



REFLECT

Reconciliation Action Plan

January 2025 — July 2026



RECONCILIATION
ACTION PLAN

REFLECT



Acknowledgment of Country

Laird Pipe & Casing Solutions acknowledges the many Traditional Custodians of Country throughout Western Australia and honour Elders past, present and emerging. We recognise that our office is located on Noongar Country (boodja) and pay our respects to the Noongar people. We extend that respect to all Aboriginal and Torres Strait Islander Peoples.

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Tim Laird (left) and Chris Scoble (right)

MESSAGE FROM THE RAP ADVISOR

Although this is Laird Pipe & Casing Solutions' inaugural Reflect RAP, it feels like the Team has actively been moving in and around the Kimberley communities of Yawuru to Bardi, Pilbara communities of Amangu and Watjarri and more locally with the Noongar Whadjuk community for many years and this RAP document is more a formality. They are committed to working with and progressing Aboriginal and Torres Strait Islander peoples outcomes and this is intrinsically supported by the leadership team.

Through this cultural education, Laird Pipe & Casing Solutions' now understand the need to create a relationship with the land and communities they work with, managing the supply of water pipe and making sure their works does not adversely affect Country. They have an important role to play as water is the source of life and it should be shared with all living things.

I feel humbled to work with the Laird team and look forward to my continued relationship, guiding them on their cultural journey so that we can walk hand in hand together to heal our country through Reconciliation.

As our knowledge holders have done in the past, we are educating company staff through art, song, dance, language and story. They are on a journey to understanding that we are all connected, that we should be guided by Country and that should reflect in our values of everyday life.

SCOTT PATTERSON
Rap Advisor

MESSAGE FROM THE DIRECTORS

We're proud to present Laird Pipe & Casing Solutions (LPCS) first Reconciliation Action Plan (RAP). This document symbolises our commitment to progressing meaningful relationships with Aboriginal and Torres Strait Islander communities and contributing positively to reconciliation in Australia.

As a long-standing supplier to the resources industry, we acknowledge the opportunities we've had working on Country throughout Australia. We respect our duty to give back to the land and communities that have supported us.

Reconciliation, to us, is about acknowledging and accepting the history and culture of Aboriginal and Torres Strait Islander peoples. Education, collaboration, and engagement are at the heart of our RAP. This means providing opportunities for our team to engage with Aboriginal and Torres Strait

TIM LAIRD & CHRIS SCOBLE
Directors—Laird Pipe & Casing Solutions

Islander cultures, work together towards common goals, and foster a culture of inclusivity and respect.

Our RAP Working Group has been instrumental in shaping our vision and will guide our efforts, ensuring our commitment to reconciliation is embedded in our business.

As we implement this RAP, we remain dedicated to continuous learning and improvement. We recognise that reconciliation is an ongoing process requiring dedication, empathy, and a willingness to embrace change.

Our core values — Reliability, Transparency, Integrity, Respect, and One Team — underpin our RAP, guiding us to uphold the highest standards in our work, promote honesty and fairness, and foster a collaborative and respectful culture.

Thank you for your support and commitment.

RAP Advisor Scott Patterson facilitating Cultural Awareness Training with the Laird team.





Karen Mundine, CEO of Reconciliation Australia

RECONCILIATION AUSTRALIA CEO STATEMENT

Reconciliation Australia welcomes Laird Pipe & Casing Solutions to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Laird Pipe & Casing Solutions 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

KAREN MUNDINE
CEO—Reconciliation Australia

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 Laird Pipe & Casing Solutions 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 Laird Pipe & Casing Solutions, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

OUR BUSINESS

Founded in 1955, Laird Pipe & Casing Solutions is a third-generation family-owned business serving a diverse customer base in mining, fabrication, piling, and engineering. We offer a comprehensive product range that includes fully certified and traceable API ERW steel casing, uPVC casing compliant with AS/NZ 1477, stainless steel casing, well screens, adaptors, and related consumables. Our head office and all operations are based at Perth Airport on Whadjuk Noongar land, where we have been located since 1985.

Our premises include approximately 10,000m² of laydown and loading areas, storage sheds, and administration offices. With a team of 8 professional members possessing decades of industry knowledge and experience, Laird proactively stocks up to 3,500 tonnes of pipe and casing ahead of the market, ensuring we offer only the highest quality, certified products.

Laird Pipe & Casing Solutions has a strong geographical connection with our base in Perth and

our primary service area in the Pilbara. Our family ownership spans three generations on Bibbulmun land, reflecting our deep roots and commitment to the region.

At present, Laird Pipe & Casing Solutions has one Aboriginal and Torres Strait Islander employee. We recognise the importance of diversity and inclusion and aspire to welcome other Aboriginal and Torres Strait Islander peoples to our team in the future, further enriching our long-standing business.

Our team provides value-added, fit-for-purpose solutions, including slotted, threaded, and coupled options in steel or uPVC. Working collaboratively with our customers, we continuously innovate and improve, ensuring these solutions meet the evolving needs of the industry. Our reputation and longevity are supported by enduring relationships with industry-leading partners, built on a mutual commitment to quality.

Laird Pipe & Casing Solutions team.





Laird Pipe & Casing Solutions yard, located at Perth Airport.



Artwork completed by Indigenous Artist Luke (Joordah) Riches.

RAP ARTWORK

ARTIST PROFILE

Luke (Joordah) Riches is an Indigenous artist who grew up in One Arm Point in the beautiful Kimberley, Western Australia. His mother Ngardarb (Francine) Riches was a Bardi/Jawi & Gurijardi woman and a renowned artist in WA. She grew up on Iiwany (Sunday Island) during the early mission days living traditionally off the land and sea prior to moving to the mainland settlement of One Arm Point.

Joordah draws on these roots for inspiration and has perfected his own style of acrylic techniques infused with Indigenous art. He has been successfully painting since his teen years, and was selling landscape paintings during high school.

Joordah has developed a unique utilisation of landscape colour, composition and storytelling in his designs which combine a variety of techniques and mediums to create visually stunning pieces.



Luke (Joordah) Riches

ARTWORK STORY

The backdrop showcases ancient Pilbara landscapes, defined by ochre and sandy reds, with a Pilbara groundwater basin featured at the top left.

Three Laird family generations are conveyed in the background. The first being a red, sandy handle running below the water basin. The second being the brown dirt across the centre. And lastly, the lighter coloured sandstone which embellishes the remaining space. It flourishes and expands now because of the foundations laid by previous generations.

The lower right area represents Perth, a region that sits on a plane above coastal dune limestone. The blue backdrop speaks to the nature of groundwater that connects through all regions of WA.

At the centre is the gathering circle which represents the people at Laird who have made the company

what it is today. It signals the shared values and ethics embodied by this family-run business. The outer gathering circles represent the long standing partnerships Laird has built with mining companies and drillers who have integral to the company's success and growth.

The thin flowing lines conform to geological structures across the West Australian landscape, representing the vast, random yet sophisticated nature of our beautiful Country formations. The dot art which appears to crack through the land conveys the undeniable ancient connection First Nations people have to this country, and a commitment to a unified approach to working on Country with respect and shared understanding.

OUR RAP

Laird Pipe & Casing Solutions recognises the importance of reconciliation as a critical step toward healing and unity for Australia. As a company that has operated in regions with strong Aboriginal and Torres Strait Islander connections, particularly in the Pilbara, we acknowledge our responsibility to contribute positively to the ongoing journey of reconciliation. This is not just important to our business but also to our staff, who share a deep respect for Aboriginal and Torres Strait Islander peoples, their cultures and the lands on which we work.

Our commitment extends beyond corporate responsibility. It reflects a desire to further meaningful change through education, collaboration and empowerment. By promoting Aboriginal and Torres Strait Islander peoples' economic participation in the mining industry and respecting cultural heritage, we aim to build stronger, more inclusive communities. Our approach to implementing the RAP is centred on creating opportunities for engagement, while supporting the preservation of cultural identity and environmental stewardship.

We believe this work will help heal relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians, ultimately benefiting all stakeholders and contributing to a more inclusive and prosperous society for generations to come.

OUR PARTNERSHIPS & CURRENT ACTIVITIES

Our RAP journey began with a focus on education. Acceptance of diversity and inclusion is fundamental to our success, and fostering pride in cultural heritage among our team members and the broader community is a dignified and rewarding outcome.

We are committed to listening to and learning about the historical impacts Aboriginal and Torres Strait Islander peoples. This understanding helps us acknowledging and accepting the history and culture of Aboriginal and Torres Strait Islander peoples and aids in our strategy for a shared future together. Activities facilitated and guided by Aboriginal and Torres Strait Islander peoples, including cultural awareness training, are key components of this process.

Our journey so far has involved the following activities:

- **Cultural Awareness Training:** Our RAP Working Group and broader team have participated in cultural awareness training to build a deeper understanding and appreciation of Aboriginal and Torres Strait Islander cultures.
- **Commissioning of RAP Artwork:** We have commissioned Indigenous artist Luke (Joordah) Riches, a proud Bardi man, to create a piece of artwork that will underpin our RAP and our connection to Country. This artwork will become an integral part of our identity and will help shape and influence our actions towards reconciliation and our relationships with Aboriginal and Torres Strait Islander peoples.
- **Engagement Opportunities:** We have undertaken high-level brainstorming sessions to explore potential engagement opportunities with Aboriginal and Torres Strait Islander communities and organisations.
- **Supply Chain Inclusion:** We've opened our supply chain to Aboriginal and Torres Strait Islander owned businesses, providing economic opportunities that support their growth while enhancing the diversity of our business partnerships.

These efforts set the foundation for our reconciliation journey, fostering a respectful, inclusive workplace and building meaningful relationships with Aboriginal and Torres Strait Islander peoples.



Laird RAP Committee

Laird staff participating in Cultural Awareness Training.

Yard Hand Training & Recruitment Day.



RAP WORKING GROUP



TIM LAIRD
Director (DR)
RAP Champion & Director



CHRIS SCOBLE
Director (DR)
RAP Director



ALEX ROGERS
Finance Manager (FM)
RAP Representative



MATUA MINHINNICK
Yard Supervisor (YS)
RAP Representative



SCOTT PATTERSON
Cultural Advisor (CA)
RAP Advisor

Laird Pipe & Casing Solutions yard, located at Perth Airport.





RELATIONSHIPS

#	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1	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.	Jan '25	RAP Champion (DR)
		Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Jan '25	RAP Champion (DR)
2	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	Apr '25	RAP Representative (FM)
		RAP Working Group members to participate in an external NRW event.	May/Jun '25	RAP Representative (YS)
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May/Jun '25	RAP Representative (YS)
		Actively communicate events for NRW to internal staff members	Apr/May '25	RAP Director (DR)
		Encourage Staff members to follow @reconciliationaus or @reconciliationwa on Instagram for info and events related to NRW	Jan '25	RAP Representative (YS)
3	Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Jan '25	RAP Champion (DR)
		Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Feb '25	RAP Director (DR)
		Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Feb '25	RAP Director (DR)
4	Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Mar '25	RAP Champion (DR)
		Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Mar '25	RAP Champion (DR)
		Educate and talk about the effects of racism to all staff.	Jan '25 & Jan '26	RAP Advisor (CA)



RESPECT

#	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.	Apr '25	RAP Champion (DR)
		Conduct a review of cultural learning needs within our organisation.	May '25	RAP Advisor (CA)
		Provide opportunities for employees to participate in cultural learning.	Jan '25 – Jun '25	RAP Director (DR)
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.	Jun '25	RAP Representative (FM)
		Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Jun '25	RAP Representative (FM)
3	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 '25	RAP Representative (YS)
		Introduce our staff to NAIDOC Week by promoting external events in our local area.	Jun '25	RAP Representative (YS)
		RAP Working Group to participate in an external NAIDOC Week event.	Jul '25	RAP Representative (YS)
		Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Jun '25	RAP Champion (DR)



OPPORTUNITIES

#	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.	Jan '25	RAP Champion (DR)
		Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Jan '25	RAP Advisor (CA)
		Reach out to Aboriginal and Torres Strait Islander recruitment institutes when positions become available.	Jan '25	RAP Champion (DR)
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.	Jun '25	RAP Director (DR)
		Develop a list of Aboriginal and Torres Strait Islander suppliers.	Nov '25	RAP Representative (FM)
		Document, monitor, and report Aboriginal and Torres Strait Islander business participation to enhance internal awareness and engagement.	Aug '25	RAP Representative (FM)



#	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	Jan '25	RAP Champion (DR)
		Draft a Terms of Reference for the RWG.	Nov '24	RAP Advisor (CA)
		Establish Aboriginal and Torres Strait Islander representation on the RWG.	Oct '24	RAP Champion (DR)
		Meet at least quarterly to drive and monitor performance against the RAP.	Oct '24 Jan '25 Apr '25 Jul '25 Oct '25	RAP Champion (DR)
2	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Oct '24	RAP Representative (YS)
		Engage senior leaders in the delivery of RAP commitments.	Oct '24	RAP Director (DR)
		Appoint a senior leader to champion our RAP internally.	Oct '24	RAP Champion (DR)
		Define appropriate systems and capability to track, measure and report on RAP commitments.	Jan '25	RAP Representative (FM)
		Implement appropriate tool for tracking and measure progress of RAP deliverables (i.e. dashboard, traffic lights)	Mar '25	RAP Representative (FM)
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 important RAP correspondence.	Jun '25 Jun '26	RAP Representative (YS)
		Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	Aug '25 Aug '26	RAP Director (DR)
		Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	Sep '25 Sep '26	RAP Director (DR)
4	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Mar '26	RAP Champion (DR)



**For all enquiries regarding Laird Pipe & Casing Solutions'
Reconciliation Action Plan, please contact:**

Tim Laird, Director
08 9277 2711 | tim@lairdwa.com.au
45 Apac Way, Perth Airport WA 6105

lairdwa.com.au

