ALLIED GROUP AUSTRALIA

RECONCILIATION ACTION PLAN
REFLECT

NOVEMBER 2026 – MAY 2028

REFLECT

Reconciliation Action Plan



ACKNOWLEDGEMENT OF COUNTRY

Allied Group Australia acknowledges the Traditional Custodians of the lands on which we live, breathe and work, and pays respect to Elders past and present.

We recognise the enduring cultures, histories, languages and contributions of Aboriginal and Torres Strait Islander peoples, and are committed to honouring that connection in how we show up every day.



Reflect Reconciliation Action Plan

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The Artwork - Passion, Positivity, Protection

The story of this beautiful artwork tells the ongoing journey of Allied Group: its passion to help organisations, being positive in all they do, safely, and to protect. Highlighted in the centre is the valued meeting place of Allied Group, symbolising a safe and strong foundation.

The large U shapes management, who lead our services and instil the values of our organisation. The blue pathways represent the journey. The white lines are the values we uphold.

The smaller circles represent the diverse communities across Country. Each dot reflects the opportunity to keep striving and building the foundations of Allied Risk Security. The reds reflect our landscape across the many lands.

The outer layers are our way of bringing accountability, integrity and innovation in better ways to enhance our presence in new markets and new experiences on Country, respectfully.



The Artist - Jason Douglas, Dalmarri Group

This stunning artwork was created for Allied Group Australia by Jason Douglas from Dalmarri Group. Jason is a Murri Man, whose people belong to the tribal lands of the Kabi Kabi of south-eastern Queensland, including Noosa. His father, Michael Douglas, is a Traditional Owner/Native Title Kubi-Kubi. Jason is an artist. Through various creative mediums, including painting and other forms of Aboriginal art, he connects and educates others about Indigenous culture. His ability to listen, connect and engage enables him to plan and lead tailored workshops, cultural immersions and school programs.

He has also served for 12 years as a firefighter with NSW Fire and Rescue at Penrith. Jason enjoys participating in education programs in schools and communities, teaching about Aboriginal cultures, art, histories and the Dreaming.



Image: Jason Douglas, used with permission

A statement from Sam and Paul Ekinci

As a family-owned Australian business built on service and community, presenting our first Reflect Reconciliation Action Plan is a moment that means a great deal to us.



“I have spent more than 30 years building Allied Group Australia on a foundation of trust, service and doing the right thing by the people and communities we work with. Presenting this RAP feels like a natural extension of that, a recognition that doing the right thing also means acknowledging the First Nations peoples of this country, understanding their histories and cultures, and committing to walk alongside them with genuine respect. This is not something I have taken lightly, and I am proud that we are taking this step together as an organisation."

Sam Ekinci, Chief Executive Officer



“For me, the connection to reconciliation is grounded in the work we do every day. Through our security services, we work alongside and within communities across Australia, communities where Aboriginal and Torres Strait Islander peoples live, work and contribute.

To serve those communities well, we need to understand them. That means learning about cultures, languages and histories, and building the kind of trust that only comes through genuine respect and engagement. It also means that Allied Group Australia aspires to become an employer of choice for Aboriginal and Torres Strait Islander peoples, creating real opportunities and an environment where everyone can contribute and succeed.“

Paul Ekinci, Group General Manager

For more than 30 years, we have built our business on the values of respect, integrity, accountability and service. As we look to the future, we recognise that these same values must guide our commitment to reconciliation. This RAP provides a framework for building cultural awareness across our organisation, strengthening relationships with Aboriginal and Torres Strait Islander communities and ensuring reconciliation becomes part of how we operate every day.

We acknowledge that we are at the beginning of this journey and we say that plainly. Meaningful progress takes time, commitment and ongoing learning. Our partnership with the Dalmarri Group to commission our first bespoke artwork is one of those first steps, a tangible expression of our commitment and a reminder that reconciliation must be lived.

We are grateful to everyone who has contributed to this RAP, particularly Danielle Robertson, our First Nations Cultural Advisor, and the local Elders whose guidance and generosity have shaped this work. We remain committed to continuing to learn, and to building a future that is safer, more inclusive and more connected for all Australians.

A statement from CEO of Reconciliation Australia

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

Allied Group Australia 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 Allied Group Australia 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 Allied Group Australia, 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 | Our Story

Our story began over 30 years ago, when Sam Ekinci built Allied Group Australia from the ground up.

What started as a single security and risk management business has grown into a proudly 100% Australian-owned group of specialist companies, today led by Sam and his son Paul, who together bring decades of hands-on industry experience in training, risk management, security compliance and integrated service solutions to every aspect of the business.

Allied Group Australia is the parent entity for a group of specialist companies, each established to deliver specific services across different sectors and jurisdictions.

The companies operating under the Allied Group Australia banner are: Allied Risk Solutions; Allied Risk Security; Allied Services Australia; Allied Risk Security (VIC); Allied Risk Security (QLD); Allied Risk Security (SA); Allied Risk Security (ACT).

Allied Risk Solutions provides a comprehensive suite of professional services including security consultancy, risk management, corporate investigations and surveillance, background checks, incident and complaints management, and compliance services.

Allied's training division sits within Allied Risk Solutions and delivers nationally recognised programs in security, leadership, compliance, customer service and risk management to clients in every state and territory of Australia.

Allied Services Australia delivers integrated facility solutions, bringing together security services, facility management, cleaning services, lawn mowing and property maintenance under one coordinated service model.

By integrating these services, Allied reduces duplication, improves efficiency and delivers consistent quality outcomes for clients across a range of industries and environments, from corporate offices and shopping centres to schools, strata properties and aged care facilities.

Allied Risk Security delivers manned security services throughout New South Wales, including guard services, crowd control, event security, loss prevention, investigations, manpower security, and security consultancy, with Allied Risk Security (VIC), (QLD), (SA) and (ACT) established and ready to activate as the group continues to grow its national footprint.



Allied Group Australia operates nationally. Our head office is located in Parramatta, NSW, the heart of Western Sydney and the traditional Country of the Darug people.

7/ 5-7 Ross St, Parramatta NSW 2150



Our people

Allied Group Australia's head office team comprises approximately 15 staff based in Parramatta, New South Wales.

Allied Risk Security works with a network of independent contractors, deploying approximately 50 security professionals weekly across active client sites. Allied's training division reaches staff and clients nationally across all states and territories.

We do not currently have any staff who identify as Aboriginal and/or Torres Strait Islander people.

We are committed to building our understanding of our workforce and to becoming an employer of choice for First Nations people, creating genuine pathways for participation and career development across our business as we progress our reconciliation journey.





Our RAP

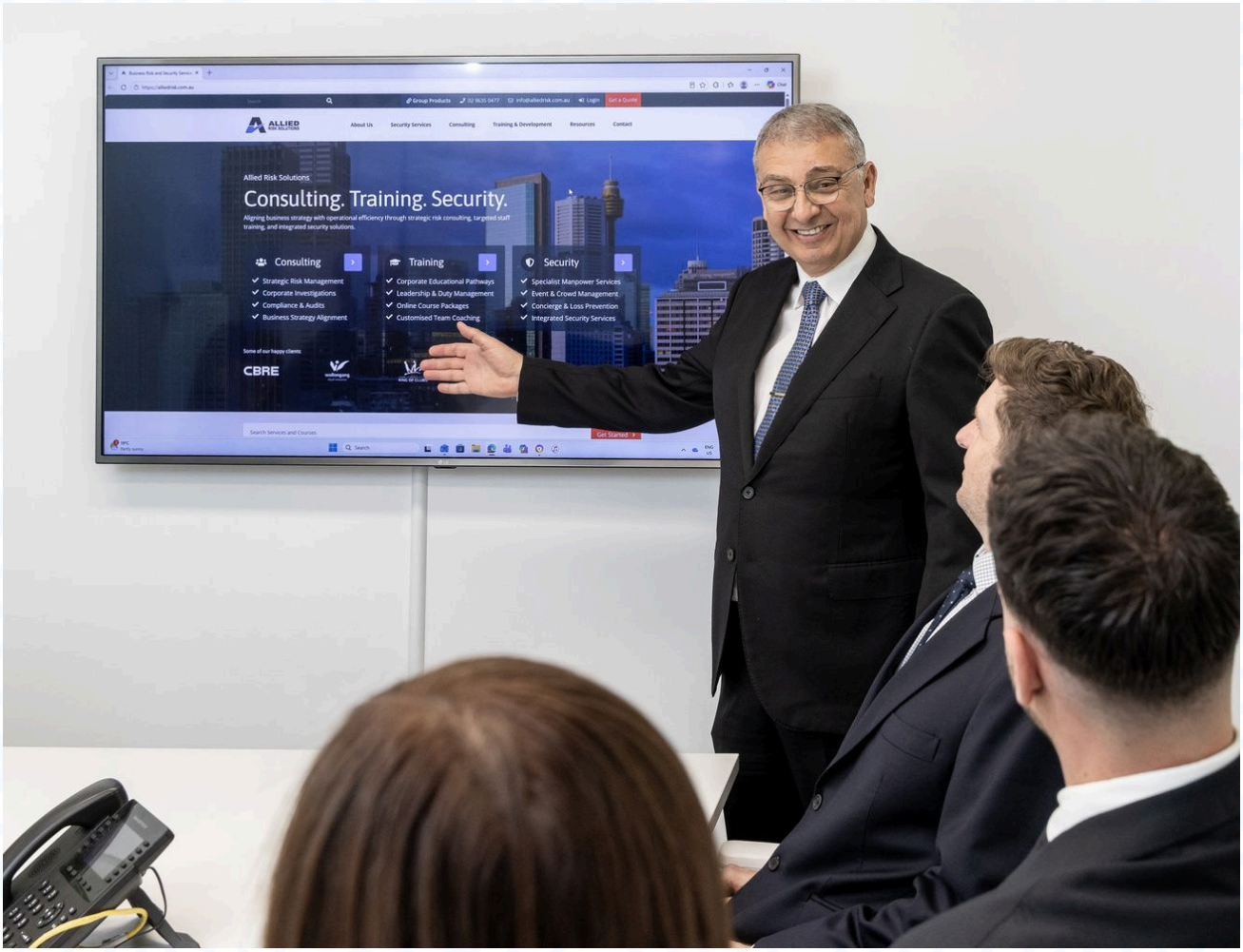
At Allied Group Australia, we believe that creating safer communities extends beyond the services we deliver.

Developing our first Reflect Reconciliation Action Plan is an important step in strengthening our understanding of reconciliation and building meaningful relationships with Aboriginal and Torres Strait Islander peoples.

We aim to deepen our cultural awareness, foster stronger relationships with First Nations communities and organisations, and identify opportunities to create lasting social and economic benefits.

Our approach will be practical, genuine and grounded in relationships. Backed by the core pillars of the Reconciliation Action Plan framework - Relationships, Respect and Opportunities, over the next 18 months we will work with Aboriginal and Torres Strait Islander communities and advisors to ensure our actions are informed, authentic and culturally appropriate.

We will engage Aboriginal and Torres Strait Islander owned businesses as suppliers and partners, build cultural awareness and understanding across our workforce, and ensure that reconciliation is reflected in how we recruit, how we deliver our services and how we show up in the communities we work alongside every day. Reconciliation will be embedded in our culture, our decisions and our everyday operations.



Key Goals

RELATIONSHIPS

We will build genuine relationships with Aboriginal and Torres Strait Islander peoples, communities, Elders, Knowledge Holders and organisations. Listening to their voices and learning from their experience will guide us to develop initiatives that are respectful, informed and culturally appropriate.

The relationships we have already begun to build with Danielle Robertson, local Elders and the Dalmarri Group, are the foundation we will continue to grow from.

CULTURAL LEARNING

Learning is at the heart of this journey. We will provide cultural awareness opportunities for our team, recognise significant dates including NAIDOC Week, National Reconciliation Week and National Sorry Day, and create space for our people to deepen their understanding of First Nations histories, cultures and languages.

The more we understand, the better we can serve the communities we work alongside every day.



ACKNOWLEDGEMENT OF COUNTRY

We are committed to embedding Acknowledgement of Country as a genuine, everyday practice across Allied Group Australia.

In client meetings, presentations, and training sessions our staff will acknowledge the traditional Country of that place, pay respect to Elders past and present, and acknowledge any Aboriginal and Torres Strait Islander peoples present in the room.

EMPLOYMENT AND PATHWAYS

We are committed to becoming an employer of choice for Aboriginal and Torres Strait Islander peoples across all areas of Allied Group Australia.

We will create genuine pathways for First Nations peoples to join, grow and thrive within our business, from our head office team to our security workforce and training division, and ensure our recruitment and onboarding processes are inclusive and welcoming.

PROCUREMENT

We will actively seek opportunities to engage Aboriginal and Torres Strait Islander owned businesses as suppliers, contractors and partners across our service streams.

Whether through security services, training, facility management or procurement, we want First Nations businesses to be visible, valued and supported through our work.



RAP Working Group

To guide our Reflect Reconciliation Action Plan, we have established a RAP Working Group. The group has been instrumental in shaping our approach, ensuring our RAP is both practical and meaningful for Allied Group Australia.

OUR RAP CHAMPION

Sam Ekinci | Chief Executive Officer | RAP Champion

Sam Ekinci, our CEO and RAP Champion, provides leadership, direction, and accountability for implementing the Reflect RAP. He ensures reconciliation is prioritised across our organisation, embedding actions into our operations and culture. His commitment helps create meaningful opportunities to engage with Aboriginal and Torres Strait Islander peoples, communities and businesses.

As both RAP Champion and member of the RAP Working Group, Sam will bridge leadership and the wider team, ensuring that reconciliation remains a shared, lived commitment across Allied Group Australia.





Paul Ekinci | Group General Manager

Paul Ekinci is our Group General Manager and founding director of Allied Group Australia and Allied Risk Security. His deep knowledge of the business and its people ensure our reconciliation journey is embedded in how we recruit, onboard, and continuously develop our security workforce every day.



Danielle Robertson - First Nations Cultural Advisor

Danielle Robertson is our First Nations Cultural Advisor. Danielle is a proud Gumbaynggirr and Dunghutti woman. Her journey of reconnecting with her Aboriginal family, culture, and community has given her a unique and deeply personal understanding of the importance of identity, belonging, and reconciliation.

Danielle brings this lived experience, alongside her cultural knowledge and a deep commitment to self-determination for First Nations peoples, to guide our organisation's reconciliation journey. She continues to work with and support First Nations families in her community, and as our First Nations Advisor, she helps ensure our actions are grounded in cultural truth, shaped by real relationships, and meaningful to the communities we seek to walk alongside.

Jodi Robertson - Compliance and Administration Manager

Jodi Robertson, our Compliance and Administration Manager, plays a key operational role within our Working Group, ensuring our RAP commitments are tracked, documented and delivered in line with Allied Group Australia's standards.

Our Reconciliation Activities

Allied Group Australia's reconciliation journey has been shaped by our genuine desire to listen, learn, and build lasting relationships with Aboriginal and Torres Strait Islander peoples, businesses, and communities. The following milestones mark the steps we have taken to date.

2025

Danielle Robertson, a proud Gumbaynggirr and Dunghutti woman, joined us as our Aboriginal Cultural Advisor, bringing her lived experience, cultural knowledge and genuine care for reconciliation to our Working Group from the very start. Danielle's guidance has been invaluable in shaping our approach to this journey, and we are grateful to have her with us.

May 2026

We took our first formal step, registering with Reconciliation Australia to begin developing our Reflect RAP. It is an exciting moment for the team and the start of something we are genuinely committed to.

June 2026

We partnered with Dalmarri Group, an Aboriginal-owned creative agency, to commission a bespoke artwork for our Reflect RAP. The artwork will be displayed proudly across our workplaces, becoming part of who we are as a company, a visible, daily reminder of our respect for First Nations cultures and our commitment to walking this path together.

These activities are just the first steps of our Reflect RAP. They demonstrate our genuine intention to build meaningful relationships with Aboriginal and Torres Strait Islander peoples and to ensure reconciliation is embedded in the way we do business. As we progress, we look forward to continuing to listen, learn and grow together, and to the positive impact we can create along the way.



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.	November 2026	Chief Executive Officer
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2026	Chief Executive Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2027	Compliance and Administration Manager
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2027	Chief Executive Officer
	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	Group General Manager
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Ongoing (Reviewed May, annually)	Chief Executive Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	February 2027	Group General Manager
	Identify organisations with a RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2027	Compliance and Administration Manager
4.Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	April 2027	Lead: Chief Executive Officer Support: First Nations Cultural Advisor
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April 2027	Group General Manager

RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. 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 2027	Lead: Chief Executive Officer Support: First Nations Cultural Advisor
	Conduct a review of cultural learning needs within our organisation.	July 2027 and 2028	Chief Executive Officer
6. 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.	August 2027	Lead: Chief Executive Officer Support: First Nations Cultural Advisor
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2027	Chief Executive Officer
	Build staff capability to deliver an Acknowledgement of Country across all settings, from internal team gatherings to client meetings, presentations, and how to acknowledge Aboriginal and Torres Strait Islander peoples present in the room.	March 2027	Chief Executive Officer
7. 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, annually	Compliance and Administration Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	End of June 2027, 2028	Compliance and Administration Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2027, 2028	Chief Executive Officer

OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. 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.	September 2027	Group General Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2027	Group General Manager
9. 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.	October 2027	Compliance and Administration Manager
	Investigate Supply Nation membership.	November 2027	Chief Executive Officer

GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Introduce the RWG to govern RAP implementation.	November 2026	Chief Executive Officer
	Draft a Terms of Reference for the RWG.	December 2026	Lead: Chief Executive Officer Support: First Nations Cultural Advisor
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	February 2027, 2028	Chief Executive Officer
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	November 2026	Chief Executive Officer
	Engage senior leaders in the delivery of RAP commitments.	December 2026	Group General Manager
	Maintain a senior leader to champion our RAP internally.	July 2027	Chief Executive Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	January 2027, annually	Compliance and Administration Manager

GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12. 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	Compliance and Administration Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Compliance and Administration Manager
	Communicate our RAP progress to internal and external stakeholders	30 September, annually	Chief Executive Officer
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2028	Compliance and Administration Manager

ALLIED GROUP AUSTRALIA

RECONCILIATION ACTION PLAN
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For public enquiries about our RAP please contact

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