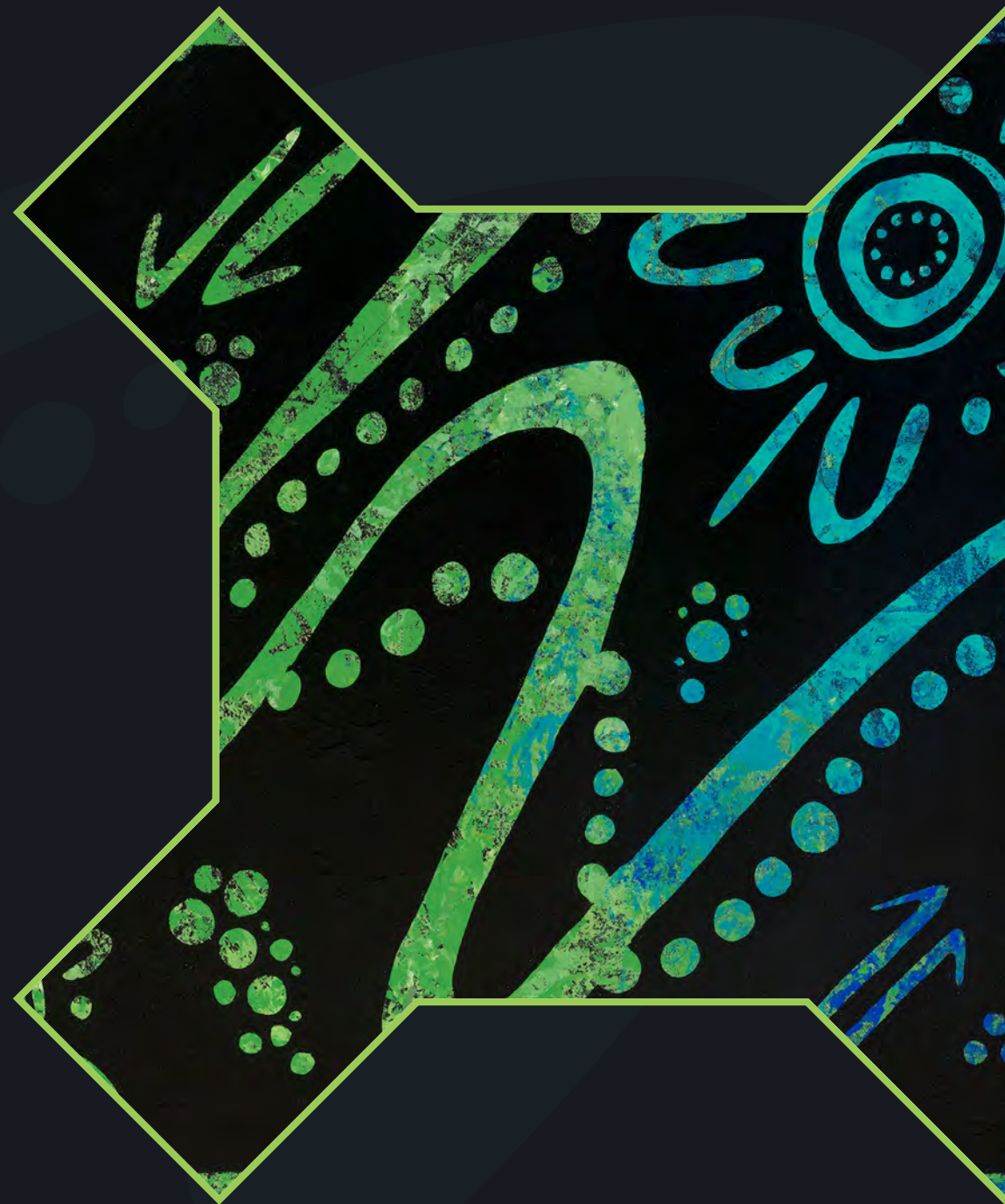




MICRO-X

REFLECT RECONCILIATION
ACTION PLAN

DEC 2022 - JAN 2024





ACKNOWLEDGEMENT OF COUNTRY

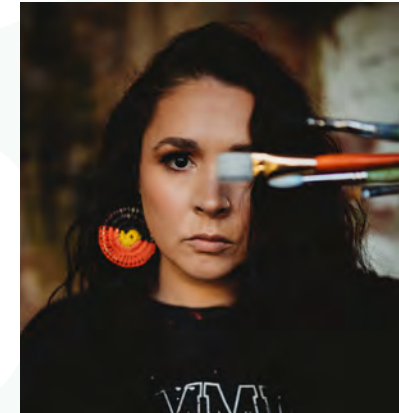
Micro-X acknowledges the Traditional Custodians of Country throughout Australia. We pay our respect to them, to Elders past and present and thank them for their ongoing custodianship of this land and community.



ABOUT THE ARTIST

Elizabeth Close

Elizabeth is a Pitjantjatjara and Yankunytjatjara woman from the APY Lands in Central Australia. Now based in Adelaide, Elizabeth's arts practice has evolved from canvas beginnings to now also include large scale public art and digital design. Elizabeth's work is a unique and distinct fusion of contemporary and traditional Aboriginal Art, using vivid warmth to convey the landscape of the APY while also drawing upon sociopolitical themes of identity, forced removal policies, loss of culture and intergenerational trauma.



ABOUT THE ARTWORK

This narrative for the Design Concepts created for Micro-X is informed by Micro-X's desire to acknowledge pre-colonial Australia, with particular emphasis on where they are located on Kurna Country and it's proximity to Warriparinga. It also speaks to their core values of innovation, making a change and their contribution to health and security. The following concepts were built using the keywords Think, Innovate and Create.

The palette is built using the corporate palette but built upon using reference images taken directly from Micro-X's brand guidelines. It references the landscape and is a direct reference to the connection to Country that Aboriginal and Torres Strait Islander People have, and more specifically, it references the wetlands and waterways of Warriparinga, and the landscape of Kurna Country; Micro-X's home. I have used much of the iconography across the concepts with variations in composition, using meeting places that speak to the concept of coming together, linking circles to speak to moving together as one, whilst acknowledging shared histories. Meeting places reference Tonsley, but also Micro-X's sites in Victoria and Queensland. There are many elements that speak to the elements of Journey; both of innovation and of Reconciliation. I have also used kangaroo tracks to reference this. In a number of the concepts I have used dark, negative space artwork to speak to the technology of x-ray imaging itself, and on another I have referenced stylised radiation waves using iconography I also use to describe journey, growth and topography.

I have also referenced the night sky in abstract lines and/or clusters of dots that follow an undulating bold line-element that speaks to the relationship between our Celestial Stories and the landscape. These stories speak directly to Country; our very life force as Aboriginal and Torres Strait Islander People. These dots also speak to the notion of community and your connection with one another.

MESSAGE FROM RECONCILIATION AUSTRALIA



Karen Mundine

Reconciliation Australia welcomes Micro-X to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Micro-X joins a network of more than 2,200 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 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 Micro-X 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 Micro-X, 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

MESSAGE FROM OUR MANAGING DIRECTOR



Peter Rowland

On behalf of the employees of Micro-X, it is my privilege to present our first Reconciliation Action Plan.

In 2022, Micro-X formally committed to reconciliation by joining the Reconciliation Action Plan (RAP) program. As our first step in the reconciliation process, we have created a Reflect RAP, preparing our organisation for the development and delivery of meaningful and sustainable reconciliation initiatives. Through the steps outlined in our first RAP, we will work to develop our relationships with Aboriginal and Torres Strait Islander stakeholders, decide on our vision for reconciliation, and explore our sphere of influence.

Our RAP is an important part of our business strategy, where we recognise the value and opportunity brought by an inclusive environment to our business, customers and society. At Micro-X, our collective action will provide a culturally appropriate working environment for staff who identify as Aboriginal and/or Torres Strait Islander people. We will do this by committing to cultural awareness training and practical steps towards increasing education and employment opportunities. Beyond our workplace actions, as manufacturers and innovators in the health sector, we will work towards improving access and equity for those in remote and regional communities.

We want to be part of Australia's journey towards unifying our histories with our future, through the recognition of First Nations peoples and through meaningful steps that will bring greater equality in outcomes between Aboriginal and Torres Strait Islander and non-Indigenous peoples.

At Micro-X, we believe that our people and our work culture are the key to our success. By being inclusive of all cultures, we can draw from experience and knowledge to make us stronger. This RAP marks the start of our journey towards recognition and reconciliation, which will in turn contribute towards Australia's journey towards providing greater equity, opportunity, and growth for all.





OUR BUSINESS

Micro-X is an ASX-listed, hi-tech company working to continually push the boundaries of science and technology across every industry. As first movers in the development of cold cathode carbon nanotube emitter technology, we are developing and commercialising a brand of innovative products for global health and security markets. Our electronically controlled NEX Technology enables us to create x-ray products that are significantly smaller, lighter and more efficient than traditional x-rays. These benefits enable greater mobility and ease of use across new security and defence applications, as well as in existing x-ray markets.

Micro-X employs 102 people across two sites of which 82 are located in Australia. Our facilities are located at the Tonsley Innovation Precinct in Adelaide, South Australia, and Seattle, United States – where teams of engineers, scientists and manufacturing experts are working together to bring new and life changing products to customers. Some of our staff members and contractors also work remotely from Queensland, Victoria, Pennsylvania, Washington State, New York State, Florida, and England. At this stage, no Micro-X employees have identified as Aboriginal and/or Torres Strait Islander people.

Micro-X's first product to market, the Mobile DR x-ray system addresses the medical, veterinary and OEM customer segments . The Argus, to be launched in FY2023, is an x-ray camera providing rapid assessment of improvised explosive devices, transforming how bomb disposal technicians work and providing greater safety by eliminating the need to go down range to place a detector behind a suspected bomb.

Micro-X is developing next generation miniaturised CT baggage scanners that will be able to scan a passenger's carry-on luggage, with no need to remove items such as liquids and electronics. The company is also leading a consortium of global experts to design a passenger self-screening airport checkpoint, funded by the US Department of Homeland Security. Micro-X has been chosen as the technology partner for the Australian Stroke Alliance to develop the world's first miniature brain CT scanner which will deliver diagnostic quality images in a unit that is small and light enough to be mounted in any road or air ambulance.

We are on a mission to build an inclusive future that benefits our employees, communities, and the planet. We're not focusing on how we can change the world overnight, but what we can do today that will take us one step closer to our goal.

OUR VALUES

While we continue to grow, our founding values remain the cornerstone of our organisation to Think, Innovate, Create.

THINK

We know our success lies in our people. The people who developed our revolutionary technology. The people passionate about a product that is saving lives. And the people who are committed to empowering other people, businesses, organisations and industries – today and into the future.

INNOVATE

Innovation to us means continually rethinking our processes, technology and product vision. We also understand the dynamic interrelationships between these factors. By adopting customer-led, proven and collaborative processes, we can deliver reliable, scalable and cutting-edge technology. It's this technology that helps us deliver new products that are forever presenting new opportunities and revolutionising industries across the world.

CREATE

To continually create, we are constantly learning and growing. Our research and development has helped us combine world-leading manufacturing principles with pioneering customer relationship building strategies to develop a comprehensive creation process. We believe our customer-led design methodology and efficient production systems underpin our success.

OUR RAP

Micro-X's Reflect RAP is the first step in our work to promote reconciliation through the formal framework developed by Reconciliation Australia. Through the activities identified in our Reflect RAP, we aim to increase internal awareness, understanding and cultural competency for all Micro-X staff. This will form the foundations on which we develop future RAPs and advance through further levels of the framework. Internal engagement and awareness will be driven by our RAP Champion, Kingsley Hall.

As an employer and a company that actively participates in STEM education of school-aged children and university students, our RAP also focuses on identifying the ways in which we can support educational outcomes for Aboriginal and Torres Strait Islander students.

The RAP has been developed by Micro-X's RAP Working Group, consisting of:

Susanne Sahlos, RAP Working Group Chair

Kingsley Hall, Chief Financial Officer and Company Secretary, RAP Champion

Daniel Pini, General Manager Core Technology

Meg Marquardt, Marketing Lead

Tom Jobling, Finance Manager

Leanne Theseira, Office Manager

Rebecca Puddy, Head of Corporate Communications

As part of this RAP, Micro-X will establish its first Aboriginal and Torres Strait Islander External Advisory Panel, to provide guidance, support, cultural knowledge and advice through our reconciliation journey.

As part of our commitment to increase our interaction with Aboriginal and Torres Strait Islander businesses and develop our cultural understanding through their expertise, Micro-X has engaged artist Elizabeth Close through Ochre Dawn to design our RAP artwork.

Micro-X has consulted with staff and the Board to ensure support through all levels of the organisation.

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.	Dec, 2022	Lead: RWG Chair Support: RWG
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Dec, 2022	Lead: RWG Chair Support: RWG
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2023	Lead: Office Manager Support: People and Culture Officer
	RAP Working Group members to participate in an external NRW event.	27 May - 03 Jun, 2023	Lead: RWG Chair Support: RWG
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 03 Jun, 2023	Lead: RAP Champion Support: Leadership Team
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Quarterly	Lead: RWG Chair Support: Leadership Team
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Dec, 2022	Lead: RWG Chair Support: RWG
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Dec, 2022	Lead: RWG Chair Support: RWG
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Jun, 2023	Lead: RAP Champion Support: Finance Team
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Jun, 2023	Lead: RAP Champion Support: Finance Team

R E S P E C T



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.	Jan, 2023 review annually	Lead: RWG Chair Support: Finance Team
	Conduct a review of cultural learning needs within our organisation.	Jan, 2023 review annually	Lead: RWG Chair Support: Finance Team
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.	Mar, 2023	Lead: Office Manager Support: People and Culture Officer
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Mar, 2023	Lead: RAP Champion Support: Leadership Team
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.	May, Jun, 2023	Lead: Office Manager Support: People and Culture Officer
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	Jun, 2023	Lead: Office Manager Support: People and Culture Officer
	RAP Working Group to participate in an external NAIDOC Week event.	First Week Jul, 2023	Lead: RWG Chair Support: RWG

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.	Jan, 2023	Lead: RAP Champion Support: People and Culture Officer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Jan, 2023	Lead: Finance Manager Support: People and Culture Officer
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.	Jan, 2024	Lead: Supply Chain Manager Support: Finance Team
	Investigate Supply Nation membership.	Jan, 2024	Lead: Supply Chain Manager Support: Finance Team

GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	Review Quarterly	Lead: RAP Champion Support: Leadership Team
	Draft a Terms of Reference for the RWG.	Dec, 2022	Lead: RWG Chair Support: Office Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Jan, 2023	Lead: RWG Chair Support: People and Culture Officer
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Review Quarterly	Lead: Finance Manager Support: Finance Team
	Engage senior leaders in the delivery of RAP commitments.	Quarterly	Lead: RAP Champion Support: Leadership Team
	Maintain a senior leader to champion our RAP internally.	Review Dec, 2023	Leadership Team
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Jan, 2023	Lead: Finance Manager Support: Finance Team
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.	Jun, Annually	Lead: RWG Chair Support: People and Culture Officer
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	01 Aug, Annually	Lead: RWG Chair Support: People and Culture Officer
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sep, Annually	Lead: RWG Chair Support: People and Culture Officer
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Oct, 2023	Lead: RWG Chair Support: People and Culture Officer

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