and connection. Anthony's interpretation reflects how Aboriginal culture has always been, and continues to be, practised on Country. The river becomes a powerful symbol of shared knowledge and intergenerational learning, wisdom passed along like water finding its way through land and time.

Through The Torch, Anthony and other artists are supported to reconnect with culture and identity through art, storytelling, and community. The organisation provides art, cultural, and career development programs to Indigenous men and women currently in, or recently released from, correctional facilities in Victoria. Each artwork sold through The Torch directly supports the artist's self-determination, with 100% of proceeds going to the creator. This initiative embodies empowerment, healing, and the sharing of cultural strength through creativity and connection.

Just as Anthony's painting celebrates the ongoing flow of culture and learning, our journey as a company has always been about building connection, protecting community, and ensuring knowledge and care flow through everything we do.




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A Statement from Our CEO

At EXEC Security, we proudly acknowledge the Traditional Custodians of the lands and waterways on which we operate and pay our respects to Elders past and present. We recognise the continuing connections that Aboriginal and Torres Strait Islander peoples maintain to Country, culture and community, and we honour their diverse histories, cultures and enduring contributions to this nation.

Our Reflect Reconciliation Action Plan (RAP) marks the beginning of a meaningful journey, one that commits us to strengthening relationships with Aboriginal and Torres Strait Islander peoples and communities, deepening respect for their cultures, and creating opportunities for meaningful engagement, collaboration and contribution across all areas of our work.

As a company deeply embedded in community service and safety, we understand that trust, inclusion and respect are the foundations of strong relationships. We believe reconciliation is both a responsibility and an opportunity to walk together in partnership, to listen, to learn and to foster a workplace and society where equity, cultural safety and mutual respect are fundamental.

Through this Reflect RAP, EXEC Security is committed to:

- Building foundational awareness of Aboriginal and Torres Strait Islander peoples' histories, cultures and perspectives within our workforce
- Establishing meaningful relationships with First Nations stakeholders and communities
- Exploring pathways for employment, training and procurement with Aboriginal and Torres Strait Islander peoples and businesses
- Laying the groundwork for sustainable actions that promote unity, accountability, and respect

This RAP represents our genuine and enduring commitment to reconciliation. We approach this journey with humility, intention, and a willingness to listen and grow. I look forward to collaborating with our team, our partners, and the broader community as we take these important first steps together.

Michael Cohen
Chief Executive Officer
EXEC Security



A Statement from the CEO of Reconciliation Australia

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

EXEC Security 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 EXEC Security 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 EXEC Security, 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 Who We Are

EXEC Security is a national security organisation built on people, relationships, and responsibility. Since 2006, our work has been guided by the belief that everyone deserves to feel safe.

We are a diverse team of security officers, technicians, monitoring specialists, and support staff working across metropolitan, regional, and remote communities.

Our head office and 24/7 Security Operations Centre are located on Wurundjeri Woi Wurrung Country in Burwood, Victoria, with teams based across every state and territory.

Our people bring a wide range of skills, cultures, and life experiences, which strengthens the way we work and the communities we serve.

While we do not currently hold formal records about the number of Aboriginal and Torres Strait Islander employees at EXEC, we recognise the importance of doing so.

Through our Reflect RAP, we are committed to improving how we collect this information, how we listen to First Nations voices, and how we create pathways that support meaningful representation and participation across our organisation.



Our Business What We Do

EXEC Security provides security services that help protect people, property, and public spaces across Australia. Our work spans a broad range of sectors, including commercial and corporate security, retail, local government, education, health, religious institutions, hospitality, and industrial and construction settings.

Our services include:

- Static guarding and tactical security
- Mobile patrols and alarm response
- Concierge and customer-facing security
- Electronic security systems and installation
- Monitoring through our A1-graded Security Operations Centre
- Risk advisory and security consulting

We operate locally within communities while drawing on national resources, shared systems, and specialist expertise. Across all services, our focus is on being reliable, accountable, and respectful, supporting safer environments while working in partnership with clients, communities, and stakeholders.

Through the implementation of our Reflect Reconciliation Action Plan, EXEC Security is committed to walking respectfully with Aboriginal and Torres Strait Islander peoples.

We aim to listen, learn, and take practical actions that create a culturally safe and inclusive workplace while contributing to reconciliation in the security industry and beyond.



Our Reconciliation Action Plan

EXEC Security is implementing a Reflect Reconciliation Action Plan (RAP) as a meaningful step towards building a more inclusive, respectful, and culturally informed workplace.

As a business that operates across diverse communities and industries, we recognise the importance of acknowledging the histories, cultures, and contributions of Aboriginal and Torres Strait Islander peoples.

We believe we have a responsibility to actively contribute to reconciliation through our everyday practices, business relationships, and engagement with community.

The development of our RAP is underpinned by a desire to:

Strengthen cultural awareness among our staff.

Build authentic and respectful relationships with First Nations communities.

Identify opportunities for increased participation, inclusion, and partnership within our organisation.



Our Reconciliation Action Plan

Our approach to implementing the Reflect RAP focuses on education, consultation and accountability.

We will begin with foundational learning, creating opportunities for our staff to understand the significance of reconciliation and how it connects to our core values of professionalism, respect and community responsibility.

We are also developing internal systems to track, evaluate, and report on our progress, ensuring our actions align with the aspirations of the RAP and contribute to meaningful outcomes.

To support the delivery of our RAP commitments, EXEC Security has appointed a People and Culture Manager as the RAP Champion, supported by a Compliance Manager. These roles will oversee implementation, coordination and reporting while engaging with Aboriginal and Torres Strait Islander partners and communities to ensure our approach remains culturally appropriate and respectful.



Our Reconciliation Action Plan

EXEC Security has established a dedicated RAP Working Group comprised of the following members:

- People & Culture Manager (RAP Champion)
- Compliance Manager
- Sales Manager
- IT Manager
- Chief Financial Officer
- Chief Executive Officer
- Operations Manager
- First Nations Business and Cultural Liaison (External)

The RAP Champion's leadership and commitment to ethical, inclusive, and community-minded business practices will be instrumental in embedding reconciliation within EXEC Security's operations, engaging staff across all levels, and ensuring alignment with the company's long-term strategic direction.

EXEC Security's RAP strategy is grounded in a commitment to learning, listening, and taking genuine, practical action.



Through this Reflect RAP, EXEC Security is proud to take its first formal step in the reconciliation journey, with humility, respect, and a genuine desire to contribute to positive change alongside Aboriginal and Torres Strait Islander peoples and communities.

Our Reconciliation Activities

At EXEC Security, our journey toward reconciliation has been gradual, deliberate and deeply reflective. We recognise that reconciliation is a shared responsibility, one that begins with listening, reflection, and meaningful engagement. While our formal RAP process is still in its early stages, we have already taken several foundational steps to build awareness and connection with Aboriginal and Torres Strait Islander peoples, histories and cultures.

One of the most significant milestones in our reconciliation journey to date was hosting a Smoking Ceremony at our Head Office in Burwood, Victoria. This was a powerful and grounding experience for our team, offering cultural insight and a shared moment of respect and reflection.

The ceremony marked a symbolic and spiritual beginning to our RAP journey and reinforced the importance of embedding cultural protocols, respect and recognition of First Nations cultures into our everyday workplace practices.



Our Reconciliation Activities

Our leadership team has also taken active steps to ensure that reconciliation is not viewed as a standalone initiative but as a shared and ongoing commitment supported at highest levels of our organisation.

We are proud to have a First Nations representative on our company's advisory board, whose lived experience and perspective are helping to inform our strategy and guide our reconciliation journey in a culturally respectful, informed and authentic way.

In 2024, we initiated informal outreach to Aboriginal and Torres Strait Islander-owned businesses through Supply Nation, with a focus on engaging First Nations suppliers for upcoming office artwork and corporate services.

These early relationships are helping us understand, recognise and celebrate the value of Aboriginal and Torres Strait Islander entrepreneurship, while building our understanding of how inclusive procurement can contribute to broader social and economic outcomes for First Nations communities.

Cultural learning and awareness has also become key focus areas for our leadership team. Earlier this year, EXEC Security partnered with First Nations-led training providers to deliver Cultural Awareness Training to key leaders across the organisation.

This important initiative has strengthened our understanding of Aboriginal and Torres Strait Islander peoples' histories, cultures, and perspectives, and we are now working to embed this learning more broadly across our workforce as part of our ongoing Reflect RAP commitments.

In addition, Acknowledgement of Country protocols have been formally introduced for all internal and client meetings, ensuring that respect for Traditional Custodians is integrated into our day-to-day operations.



Our Reconciliation Activities

While our formal engagement with reconciliation is still evolving, these early actions reflect EXEC Security's genuine commitment to walking alongside Aboriginal and Torres Strait Islander peoples and communities in a spirit of respect, learning, and collaboration.

Our Reflect RAP provides the structure and accountability to build on these foundations, guiding us to take the next steps in our reconciliation journey with integrity, purpose and shared understanding.



Relationships

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Dec 2025	People & Culture Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Jan 2026	People & Culture Manager
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026	People & Culture Manager
	RAP Working Group members to participate in at least one external NRW event to demonstrate organisational commitment.	27 May - 3 June 2026	People & Culture Manager
	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	CEO
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Dec 2025	People & Culture Manager
	Identify external stakeholders EXEC Security can engage with on our reconciliation journey.	Dec 2025	CEO
	Identify organisations with a RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Dec 2025	CEO
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Jan 2026	People & Culture Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Apr 2026	People & Culture Manager

Respect

Action	Deliverable	Timeline	Responsibility
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 peoples' cultures, histories, knowledge and rights within our organisation.	Feb 2026	People & Culture Manager
	Conduct a review of cultural learning needs within our organisation.	Jan 2026	People & Culture Manager
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Custodians of the lands and waters within our organisation's operational area.	June 2026	CEO
	Increase staff understanding of the purpose and significance of cultural protocols, including Acknowledgement of Country and Welcome to Country.	June 2026	People & Culture Manager
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.	June 2026	People & Culture Manager
	Promote external NAIDOC Week events within our local area.	June 2026	People & Culture Manager
	RAP Working Group members to participate in at least one external NAIDOC Week event.	First week in July 2026	CEO

Opportunities

Action	Deliverable	Timeline	Responsibility
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.	March 2026	People & Culture Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2026	People & Culture Manager
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.	Jan 2026	COO & Finance Manager
	Investigate Supply Nation membership.	Jan 2026	COO & Finance Manager

Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to oversee and govern RAP implementation.	Dec 2025	People & Culture Manager
	Draft a Terms of Reference for the RWG.	Dec 2025	Compliance Manager
	Establish Aboriginal and Torres Strait Islander representation within the RAP governance structure.	Dec 2025	Compliance Manager
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Dec 2025	People & Culture Manager
	Engage senior leaders in the delivery of RAP commitments.	Feb 2026	CEO
	Maintain a senior leader to champion our RAP internally.	Feb 2026 (ongoing)	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Jan 2026	People & Culture Manager
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.	Jan 2026 (annually)	Compliance Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 Sept (annually)	Compliance Manager
	Communicate our RAP progress to internal and external stakeholders.	June (annually)	CEO
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia’s website to begin developing our next RAP.	Jan 2027	People & Culture Manager

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For public enquiries about our RAP
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SECURING EVERY MOMENT