

INNOVATE

RECONCILIATION ACTION PLAN

July 2026 – June 2028



sureway

LUKE PENRITH

A modern contemporary artist, Luke is a proud Aboriginal man of the Wiradjuri people with cultural and family ties to Yuin and Wotjoboluk people and the Gumbaynggirr Nation. His art reflects what he can see, hear, smell and touch and is strongly influenced by lore, culture and heritage.

Luke has spent 18 years working within Aboriginal Affairs, 6 years in elite sports administration for the AFL and 11 years in the employment and training industry supporting and mentoring Aboriginal job seekers. Throughout his career, Luke has focused on building a foundation and work ethic in Aboriginal communities to grow and secure long-time careers in their chosen industries.

JOURNEY ALONG THE WATERWAYS

Aboriginal peoples' value to water is sacred, deep and necessary for survival. It is protected by lore which provides a system of sustainable management ensuring healthy peoples. Each person is on a journey, to learn their culture and heritage but also gain knowledge and experience in modern Australia.

Rivers are traditionally important routes, providing food, water and shelter. Gaining knowledge is like a river (Bila) always moving forward. It could be rough at times but can also be calm and gentle. Never underestimate the undercurrent, snags and logs.

The orange (U) symbols are the staff of Sureway supporting each client to gain educational knowledge, build their self-esteem and build capacity and capability in their chosen fields of work. The colourful circles represent a ripple effect of that journey. Be proud of self, family, the wider Aboriginal community and a sense of Reconciliation.

Luke Penrith

MESSAGE FROM THE CHIEF EXECUTIVE

On behalf of the Board, Executive Team and staff of Sureway, I am proud to present Sureway's Innovate Reconciliation Action Plan (RAP).

Our organisation has recently experienced significant growth. As we expand our footprint, our workforce and our impact, it is critical that our commitment to reconciliation remains strong. Growth must not dilute our values, it must reinforce them.

Reconciliation is not a standalone initiative at Sureway, it must be embedded in how we work, how we lead and how we serve our communities. Our RAP guides the way we build respectful relationships, create meaningful employment pathways, and ensure our services are culturally informed and responsive to Aboriginal and Torres Strait Islander peoples.

This plan builds on the foundations laid in our previous RAPs. It reflects what we have learned, where we have progressed, and where we must focus our efforts next. As our organisation grows, we recognise the responsibility to ensure our culture withstands that growth. This RAP provides the structure, accountability and shared understanding needed to protect and strengthen that culture.

We remain committed to genuine partnership with Aboriginal and Torres Strait Islander peoples, communities and organisations. Through listening, learning and acting with intention, we will continue to create opportunities, improve outcomes and contribute to reconciliation in practical and measurable ways.

We thank Reconciliation Australia for their ongoing guidance and partnership, and we acknowledge the many staff, partners and community members who contribute to this important work.

Reconciliation is a journey, and we are committed to walking it with purpose.

Matthew Hall
Chief Executive Officer





MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia commends Sureway Employment and Training on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Sureway Employment and Training continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types - Reflect, Innovate, Stretch and Elevate - allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Sureway Employment and Training will continuously draw upon to create RAP

commitments rooted in experience and maturity.

These learnings extend to Sureway Employment and Training using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Sureway Employment and Training to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Sureway Employment and Training will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Sureway Employment and Training's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Sureway Employment and Training on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

OUR VISION FOR RECONCILIATION

Sureway's vision for reconciliation is for all Australians to come together to achieve a socially inclusive community through acknowledgement and respect of Aboriginal and Torres Strait Islander peoples. We seek to celebrate and value their continued connection to Country, community and culture and walk forward together united by respect and opportunity.

As an organisation delivering employment, training and health supports across diverse communities, we recognise that reconciliation is not separate from our core business, rather it is fundamental to it. We aspire to create workplaces and services where Aboriginal and Torres Strait Islander peoples feel culturally safe, respected and empowered, and where their histories, cultures, knowledge and connection to Country are understood and valued by all.

We value genuine partnerships with local Aboriginal and Torres Strait Islander communities wherever we operate, ensuring our growth does not dilute our responsibility, but deepens it. Through listening, learning and shared decision-making, we will contribute to practical and meaningful change.

Our vision is for reconciliation to be embedded in how we lead, how we employ, how we serve, and how we influence others. It will assist us to build equity in employment and training outcomes, increase understanding across our workforce, and contribute to a more inclusive and united Australia for future generations.

Sureway aims to do this by:

- Respecting and building mutually beneficial relationships with local Aboriginal and Torres Strait Islander peoples, communities and organisations where we operate.
- Building on our organisational setting where staff can develop a strong understanding, appreciation and respect for the histories, cultures and issues affecting Aboriginal and Torres Strait Islander peoples.
- Supporting access to employment, health support and training opportunities for Aboriginal and Torres Strait Islander peoples.
- Acknowledging the past through education and understanding.



OUR BUSINESS

Sureway began in NSW in 1991 as a training provider, formed with a vision to help local people overcome barriers and change their lives. By 1998 we had leveraged our knowledge of the skills businesses were seeking in candidates to extend into the employment services sector. At that time we were awarded a contract to deliver employment services on behalf of the Australian Government.

Over the years we have leveraged our knowledge of employment and training to actively support clients into long-term and sustainable work in their communities. This requires knowledge and connection within local communities and extensive understanding of the local sectors. Our knowledge enables us to deliver training opportunities tailored to local needs, which opens doors to employment opportunities in their local community.

Since 1998 we have expanded services across both regional and metropolitan locations in ACT, NSW, QLD, SA, VIC and WA. We have also extended our delivery to the health sector to support increasing demand for quality, specialist psychology and disability services in the communities we serve. These supports enable individuals to enhance their quality of life, and more effectively contribute within their communities.

In late 2025 we grew to now deliver services from across 256 locations. We employ 555 employees, with 36 Aboriginal and / or Torres Strait Islander people on our teams.



Creating opportunities for job seekers to achieve their employment goals

(RTO) Bridging skills gaps to create employment outcomes

Achieving positive change through counselling and support services



OUR SERVICES

Our teams work with a diverse range of clients including youth, parents, older adults, people with disability, Aboriginal and Torres Strait Islander peoples, people from multicultural communities, and LGBTIQ+. Service is delivered from both regional and metropolitan locations across the ACT, NSW, QLD, SA, VIC and WA.

We deliver on our purpose of Changing Lives, Building Stronger Communities through services that include:

- Preparation for work
- Accredited and non-accredited training
- Connecting with local employers and work experience opportunities
- Support to maintain employment
- Practical mental health support to overcome barriers to employment



Connecting job seekers with employment opportunities



Providing assistance and financial support to parents



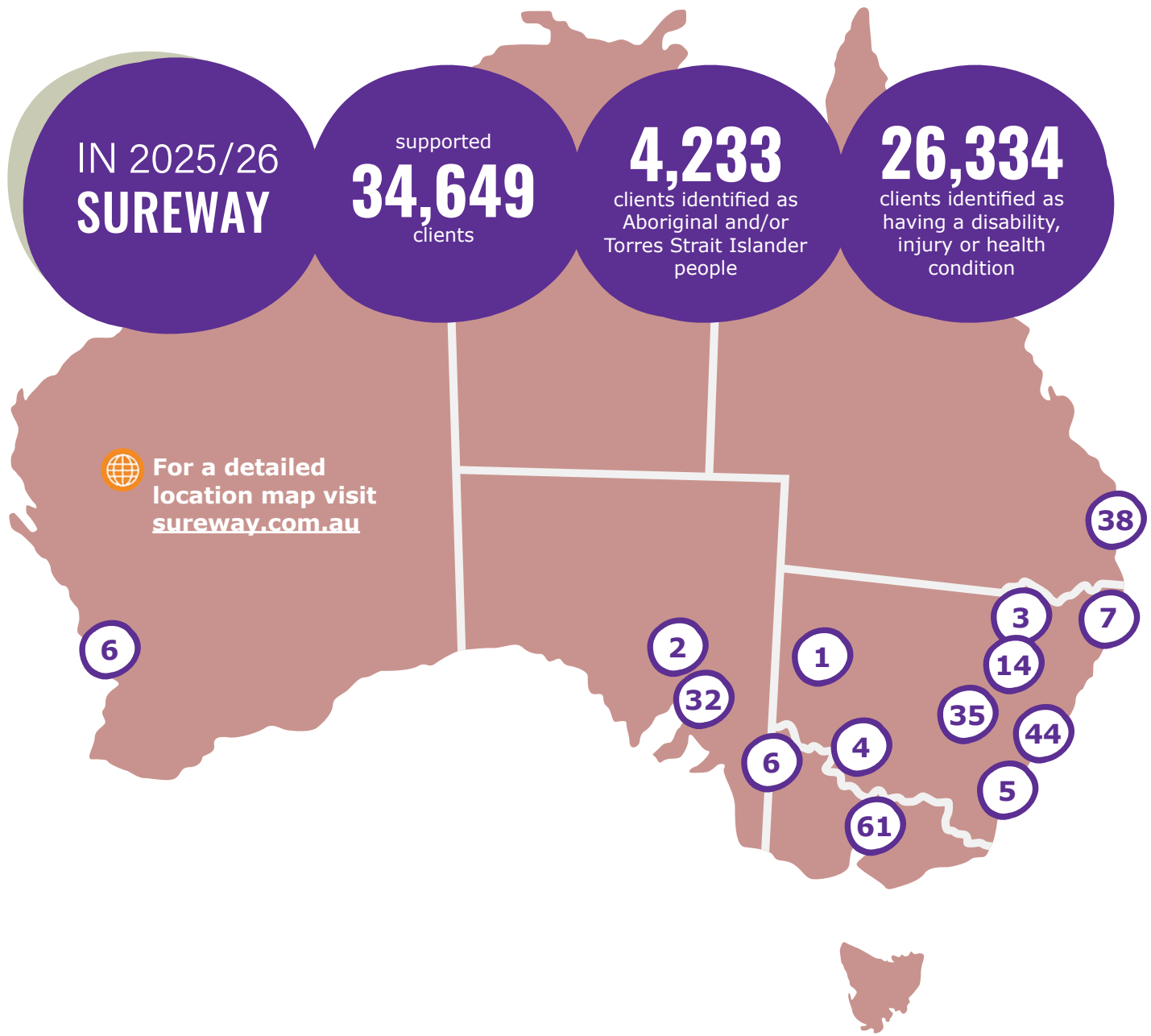
Supporting people with disability to find and keep a job



Assisting people living with disability to lead a fulfilling life



OUR SITES



OUR RAP IS UNDERPINNED BY OUR



OUR RAP

Development of our RAP has been undertaken through consultation, including feedback from our RAP Working Group. Staff who identify as Aboriginal or Torres Strait Islander are encouraged to nominate for membership, as are non-Aboriginal or Torres Strait Islander staff members who are interested / involved in reconciliation. Our members consist of a minimum of the RAP sponsor, an Executive team member, a People & Culture representative, two leaders and two Employment Consultants. The current members of the RAP Working Group are:

RWG MEMBERS
General Manager People & Culture – Arwen Anderson
First Nations Programs Officer – Lennie Frail
Performance and Training Specialist – Margie Goode
Performance and Training Specialist – Siobhaun Smith
People & Culture Business Partner – Anne Love
Employment Consultant – Donna Johnson
Employment Consultant – Ley Shoemark
Employment Consultant – Esther Joslyn
Employment Support Officer – Shirleen Allum
Area Manager – Justin Mobbs
Area Manager – Rhiannon Clancy

The working group includes four First Nations colleagues from different language or custodial groups across our footprint. The General Manager of People & Culture is the RAP Sponsor and Champion. Through regular meetings the group encourages dialogue, further the deliverables in the RAP, and consult with key stakeholders including the Executive Team.

Our RAP, like many others, outlines key actions and deliverables that span the lifecycle of the RAP. Many of the items in our RAP build on previous work, strengthening our connection with Aboriginal and Torres Strait Islander peoples. It also gives us the chance to duplicate areas of success across our footprint, capitalising on our recent growth.

Sureway have developed this RAP, extending on previous instalments, because we value reconciliation and support the development of a socially inclusive community. This RAP will focus on embedding initiatives to further this across our footprint, in line with our recent growth.

Key learnings:

Our First Nations Programs Officer has successfully improved engagement in local areas both internally and with external partners. The success of this role has led us to add a Performance and Training Specialist position who has a focus in Aboriginal and Torres Strait Islander support. The additional support across two key portfolios within the business has strengthened our ability to support both First Nations employees and clients / participants.

Development and implementation of our engagement plan, aimed at defining how we work with Aboriginal and Torres Strait Islander stakeholders and organisations, has been a useful tool to engage with key stakeholders. The simple act of developing the plan sent a clear message to local community regarding our commitment.

Incorporating cultural training into our mandatory onboarding program has ensured that we consistently meet our training target. The training, hosted by Arrilla, provides fundamental information that enhances understanding and acceptance.

Key learnings often include reflection on challenges, and we acknowledge the benefit of sharing these challenges in the spirit of continuous improvement. Our primary challenge has included maintaining focus on reconciliation during times of significant growth. We were proud to be able to continue with many positive initiatives such as offering cultural learning and improving truth telling across the footprint. The process of embedding culture across new regions and team members will take significant effort and time, and in some cases this has been the focus at the expense of taking on additional or new initiatives to further reconciliation. Ensuring sufficient resources are allocated to key areas like reconciliation is critical to success through periods of growth.

OUR RAP IN ACTION



Engagement Plan: We developed and implemented an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. We consulted with local groups and stakeholders, including Community in Orange NSW to ensure the plan meets their needs and supports genuine collaboration.



Walking in Two Worlds: Sureway successfully developed a program to support Aboriginal and Torres Strait Islander clients to effectively prepare for employment. It provides education for the participants of the workshops. Between June 2024 and October 2025 we supported 185 participants to attend with a 51% success rate of gaining employment after the program. This program has also enabled us to establish (and in some cases enhance) connection and relationships with local employers and Community across our footprint, and build the knowledge base in local teams who assist with delivering the workshops. It has supported the education and knowledge of our staff and created a safe space for Aboriginal and Torres Strait Islander participants and staff, enhancing our relationships.



National Reconciliation Week:

- Our NRW event in 2025 was a great success with over 30 people attending: local elders, clients, employers and other stakeholders. We used this opportunity to educate the community about reconciliation and support equity for our Aboriginal and Torres Strait Islander participants. Attendees were invited to contribute to an artwork showcasing the local landscape. It also supported the enhancement of our partnership with local elders in the Orange community.
- Each year a number of employees and teams attend events in their local areas. Attendance strengthens local knowledge and complements our connection to country. Relationships are enriched through yarning circles, collaboration with local communities, and participating in webinars and information sessions.



Employment Opportunities: Our teams have worked with national employers to focus on employment opportunities for Aboriginal and Torres Strait Islander clients. We have worked with them to explore ways to adapt roles and employment strategies to meet the needs of both groups. This collaboration reinforces local connection, and opportunity for Aboriginal and Torres Strait Islander people.



Truth Telling: Sureway supported truth telling through connecting to key resources on our local intranet page dedicated to our RAP Working Group. Resources include:

- A link to NIAA’s page on Culture and Empowering Communities
- A map of Indigenous Australia Traditional Land Owners from the Australian Institute of Aboriginal and Torres Strait Islander Studies
- Information and links to the Colonial Frontier Massacres Map
- Internal newsletters and articles championing the Pillars and Dimensions of reconciliation
- Calendar with information about key milestones and events relevant to reconciliation

RELATIONSHIPS

Sureway recognises that strong, respectful relationships with Aboriginal and Torres Strait Islander peoples are essential to achieving meaningful and lasting outcomes for the communities we serve. Building on the foundations established through our previous RAPs, we remain committed to strengthening internal and external partnerships trust, collaboration and open communication. Through ongoing engagement with Aboriginal and Torres Strait Islander peoples, communities, organisations and programs we aim to ensure our services are informed by shared knowledge and contributes to reconciliation.

Focus area: The Relationships pillar aligns with our strategic objective to be the preferred provider for our stakeholders, which includes being a provider of choice and delivering improved customer satisfaction.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to enhance and improve guiding principles for future engagement.	August 2026	First Nations Programs Officer (FNPO)
	Review our engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations and incorporate learnings.	October 2026	FNPO
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.	April/May 2027 April/May 2028	FNPO
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2027 & 2028	General Manager People & Culture (GMPC)
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2027 & 2028	GMPC
	Organise at least one NRW event each year.	27 May - 3 June, 2027 & 2028	FNPO
	Register all our NRW events on Reconciliation Australia’s NRW website .	May 2027 & 2028	FNPO
3. Promote reconciliation through our sphere of influence.	Review and refine our staff engagement strategy to increase awareness of reconciliation across our workforce.	August, November 2026 Feb, May, August, November 2027 Feb, May 2028	GMPC
	Communicate our commitment to reconciliation publicly.	August 2026 Feb, August 2027, Feb 2028	GMPC
	Continue to explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	October 2026 & 2027	FNPO
	Continue to collaborate with RAP organisations, other like-minded organisations, and national employers to develop innovative approaches to advance reconciliation including improving employment opportunities for Aboriginal and Torres Strait Islanders.	October 2026 & 2027	FNPO

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of Sureway policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2026	GMPC
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	November 2026	GMPC
	Maintain and communicate an anti-discrimination policy for our organisation.	January 2027 & 2028	GMPC
	Educate senior leaders on the effects of racism.	February 2027 & 2028	GMPC

RESPECT

Respect underpins all of Sureway’s relationships and interactions. We recognise Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands on which we live and work and acknowledge the rich diversity of cultures, histories and communities across Australia. By continuing to invest in cultural learning and awareness for our staff, we aim to strengthen understanding, appreciation and pride in Aboriginal and Torres Strait Islander cultures across our organisation.

Focus area: The Respect pillar aligns with our strategic objective to be a high performing organisation. A key strategy is to value, develop and engage our people.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	March 20275	Learning & Development Coordinator (LDC)
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	April 2027	FNPO
	Maintain and communicate a cultural learning strategy document for our staff.	May 2027	GMPC
	Provide opportunities for RAP Working Group members, P&C leaders and other key leadership staff to participate in formal and structured cultural learning.	March 2027 & 2028	LDC
	90% of new staff to complete cultural learning within first six months of employment.	July 2026 & 2027	LDC
	Share resources and stories that highlight Aboriginal and Torres Strait Islander cultures, histories and achievements through internal communication channels.	October 2026 & 2027 April 2027 & 2028	FNPO
	Promote industry peak body training on Aboriginal and Torres Strait Islander Cultural Awareness to all staff.	June 2027 & 2028	LDC

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2026 & 2027	FNPO
	Evaluate and maintain documentation of cultural protocols, including protocols for Welcome to Country and Acknowledgement of Country, in Standard Operating Procedure - Marketing.	December 2026	General Manager Corporate Services (GMCS)
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	July 2027 & 2028	Executive Assistant (EA)
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	July 2027 & 2028	GMPC
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2026 & 2027	FNPO
	Review Sureway policies and procedures to remove barriers to staff participating in NAIDOC Week.	May 2026, 2027 & 2028	GMPC
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2026 & 2027	GMPC

OPPORTUNITIES

Creating opportunities for Aboriginal and Torres Strait Islander peoples is central to Sureway's purpose of supporting individuals to participate fully in employment and community life. Over the last 5 years we have exceeded our target for employment of Aboriginal and Torres Strait Islander people. Through supportive employment processes and continued partnerships with Aboriginal and Torres Strait Islander organisations and communities, we are committed to increasing employment, professional development and procurement opportunities. In doing so, we aim to contribute to stronger economic participation and improved education and employment outcomes.

Focus area: The Opportunities pillar aligns with our organisational strategy to build social capital to change lives and build stronger communities.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Continue to build on understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2027 & 2028	GMPC
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	October 2026	GMPC
	Review and evaluate Sureway's Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June 2027 & 2028	GMPC

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2026 & 2027, June 2027 & 2028	GMPC
	Review recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	October 2026	GMPC
	Maintain our Aboriginal and Torres Strait Islander Employment Policy, working toward the goal of 5% Aboriginal and Torres Strait Islander employment across the Sureway workforce.	August, November 2026 Feb, May, August, November 2027 Feb, May 2028	GMPC
	Strengthen Aboriginal and Torres Strait Islander staff retention across the Sureway workforce to be within 5 percentage points of overall business retention.	August, November 2026 Feb, May, August, November 2027 Feb, May 2028	GMPC
9. Support career development and leadership opportunities for Aboriginal and Torres Strait Islander employees.	Identify opportunities for Aboriginal and Torres Strait Islander staff to participate in mentoring or leadership development programs.	November 2026 & 2027	GMPC
	Promote internal professional development opportunities to Aboriginal and Torres Strait Islander employees.	November 2026 & 2027	LDC
	Monitor participation in development opportunities and report outcomes to the RAP working group.	August, November 2026 Feb, May, August, November 2027 Feb, May 2028	LDC / GMPC
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review and evaluate the Aboriginal and Torres Strait Islander procurement strategy.	August 2027	Chief Financial Officer (CFO)
	Ensure that an Aboriginal and Torres Strait Islander supplier will be preferred in a procurement or tender process where the procuring and / or delegate is satisfied it is suitable in quality of product and service, technical ability, WHS and value for money.	August 2026 & 2027	CFO
	Investigate Supply Nation membership.	March 2027	GMPC
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	August 2026 & 2027	CFO
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	August 2026	CFO
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander owned businesses.	August 2026 & 2027	CFO

GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	March 2027 & 2028	GMPC
	Review and update the Terms of Reference for the RWG.	February 2027 & 2028	GMPC
	Meet at least four times per year to drive and monitor RAP implementation.	August, November 2026 Feb, May, August, November 2027 Feb, May 2028	GMPC
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	October 2026	GMPC
	Engage our senior leaders and other staff in the delivery of RAP commitments.	July, December 2026 June, December 2027	GMPC
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	October 2026	GMPC
	Appoint and maintain an internal RAP Champion from senior management.	March 2027 & 2028	GMPC
13. 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	GMPC
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	GMPC
	Report RAP progress to all staff and senior leaders quarterly.	August, November 2026 Feb, May, August, November 2027 Feb, May 2028	GMPC
	Publicly report our RAP achievements, challenges and learnings, annually.	September 2027 & 2028	GMPC
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	August 2026	GMPC
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	June 2028	GMPC
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2027	GMPC



RAP CONTACT
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Image credit: Donna Johnson, Lennie Frail, and Margie Goode on Wiradjuri Country



Our RAP guides the way we build respectful relationships, create meaningful employment pathways, and ensure our services are culturally informed and responsive to Aboriginal and Torres Strait Islander peoples.

MATTHEW HALL | CHIEF EXECUTIVE SUREWAY EMPLOYMENT AND TRAINING

sureway

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