



Black Diamond
BD Drill Drilling Services Australia



BDD Reconciliation Action Plan

Version: 1

Created: 1-9-2024

Last Updated: 1-9-2024

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Black Diamond
BD Drill Drilling Services Australia



Established in 2015, Black Diamond Drilling Services Australia Pty Ltd is a trusted stockist and supplier of rock drilling tools and consumables, servicing the mineral exploration, mining, water well, and geotechnical sectors across the mining, resources, and construction industries. Our primary clients include drilling contractors and mining companies.

1. Our Vision for Reconciliation

Our vision is for a respectful, inclusive, and equitable Australia, where Aboriginal and Torres Strait Islander peoples participate equally in economic opportunities. As a business operating in resource-rich regions, we recognise our role in contributing to reconciliation through employment, procurement, and genuine relationships with Traditional Custodians.

2. Relationships

Establish and strengthen relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

- Identify Aboriginal and Torres Strait Islander communities relevant to our operations.
- Attend local Indigenous business networking events and RAP forums.
- Collaborate with local Traditional Owner groups on community initiatives.

Build internal awareness and commitment.

- Host internal launch of the RAP with a presentation on reconciliation and cultural protocols.
- Celebrate National Reconciliation Week (NRW) each year.

3. Respect

Increase understanding, value, and recognition of Aboriginal and Torres Strait Islander cultures, histories, and knowledge.

- Deliver cultural awareness training for all staff and management.
- Acknowledge Traditional Custodians in company communications and at events.
- Display Acknowledgment of Country plaques in offices and warehouses.

Participate in NAIDOC Week

- Promote and support staff involvement in NAIDOC Week activities.
- Share NAIDOC Week educational materials with staff.



4. Opportunities

Improve employment outcomes

- Identify opportunities to offer traineeships or internships for Aboriginal and Torres Strait Islander people.
- Engage local Indigenous recruitment organisations for suitable candidates.

Increase procurement from Indigenous businesses

- Register with Supply Nation to find verified Indigenous suppliers.
- Set a goal to award at least one supply contract to an Indigenous-owned business within the RAP period.

5. Governance and tracking

Establish Reconciliation Action Plan working group

- Form a small internal team to monitor and drive RAP activities.
- Meet quarterly to review progress and document actions taken.

Report on Reconciliation Action Plan achievements and progress

- Submit annual progress report to Reconciliation Australia.
- Share outcomes with staff and stakeholders via newsletter, email, or company meetings.