



RECONCILIATION ACTION PLAN

REFLECT June 2025 – December 2026

*Ngunnawal
Community*







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Icon Water acknowledges the Traditional Custodians of the Canberra region, the Ngunnawal peoples. We pay our respect to their continuing culture and the contribution they make to the life of this city and region. We pay our respect to their Elders - past, present and emerging. We also acknowledge the First Peoples of the broader region in which we may work.

OUR BUSINESS AND COMMITMENT TO RECONCILIATION

Galambani – Ngunnnawal language for you, me, we, together

We are the ACT's supplier of water and wastewater services, privileged to be the urban water cycle custodians for our local region helping protect human health and the environment on Ngunnawal Country. We own and operate extensive assets, comprising the ACT's network of dams, water treatment plants, wastewater treatment plants, reservoirs, and other related infrastructure.

Our ~475 employees work across our Mitchell Offices, three main treatment sites and the field, with 6 (1%) currently identifying as Aboriginal and Torres Strait Islander People however this could be higher in practice given current data capture limitations in our system.

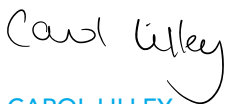
Our purpose of delivering essential water services every day and our vision of creating a sustainable water legacy both align with our Reconciliation Action Plan (RAP) commitment to fostering relationships, respect and opportunities with Aboriginal and Torres Strait Islander peoples.

Our core values of community, care, courage and connection relate directly to understanding, engagement, healing and activities with our local Ngunnawal people, as well as First Peoples in the broader region and our workforce:

- caring for Country (people and place),
- speaking up sharing diverse views, and
- supporting each other to deliver better outcomes.

Our first Reflect RAP commenced our formal commitment in 2020, where deliverables relating to improving relationships and demonstrating respect generally progressed well, however deliverables relating to cultural learning, recruitment and suppliers were generally unrealised.

As we still have a long way to go on our journey, we have recommitted with a new reflect RAP co-developed with the Ngunnawal Community and our staff walking together at the pace of trust, focusing efforts where they matter most. Delivery of this RAP is part of our Business Strategy and supports our commitment to build long-term relationships that improve outcomes for our community and the environment.



CAROL LILLEY
Chair
Icon Water



RAY HEZKIAL
Managing Director
Icon Water





MESSAGE FROM THE NGUNNAWAL COMMUNITY

The Ngunnawal Community welcomes Icon Water's commitment to reconciliation and recognise the effort of staff to co-develop actions based on Ngunnawal Community consultation during Aboriginal Water Assessments on the Cotter River in October 2024 and Molonglo River in February 2025.

As the Traditional Owners as Custodians of Ngunnawal Country, we encourage Icon Water to acknowledge, engage and empower Ngunnawal people, and other First Nations people with connection to the region in the planning and delivery of urban water and wastewater services as outlined in this Reconciliation Action Plan.



Left: Bradley Djirabidj Bell and Justin Reid with the Icon Water Board in October 2024

Right: Ngunnawal Aboriginal Water Assessment on the Molonglo River in February 2025

MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia congratulates Icon Water on continuing its reconciliation journey by formally endorsing Icon Water's second Reflect Reconciliation Action Plan (RAP).

Through this plan, Icon Water continues to play an important role in a network of more than 3000 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 continues the journey and primes 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.

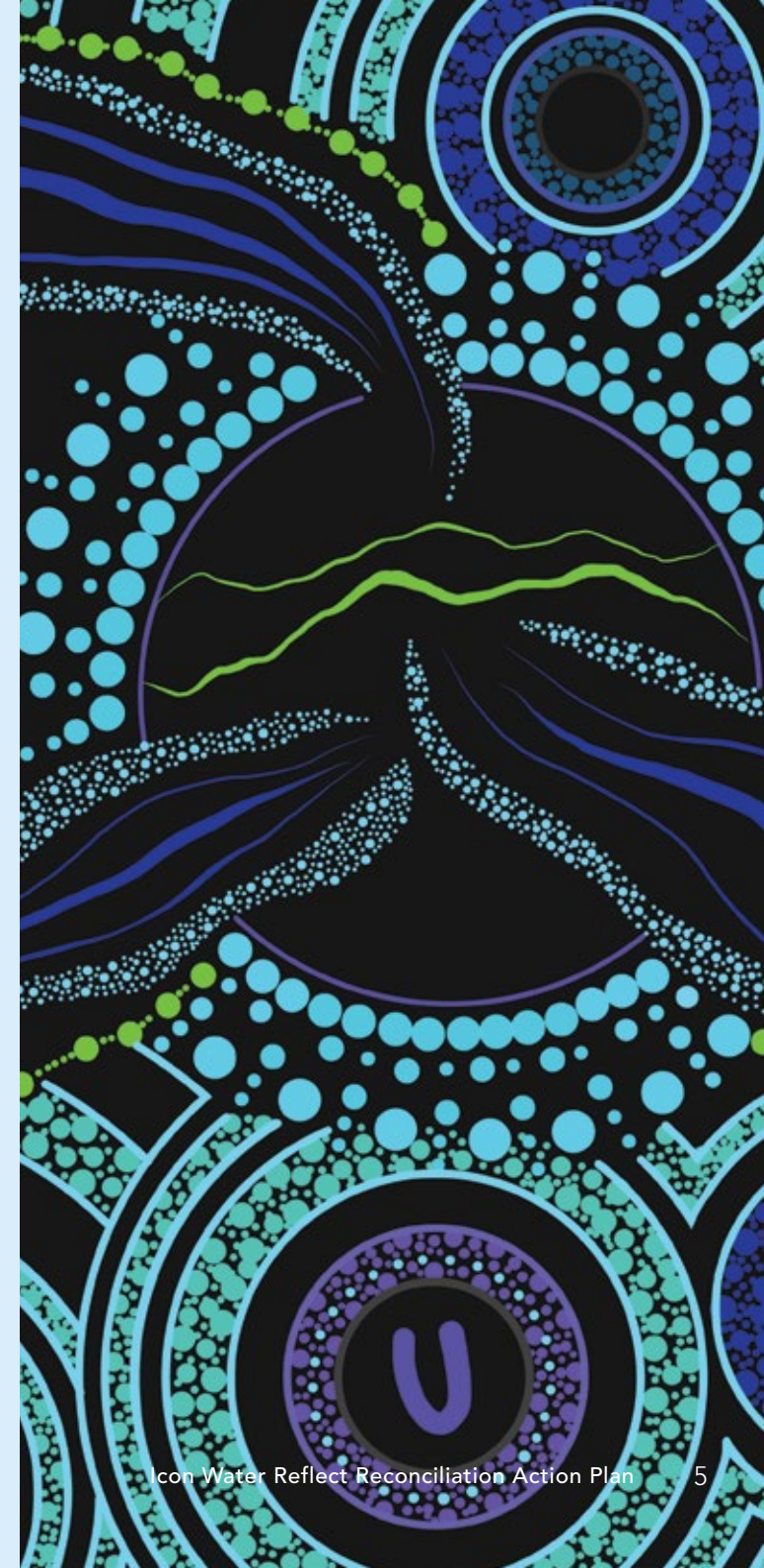
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also to increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Icon Water 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 steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Icon Water on your second Reflect RAP, and I look forward to following your continuing reconciliation journey.

KAREN MUNDINE
Chief Executive Officer
Reconciliation Australia



OUR RECONCILIATION ACTION PLAN ARTWORK



Three Rivers by Lynnice Church



About the artist

Canberran and Ngunnawal, Wirdajuri and Kamilaroi artist Lynnice Church created the Icon Water Reconciliation Action Plan Artwork titled “Three Rivers”.

Lynnice is named after her grandmother Letty Little nee Bell — a Ngunnawal woman who, along with her late father Wiradjuri/Ngunnawal man Richard Little and Mother Wiradjuri/Kamilaroi woman Kaylene Bamblett, inspires Lynnice every time she paints. Her connections extend across Ngunnawal country (Canberra, Yass, Pudmans and Blakeney Creek), Wiradjuri Country (Tumut, Brungle Mission, Wagga Wagga, Cowra and Narrandera to Gilgandra) and Kamilaroi Country.

About the artwork

Lynnice’s artwork represents the three rivers that connect on Ngunnawal Country, the Molonglo, Murrumbidgee and Yass rivers.

The rivers were used as pathways to travel across Country (the small dots represent the pathway and journey of our people to the inner circle that connects those three rivers as a place of gathering).

In the middle of the circle the outline of the mountain ranges surrounding Ngunnawal Country are significant in our landscape. These were pathways and places of learning as well.

The smaller circles across the picture are symbolic of different places on country and the importance of taking care of our land, water and the environment to ensure balance, sustainability and cultural knowledge into the future.

OUR RECONCILIATION ACTIONS

Relationships, respect and opportunities

There are a range of ways to act on reconciliation.

As shown in the photos throughout this Reconciliation Action Plan (RAP) and journey summary, we have engaged with our local Ngunnawal Traditional Owner Community and Aboriginal Torres Strait Islander peoples over many years with cultural awareness training and activities for key personnel, cool burns on our offset property at Williamsdale with catchment groups, sponsoring of Aboriginal Water Assessments and the 2022 Catchment Symposium, Aboriginal heritage assessments for infrastructure developments, and more.

We developed this RAP in close consultation with the Ngunnawal Community to focus effort on what matters most now, as well as identifying possible next and later horizons that are expected to be considered for future RAPs as we build our maturity.

We have focused on local action for the three core reconciliation pillars fostering relationships, respect and opportunities, while considering national reconciliation dimensions of race relations, equality and equity, institutional integrity, unity, and historical acceptance.

We are committed to walking with and continuing to be informed by the priorities for the Ngunnawal community and local First Nations peoples in iterative delivery of the RAP actions. We will use this information to assess opportunities to progress our own Reconciliation journey and offer support to broader Reconciliation within the Canberra community and Icon Water's sphere of influence.



Kellie Mastersen, Ellen Green and Richie Allen undertaking graffitied asset beautification as part of our reconciliation journey

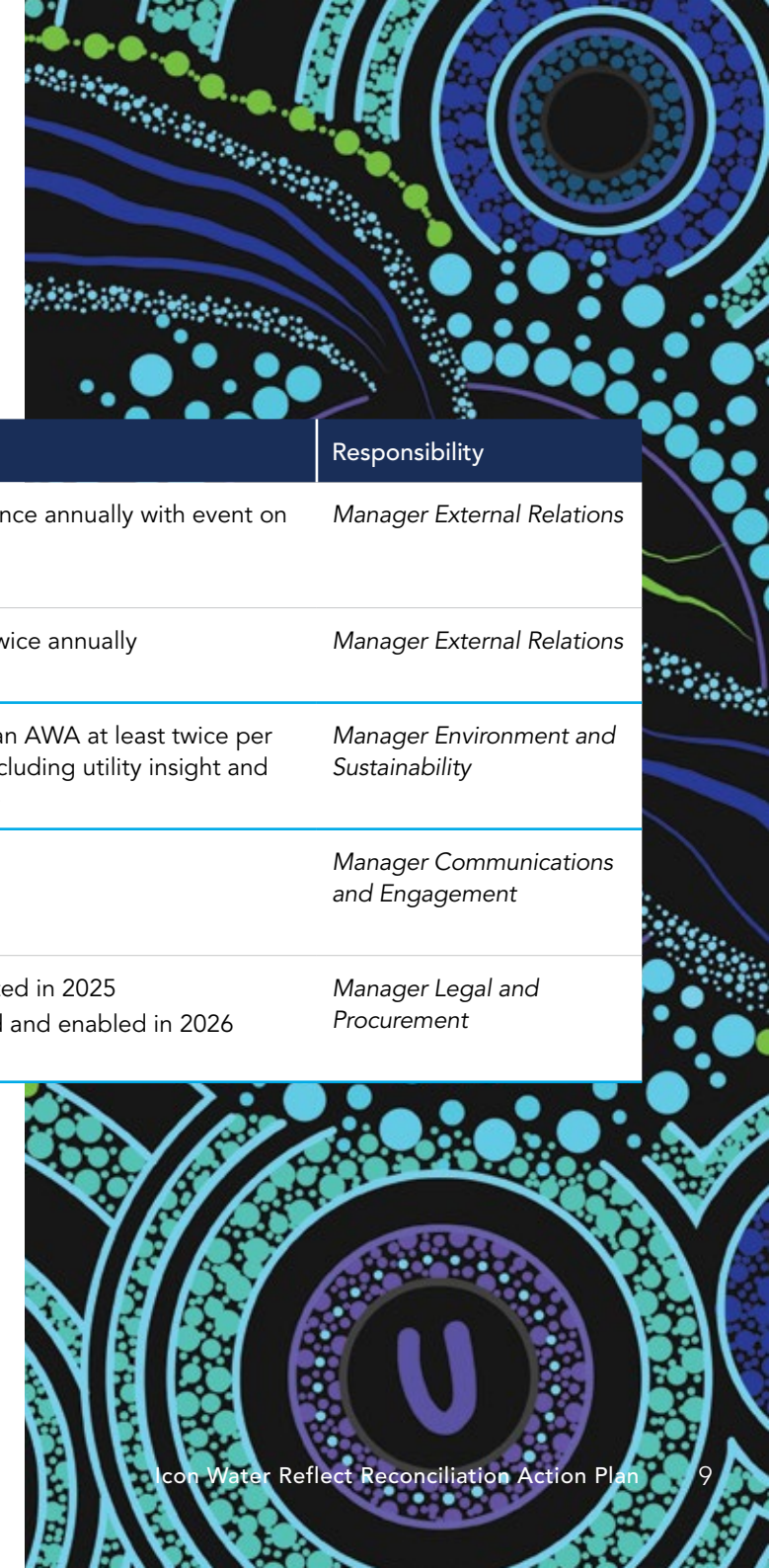
NOW¹

Priority actions for delivery under this RAP² (building on our first Reflect RAP)

Action	Deliverable	Timing	Responsibility
A Understanding local Ngunnawal culture and Aboriginal and Torres Strait Islander people safety	A1. Staff cultural awareness training, based on cultural learning needs, cultural safety, increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures	Commenced in 2025 50% completed by 2026 80% completed by 2027	Manager People and Culture
	A2. Staff survey to gauge and track engagement with understanding cultural protocols and promotion of our commitment to reconciliation and cultural safety	Initial survey early 2025, then annually	Manager People and Culture
	A3. Workplace cultural safety assessment	Completed in 2025 Opportunities for improvement	Manager Infrastructure Planning and Engineering
	A4. Workplace participation in reconciliation events to build relationships with communication materials, including promotion of external events and participation in at least one external event with the Ngunnawal community	National Close the Gap Day – March National Reconciliation Week – May ACT Reconciliation Day – June National NAIDOC Week – July	RAP Champions Group
	A5. Research best practice and conduct a review of HR policies and procedures to improve Aboriginal and Torres Strait Islander anti-discrimination provisions and employment opportunities	Completed in 2026	Manager People and Culture
B Enabling Ngunnawal community access to Country	B1. Ngunnawal community representatives accompanying Icon Water staff undertaking utility activities on locked public land	At least four activities per annum	Manager Environment and Sustainability
	B2. Undertaking cultural activities with Ngunnawal community on Icon Water properties including cool burns	At least once per annum	Manager Environment and Sustainability

¹ Where possible we will look to combine activities/deliverables to maximise outcomes and minimise demands on the Ngunnawal Community and Aboriginal and Torres Strait Islander peoples

² These actions are Ngunnawal priorities for delivery along with detailed Reconciliation Australia priorities set out on pages 17-20



Action	Deliverable	Timing	Responsibility
C Active Ngunnawal community engagement on activities	C1. Strategy, timeline and locations of tours, workshops and sharing a meal consulting on major Icon Water projects/activities, including like-minded organisations	At least once annually with event on Country	Manager External Relations
	C2. Ngunnawal representatives meeting with First Nations Engagement Steering Committee to build relationship and maintain channels at leadership level	At least twice annually	Manager External Relations
D Support Aboriginal Water Assessments (AWAs)	D1. Time together gauging health and values of Country understanding interactions with water and wastewater utility functions	Sponsor an AWA at least twice per annum including utility insight and exchange	Manager Environment and Sustainability
E Opportunities for Aboriginal and Torres Strait Islander people	E1. Ensure a proportion of funding is allocated to organisations that support local First Nations initiatives each funding cycle of the Community Support Program	Annually	Manager Communications and Engagement
	E2. Promote and enable procurement from Aboriginal and Torres Strait Islander owned businesses, including via resources and training opportunities with Supply Nation	Investigated in 2025 Promoted and enabled in 2026	Manager Legal and Procurement

NEXT

For consideration and shaping up in future RAPs

This will evolve as we walk together with our local community and staff and grow with delivery of our commitment to reconciliation.

What we have heard so far for keeping an eye on is:

- **Partnerships** on shared initiatives of common interest – a water cycle in Ngunnawal language, local wellbeing programs, shared principles for reconciliation and working together and community education.
- Increased **recognition** of Ngunnawal Country and Community where supported by the Ngunnawal Community – acknowledgement in all communications templates and promotional materials where supported, participation in interpretative signage.
- Aboriginal partnerships manager **position** in Icon Water – an internal role for an Aboriginal and Torres Strait Islander person with influence and connection bridging corporate and community interests/ initiatives.
- Aboriginal and Torres Strait Islander Peoples' **employment** opportunities and targets.
- Exploring **cultural water** purpose, values and what it might look like to inform approaches.

We will register via Reconciliation Australia's website to begin developing our next RAP three months prior to expiry of this RAP.



Dr Kate Harriden undertaking Indigenous science as part of her PhD 'Decolonising streams: a confluence of Indigenous and western sciences' supported under Icon Water's Sustainable Water Research Endowment at the Australian National University

LATER

Looking to the horizon, our future RAP

Our reconciliation journey is grounded in respect for, and partnership with, our Ngunnawal Traditional Owners. Icon Water is committed to deepening our connection with the Ngunnawal community by listening, learning, and walking together in a spirit of shared purpose.

Looking ahead, we will continue to strengthen this partnership through meaningful engagement, support for self-determination, and actions that honour Ngunnawal culture, knowledge, and leadership.

This is not a short-term initiative — it is a lasting commitment to reconciliation, built on trust, respect, and the recognition of Ngunnawal people in shaping our shared future, which may be formalised over time through a statement, partnership agreement or treaty.



Tyrone Bell with the Icon Water First Nations Engagement Steering Committee at Casuarina Sands in November 2024

OUR APPROACH

Governance and reporting

All people matter, all people belong. It takes all of us to bridge the gap. Delivery of our RAP is akin to cultural compliance and a responsibility of each of us walking together firstly with the Ngunnawal community as Traditional Owners and secondly with local Aboriginal and Torres Strait Islander people at the pace of trust.

Everyone that works at Icon Water is responsible for reconciliation. In addition to this, formal functions are in place to help drive actions and provide assurance:

- RAP Champions Group as passionate personnel to support delivery,
- First Nations Engagement Steering Committee as responsible Branch Managers to direct resources, prioritise delivery and enable connections, and
- General Manager Customer Engagement as Executive Sponsor accountable to the Executive and Board.

"We cannot hurry the river – we must make space for deep relationships and the shared search for understanding for community healing and empowerment"

Miriam-Rose Ungunmerr-Baumann, et al 2022, 'Dadirri: an Indigenous place-based research methodology' in AlterNative journal

Regular reconciliation performance updates for the Board and progress is outlined in each Annual Report published on our website. Icon Water is committed to reporting back to the local Ngunnawal Community and Reconciliation Australia with performance against our RAP. Review will include a health check on the relationship of the Ngunnawal Community with Icon Water recognising the importance of relationships over the transactional actions. We will also contact Reconciliation Australia annually to maintain current contact details (June) and complete the RAP Impact Survey (August/September).

We have heard Ngunnawal Community feedback regarding the expectation to share lessons learnt and speak up (not silence) as a local industry leader.



Justin Reid and Fred Monaghan cut a coolamon from a tree at the start of our Yarning Circle with the Icon Water Board



OUR RECONCILIATION JOURNEY

Where we started

Ongoing Aboriginal heritage protection at utility sites with several artefacts alone listed at Lower Molonglo Water Quality Control Centre (LMWQCC).

Consultation with Registered Aboriginal Organisations to inform design and avoid disturbance during utility infrastructure development activities ranging from solar panels at LMWQCC through to recovery and return to Country of hundreds of artefacts during enlargement of the Cotter Dam.

Multiple seasonal cool cultural burns at our Williamsdale Offset property with Uncle Wally Bell since 2017.

Providing financial and in-kind assistance through our Community Support Program for Aboriginal and Torres Strait Islander people organisations and activities including:

- Sporting sponsorship of the Solid Sista's and Brotha's Aboriginal Youth Program - Knightriders Rugby, Queanbeyan/ Canberra Koori Knockout competition and equipment for the Wii-ma-li touch football team in multiple years between 2017 and 2020.
- Greening Australia's 'Ngadyung Program – Clean Waterways to Cultural Paths' with native food and medicine gardens and cultural knowledge delivered at local primary schools by an Indigenous Training and Engagement Officer from 2018 to 2024, as well as establishment of our own bush tucker garden in May 2022.

- Event sponsorship with the NAIDOC in the North event in 2023 and 2024, Waterways Country Symposium in 2022-23, the NAIDOC 'Because of her we can' in 2017-18 and the NAIDOC By Lake celebrations in 2016-17.
- Funding for the Indigenous Reading Program in 2019-20.
- Supporting the Aboriginal and Torres Strait Islander program at the 2024 Canberra Writers' Festival.

How we progressed

Established our RAP Champions Group in 2018 with our first Reflect RAP approved by Reconciliation Australia in 2020 with artwork commissioned by Ngunnawal, Wirdajuri and Kamilaroi artist Lynnice Church displayed in our entrance foyer and fleet vehicles. Under the RAP, we actively acknowledge days and weeks of significance to Aboriginal and Torres Strait Islander peoples on our social media channels and internal communications and encourage the use of Ngunnawal language, with a memorable business morning tea sharing cultural dhangarn (food) for Reconciliation Week in 2024.

Invitations to Ngunnawal community representatives to give a Welcome to Country at several important work forums since 2018-19.



Aaron Chatfield setting out our bush tucker garden working bee activity together

An online cultural awareness survey baseline conducted in March 2021 and an On Country Cultural Tour of Mulligans Flat hosted by the Traditional Owners Aboriginal Corporation (TOAC) with the Icon Water Board, Executive, RAP Champions Group and environmental personnel in April 2021 for cultural awareness.

Connecting with the Indigenous Water Policy Officer in the ACT government Environment, Planning and Sustainable Development Directorate (EPSDD), for a presentation to staff across Icon Water on improving waterway quality and health, since appointment in 2021-22 with co-hosting of Aboriginal Water Assessments at the Cotter River below Corin Dam in October 2024 and at the Molonglo River below LMWQCC in February 2025.

We sought input into our five-year utility price proposal from Aboriginal community organisations and Ngunnawal Elders. We met one-on-one with one Ngunnawal Elder, and a member of the Aboriginal and Torres Strait Islander Elected Body participated in the deliberative deep-dive process that explored a range of investment options and topics.

How we stepped up

Members of our Colleague Support Network, an employee-led network that provides support and guidance across the business and staff from our RAP Champions Group, completed training in Aboriginal Mental Health First Aid in 2023-24 to ensure our employees are equipped to address the unique mental health challenges faced by Aboriginal communities and to foster a culturally safe and supportive environment.

In 2023 a Board Director was appointed with skills including qualifications and experience working with First Nations communities. The Icon Water Board met with Uncle Fred Monaghan, Bradley Djirabidj Bell and Justin Reid in a Yarning Circle at the Cotter Dam in October 2024 to listen, learn and commit to reconciliation with the Ngunnawal community.

Several Icon Water staff attended multiple sessions at the Australian Water Association's national OzWater conference focused on First Nations connection to water and engaging with an Indigenous perspective across 2023 and 2024.

Icon Water established a First Nations Engagement Steering Committee of responsible line managers to increase resourcing and accountability of RAP actions.

In October 2024 a yarning circle held with the Ngunnawal community and our First Nations Engagement Steering Committee on the Cotter River below Corin Dam to hear what is important to community for our next RAP. A few of us also got together with Richie Allen of TOAC to beautify a graffitied water cabinet asset at Oakey Hill, using the opportunity to discuss and show our commitment to renewal of our RAP.

Awarding of a PhD to Wiradjuri woman Dr Kate Harriden in December 2024 concluding her scholarship from Icon Water's perpetual endowment for water sustainability research at the Australian National University in 2018.



To celebrate NAIDOC week in 2024, we collaborated with Belco Arts to create this limited edition water bottle featuring Rebekah Weddell's artwork 'Communities', which also features on local water infrastructure in the area

CHANGES IN EMPLOYMENT STATISTICS OVER TIME

Staff recognising as being of Aboriginal and Torres Strait Islander origin

The number of staff recognising as being of Aboriginal and Torres Strait Islander origin has fluctuated over time.

Year	Number of people	Percentage of workforce (%)
2016-17	4	1.1
2017-18	6	1.5
2018-19	9	2.2
2019-20	9	2.2
2020-21	8	2.0
2021-22	7	1.7
2022-23	6	1.3
2023-24	6	1.2



Uncle Wally Bell and Davina McCormick undertaking a cool burn at Icon Water's Williamsdale Offset Property



RELATIONSHIPS

ATTACHMENTS

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.	September 2025	Manager External Relations
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2025	Manager External Relations
2 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff (A4).	May 2025	RAP Champions Group
	RAP Champions Group members to participate in an external NRW event (A4).	27 May – 3 June 2026	RAP Champions Group
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW (A4).	27 May – 3 June 2026	General Manager Customer Engagement
3 Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	June 2026	General Manager Customer Engagement
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	September 2025	Manager External Relations
4 Promote positive race relations through anti-discrimination strategies.	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	September 2025	Manager Communications and Engagement
	Research best practice and policies in areas of race relations and anti-discrimination (A5).	September 2026	Manager People and Culture
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs (A5).	September 2026	Manager People and Culture

These Reconciliation Australia actions are for delivery together with consolidated Ngunnawal priorities set out on page 7.



RESPECT

ATTACHMENTS

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 (A1).	March 2026	Manager People and Culture
	▪ Conduct a review of cultural learning needs within our organisation (A1).	September 2025	Manager People and Culture
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 (B1, B2, C1, D1).	September 2025	Manager Environment and Sustainability
	▪ Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols (A1, A2, A4).	June 2026	FNESC with RAP Champions Group
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 (A4).	Recurring annually in May	FNESC with RAP Champions Group
	▪ Introduce our staff to NAIDOC Week by promoting external events in our local area (A4).	Recurring annually in June 2025	RAP Champions Group
	▪ RAP Champions Group to participate in an external NAIDOC Week event (A4).	Recurring annually in July 2025	RAP Champions Group

These Reconciliation Australia actions are for delivery together with consolidated Ngannawal priorities set out on page 7.



OPPORTUNITIES

ATTACHMENTS

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 (A5).	December 2026	Manager People and Culture
	▪ Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities (A2, A3, A5).	June 2026	Manager People and Culture
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 (E1, E2).	September 2025	Manager Legal and Procurement
	▪ Investigate Supply Nation membership (E5).	December 2025	Manager Legal and Procurement

These Reconciliation Australia actions are for delivery together with consolidated Ngunnawal priorities set out on page 7.



GOVERNANCE

ATTACHMENTS

Action	Deliverable	Timeline	Responsibility
10 Establish and maintain an effective RAP Champion Group to drive governance of the RAP.	▪ Form a RAP Champions Group to govern RAP implementation.	June 2026	General Manager Customer Engagement
	▪ Develop and maintain the Terms of Reference for the RAP Champions Group.	September 2025	RAP Champions Group
	▪ Maintain and strengthen Aboriginal and Torres Strait Islander representation on the RAP Champions Group.	June 2025	RAP Champions Group
11 Provide appropriate support for effective implementation of RAP commitments.	▪ Define resource needs for RAP implementation.	September 2025	FNESC
	▪ Engage senior leaders in the delivery of RAP commitments.	September 2025	FNESC
	▪ Maintain a senior leader to champion our RAP internally.	September 2025	General Manager Customer Engagement
	▪ Define appropriate systems and capability to track, measure and report on RAP commitments.	September, annually	FNESC
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	FNESC
	▪ Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	August annually	FNESC
	▪ Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September, annually	FNESC
13 Continue our reconciliation journey by developing our next RAP.	▪ Register via Reconciliation Australia's website to begin developing our next RAP.	March 2026	FNESC

These Reconciliation Australia actions are for delivery together with consolidated Ngunnawal priorities set out on page 7.

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TTY for Hearing Impaired

133 677

Language assistance

13 14 50, 24 hours

“如需语言协助, 请拨打上面的电话号码”。

「如需語言支援, 請撥打上述電話號碼。」

«भाषाई सहायता प्राप्त करने के लिए, ऊपर दिए गए नंबर पर कॉल करें»।

«भाषा सम्बन्धी सहयोग लिन, माथिको नम्बरमा फोन गर्नुहोस्।»

«ਆਪਣੀ ਭਾਸ਼ਾ ਵਿੱਚ ਸਹਾਇਤਾ ਪ੍ਰਾਪਤ ਕਰਨ ਲਈ, ਉੱਪਰ ਦਿੱਤੇ ਨੰਬਰ 'ਤੇ ਫ਼ੋਨ ਕਰੋ»।

“Đề được hỗ trợ về ngôn ngữ, hãy gọi đến số điện thoại ở trên”.

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