



RECONCILIATION
ACTION PLAN

INNOVATE

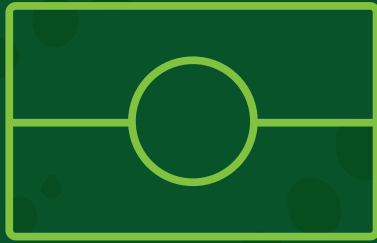
Innovate Reconciliation Action Plan

January 2023 – January 2025



EnergyAustralia

LIGHT THE WAY



EnergyAustralia acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of the lands on which we live and work throughout Australia. We recognise their continuing connection to lands, waterways and community and we pay our respects to all First Nations peoples and acknowledge Elders past, present and emerging.

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Message from the Managing Director

I'm proud to introduce EnergyAustralia's 2023-25 Reconciliation Action Plan (RAP).

EnergyAustralia started on its RAP journey in 2016 and this is our second Innovate RAP, and third RAP overall. This RAP reflects our ongoing commitment to being an inclusive organisation, details our plans for the next two years and shares the stories of where we are already making a difference.

Supporting our people and the communities where we live and work is a vital part of what we do at EnergyAustralia. We are fortunate to enjoy many positive relationships with Aboriginal and Torres Strait Islander suppliers (such as Muru Office Supplies, p.12) and recognise the importance of having active and respectful working relationships with the Traditional Owners of the lands on which we operate.

It's been great to see the Federal Government commit to implementing the Uluru Statement from the Heart. EnergyAustralia continues to support the Uluru Statement with specific actions in the RAP (p26).

We also recognise that as a leading Australian energy retailer and generator, we have a significant sphere of influence. We can set an example for others to follow and create opportunities for all Australians to thrive.

If we want to contribute to a better, fairer Australia for all and be an organisation that makes our people and customers proud, then we must continue to improve Aboriginal and Torres Strait Islander participation across our business – as employees, customers, contractors, and partners. While there is still a great deal to do, I am pleased this RAP demonstrates our progress as well as our future plans.

Our RAP also prioritises the celebration of Aboriginal and Torres Strait Islander cultures. I am delighted that, thanks to the success of our first Innovate RAP, the entrances to many of our sites and offices now include appropriate Acknowledgements of Country, cultural heritage displays and artwork (p.15) as signs of respect for and celebration of the traditional lands they are situated on.

I wish to give my sincere thanks to our RAP Working Group for their efforts, and particularly to our outgoing external advisor, Tanya Hosch, who has been instrumental in developing and embedding our RAP. I'm grateful for all the support, guidance, and encouragement she has provided over the years.



I'm pleased to welcome Nicole Findlay, the Chief Executive Officer of Reconciliation Victoria, who's stepping in as our external reconciliation advisor, as well as Scott McCartney, the Chief Executive Officer of Kinaway Chamber of Commerce Victoria, who will contribute to our RAP Working Group.

We know that meaningful change takes time and that progress requires action, not just good intentions. On the first day of the new Parliament for 2022 the Prime Minister, Anthony Albanese, spoke about the importance of not missing the chance to make a difference while you can, particularly when it comes to reconciliation. I want to look back with a sense of pride that EnergyAustralia took the opportunity to embrace reconciliation and made a difference in the lives of First Nations peoples.

Mark

Mark Collette

Managing Director
EnergyAustralia

“We are excited about the opportunities that a focus on reconciliation offers – for our people, our organisation and our country.”



Message from Reconciliation Australia

Reconciliation Australia commends EnergyAustralia 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 close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. EnergyAustralia continues to be part of a strong network of more than 2,200 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 EnergyAustralia will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to EnergyAustralia 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 EnergyAustralia 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, EnergyAustralia will ensure shared and cooperative success in the long term.

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

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

“Gaining experience and reflecting on pertinent learnings will ensure the sustainability of EnergyAustralia’s future RAPs and reconciliation initiatives, providing meaningful impact toward Australia’s reconciliation journey.”



Karen Mundine

Chief Executive Officer
Reconciliation Australia

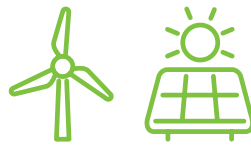
Our Business

EnergyAustralia at a glance

Our Purpose is to lead and accelerate the clean energy transformation for all



We **supply electricity, gas and renewable energy products** and services to around 1.6 million customers.



We underpin around **5.5% of the large-scale wind and solar** projects in the National Electricity Market, with long-term agreements of almost \$3 billion.



We **assisted customers more than 1.99 million** times in 2021-22 over the phone or via web chat.



Through our Innovate Reconciliation Action Plan, we recognise and embrace **Aboriginal and Torres Strait Islander peoples** and cultures in the way we work.



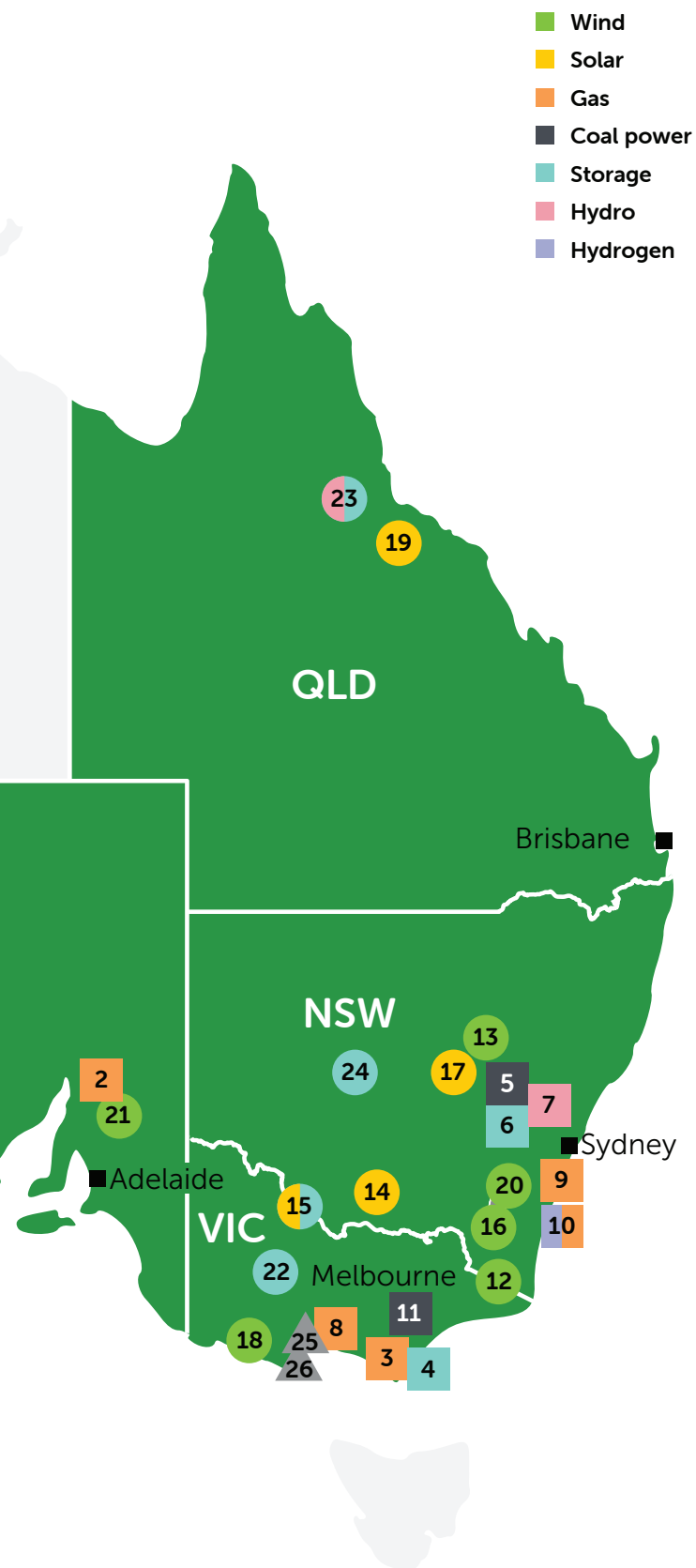
2300+ Employees from a broad and diverse workforce.



13,000 Community hours were put in by our people.

At EnergyAustralia we recognise that our sphere of influence is broader than just our employees and clients. We interact with government departments and community stakeholders regarding energy security and the transition to a clean energy future.





- **Owned assets**
 - 1 Cathedral Rocks, Nawu Country
 - 2 Hallett, Ngadjuri Country
 - 3 Jeeralang, Gunaikurnai Country
 - 4 *Wooreen – in development, Gunaikurnai Country*
 - 5 Mt Piper, Wiradjuri Country
 - 6 *Mt Piper BESS – in development, Wiradjuri Country*
 - 7 *Lake Lyell – in development, Wiradjuri Country*
 - 8 Newport, Wurundjeri and Boon Wurrung Country
 - 9 Tallawarra A, Dharawal Country
 - 10 *Tallawarra B – in development, Dharawal Country*
 - 11 Yallourn, Gunaikurnai Country

- **Power purchase agreements**
 - 12 Boco Rock, Ngarigo Country
 - 13 Bodangora, Wiradjuri Country
 - 14 Coleambally, Wiradjuri Country
 - 15 Gannawarra, Barababaraba Country
 - 16 Gullen Range, Gundungurra Country
 - 17 Manildra, Wiradjuri Country
 - 18 Mortons Lane, Djab Wurrung Country
 - 19 Ross River, Bindal and Wulgurukaba Country
 - 20 Taralga, Gundungurra Country
 - 21 Waterloo, Ngadjuri Country
 - 22 Ballarat, Wadawurrung and Dja Dja Wurrung Country
 - 23 *Kidston – in development, Gugu Badhun Country and Ewamian Country*
 - 24 *Riverina – in development, Wiradjuri Country*

- ▲ **Head office / Contact centres**
 - 25 Melbourne, Wurundjeri Country
 - 26 Geelong, Wadawurrung Country

Our Vision for Reconciliation

Our vision for reconciliation is that we are a unified nation that acknowledges and celebrates First Nations peoples, their resilience, and their living cultures so that we can work collaboratively to lead and accelerate a clean energy future for all Australians.

We will bring our vision to life by:

- Increasing the understanding of First Nations peoples, histories, and cultures across our organisation through nation-specific engagement strategies and localised cultural learning for our employees, contractors and partners
- Revising and improving our approach to supplier and employment participation to ensure greater supplier diversity and creating employment pathways for Aboriginal and Torres Strait Islander peoples into our business
- Establishing new partnerships and other collaborative opportunities to engage First Nations communities in the clean energy transition
- Voicing our support for reconciliation, and the Uluru Statement from the Heart and encourage our people to participate in reconciliation activities.

Our RAP

EnergyAustralia first launched our Reconciliation Action Plan (RAP) in 2016. The driving force both then and now as we launch our third RAP is our commitment to diversity equity and inclusion, across our sites and operations. Whether it's our head office in Melbourne/Narrm or Tallawarra power station on Dharawal country, we want to be a culturally safe and competent organisation where everyone can bring their whole selves to work and have a sense of belonging.

We recognise Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of the lands on which we operate and the communities we serve. Our goal is to build strong working relationships with those Traditional Owners, and with Aboriginal and Torres Strait Islander peoples and communities more broadly, especially in relation to supplier/contractor diversity and in the recruitment, retention and professional development of First Nations employees. We are also committed to recognising and minimising the impacts on Aboriginal and Torres Strait Islander peoples and communities as we transition away from traditional forms of energy.

We have a Diversity, Equity, and Inclusion (DE&I) program, which was designed to build an inclusive, supportive work culture. One of our DE&I pillars is Aboriginal and Torres Strait Islander participation and engagement. Our RAP is the tool we are using to bring that commitment to life and embed its actions and deliverables across the organisation. Creating more opportunities for Aboriginal and Torres Strait Islander peoples at EnergyAustralia – whether through direct employment or through supporting their businesses as we work to diversify our supplier networks, among other initiatives – is our primary commitment under this RAP.

We also recognise that the period of our last RAP was a particularly challenging one due to COVID-19. Our offices and operations, particularly those in Victoria and New South Wales, experienced extended lockdowns and our people moved to new remote ways of working. This period also impacted our ability to engage with Aboriginal and Torres Strait Islander communities in the way we envisaged early in 2020. Our 2023-25 RAP is an aspirational but practical plan which also seeks to reconnect and reenergise EnergyAustralia's people with our reconciliation journey and our vision for reconciliation.

RAP Organisational Structure



Diversity, Equity & Inclusion Council

The DE&I Council has employee representatives from key areas of the business and is sponsored by EnergyAustralia's Technology Executive.



RAP Advisory Panel

The RAP Advisory Panel provides an oversight and governance function. It consists of EnergyAustralia's interim Operations and Projects Executive, External RAP Advisor, DE&I Council member and the Social Performance Leads.



RAP Working Group

The RAP Working Group monitors the development, implementation and reporting of the RAP.

It consists of an external RAP Advisor and committed employees from People & Culture, Procurement, Customer, Communications & Community Relations and Energy Site Representatives.



RAP Champions

The RAP Champions inspire social change in the workplace by creating opportunities for employees to develop a better understanding of Aboriginal and Torres Strait Islander peoples, cultures and aspirations.

This group consists of a diverse range of employees who have indicated an interest in building awareness of our RAP.

Our RAP governance is structured in a way that encourages accountability and participation from across the business and includes one external advisor who sits on our RAP Advisory Panel and one external First Nations representative who sits on our RAP Working Group.

Diversity, Equity and Inclusion Council

Our RAP and the activities of the Advisory Panel, Working Group and Champions are overseen by our Diversity, Equity and Inclusion Council (DE&I), which has employee representation from all business areas and is chaired by the Technology Executive, Julie Bale. Members from the RAP Working Group sit on the DE&I Council and provide monthly updates.

RAP Advisory Panel

The Advisory Panel is led by our RAP Executive Sponsor, Michael Hutchinson, our interim Operations and Projects Executive, with the support of the Managing Director and the EnergyAustralia Board. We have an external RAP advisor Nicole Findlay, CEO of Reconciliation Victoria, who brings 20 years' experience working in partnership with First Peoples, strengthening Aboriginal socio-economic opportunities and outcomes, and developing and implementing meaningful RAPs in many industries and sectors.

The Advisory Panel meets with the RAP Working Group on a quarterly basis to review progress against action and discuss challenges or issues raised by representatives. In addition, the Panel ensures that EnergyAustralia's intentions and actions continue to meet community expectations and values.

RAP Champions

Our RAP Champions are a vital part of raising internal awareness and understanding of Aboriginal and Torres Strait Islander histories and cultures, as well as reporting back to the Working Group on whether the actions we're taking are having the desired impacts. We will continue to encourage all employees with an interest and passion for reconciliation to engage in and become advocates for the RAP within the organisation. Our RAP Executive Sponsor is responsible for coordinating this effort.

RAP Working Group

The RAP Working Group brings together people from across the business, particularly the teams who are responsible for delivering the RAP and ensuring its timely and effective implementation. Scott McCartney, CEO of Kinaway Chamber of Commerce Victoria, sits on our RAP Working Group as a First Nations advisor and steer on our RAP deliverables. Scott is a proud Aboriginal man, a descendant from the Wotjobaluk people in the Western Region of Victoria.

The RAP Working Group consists of the following people:

Michael Hutchinson
Operations and Projects Executive, EnergyAustralia

Jade Torcasio
Social Performance Lead, EnergyAustralia

Michelle Teague
Social Performance Lead, EnergyAustralia

David Burt
Community Relations Lead – Yallourn Operations, EnergyAustralia

Mick Hanly
Community Relations Lead – Mt Piper Operations, EnergyAustralia

Rebecca Dominguez
Procurement Operations Lead, EnergyAustralia

Lisa Fleming
Strategic Business Partner, EnergyAustralia

Adam Decaria
Talent Acquisition Lead, EnergyAustralia

Rebecca Kardos
Executive Strategy and Corporate Affairs, EnergyAustralia

Sue Elliott
Energy Operations Executive, EnergyAustralia

Leanne Boyd
Brand Leader, EnergyAustralia

Scott McCartney
CEO, Kinaway Chamber of Commerce Victoria

Overview of progress since our last Innovate RAP

In 2019, we progressed from a Reflect RAP to an Innovate RAP, which allowed us to implement the strategies and set up processes and procedures needed to address the gaps identified in the original Reflect RAP process.

Under the first Innovate RAP, EnergyAustralia committed to 10 overarching actions. Overall, many of the actions are progressing well, demonstrated by the strength of our relationships with Traditional Owners at our sites and offices within the Melbourne/Narrm CBD. We have been actively working with Traditional Owners on how we appropriately acknowledge Country at our sites and learn more about local cultures. Likewise, cultural learning workshops were extended to online delivery, with more than 100 employees participating in the training in 2021.

We continue to have a focus on Aboriginal and Torres Strait Islander supplier diversity through our Supply Nation membership and attraction provisions, such as having more favourable payment terms and discounts on tender prices. The pandemic impacted our spend in 2019-20: we spent \$1,125,319 with 12 Aboriginal and/or Torres Strait Islander owned businesses compared to the period 2020-21 with \$182,650.84 with eight businesses. However, as part of our COVID safety response, we partnered with a Supply Nation supplier to provide bulk supplies of hand sanitisers and alcohol wipes to our major sites when both items were in short supply at the height of the 2020 restrictions.

Some actions, including finalising and implementing an Aboriginal and Torres Strait Islander Recruitment, Retention and Professional Development strategy and Cultural Learning strategy, require further work. As at September 2022, there are 11 employees who have identified as Aboriginal or Torres Strait Islander working at EnergyAustralia (as at September 2022). We are committed to lifting our direct employment and, while acknowledging that direct employment targets are not the purpose of an Innovate RAP, we will explore further opportunities to make progress during the period of this RAP.

In choosing to implement a second Innovate RAP, we recognise that work is still required to deliver on the commitments made in 2019. Through the development of this Innovate RAP, we have been able to identify where progress has been made and the issues which kept us from advancing our actions. Because of this, some deliverables identified in the 2019 RAP will carry over to this second Innovate RAP.

Our Commitment in Action

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes

Business has been booming for proud Bidjigal man, Mitchell Ross, the founder of Sydney-based Muru Office Supplies. Muru acquired their first big client, Fortescue Metals Group, in 2015. This was followed by KPMG and EnergyAustralia.

"We've been able to use the brand of EnergyAustralia to help us win other significant pieces of work," said Mitchell. "In the 12 months since winning EnergyAustralia's business, we've secured partnerships with the Commonwealth Bank and Qantas."

Muru's success has delivered many tangible benefits for Aboriginal and Torres Strait Islander peoples. Muru, which means 'pathway' in the First Nations language of the coastal Sydney region, is a purpose-driven, community-focused organisation, which donates a significant percentage of its profits each year to Aboriginal and Torres Strait Islander community programs.

In the last few years, Muru has supported children's literacy and numeracy programs in a community north of Cairns. In Mitchell's local community of La Perouse in Sydney the organisation has provided financial support to two high school students doing horticultural apprenticeships through IndigiGrow, with a focus on bush foods and cultural practices.

Muru's growth and continued success has also resulted in more employment for Aboriginal people: over 80 per cent of their staff identify as Aboriginal people and Mitchell has hired five full-time staff members since November 2019, four of whom are Aboriginal.

EnergyAustralia Procurement Lead Christian Mena said that the inclusion of procurement targets and policies in EnergyAustralia's RAP has helped to "change the mindset of what procurement does".

"Procurement is at the forefront of sourcing requests and can help increase an organisation's engagement with Aboriginal and Torres Strait Islander peoples, culture and communities by promoting and increasing an organisation's supply chain diversity," said Christian.

Research from supplier diversity organisation Supply Nation, which introduced Muru to EnergyAustralia, backs up the tangible impact of procurement. For every dollar of revenue they receive, Indigenous businesses create an average of \$4.41 in economic and social return. In addition, the proportion of Indigenous workers they employ is 30 times that of non-Indigenous businesses.

It also makes good business sense for the companies doing the procuring. "Supplier diversity has significant and measurable long-term business benefits," Supply Nation reported. "Almost half a century of data from the United States indicates that diverse supply chains are more sustainable, flexible and innovative."

EnergyAustralia's procurement policies have also had a ripple effect on our non-Indigenous contractors when they consider their own supplier diversity.

"We now ask our major contractors to demonstrate how they will engage with the local Aboriginal and Torres Strait Islander community when they apply for major contracts with us," said Rebecca Dominquez, EnergyAustralia Procurement Operations Lead. "We will assess this response in the same way we consider all other areas of the tender, and when implemented it's an indirect way of meeting our reconciliation commitment."



Our Commitment in Action

Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations

EnergyAustralia's new headquarters at Two Melbourne Quarter (2MQ), in the heart of the city, features the latest technology and sustainable, cutting-edge design. But it isn't all about the new and futuristic. The office also respects the past and present of the traditional land it occupies and its Traditional Owners, the Wurundjeri Woiwurrung peoples of the Kulin nation.

EnergyAustralia's main reception area, on level 19, features the embossed word 'Wominjeka' which means 'Welcome' in the Wurundjeri and Dja Dja Wurrung languages of Melbourne/Narrm and central Victoria. Meeting rooms have Wurundjeri Woiwurrung language names and digital resources showing Traditional Owners explaining their pronunciation and meanings.

The centrepiece of the new headquarters is the stunning 10-metre-wide artwork titled Wominjeka Wurundjeri-al Biik-u (Welcome to Wurundjeri Country) on the office's hub floor, created by artist Mandy Nicholson, a Wurundjeri, Dja Dja Wurrung and Ngurai illam Wurrung woman.

EnergyAustralia consulted with Traditional Owners early in the design process of its new headquarters, which resulted in an interior featuring Wurundjeri Woiwurrung culture at the forefront for all to see and learn from.

"We wanted to speak with Traditional Owners in the very early stages of this project and explain our plans, and to listen to Traditional Owners about their own culture, stories and aspirations," said Jade Torcasio, Social Performance Lead at EnergyAustralia. "The outcome is a mutual agreement on how we recognise and show respect to their culture and continue their work in keeping it alive by incorporating it into the way we work."

Karen Mancuso, Project Coordinator at 2MQ, said the consultation process was rewarding for everyone involved.

"The process was very informative and easy," said Karen. "The Elders we consulted with – Aunty Gail Smith and Aunty Julieanne Axford – are very knowledgeable and passionate about their heritage. The storytelling that's been shared for many years is beautiful to listen to. This is the first time I've done anything like this and I've learnt a lot about local Aboriginal culture and heritage."

Our Commitment in Action

Demonstrate respect for Aboriginal and Torres Strait Islander peoples by observing and exercising of cultural protocols

One of the cornerstones of our Innovate RAP is to build strong and respectful working relationships with the Traditional Owners of the lands on which EnergyAustralia operates. Part of this is working with local Elders and engaging their services in the observance and participation of cultural protocols on our sites, particularly for significant events. This also helps increase our staff's understanding of the purpose and significance behind cultural protocols. These are just few examples of this commitment in action.

Geelong contact centre Wadawurrung Country

To welcome staff back into the office after a prolonged period of working from home due to the pandemic, our Geelong contact centre hosted a traditional smoking and Welcome to Country ceremony hosted by Wadawurrung Traditional Owner, Corinna Eccles.



Mt Piper power station Wiradjuri Country

The recently upgraded Mt Piper Energy Expo visitor centre now has a cultural heritage display which includes an educational kiosk for our people and visitors, traditional hunting and ceremonial tools, local artifacts of significance as well as signage and artwork. This was developed with Wiradjuri Traditional Owners and is a keeping place for local artifacts of significance identified during recent survey works around our power station.





Newport power station Wurundjeri and Boon Wurrung Country

Newport power station now has a life-sized Acknowledgement of Country display in the board meeting room, as well as on a feature rock at the entrance of the power station. This original artwork was created by Marcus Lee, a proud Aboriginal descendant of the Karajarri people, in consultation with Wurundjeri Elders, Aunty Julieanne Axford and Aunty Gail Smith. The artwork features the short-finned eel entwined around the central Newport location – with the inscribed flowing pattern illustrating the inflow of natural gas and water from the Yarra river on the left side, and the steam-generated power emanating from the right side of the eel. A special unveiling ceremony was held where Aunty Julieanne and Newport Asset Manager, Peter Fitzgerald, spoke of the artwork's significance to the Countries on which Newport operates.



Our Commitment in Action

Build relationships by celebrating National Reconciliation Week (NRW)

Tallawarra power station Dharawal Country

Tallawarra is now flying the Aboriginal and Torres Strait Islander flags at its site for the first time in the site's history. The flags were raised during National Reconciliation Week 2021 with Traditional Owners and children from the local Dapto school participating in a ceremony to mark the occasion.



Hallet power station Ngadjuri Country

To mark National Reconciliation Week in 2021, Hallett invited the Tjindu Foundation to lead a cultural learning workshop on site. Starting with a quiz to better understand any gaps in knowledge, Wade and Rigby led a session on Aboriginal cultures, peoples and communities, values and belief systems, kinship, history, cross-cultural communication and providing a culturally appropriate working environment. The team also enjoyed a selection of food purchased from local South Australian company, Warndu.

Our Commitment in Action

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week

As part of NAIDOC Week in 2021, Yallourn and Jeeralang both hosted traditional smoking ceremonies where the Aboriginal and Torres Strait Islander flags were raised. There was also an unveiling of an Acknowledgement

of Country plaque at the entrance to the Jeeralang site, acknowledging the Gunaikurnai peoples as the Traditional Owners. This was unveiled by local Elder Aunty Sandra Patten.



Tallawarra power station Dharawal Country

In April 2022, EnergyAustralia representatives from our Tallawarra B Project, Clough, and General Electric had the pleasure of visiting the Coomaditchie United Aboriginal Corporation community arts hall.

They were welcomed by Aunty Lorraine and Aunty Narelle who created a friendly environment in which to learn and ask questions about the Dharawal peoples' dreaming stories.

Artists from the Coomaditchie are some of the premier Aboriginal artists in the Illawarra region. Their art captures the spirit, colours and stories of their cultural heritage as coastal people. The Dharawal Aunties use art as a tool of engagement to share stories and help the community to learn about culture.

The Tallawarra B Project team used the traditional symbols employed by local artists in their paintings to create their own journey of the Project, incorporating both the surrounding environment of Lake Illawarra and the coming together of the three companies for the Project.

The recent run of bad weather also made a presence in the artwork!

Research shows that when people participate in artmaking, they are likely to form new friendships, find new ways of expressing their own story and develop a sense of belonging to a community. For the Tallawarra B Project team this was certainly the case.





Relationships

Build genuine and long-term connections with Traditional Owners of the Countries in which we operate and with the broader Aboriginal and Torres Strait Islander communities

We operate on Aboriginal land and positive working relationships with the Traditional Owners are a vital part of our operations. We will continue to nurture these relationships through ongoing engagement to understand what is important to the community and how we can work together to reach our mutual and individual aspirations. While the outputs will vary across our locations, ultimately, we are working towards the common goal of building strong communities.

As a national operator, we have a responsibility to use our reach and influence to engage, learn and listen to First Nations peoples more broadly and to stay abreast of current issues. We will take every opportunity to voice our support for reconciliation publicly, and encourage and support staff and senior leaders to participate in reconciliation activities.



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	July 2023 July 2024	Community Relations Leads
	Each EnergyAustralia site to develop and implement an engagement plan to work with local Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2023 July 2024	Energy Operations Executive
	Each energy project's stakeholder engagement plans to contain actions to establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2024	Energy Operations Executive

Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW).	Continue to circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.	May 2023 May 2024	Social Performance Lead
	RAP Working Group members to participate in an external NRW event.	May 2023 May 2024	Social Performance Lead
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2023 May 2024	RAP Executive Sponsor
	Continue to organise NRW events across our sites each year, including a virtual event.	May 2023 May 2024	Social Performance Lead
	Register all our NRW events on Reconciliation Australia's NRW website .	April 2023 April 2024	Social Performance Lead
3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff, and the employees of our partners, in reconciliation.	March 2023, March 2024	Social Performance Lead
	Develop a plan to educate our people about the Uluru Statement from the Heart to reinforce our support of the statement leveraging: <ul style="list-style-type: none"> National Reconciliation Week NAIDOC Week Internal and external communication channels. 	May 2023, 2024 July 2023, 2024 September 2023, 2024	RAP Executive Sponsor
	Continue to communicate our commitment to reconciliation publicly through our website and social media channels.	May 2023 May 2024	RAP Executive Sponsor
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	March 2023 March 2024	Head of Communications and Engagement
	Collaborate with the RAP network and other like-minded organisations to develop ways to advance reconciliation.	March 2023 March 2024	Social Performance Lead
	4. Promote positive race relations through anti-discrimination strategies.	Review, iterate and update and implement People & Culture policies and procedures to identify existing anti-discrimination provisions and future needs.	April 2023 April 2024
Engage in consultation with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to review our position on anti-discrimination and supporting measures.		December 2023	Head of People Operations
Educate senior leaders on the effects of racism.		December 2023	Organisational Development Lead



Respect

Recognise and embrace Aboriginal and Torres Strait Islander peoples and cultures in the way we work

We stand for an Australia where Aboriginal and Torres Strait Islander histories, cultures, knowledge and rights are valued and recognised as part of a shared national identity. Respecting the significance of cultural identities and connections to Country is an essential part of this work. We will continue to celebrate and incorporate this into our workplace so we can be a more enriched organisation and to ensure we have a safe, respectful and inclusive workplace for all. We will do this through the implementation of a cultural learning strategy with locally delivered training across our business to support and engage our people. In doing so, we will increase opportunities for our people, and the broader EnergyAustralia community, to learn more about Aboriginal and Torres Strait Islander peoples, cultures, histories and achievements during key calendar events such as National Reconciliation Week and NAIDOC Week.

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.	July 2023	Organisational Development Lead
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	April 2023 December 2023	Community Relations Leads
	Develop, implement and communicate a cultural learning strategy for our people.	December 2023	Organisational Development Lead
	Continue to provide opportunities for RAP Working Group members, People & Culture Leaders and other representatives, leaders and key stakeholders to participate in cultural learning workshops.	May 2023 May 2024	Social Performance Lead/ Organisational Development Lead
	Broaden cultural learning opportunities across the business and extend opportunities to our contractors and business partners.	May 2023 May 2024	Social Performance Lead/ Organisational Development Lead
	Identify cultural immersion activities in the communities we operate in to build into the cultural learning strategy.	September 2023	Social Performance Lead/ Community Relations Lead
	Review and update contractor induction videos to include localised information on Traditional Owner Groups across our operational sites.	September 2024	Social Performance Lead/ Community Relations Lead

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country.	March 2023 March 2024	Social Performance Lead
	Revise and communicate our cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	March 2023 March 2024	Social Performance Lead
	Continue to invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events.	Ongoing, review at the end of each year: December 2023 and 2024	Social Performance Lead
	Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Ongoing, review at the end of each year: December 2023 and 2024	Social Performance Lead
	Revise Acknowledgement of Country protocols in refreshed Brand Guidelines pack.	February 2023, review February 2024	Brand Lead
	Continue to ensure all EnergyAustralia sites and offices appropriately acknowledge Traditional Owners and Country.	Ongoing, review at the end of each year: December 2023 and 2024	Community Relations Leads
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 2023 and 2024	RAP Executive Sponsor
	Review the application of People & Culture policies and procedures to remove barriers to staff participating in NAIDOC Week and National Reconciliation Week.	Ongoing, review at the end of each year: December 2022 and 2023	Head of People Operations
	Continue to promote and encourage participation in external NAIDOC events to all staff.	First week in July 2023 and 2024	RAP Executive Sponsor
	Curate appropriate content for internal and external EnergyAustralia websites and social media channels with culturally appropriate themes, particularly during key calendar events including National Reconciliation Week and NAIDOC Week.	March 2023 March 2024	Head of Communications and Engagement




Opportunities

Grow Aboriginal and Torres Strait Islander participation across our business

Improving Aboriginal and Torres Strait Islander participation across our organisation as employees, customers, contractors and partners is one of the key commitments in this RAP. We recognise that having people with a wide range of skills and experiences – and who come from a variety of backgrounds – in our business will help us create a healthy and respectful work environment and enable us to better serve our customers and the communities where we operate. This will require operational changes in the areas of employment and procurement. We will draw on our relationships to guide us on how to make these positive changes and meet this reconciliation commitment.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment, retention and professional development opportunities.	Ongoing, review each year: September 2023 and 2024	Talent Acquisition Leader
	Engage and consult with Aboriginal and Torres Strait Islander people on the iteration of EnergyAustralia’s Employment Strategy.	July 2023	Head of People Operations
	Review, iterate and implement actions within the EnergyAustralia Aboriginal and Torres Strait Islander Employment Strategy.	October 2023 October 2024	Head of People Operations
	Effectively advertise job vacancies to better reach a diverse range of candidates, with the goal of increasing Aboriginal and Torres Strait Islander participation across all levels at EnergyAustralia.	March 2023	Talent Acquisition Leader
	Review and iterate People & Culture and recruitment processes, procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2023	Talent Acquisition Leader/Social Performance Leads
	Explore and establish a partnership to create additional pathways for the employment of First Nations peoples.	August 2023	Talent Acquisition Leader/Social Performance Leads
	Increase the percentage of Aboriginal and Torres Strait Islander people employed in our workforce.	December 2024	Lead: Organisation Development Lead Support: People Leaders



Action	Deliverable	Timeline	Responsibility
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Run mentoring and coaching clinics with Aboriginal and Torres Strait Islander businesses on things we look for in a tender response.	March 2023	Procurement Excellence Lead
	Develop and implement an Aboriginal and Torres Strait Islander Procurement Strategy.	December 2024	Procurement Excellence Lead
	Include an Indigenous participation question in our standard RFP template and evaluation processes.	March 2023, 2024 July 2023, 2024	Procurement Excellence Lead
	Develop an Indigenous participation clause in our Precedents Agreements and appropriate reporting requirements for our suppliers.	April 2023	Procurement Excellence Lead and Legal
	Maintain Supply Nation membership and investigate other Aboriginal-led organisations that aim to grow the Aboriginal and Torres Strait Islander business space.	Ongoing, review each year: December 2023 and 2024	Procurement Excellence Lead
	Working with Supply Nation, host a showcase of their suppliers for the broader EnergyAustralia business.	March 2023	Procurement Excellence Lead
10. Improve our retail products, services and campaigns to reflect our reconciliation commitments.	Ensure First Nations carbon offset programs are considered as part of EnergyAustralia's carbon offset portfolio.	December 2023	Head of Sustainability
	Explore partnership opportunities in energy efficiency that benefit Aboriginal and Torres Strait Islander peoples.	December 2023	Head of Communications and Engagement
	Engage and consult with Aboriginal and Torres Strait Islander stakeholders to inform ways for First Nations peoples and communities to access energy efficiency education services and products.	November 2023	Social Performance Lead



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 RAP Working Group.	November 2023 November 2024	Social Performance Lead
	Establish and apply a Terms of Reference for the RAP Working Group.	April 2023	Social Performance Lead
	Meet at least four times per year to drive RAP implementation and monitor progress.	March, June, September, December 2023 and 2024	Social Performance Lead
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February 2023 February 2024	Social Performance Lead
	Engage our senior leaders and other staff in the delivery of RAP commitments.	April 2023 April 2024	RAP Executive Sponsor
	Review and maintain appropriate systems to track, measure and report on RAP commitments.	February 2023	Social Performance Lead
	Maintain an internal Executive RAP Sponsor from senior management.	February 2023 February 2024	Managing Director
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023, 2024 and annually	Social Performance Lead
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	August 2023 August 2024 and annually	Social Performance Lead
	Report RAP progress to all staff and senior leaders quarterly.	March, June, September, December 2023 and 2024	Social Performance Lead
	Publicly report on our RAP achievements, challenges and learnings annually.	December 2023 December 2024	Head of Communications and Engagement
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	March 2024	Social Performance Lead
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	November 2024	Social Performance Lead
	Submit a traffic light report to Reconciliation Australia towards the conclusion of this RAP for strategic development of our next RAP.	December 2024	Social Performance Lead



Marking the commencement of National Reconciliation Week at Yallourn, Tallawarra and Newport power stations with flag raising and smoking ceremonies



Supporting the Uluru Statement from the Heart

EnergyAustralia supports the Uluru Statement from the Heart in its entirety and the great work of its contributors in creating a vision for change.

We accept the invitation to walk together towards a better future. We will do this by educating our people about the spirit and intent behind these inspiring words and supporting a Voice to Parliament.

We, gathered at the 2017 National Constitutional Convention, coming from all points of the southern sky, make this statement from the heart:


Our Aboriginal and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands, and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the Creation, according to the common law from 'time immemorial', and according to science more than 60,000 years ago.

This sovereignty is a spiritual notion: the ancestral tie between the land, or 'mother nature', and the Aboriginal and Torres Strait Islander peoples who were born therefrom, remain attached thereto, and must one day return thither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty. It has never been ceded or extinguished, and co-exists with the sovereignty of the Crown.

How could it be otherwise? That peoples possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years?

With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia's nationhood.

Proportionally, we are the most incarcerated people on the planet. We are not an innately criminal people. Our children are alienated from their families at unprecedented rates. This cannot be because we have no love for them. And our youth languish in detention in obscene numbers. They should be our hope for the future.



*These dimensions of our crisis tell plainly the structural nature of our problem.
This is the torment of our powerlessness.*

*We seek constitutional reforms to empower our people and take a rightful place in
our own country. When we have power over our destiny our children will flourish.
They will walk in two worlds and their culture will be a gift to their country.*

We call for the establishment of a First Nations Voice enshrined in the Constitution.

*Makarrata is the culmination of our agenda: the coming together after a struggle.
It captures our aspirations for a fair and truthful relationship with the people of
Australia and a better future for our children based on justice and self-determination.*

*We seek a Makarrata Commission to supervise a process of agreement-making
between governments and First Nations and truth-telling about our history.*

*In 1967 we were counted, in 2017 we seek to be heard. We leave base camp and
start our trek across this vast country. We invite you to walk with us in a movement
of the Australian people for a better future.*



About Our RAP Artwork

At our head office in Melbourne an artwork titled Wominjeka Wurundjeri-al Biik-u (Welcome to Wurundjeri Country), takes pride of place in the reception area. The piece is a rich tapestry of all six fundamental elements of the Wurundjeri Country, demonstrating how they are intrinsically linked and dependent on each other for survival.

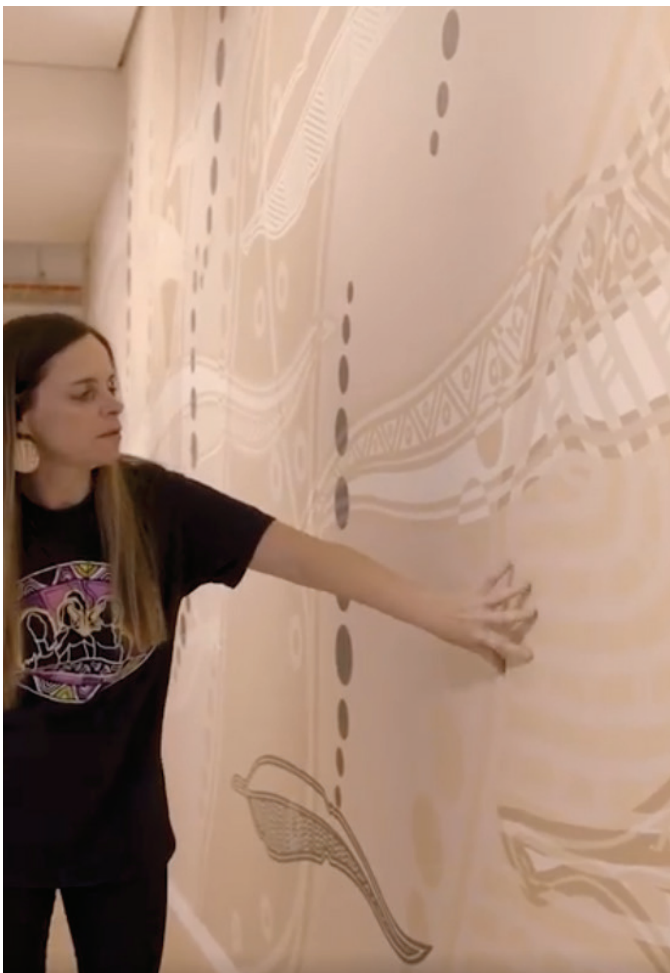
Like all forms of Aboriginal art, the information passed on in this piece was to increase an understanding that we live on two countries – one that is a Physical Country (that we see and live on), the other, our Spiritual Country.

Visually embedded within the manna gum, the six elements are Biik-ut (Below Country); Diik-dui (On Country); Baanj Biik (Water Country); Murnmut Biik (Wind Country); Wurru wurru Biik (Sky Country) and Tharangalk Biik (Forest Country above the clouds – Bunjil's home).

Artist Mandy Nicholson is a Wurundjeri, Dja Dja wurrung and Ngurai illum wurrung (all Victorian language groups) woman on her father's side, and German on her mother's.

Wurundjeri are the last surviving Woiwurrung-speaking clan, of the five that once existed. After nearly disappearing in the 1800s, around the time Melbourne was being built, numbers were below 20 individuals. Today, Wurundjeri numbers are in the low thousands and Custodians are reclaiming their culture by waking up the Woiwurrung language and conducting ancient ceremonies that have not occurred for two or three generations.

M. Nicholson



Visually embedded within the manna gum, the six elements are:

Tharangalk Biik *Forest Country above the clouds*

Wurru wurru Biik *Sky Country*

Murnmut Biik *Wind Country*

Banj Biik *Water Country*

Diik-Dui *On Country*

Biik-ut *Below Country*



We welcome feedback on our RAP.
Please email us at reconciliation@energyaustralia.com.au

This RAP was designed in collaboration with Little Rocket,
and printed by Indigi-Print on 100% recycled paper.
Both suppliers are certified by Supply Nation.