

EnergyAustralia

Innovate Reconciliation Action Plan

April 2019 – March 2021



Our vision for reconciliation

Our vision for reconciliation is that we are a nation of unity and fairness for all; a nation that owns its history and acknowledges its First Nations peoples, their resilience and their living culture.

At EnergyAustralia, we recognise Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the land on which we operate and the communities we serve. Our goal is to build working relationships with Aboriginal and Torres Strait Islander peoples and communities more broadly. Through reconciliation we live our value of doing the right thing and lead change.

Our business

EnergyAustralia is one of the country's largest energy retailers and generators.

Our heritage in the Australian energy industry dates back almost a century. Today, we supply our retail, business, commercial and industrial customers from a modern energy portfolio underpinned by coal and gas power plants as well as newer energy sources like wind, solar and batteries.

We employ around 2,500 people across Victoria, New South Wales and South Australia, with contact centre operations in the Melbourne CBD, Geelong, India and the Philippines. EnergyAustralia is yet to have a process to record its Aboriginal and/or Torres Strait Islander employees so this number is not known. This will be addressed in the Innovate RAP.

EnergyAustralia is owned by CLP Group, one of the oldest and largest integrated power businesses in the Asia Pacific.

www.energyaustralia.com.au

Managing Director's message



Aboriginal and Torres Strait Islander peoples have the oldest living culture in the world; it can be traced back some 60,000 years.

We've had a Reconciliation Action Plan at EnergyAustralia for just a few years. We've learned a lot, but there is much more for us to learn yet.

We launched a foundation RAP in 2016. It helped us better understand what it means to contribute to reconciliation, and how to do it.

Now, we begin what's known as an Innovate RAP. It describes the things we will do so more Aboriginal and Torres Strait Islander peoples become part of EnergyAustralia as employees, contractors and customers.

Once again, we will rely on our Aboriginal and Torres Strait Islander communities for guidance.

The idea that all people prosper through opportunity and recognition is central to our support for reconciliation.

I know that as individuals, and collectively as an organisation, we are already richer for having gained an understanding of the cultures of our First Nations peoples.

The stories in this Reconciliation Action Plan demonstrate the importance of, simply, talking. These stories describe the good that's come from learning about cultures other than our own and the impact that consultation can have.

The personal stories from our Aboriginal and Torres Strait Islander employees, who more than ever feel they can confidently bring their whole selves to work, are a source of pride.

My profound thanks to our RAP Working Group and RAP Champs for their efforts. Tanya Hosch, our Working Group's external advisor, has provided wonderful counsel and encouragement.

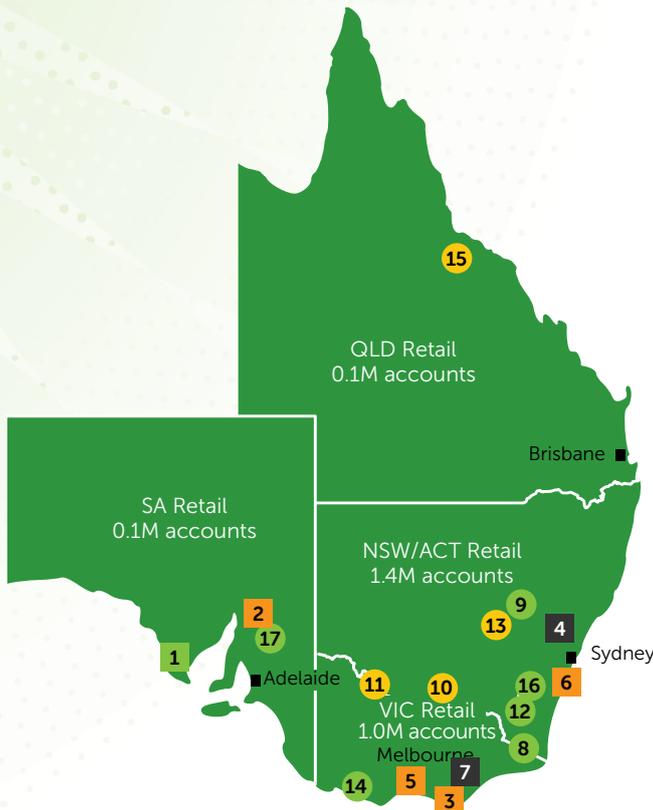
Having begun this program, it's impossible to now envisage EnergyAustralia without an active RAP.

The premise for our RAP is simple: We are better for it; as people, as a company and as a country.

Regards
Catherine Tanna

EnergyAustralia at a glance

- Coal power
- Gas power
- Wind power
- Solar power



Owned assets

1. Cathedral Rocks
2. Hallett
3. Jeeralang
4. Mount Piper
5. Newport
6. Tallawarra
7. Yallourn

Power purchase agreements

8. Boco Rock
9. Bodangora*
10. Coleambally*
11. Gannawarra*
12. Gullen Range
13. Manildra*
14. Mortons Lane
15. Ross River*
16. Taralga
17. Waterloo

* in development

Our RAP

In 2016, EnergyAustralia launched its first Reconciliation Action Plan. The driving force then and now as we launch our second RAP is EnergyAustralia's commitment to diversity and inclusion. The purpose of the D&I program at EnergyAustralia is to build an inclusive culture so that everyone can bring their whole selves to work and have a sense of belonging.

One of our D&I pillars is *Aboriginal and Torres Strait Islander engagement and participation*. The RAP is the tool we are using to bring that commitment to life and embed the actions and deliverables across the organisation. What we commit to in our RAP is centred around EnergyAustralia's three values: customers are our priority, we lead change and we do the right thing.

RAP Champions network currently has a membership of 17 employees, two of which are Aboriginal, across Melbourne offices, Mt Piper and Yallourn.

We would like to thank the following people for their contribution to our Reflect RAP and to the development of this Innovate RAP:

RAP Working Group

- Alastair McKeown, Chief Finance Officer
- Tanya Hosch, external advisor
- Bianca Graham, Stakeholder Engagement Lead
- Christian Mena, Procurement Lead
- David Burt, Community Relations Lead – Yallourn
- David Walker, NPS Leader
- Jenny Odgers, Community, Vulnerability and Sponsorship Leader
- Paul Koopmans, Operations Leader – Yallourn
- Scott McDermott, Comminutions Lead
- Shane Jackman, Business Partner – People

Our approach is underpinned by our values



Our customers
are our priority



Do the
right thing



Lead
change

RAP organisational structure

Diversity & Inclusion Council

The D&I Council has employee representatives from all areas of the business and is chaired by EnergyAustralia's Managing Director.



RAP Advisory Panel

The RAP Advisory Panel provides an oversight and governance function. It consists of Executive Sponsor, External Aboriginal and/or Torres Strait Islander Advisor, D&I Council member, and the Community, Vulnerability and Sponsorship team.

RAP Champions

Membership: self nominations from all employees who have indicated interest to our RAP

Purpose: Raise internal awareness of our RAP and raise internal understanding of Aboriginal and Torres Strait Islander cultures



RAP working group

Membership: People, Procurement, Communications, Energy site representatives, Community, Vulnerability and Sponsorship Leader

Purpose: update on RAP action implementation, evaluation and updating

EnergyAustralia's RAP governance structure.

Our Reflect RAP

Launched in 2016, this was a RAP that reflected where we were as an organisation – this was the first time that focus had been given to improving the way we engage with Aboriginal and Torres Strait Islander peoples and a Reflect RAP allowed us to do this safely.

At the centre of the (RAP) was our determination to strengthen relationships and build positive long-term connections with Aboriginal and Torres Strait Islander peoples, communities and organisations. This meant a significant focus on actions naturally arising from the Respect and Relationships sections, for example, to build positive long-term connections and to raise internal awareness of our RAP. This we felt was the first step rather than jumping to Opportunities and not having built a sound base on which to develop and build those actions.

This meant rekindling our relationship with Traditional Owners or in some cases meeting for the first time at our Asset Site locations. The case studies included in this Innovate RAP - at our Tallawarra and Yallourn Power Stations - demonstrates the progress of these relationships. The feedback from non-Aboriginal and Torres Strait Islander employees participating in cultural activities such as local cultural walks or seeing more Welcome to Country ceremonies conducted has been very positive with many learning about cultures and histories that they have never learnt about before. This has created a sense of pride amongst staff that they get to learn this at work.

While EnergyAustralia has seen a change in focus for Aboriginal and Torres Strait Islander peoples, cultures and histories since the launch of its RAP, it still has some areas that it didn't deliver on during the Reflect RAP period. There is still a lot of systematic work that is yet to progress which includes implementing mechanisms to record when staff self-identify and if a vendor is Aboriginal and/or Torres Strait Islander owned. These systematic changes are imperative for any strategy that aims to increase Aboriginal and Torres Strait Islander participation as employees or contractors to be successful and will be a priority for the next RAP. While the business hasn't fixed these flaws, identifying these gaps during this Reflect RAP period does allow the business to set itself up well for the Innovate RAP.

Other key changes in EnergyAustralia as a direct result of our first RAP include:

- National Reconciliation Week and NAIDOC Week are both commemorated and celebrated internally
- Internal awareness of this Diversity and Inclusion commitment has increased
- Over 150 staff have participated in a formal cultural competence between classroom training and cultural walking tours
- Stronger connections have been made with local Traditional Owners
- Cultural leave for Aboriginal and Torres Strait Islander employees has been introduced
- Procurement has run a pilot for the past 12 months designed to increase EnergyAustralia's Aboriginal and Torres Strait Islander suppliers
- An Aboriginal and/or Torres Strait Islander Employment Strategy has been developed
- Traditional Owners have conducted a Welcome to Country at more internal events than we ever had prior to our RAP. There has also been an increase in Acknowledgement to Country being conducted
- We have undertaken a research study to better understand the energy needs of Aboriginal and Torres Strait Islander communities.

So better foundations are in place as we move to our next RAP which will continue to build on deliverables around respect and relationships, and also more strongly on the opportunities that can be delivered by focusing on reconciliation.

Personal insight into cultural immersion

In 2018, EnergyAustralia accepted the invitation from its community partner, Port Adelaide Football Club's Aboriginal AFL Academy, to participate in a cultural immersion experience visiting Nyinyikay homeland and attending the Garma Festival. EnergyAustralia has been the major sponsor of the Aboriginal AFL Academy since 2015.

This is the personal account from participant Scott McDermott, Communications Lead demonstrating the impact cultural immersion has on staff.

At the end of July 2018 I travelled to East Arnhem, to Nyinyikay and then to the Garma Festival, with four of my colleagues from EnergyAustralia.

I count myself as incredibly fortunate to have been part of a group welcomed by Marcus Lacey and his family onto his Nyinyikay homeland, to have been given a glimpse of a history I'm all too ignorant of and see, firsthand, the deep connection between the land and its people. I'm grateful to the Port Adelaide Aboriginal AFL Academy for allowing our group to share those three days with them.

In isolation that was a profound experience. Backed up with the wealth of insight that the Garma Festival delivers, ranging across history, culture, education, health, policy and politics, the impact is deeper still.

Look for the presentations from Noel Pearson and Professor Megan Davis, from Djawa Yunupingu, from John Christopherson and from William Tilmouth on YouTube. Read the Uluru Statement from the Heart. These are among the things that have changed the way I see my country.

Four years ago I was in a car travelling to the Tallawarra Power Station with EnergyAustralia's (then) new Managing Director, Catherine Tanna. She asked me if EnergyAustralia had a RAP. I didn't know the acronym. Even on learning that it referred to a Reconciliation Action Plan, I was unsure why we would need one. What special responsibility did we have to advance reconciliation?

I've come to understand that question is the wrong one. The business I work for doesn't have a special responsibility to advance reconciliation. I don't have a special responsibility. But if we want an Australia that is brave enough to take an unflinching look at its recent history; an Australia that celebrates the full 65,000 years of history that preceded it; an Australia that values and listens to our Aboriginal and Torres Strait Islander people; we all share that responsibility. We work on a Reconciliation Action Plan not to show that we are different to other organisations but in the hope that other organisations will join us.

I'm grateful for the opportunity to be part of that.



Pictured: Scott McDermott, third from the left, with the Aboriginal AFL Academy students learning about Country with Traditional Owner, Marcus Lacy.



Pictured: Scott McDermott, David Burt, Natasha Casey and Bianca Graham.

RAP in action at Tallawarra

A native plant nursery will be set up at our Tallawarra power station under a new partnership with the Illawarra Local Aboriginal Land Council.

This will convert the vacant lot of around 900 square meters to a nursery that will help build the land management business of the Illawarra Land Council.

"We will be converting a parcel of land that's culturally significant and economically viable, which is a great match to help our local Aboriginal community achieve greater independence. This is our RAP in action," Jason Lee, Asset Leader at Tallawarra said.

Jason said Tallawarra is built on the ancestral lands of the Wodi Wodi people and there are several middens and other cultural heritage sites around the site.

"Anyone who has visited us at Tallawarra and walked to the top of the station will attest to the natural beauty of the area. It is great to think that this land holds such cultural significance and it can be used to help give back to the local Aboriginal community."

Tallawarra power station hosted Illawarra Local Aboriginal Land Council CEO Paul Knight to deliver his Welcome to Country at the launch of our RAP in 2016. Jason and Paul have since explored ways of working together and landed on the idea of a functioning nursery.

"Our partnership with EnergyAustralia has real potential to provide employment, general economic development and the opportunity to build a stronger and more inclusive community," Paul said.

The land council's environmental services business, Berrim Nuru, will receive funds from the nursery, which is being developed for a planned opening in 2019. The sustainable business is anticipated to create employment prospects for the Aboriginal community of around 10-15 ongoing positions.



Pictured: Jason Lee and Paul Knight at Tallawarra standing in front of the vacant lot to be converted into the nursery.



Laying the foundation for reconciliation

Pictured: David Burt.

David Burt has been a member of the RAP Working Group since its inception in 2016. During this time he has learnt the value relationships and respect play in order to truly be successful in EnergyAustralia's Aboriginal and Torres Strait Islander employment commitments.

"The power of knowledge and how it can change people is powerful," says David, Community Relations Lead at Yallourn in the Latrobe Valley, Victoria.

David says teaching employees about Aboriginal and Torres Strait Islander cultures is crucial to help burst stereotypes which will ultimately enable a more diverse and inclusive workforce. David is leading the work to roll out a cultural awareness program for the 450 employees at the Yallourn power station.

This is a perspective that David has learnt from the past two-and-a-half years listening and talking to the Gunaikurnai Land and Waters Aboriginal Corporation and other Aboriginal organisations in the local area.

"We'll be looking at doing training with Traditional Owners to better understand the local history, culture and peoples. This is a gift we can give to people, learning about the region."

"There's often a lack of information or appreciation about Aboriginal and Torres Strait Islander customs among the wider workforce, particularly around the importance of family, and that's something we plan to address and incorporate in the way we work," David says.

David's experience contains several lessons for other People leaders embarking on similar programs.

One is the need to have commitment at the highest levels – "we have a Managing Director who was very committed to reconciliation" – followed by a firm structure. "Getting a framework, it has to keep the ship on course in terms of the things you want to do."

Communication is also crucial because "it's important to bring people along with you, making sure you have conversations with stakeholders within your business so they understand why it's important."

Empowering staff to form relationships with Traditional Owner groups is also important.

David says one of the most challenging things is not to be discouraged when attempting to stay the course. "All the initiatives we are doing are done in a sustainable way to get a lasting legacy. Sequencing is important to get a good outcome."

Relationships

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

EnergyAustralia recognises that we operate on Aboriginal land and it is important that we have a healthy working relationship with our Traditional Owners. We will do this through ongoing engagement to truly understand what is important to the community and see how we can work together to reach each other's aspirations. We recognise that the outputs will vary across our locations but will strive for the same outcomes of building strong communities that will enrich our operations. As a national operator it is the right thing to do that we engage, learn and listen to First Australians more broadly to be abreast of current issues and see where we can have an active role in being a more reconciled Australia.

Action	Deliverable	Timeline	Lead
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders across our organisation's sphere of operation 	August 2019	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement 	August 2019	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Proactively encourage Aboriginal and Torres Strait Islander organisations to apply for community grants operating at all our Energy sites 	December 2019	Social Investment Lead
2. Build relationships through celebrating National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Organise at least one internal event for NRW each year 	27 May - 3 June 2019, 2020	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories 	27 May - 3 June 2019, 2020	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW 	27 May - 3 June 2019, 2020	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Register all NRW events via Reconciliation Australia's NRW website 	April 2019, 2020	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff 	April 2019, 2020	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> RAP Working Group and Champions to participate in an external NRW event 	27 May - 3 June 2019, 2020	Stakeholder Engagement Lead

Action	Deliverable	Timeline	Lead
3. Promote reconciliation through our sphere of influence	• Implement strategies to engage our staff in reconciliation	December 2019, 2020, March 2021	Stakeholder Engagement Lead
	• Communicate our commitment to reconciliation publicly	December 2019, 2020, March 2021	Executive Sponsor
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes	December 2019, 2020, March 2021	Stakeholder Engagement Lead
	• Share materials and advice from Reconciliation Australia and other like-minded organisations to develop ways to advance reconciliation	December 2019, 2020, March 2021	Stakeholder Engagement Lead
	• Complete the current agreement with the Port Adelaide AFL Aboriginal Academy and consider ongoing involvement	December 2019	Sponsorship Lead
	• Participate in networks that will assist EnergyAustralia to build its capacity to meet its RAP commitments, including the Business Council of Australia's Business Indigenous Network	December 2019, 2020, March 2021	Stakeholder Engagement Lead
	• Present EnergyAustralia's Innovate RAP to our community liaison group meetings across sites	August 2019	Stakeholder Engagement Lead
4. Promote positive race relations through anti-discrimination strategies	• Conduct a review of People policies and procedures to identify existing anti-discrimination and anti-racism provisions, and future needs	December 2019	Capability Lead
	• Develop, implement and communicate an anti-discrimination policy for our organisation	December 2019	Capability Lead
	• Engage with Aboriginal and Torres Strait Islander staff and or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy	December 2019	Capability Lead
	• Educate senior leaders on the effects of racism	December 2019	Capability Lead

Respect

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

The cultures and connection to Country of Aboriginal and Torres Strait Islander peoples are national treasures and something we recognise and value at EnergyAustralia. It's for this reason we will bring this into our workplace, so we can be a more enriched organisation and to ensure we have a safe and inclusive workplace for all. We will do this through the implementation of a cultural awareness training strategy that will help us have locally delivered training across our business to support our people.

Action	Deliverable	Timeline	Lead
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation 	September 2019	Capability Lead
	<ul style="list-style-type: none"> Finalise, implement and communicate an Aboriginal and Torres Strait Islander cultural learning strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops and/or cultural immersion) 	December 2019	Capability Lead
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of the cultural learning strategy 	August 2019	Capability Lead
	<ul style="list-style-type: none"> Work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural learning training 	December 2019	Capability Lead
	<ul style="list-style-type: none"> Provide opportunities for Extended Leadership Group, Advisory Panel, RAP Working Group members, RAP champions, HR, Energy Asset site and Project leaders and Recruitment managers and other key leadership staff to participate in cultural learning 	December 2019	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Explore partnering with one of our community partners on a cultural learning opportunity including Garma Cultural Festival 	August 2019, 2020	Stakeholder Engagement Lead
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing and exercise of cultural protocols	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols 	September 2019	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country 	September 2019	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships 	December 2019	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Invite a Traditional Owner to provide a Welcome to Country at EnergyAustralia events 	June 2019	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Include an Acknowledgement of Country at the commencement of major internal and external meetings 	June 2019	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Ensure the building where Melbourne offices will relocate is appropriately respectful to Aboriginal cultures, histories and achievements 	July 2020	Facilities Management Lead
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	<ul style="list-style-type: none"> Review People policies and procedures to remove barriers to staff participating in NAIDOC Week 	June 2019	Capability Lead – People
	<ul style="list-style-type: none"> Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week 	First week in July 2019, 2020, 2021	Capability Lead – People
	<ul style="list-style-type: none"> Provide opportunities for all staff to participate in NAIDOC Week activities 	First week in July 2019, 2020, 2021	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event 	First week in July 2019, 2020, 2021	Stakeholder Engagement Lead

Opportunities

Grow Aboriginal and Torres Strait Islander participation across our business.

We recognise that if we want to contribute to building strong communities and have an organisation that make our people and customers proud, then we must improve Aboriginal and/or Torres Strait Islander participation across our organisation as employees, customers, contractors and partners. This will see operational changes in the areas of employment and procurement, but it is a commitment we are not hesitant to take on. We will draw on our relationships to guide us on how to make the positive change and meet this reconciliation commitment.

Action	Deliverable	Timeline	Lead
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staff to inform future employment and professional development opportunities 	September 2019	Capability Lead – People
	<ul style="list-style-type: none"> Finalise and start implementing an Aboriginal and Torres Strait Islander Recruitment, Retention and Professional Development strategy 	July 2019	Capability Lead – People
	<ul style="list-style-type: none"> Engage with existing Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy 	July 2019	Capability Lead – People
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders 	December 2019	Capability Lead – People
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace 	July 2020	Capability Lead – People
	<ul style="list-style-type: none"> Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce 	March 2021	Capability Lead – People
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	<ul style="list-style-type: none"> Finalise the pilot Aboriginal and Torres Strait Islander procurement strategy, analyse and develop ongoing strategy 	September 2019	Procurement Lead
	<ul style="list-style-type: none"> Review and update procurement policies and procedures to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses 	September 2019	Procurement Lead
	<ul style="list-style-type: none"> Implement uniform language in tender documents for suppliers to demonstrate how they will engage Aboriginal and Torres Strait Islander peoples as employees and sub-contractors 	September 2019	Procurement Lead
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff 	September 2019	Procurement Lead
	<ul style="list-style-type: none"> Hold and utilise Supply Nation membership 	June 2019, 2020, March 2021	Procurement Lead
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander owned businesses 	December 2019, 2020, March 2021	Procurement Lead
	<ul style="list-style-type: none"> Provide Procurement mentoring to at least one Aboriginal and/or Torres Strait Islander business annually 	December 2019, 2020, March 2021	Procurement Lead
	<ul style="list-style-type: none"> Understand site environmental land management opportunities for local Aboriginal and Torres Strait Islander organisations 	July 2019	Enterprise Environment Leader
10. Our retail products, services and campaigns will be reflective of our reconciliation commitments	<ul style="list-style-type: none"> Select a portion of our carbon offset opportunities from Aboriginal and/or Torres Strait Islander carbon initiatives 	December 2019, 2020, March 2021	Propositions Lead - Customer
	<ul style="list-style-type: none"> Investigate, develop and implement a community investment program for Aboriginal and/or Torres Strait Islander communities and/or community groups to access energy efficiency technologies 	December 2019, 2020	Social Investment Lead
	<ul style="list-style-type: none"> Using an Aboriginal and/Torres Strait Islander designer, develop a reconciliation themed EnergyAustralia logo 	July 2019	Brand Leader

Governance, tracking progress and reporting

Action	Deliverable	Timeline	Lead
11. Establish and maintain an effective RAP Working Group to drive governance of the RAP	<ul style="list-style-type: none"> Ensure Aboriginal and Torres Strait Islander peoples are represented on the RAP Advisory Panel (AP), RAP Working Group (WG) and RAP Champions (Champs) 	April 2019, 2020, 2021	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Meet at least four times per year to monitor and report on RAP implementation 	February 2020, 2021	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Review Terms of Reference for the AP, RWG and RAP Champs 	June, August and November, 2019, 2020, 2021	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Support a 'RAP Champion' committee to help raise the RAP profile 	June 2019, 2020, March 2021	Stakeholder Engagement Lead
12. Provide appropriate support for effective implementation of RAP commitments	<ul style="list-style-type: none"> Define resource needs for RAP implementation 	October 2019, 2020, March 2021	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments 	July 2019, 2020, March 2021	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments 	October 2019, 2020, March 2021	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management 	April 2019, 2020, March 2021	Managing Director
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	<ul style="list-style-type: none"> Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually 	September 2019, 2020	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly 	February 2020, 2021	Stakeholder Engagement Lead
	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings annually 	June, August and November, 2019, 2020, 2021	Communications Lead
	<ul style="list-style-type: none"> Investigate participating in the RAP Barometer 	December 2019, 2020, 2021	Stakeholder Engagement Lead
14. Continue our reconciliation journey by developing our next RAP	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP 	May 2020	Stakeholder Engagement Lead

EnergyAustralia acknowledges the Uluru Statement from the Heart and the great work of its contributors. We are proud to share these fine words in our RAP.

Uluru Statement From The Heart

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.

Contact details

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This RAP was printed by Print Junction, a certified supplier of Supply Nation.



EnergyAustralia Artwork

This artwork expresses EnergyAustralia's commitment to Aboriginal and Torres Strait Islander participation and engagement. "The circular core represents Aboriginal and Torres Strait Islander communities connected to country through radiating coloured pathways reflecting land, rivers and ocean. With dual meanings, the core also extends, connecting to energy through the red, blue and yellow radiating channels." This original artwork was created by Marcus Lee, a proud Aboriginal descendant of the Karajarri people.