



RECONCILIATION
ACTION PLAN

INNOVATE

Innovate Reconciliation Action Plan

February 2026 – February 2028



EnergyAustralia

LIGHT THE WAY





Acknowledgement of Country

EnergyAustralia acknowledges the Traditional Owners of the lands and waters where we operate. We honour their enduring connection to Country, culture, and community, and pay our respects to Elders past and present.

For thousands of years, First Nations people have innovated and cared for Country – practising sustainable land and resource management that continues to inspire modern approaches to renewable energy and environmental stewardship. We strive to learn from their wisdom and honour their practices into our operations.

Aunty Michelle Dow, Gunaikurnai Elder, welcomed us to Country and performed a smoking ceremony to mark the beginning of construction at Wooreen.

Scan or click to watch our Acknowledgement of Country video, featuring our people across our sites.



About the artwork

Wetlands by Montana McStay

This piece is inspired by my deep connection to Morwell and memories of the man-made wetlands. I've included local features such as acacia, fish, and Borun – the first Gunaikurnai man, represented by a pelican – all of which are important symbols in Gunaikurnai culture. As an Aboriginal woman, creating artwork is a way for me to engage community, honour Country, and reflect on how land and culture continue to shape future generations.

About Montana McStay

I am a proud Kurnai woman, a descendant of the Pitjantjatjara and Yuin peoples. I was born in Gippsland on Gunai/Kurnai Country. I come from a strong line of resilient women who have not only motivated, encouraged, and inspired me to carry on their legacy but worked tirelessly to help improve conditions and way of life in our Aboriginal community. One of my biggest inspirations is my Great Grandmother Nessie Skuta a Pitjantjatjara-Yuin woman.



Scan or click to
hear Kurnai artist
Montana McStay
share the story
behind her artistic
style and work.





Our vision for reconciliation

Our vision for reconciliation is to work together toward a future where First Nations people's rights, cultures and contributions are fully recognised and celebrated. We believe reconciliation is not just a responsibility, but a shared opportunity to better understand our story and create a mutually beneficial future.

Traditional Owners and First Nations people have made clear what they need from energy companies' operating on Country. Genuine opportunities, not token gestures. Respect for cultural knowledge that shows up in our actions, not just our words. This Reconciliation Action Plan is our response to that challenge.

We operate from Naarm and Djilang, with major operations on the lands of the Bunurong, Wiradjuri, Dharawal, Ngadjuri and Gunaikurnai peoples. Our reconciliation journey starts with the relationships we've built with Traditional Owner groups in these places. These partnerships have taught us that rehabilitation and renewable energy work must be guided by cultural knowledge.

Understanding Country comes first. Then we work together on what comes next.

Leading and accelerating Australia's clean energy transition for all is our purpose. Reconciliation must be at the heart of how that transition happens. What does that mean in practice?

- **Relationships:** Clean energy projects are shaped through genuine partnership with Traditional Owner groups. From the earliest conversations through to delivery of Capacity Investment Scheme commitments, decisions are made together. Both parties bring expertise. Both parties benefit.

- **Respect:** First Nations people see EnergyAustralia as a place they want to work. When they join, they find clear career pathways and workplaces that feel safe and celebrate culture. Representation grows because people want to stay and grow with us.
- **Opportunities:** First Nations businesses have a reliable customer and partner. Procurement opens doors rather than creates barriers. Economic benefits are shared with communities where projects happen.



EnergyAustralia Chair (2022-2025) Jane McAloon with Wotjobaluk woman, First Nations leader and our RAP external advisor, Janine Coombs, and Mark Collette holding important discussions on the Voice Referendum during National Reconciliation Week, 2024.

Message from the Managing Director

This is our fourth Reconciliation Action Plan (RAP). Ten years since our first.

A decade ago, we thought reconciliation was about building relationships and showing respect. We weren't wrong, but we were incomplete. Reconciliation is also about who makes decisions. About whether economic and social benefits from energy projects on Country are actually shared with Traditional Owners and First Nations communities.

Last year during National Reconciliation Week, I heard Wiradjuri journalist Stan Grant speak about identity and responsibility. One thing stayed with me – reconciliation isn't something you finish. It's not a milestone you reach. It's a practice you commit to, even when it's uncomfortable.

That discomfort matters. It means we're asking the right questions.

Our third RAP set 63 commitments. We delivered 61 of them. Employees completed mandatory cultural learning. Working with Mob Jobs and our First Nations employees saw us strengthen our employment strategy. Our Diversity, Equity and Inclusion strategy was updated to better support First Nations peoples and advance gender equality. We did what we said we'd do.

But completing a checklist isn't the same as making progress. The real question is whether First Nations people working with us, employed by us or living in communities where we operate feel genuine change. That's the measure that matters.

This plan focuses on three areas where we think we can make that change real.

Traditional Owner groups will have genuine opportunities to shape clean energy projects on their Country - not consultation that happens too late to matter. Our Capacity Investment Scheme commitments create the framework. Now we need to deliver.

First Nations people will see us as somewhere they want to work and want to stay. Representation will grow. Career pathways will be clear. Workplaces will feel culturally safe. We're not all the way there yet, but this plan charts the path.

And First Nations businesses will find us easier to work with. Our procurement strategies mean clearing the path rather than adding hurdles - more opportunities, simpler processes and economic benefits that stay local. Executive accountability will be key to making this happen.

I want to thank our RAP Working Group, particularly Wotjobaluk woman and Traditional Owner Janine Coombs, whose guidance continues to challenge us in the right ways. As we lead and accelerate Australia's clean energy transition for all, reconciliation can't be separate from that work. It has to be how that work gets done.

Mark Collette

Managing Director





Statement from CEO of Reconciliation Australia

Reconciliation Australia commends EnergyAustralia on the formal endorsement of its fourth 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 over 5.5 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 3,000 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 third Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia

EnergyAustralia at a Glance

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



We supply **electricity and gas** to around 1.5 million customers across 2.3 million accounts.



\$1 billion spent each year on goods and services.



We are targeting an over 60% reduction in Scope 1 absolute emissions by 2030, with an ambition to achieve **Net Zero by 2050** across Scopes 1, 2 and 3.



Our team of **2,250 employees** work across our generation sites, our head office in Melbourne and contact centre in Geelong. We value diversity of experience and perspectives across our workforce and are committed to creating a culture of belonging, where all employees feel valued, supported and free to be themselves so they can show up at their best.



In 2025, we invested over **\$1.5 million in community initiatives** aimed at supporting our customers and the communities we serve.



More than **1,800 people** within our organisation participated in a form of **First Nations cultural learning** in 2025.



We helped **35,756 customers** access government assistance, with customers receiving an average of \$433.



At December 2025, we have **19 employees who have self-identified** as Aboriginal and/or Torres Strait Islander.



○ Owned assets

- 1 Cathedral Rocks – wind, Nawu Country
- 2 Hallett – gas, Ngadjuri Country
 - 2.1 Hallett BESS – storage (in development)
- 3 Jeeralang – gas, Gunaikurnai Country
- 4 Wooreen BESS – storage, Gunaikurnai Country (in development)
- 5 Mount Piper – coal, Wiradjuri Country
 - 5.1 Mount Piper BESS – storage (in development)
 - 5.2 Lake Lyell – pumped hydro (in development)
- 6 Newport – gas, Bunurong Country
- 7 Tallawarra A – gas, Dharawal Country
- 8 Tallawarra B – gas, Dharawal Country
- 9 Yallourn – coal, Gunaikurnai Country
- 10 Marulan – gas, Gundungurra Country (in development)

● Power Purchase and Storage Agreements

- 11 Boco Rock – wind, Ngarigo Country
- 12 Bodangora – wind, Wiradjuri Country
- 13 Coleambally – solar, Wiradjuri Country
- 14 Gannawarra – solar + storage, Barababaraba Country
- 15 Manildra – solar, Wiradjuri Country
- 16 Ross River – solar, Bindal and Wulgurukaba Country
- 17 Waterloo – wind, Ngadjuri Country
- 18 Ballarat – storage, Wadawurrung Country
- 19 Kidston – hydro + storage, Ewamian Country (in development)
- 20 Riverina and Darlington Point – storage, Wiradjuri Country
- 21 Orana BESS – storage, Wiradjuri Country (in development)
- 22 Golden Plains – wind, Wadawurrung Country (in development)

☎ Contact Centres

Melbourne, Wurundjeri Country
 Geelong, Wadawurrung Country

Who we are

At EnergyAustralia, we proudly deliver reliable and affordable energy to around 1.5 million customers across 2.3 million energy accounts throughout eastern Australia.

Our diverse energy portfolio, spanning coal, gas, and renewable sources, exceeds 5,000 MW in capacity. For nearly a century, our coal-fired power stations have powered homes and businesses, supported jobs, and contributed to economic growth.

As we lead the transition to cleaner energy, we remain committed to ensuring reliable access to energy for all. While renewable electricity is central to the solution, we also recognise the critical role of large-scale battery energy storage systems (BESS) in managing intermittency and maintaining system stability.

We secured funding from the Commonwealth Government's Capacity Investment Scheme for battery projects in Wooreen (VIC), Mt Piper (NSW), and Hallett (SA), showing our strong position in providing reliable and flexible energy solutions. These batteries will help keep the electricity grid stable as more renewable energy is used. Together, they can store enough power to supply over 800,000 homes and will help make sure the system stays reliable as coal power is gradually shut down.

We are actively transforming our generation portfolio by investing in cleaner energy sources and reducing emissions from existing assets. Our goal is to phase out coal by 2040 and achieve net-zero greenhouse gas emissions across Scopes 1, 2, and 3 by 2050.

With a strong reputation, proven capability, and a long-standing history, EnergyAustralia is well-positioned to lead an orderly energy transition, one that benefits our customers and communities, and creates new opportunities in the regions where we operate.

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

Our key interactions with local communities occur near our generation assets and offices. EnergyAustralia engages constructively and respectfully with workers and their families, businesses, local governments, interest groups, and Traditional Owners. Our deep relationships that fostered knowledge sharing helped shape the design of our successful Capacity Investment Scheme bids, ensuring they reflect the needs and aspirations of the communities we serve.



Our Learnings

Over the past decade, our reconciliation journey has taught us that progress depends on trust, time, and genuine engagement. Building strong relationships with Traditional Owners and local First Nations groups has shown us the value of co-design, ensuring cultural perspectives shape every stage of our energy projects, from planning to delivery.

We've learned that regular, informal conversations often lead to meaningful outcomes. For example, collaboration with partners of Mिंगaan Wiradjuri Aboriginal Co-operative helped secure a new office location, enabling them to continue vital work with local businesses and community. We now plan for time to connect as part of our project approach because relationships drive progress.

We've learned that flexibility is essential. As opportunities shift from retail to new energy projects, we've adapted our approach to our procurement strategy, with the ambition to set targets for First Nations supplier engagement across our business. These learnings have clarified our sphere of influence and strengthened our confidence to drive inclusive infrastructure development.

Cultural learning remains a cornerstone. Feedback on our mandatory eLearning has highlighted strong interest in deeper, informal learning opportunities, which we plan to expand in future years.

Above all, we know reconciliation is not a checklist, it's a way of working. Embedding these learnings into our business practices will help us deliver a clean energy future that is respectful, inclusive, and mutually beneficial.

Our Governance Structure

EnergyAustralia Managing Director and Executive Leadership Team (ELT)

The Managing Director is ultimately accountable for the RAP. Together with the ELT, the Manager Director endorses the RAP and works with the ELT when key decisions are required.

Diversity Equity & Inclusion (DEI) Council

Our RAP is a key component of our broader Diversity, Equity & Inclusion (DEI) strategy, with First Nations engagement and participation as a core focus. The DEI Council has employee representatives from key areas of the business and is sponsored by EnergyAustralia's People & Culture, Executive Anna Mealings.

RAP updates are provided to the Council monthly and to the Executive sponsor quarterly.

RAP Advisory Panel

The RAP Advisory Panel provides an oversight and governance function. It consists of Janine Coombs, our External First Nations RAP advisor, the Chief Corporate Affairs & Sustainability Officer and Head of HSSE who are our joint RAP Sponsors, and the Social Performance Lead.

RAP advisory meetings are held quarterly and RAP updates are provided to the Executive Leadership Team quarterly.

RAP Working Group

The RAP Working Group is responsible for supporting the implementation of deliverables outlined in the RAP, monitoring the progress and reporting of RAP commitments. The RAP Working Group is jointly sponsored by EnergyAustralia's Chief Corporate Affairs & Sustainability Officer and the Head of Health, Safety, Security & Environment.

It consists of an External First Nations RAP advisor, joint RAP Sponsors and 11 committed employees including First Nations employee representation:

1. Chief Corporate Affairs & Sustainability Officer & RAP Executive Sponsor, Nicole McKechnie
2. Head of HSSE and RAP Sponsor, Chan Sinnadurai
3. Social Performance Lead, Jade Torcasio
4. Diversity, Equity & Inclusion Lead, Kat Barnett
5. Talent Acquisition Leader, Shaan Weeramantry
6. Development Director, Matt Bruers
7. Procurement Operations Lead, Rebecca Dominguez
8. Brand Lead, Hannah Rabbitt
9. Commercial Leader – Mt Piper, Ben McClements
10. Community Engagement Lead – Yallourn Transition, Nicholas King
11. Community Engagement Lead – NSW, Dave Simpfendorfer
12. Project Engagement Lead – VIC/SA, David Burt
13. Site Administrator – Geelong, Claudia Gray
14. First Nations External Advisor – Janine Coombs

The RAP Working Group meets once a month.

RAP Champions

The RAP champions advocate cultural safety and inclusion in the workplace by celebrating key events and engaging employees in First Nations cultures, histories and aspirations.

This group includes of a diverse range of employees, among them First Nations representatives, who have indicated an interest in building awareness of our RAP.



Our Reconciliation Journey

Our RAP journey, launched in 2016, reflects a deepening commitment to reconciliation – marked by cultural immersion, strategic partnerships, and continuous learning, as shown in our timeline of milestones through to 2025.

2016

- Launched Reflect RAP
- Formed partnership with the Port Adelaide Football Club (PAFC) Aboriginal AFL Academy (2016 – 2019)
- Introduced classroom based Cultural Learning program and local walking tours

2018

- Employees participated in Nyinyikay homeland cultural immersion and GARMA Festival with PAFC Aboriginal AFL Academy in North East Arnhem Land
- Participated in research study to better understand the energy needs of First Nations communities

2017

- Cultural Leave policy introduced for First Nations employees
- Supply Nation partnership formed
- Established relationships with local Traditional Owner Groups across our major power stations

2019

- Launched Innovate RAP
- Developed First Nations Employment Strategy
- Employees attended GARMA Festival
- First Nations apprentice program at Yallourn with three apprentices now employed in their trades

2020

- 10m wide artwork commissioned with Wurundjeri artist Mandy Nicholson for Melbourne head office
- Consulted with Wurundjeri Elders to incorporate Woiwurrung language into meeting room names for Melbourne head office

2021

- Cultural heritage display at Mt Piper's Energy Expo Centre unveiled with Welcome ceremony and Wiradjuri dancers
- Artwork commissioned with Indigenous designer Marcus Lee for Newport power station



2022

- Moodji (friendship) agreement formed with Reconciliation Victoria
- Collaborated with Coomaditchie Aboriginal Corporation to commission artwork to mark commencement of Tallawarra B project
- Our people raised \$8,000 for the Indigenous Literacy Foundation through internal artwork auction
- Gold partnership formed with Kinaway Chamber of Commerce (2022-2024)
- Supplier briefings held to support increased First Nations vendor participation



2024

- Celebrated National Reconciliation Week with guest speaker Eddie Betts
- Participated in a business-wide Cultural Reflection survey to understand how culturally safe we are as an organisation
- Partnered with Mob Jobs on a refreshed First Nations employment strategy
- Listened and collaborated with local Traditional Owner groups to co-design First Nations commitments in upcoming Wooreen, Mt Piper and Hallett Battery Energy Storage System (BESS) projects
- Collaborated with Gunaikurnai Traditional Owners and Federation University to host First Nations-led tours focused on Yallourn mine rehabilitation

2023

- Launched Innovate #2 RAP
- Implemented online First Nations Cultural eLearning program
- Collaborated with Coomaditchie Aboriginal Corporation to commission artwork to mark conclusion of Tallawarra B project
- Partnered with the Illawarra Local Aboriginal Land Council on the identification, preparation, planting and ongoing maintenance of 1,800 native trees for the Tallawarra Offset Project



2025

- First Nations Cultural eLearning made mandatory for all EnergyAustralia employees
- Consulted on Wiradjuri Country with 22 Registered Aboriginal Parties to inform the Aboriginal Cultural Heritage Assessment for the Lake Lyell Pumped Hydro project
- Celebrated National Reconciliation Week with guest speaker Stan Grant
- Launched a refreshed DEI strategy with a strong focus on First Nations participation





Building Australia's energy future with Traditional Owners

"Engagement is the bridge to understanding, practical reconciliation, and ensuring that First Nations people benefit directly from energy projects on First Nations Country."

David Wilson, Head of Community Engagement.

Cultivating understanding

Australia's energy transition is the most significant economic shift since the industrial revolution, and it is a defining moment to place First Nations people and communities at its heart.

David's team connects our people working on new energy projects with local Traditional Owner groups. "Before we start a project, we seek to understand Country by listening, learning and reflecting guided by Traditional Owners and Elders," David said.

In the Latrobe Valley in the Gunaikurnai nation, the Yallourn, Jeeralang and Wooreen Battery Storage Project teams have all spent cultural immersion days with Gunaikurnai Land and Water Aboriginal Corporation (GLaWAC).

"It was important for our relationship that GLaWAC representatives had the chance to visit the Yallourn Power Station and Mine" said Nicholas King, Community Engagement Lead at Yallourn. "We're working together on the mine's land rehabilitation, but it's much better to share perspectives and contribute ideas when you're on Country."

In Lithgow on Wiradjuri Country early engagement helped inform a cultural safe and respectful engagement approach for the Lake Lyell Pumped Hydro Project.

"Over two days with Mingaan Wiradjuri Aboriginal Co-operative we had the opportunity to understand local cultural heritage and yarn about how we can engage respectfully with local Aboriginal parties" said Mike de Vink, Lake Lyell Pumped Hydro Energy Storage Project Director.

Trading & Transition Executive Dan Nugent and the EA Project team on Country with Mingaan Wiradjuri Aboriginal Co-operative during a two-day Cultural Immersion.



Relationships





Auntie Helen and Auntie Ellen from Mingaan Wiradjuri Aboriginal Co-operative transferring artefacts for a cleansing ceremony.

Scan to or click hear Wiradjuri Elder Auntie Sharon share her knowledge on the biladurang (platypus)



Embedding reconciliation in the energy transition

The energy transition offers a meaningful opportunity to support Aboriginal and Torres Strait Islander communities through place-based partnerships that restore Country and promote long-term economic and environmental outcomes. For example, on Dharawal Country in Wollongong, we worked with the Illawarra Local Aboriginal Land Council (ILALC) to reconnect with land surrounding the Tallawarra Gas Fired Power Plant. This site, previously degraded by coal-fired operations, is now being regenerated through a partnership with ILALC and the Wollongong Botanical Gardens. Together, we have planted over 1,800 native trees and restored habitat that ILALC continues to maintain, creating employment, strengthening cultural connection, and improving biodiversity.

In Lithgow, on Wiradjuri Country, we sought the guidance and wisdom of Traditional Owners and Elders in our study of the biladurang (platypus) and in the identification of archaeological finds. This collaboration not only enriched our understanding through Wiradjuri knowledge systems but also addressed historical exclusion by valuing First Nations voices in cultural research. By doing so, we supported cultural preservation, strengthened connection to Country, and took meaningful steps toward reconciliation and shared stewardship.

Sharing sustainable benefits

By engaging meaningfully, we honour the wisdom of First Nations communities and their deep connection to Country – to land, water, sky, and everything within. In turn, we are guided by First Nations people, Traditional Owners and Elders to share the opportunities and benefits Earth's elements provide as they power our clean energy future.

Across Wiradjuri Country and the Gunaikurnai Nation, our engagement extends to forming partnerships with First Nations communities that deliver sustainable, long-term benefits through employment programs and opportunities, targeted STEM (science, technology, engineering and maths) scholarships, operational funding and capacity building, revenue-sharing grants, and support to establish cultural centres as well as ongoing arrangements with First Nations ranger programs to care for Country.

“We want to ensure Wiradjuri cultural heritage is properly identified, recorded and managed”, said Mike.



Cultural and environmental restoration initiatives led by the Illawarra Local Aboriginal Land Council at Tallawarra Power Station.



Addressing Racism with Truth and Action

“Addressing racism isn’t a one-off event. It gives us a powerful platform to listen, learn, and walk forward together.”

Hannah Rabbitt, Brand Lead

For Hannah Rabbitt, Brand Lead and member of our RAP Working Group, addressing racism is an essential opportunity for connection, education, and action.

“It’s really important that we use our platform for truth-telling and understanding the lived experiences behind the headlines,” Hannah shared. “Hearing directly from respected First Nations voices is crucial for our business.”

Hannah was deeply moved by the keynote presentation from Stan Grant to EnergyAustralia employees during National Reconciliation Week (NRW).

“Stan shared the toll racism has taken on his life and career. He spoke so eloquently about his experience. His story was powerful, but it was a message for us to respond with kindness, to not accept casual racism, and to take action to make society better that has stuck with me.”

Hannah learnt about the Yoorrook Justice Commission’s Walk for Truth and encouraged her team to join her. “Stan asked us to embrace our inner rebel and push for progress. The Walk for Truth was an opportunity to act, step out from the desks, and show our support by walking together, literally and figuratively, with First Nations communities. For some of the team, it was their first real engagement with the movement.”

Scan to watch EA employees join Yoorrook Justice Commissioner Travis Lovett and community on the Walk for Truth.



Steven Hurley from the Customer team, standing with community on the Walk for Truth, 2025.



Wurundjeri man Thane Garvey sharing a memorable Welcome to Country and Smoking Ceremony to 2MQ employees.



Our role in the Voice Referendum

“Although the referendum was ultimately unsuccessful, I’m proud of the role we played in informing our people about the Uluru Statement from the Heart and referendum question being put to the Australian public.”

Chan Sinnadurai, Head of Health Safety, Security and Environment

As RAP Sponsor, Chan is constantly thinking about how we can make progress on reconciliation. “For me, that question is deeply personal. I want my kids – and all First Nations children – to grow up with the same opportunities as anyone else. To go on to achieve their best. To not be held back by racism or bias or inequity in health, education or access to opportunity. I want everyone to feel proud of this amazingly rich culture, knowledge and history we are lucky to have.”

Chan knew that the referendum was going to be a tough debate. “Although I was optimistic for the outcome, I also knew it would be challenging and at times, confronting. That’s why we took the view early on as a RAP Working Group to provide multiple learning opportunities, profile different voices, provide safe places to ask questions and a factual resource hub on our intranet.”

“We wanted our people to hear directly from First Nations people like Janine Coombs, Dean Parkin and Thomas Mayo about what a Voice to Parliament meant to them. We also wanted them to hear why allies like Managing Director, Mark Collette, and those of us working throughout our business were all coming together to support the cause. We hoped that having this diversity of reasons behind a yes vote would help our people to better connect with the campaign.”

Thomas Mayo’s visit to our Head Office in Naarm/ Melbourne was just a few weeks before the vote. “The tenants in our building are our community and we were pleased to be able to include Foxtel Group and other Melbourne Quarter tenants in our event,” reflected Chan.

EnergyAustralia continues to support the Uluru Statement from the Heart and its vision for a more just and inclusive future, including the principles of truth-telling, treaty-making and a First Nations Voice to Parliament.



Thomas Mayo opens with truth-telling, guiding our people through the history and significance of a Voice to Parliament.

On Country with Community



Geelong RAP champions visit BADAC / Ballarat & District Aboriginal Co-operative with tour guide Uncle Paul.



EnergyAustralia RAP champions celebrate NAIDOC week with Deadly Science CEO Corey Tutt.

Partnering with Mob Jobs to Strengthen First Nations Employment

“Many organisations are unaware of the systemic barriers that exist. By listening to First Peoples and hearing their experiences, we challenge stereotypes and misconceptions and create a more inclusive society for all.”



Joel Wright, Corporate Development Manager at Mob Jobs.

Creating meaningful employment pathways for First Nations people starts with listening, and a willingness to learn. In 2024, EnergyAustralia partnered with Mob Jobs, a proudly First Nations-owned recruitment and corporate development organisation, to refresh our First Nations Employment Strategy.

For Joel Wright, a Gunditjmara man from south-western Victoria and Corporate Development Manager at Mob Jobs, employment is about more than just securing a job.

“All forms of employment should empower self-determination. That means providing First Peoples with the means to make decisions about their life choices and to realise them,” said Joel.

Mob Jobs worked closely with EnergyAustralia to co-design a strategy that reflects the lived experiences of First Nations staff and communities. From the outset, Joel said the partnership felt genuine.

What stood out most to him was EnergyAustralia’s willingness to engage with the complexities of First Nations employment – not just recruitment, but also workplace culture, support and development.

“That acknowledgment was critical. It showed EnergyAustralia wasn’t just ticking a box but truly committed to creating a culturally safe and empowering workplace.”

Consultations with First Nations employees were a highlight of the process. Joel shared that team members spoke openly about feeling culturally safe at work and their aspirations to grow within the organisation.

“These conversations were a defining moment. They showed that EnergyAustralia is on the right path to becoming an employer of choice for First Peoples,” He said

The refreshed strategy outlines actions to remove systemic barriers, create leadership pathways and build culturally safe environments. It marks a practical step forward in our reconciliation journey, one that continues to be shaped by First Nations voices.

The partnership with Mob Jobs is ongoing, with tailored cultural safety training now being delivered across EnergyAustralia to ensure our workplaces are places where First Nations staff feel seen, heard, and supported.

Scan the QR codes to read other stories from our people on how we are progressing reconciliation.





Opportunities



EnergyAustralia and Mob Jobs collaborate at the Djilang First Nations Employment Expo.

Tarina Fanning, a proud Larrakia and Tiwi woman, has been delivering cultural education in various forms at EnergyAustralia for over six years.

On Gadubanud Country, our Geelong RAP team joined Mob Jobs and artist Salty One for a powerful NAIDOC Week cultural immersion, creating sand art, sharing stories and celebrating self-determination.



Uluru Statement from the Heart

Since 2019, EnergyAustralia has acknowledged and supported the Uluru Statement from the Heart in its entirety and the great work of its contributors in creating a vision for change. Despite the outcome of the 2023 referendum, we accept the invitation to walk together towards a better future. We continue to do this by informing our people about the spirit and intent behind these inspiring words and through the work of our Reconciliation Action Plan.

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 aliened 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.

Relationships

The strength of our relationships and engagement with Traditional Owner groups, partners and suppliers will be central to our ability to progress the initiatives set out in this RAP. An important part of our approach in this pillar is to make sure we allow time to prioritise these relationships and maintain regular connections. It is through genuine collaboration and understanding that we will achieve better outcomes for First Peoples and our business.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to meet with local Traditional Owner Groups and stakeholders to develop guiding principles for engagement and identify opportunities that can be embedded into project commitments.	March 2026, 2027	Head of Portfolio Development
	Build time into plans for regular face-to-face yarning with key Aboriginal Land Councils, Registered Aboriginal Parties, and Elders to listen, learn, and understand their needs and their community contextual issues.	Ongoing, review November 2026, 2027	Head of Community Engagement
	Review and implement engagement plans with local Traditional Owner Groups, incorporating perspectives from yarns.	Ongoing, review November 2026, 2027	Head of Community Engagement
2. Build relationships through celebrating National Reconciliation Week (NRW).	Continue to organise NRW events across four sites, including a flagship event that is also virtual, and have a dedicated Managing Director update focus on reconciliation during NRW. Organise a guest speaker to talk about the impacts of racism and truth-telling at the flagship event.	27 May- 3 June, 2026, 2027	Lead: Social Performance Lead Support: DEI Lead
	RAP Working Group members to attend a NRW event, and support all senior leaders and employees to participate in recognising and celebrating NRW.	27 May –3 June, 2026, 2027	RAP Sponsors: Corporate Affairs & Sustainability Executive & Head of HSSE
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to employees and register all our NRW events on Reconciliation Australia's NRW website.	May 2026, 2027	Social Performance Lead

“We have a great and long-standing relationship with GLaWAC in the Latrobe Valley. When our new battery storage project started, we approached them and said we’d be honoured to have a local Aboriginal name. They kindly gifted us the name ‘Wooreen’, which loosely translates to ‘light’, which we think is a fantastic name for a project that’s all about storing the sun’s energy to later use for customers”

David Burt, Community Engagement Lead - Yallourn and Wooreen Battery Storage Project

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Refresh and implement our RAP engagement plan to promote reconciliation across our workforce.	Ongoing, review November 2026, 2027	Head of Communications
	Continue to communicate our commitment to reconciliation publicly through our social media channels (Facebook, LinkedIn, Instagram and TikTok) as well as in community newsletters.	Ongoing, review December 2026, 2027	Head of Communications
	Ensure First Nations representation is maintained and/ or considered as part of our social campaigns across Tik Tok and Instagram.	Ongoing, review December 2026, 2027	Social Media Lead
	Continue to explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes during NRW and NAIDOC.	May & July, 2026, 2027	Social Performance Lead
	Collaborate with corporate stakeholders to provide an operational base for local Aboriginal Community Controlled Organisations.	30 June 2027	Head of Community Engagement
4. Promote positive race relations through anti-discrimination strategies.	Engage with First Nations staff and/or First Nations advisors to conduct a biennial review and update of People and Culture policies and procedures to ensure equity and anti-discrimination provisions.	Review April 2027	Head of People Hub / Operations
	Continue to educate senior leaders on the effects of racism through participation in events of significance in the annual calendar (e.g. National Reconciliation Week with keynote guest speaker).	May & July, 2026, 2027	RAP Sponsors

Respect

To achieve a future where First Nations peoples rights, cultures and contributions are recognised and celebrated relies on the foundations of respect, listening and learning. These are fundamental to effective collaboration and driving meaningful progress through our work. We will expand our traditional approaches to cultural learning, safety and recognition work to connect our people more closely with mob in their communities, increasing opportunities for storytelling, truth-telling and yarning to build a shared respect and understanding.

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 biennial cultural survey to assess cultural safety and use data to inform cultural learning strategy and other culture and capability activities.	July, 2027	Organisational Development DEI Lead
	Consult Traditional Owners, First Nations employees, RAP Working Group and/or a First Nations consultancy on our existing cultural learning strategy, implement and communicate in response to feedback.	February & March, 2027	Organisational Development Lead
	Continue to provide opportunities for all employees to participate in internal and external cultural events, workshops and learning opportunities, with RAP working group to participate in a form of cultural learning together each year.	Ongoing, review December 2026, 2027	RAP Sponsors
	Continue to provide mandatory First Nations cultural eLearning training for all EnergyAustralia employees.	Ongoing, review November 2026, 2027	Social Performance Lead
	Maintain and continue to grow our resource hub on Lighthouse with reconciliation resources.	Ongoing, review September 2026, 2027	Social Performance Lead

“Volunteering at GARMA 2025 was a powerful and life-changing experience. I came with the intention to listen and learn, and through that, I gained a deeper understanding of Yolngu culture and Australia’s rich history. It was a powerful way to show respect, celebrate resilience, and connect with a living culture that continues to shape our nation. The lessons I took away will stay with me always.”

Sara-Jane Quadara, Credit & Vulnerability team

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to inform our people on the significance of cultural protocols, including Acknowledgement of Country and Welcome to Country, and encourage personalisation of Acknowledgements at the start of important meetings.	Ongoing, review September 2026, 2027	RAP Sponsors / RAP Working Group
	Continue to invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocols at significant events.	Ongoing, review March 2026, 2027	RAP Working Group
	Review current cultural protocols document and update as required biennially.	October 2027	RAP Working Group
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Members of the RAP Working Group, RAP Champion network and DEI Council to participate in an external NAIDOC Week event and promote and encourage all staff to participate in NAIDOC activities.	First week in July 2026, 2027	RAP Sponsors
	Conduct a biennial review and update of current Cultural Leave policy to ensure suitable support for employees to participate in cultural events and matters, including NAIDOC.	October 2027	Head of People Hub / Operations
	Deliver NAIDOC events in NSW communities where we are accelerating the energy transition in partnership with Aboriginal Community Controlled Organisations.	November 2026, 2027	Project Engagement Lead (NSW)

Opportunities

Through trusted relationships, a co-design approach and mutual respect we will identify and evolve opportunities that deliver greater shared benefits across employment, procurement and investment in our local communities. These will be brought to life and refined through ongoing discussions.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development pathways.	Continue to build an understanding of current Aboriginal and Torres Strait Islander employees to inform future opportunities or pathways (for example, new role or progression opportunities, training and development, leadership development).	Ongoing, review March 2026, 2027	Talent Acquisition Leader
	Review, implement and update actions within the EnergyAustralia Aboriginal and Torres Strait Islander Employment Strategy, which aims to diversify recruitment channels, increase representation and provide mechanisms for ongoing support, development and retention.	Ongoing, review April 2026, 2027	Head of People Operations
	Increase the representation of Aboriginal and Torres Strait Islander people in our workforce by setting a stretch target and implementing the EnergyAustralia Aboriginal and Torres Strait Islander Employment Strategy.	December 2027	Organisation Development DEI Lead with ELT and People Leader Support
	Work with DeadlyScience to invest in greater STEM equity in education and career pathways for First Nations students.	May 2026	Social Performance Lead

“Our focus this RAP is to provide opportunities for Aboriginal and Torres Strait Islander peoples to join us in delivering one of the biggest challenges of our time – a clean energy transition that benefits all Australians. Whether it’s joining us through one of our exciting career opportunities or through supporting our supply chain, there are opportunities for First Australians to bring their expertise and guidance to help us achieve our purpose”

Lauren Mackenzie, Head of Capability and Culture

Action	Deliverable	Timeline	Responsibility
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Continue mentoring and coaching sessions with Aboriginal and Torres Strait Islander businesses to share insights into what makes a strong tender response.	October 2026, 2027	Procurement Excellence Leader
	Develop and implement an Aboriginal and Torres Strait Islander Procurement Strategy.	Develop by December 2026, Implementation review December 2027	Head of Procurement and Supply Chain
	Develop a framework to start capturing indirect Indigenous spend from our direct suppliers with the more extensive RAP contract clause.	December 2027	Procurement Excellence Leader
	Maintain Supply Nation membership and coordinate training for Business Unit Senior Leaders to highlight the strategic and social value of engaging Indigenous suppliers.	September & October 2026, 2027	Procurement Lead
	Explore working with Supply Nation, to host a showcase of their suppliers for the broader EnergyAustralia business.	December 2027	Procurement Lead
	Engage community to explore how we can improve social outcomes for First Nations youth in our areas of operations and build cultural understanding across our teams.	March, September 2026, 2027	Head of HSSE

Opportunities (continued)

Action	Deliverable	Timeline	Responsibility
10. Through our Battery Energy Storage System (BESS) projects, work with local Traditional Owner groups, First Nations stakeholders and suppliers to build capacity and increase First Nations participation across project planning, benefit-sharing and delivery.	Working with First Nations communities in which we operate, explore local training and capacity opportunities around the existing procurement and new energy projects.	July 2027	Head of Community Engagement
	Engage with local organisations around our BESS projects to support First Nations youth in gaining their driver's licence through culturally safe programs.	December 2026	Head of Community Engagement
	Yarn closely with local First Nations communities across BESS projects to co-design initiatives that reflect their aspirations in capacity building, with a focus on cultural centres on Country.	December 2027	Head of Community Engagement
	Explore opportunities to engage local First Nations suppliers or Land Councils to identify and incorporate Indigenous plant species into vegetation plans across BESS sites, enhancing biodiversity.	Wooreen (October 2026), Hallett (March 2027), Mt Piper (November 2027)	Project Engagement Lead (VIC/SA), Project Engagement Leader (NSW)
	Commission local First Nations artists to create cultural artefacts for display across BESS sites, uniforms and equipment to promote a culturally safe and inclusive workplace.	Ongoing, review December 2026, 2027	Head of Community Engagement
	Deliver localised cultural learning training in partnership with Traditional Owner groups for EnergyAustralia employees and offer to contractors working on BESS projects.	Wooreen (June 2026), Hallett (September 2026), Mt Piper BESS (December 2026)	Project Engagement Lead (VIC/SA), Project Engagement Leader (NSW)

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.	February 2026, 2027	RAP Executive Sponsor
	Refresh Terms of Reference for the RWG each RAP cycle.	March 2026	Social Performance Lead
	Meet at least seven times per year to drive and monitor RAP implementation.	February, April, May, Jun, July, September, November 2026, 2027	Social Performance Lead
12. Provide appropriate support for effective implementation of RAP commitments.	Define resources including budget, materials and stakeholders required for RAP implementation.	February 2026, 2027	RAP Sponsors
	Review and maintain appropriate systems to track, measure and report on RAP commitments.	Ongoing, review December 2026, 2027	RAP Sponsors
	Appoint and maintain an internal executive RAP sponsor, review each RAP cycle.	February 2026, 2027	Managing Director
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Ensure contact records are maintained and complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2026, 2027	Social Performance Lead
	Report RAP progress to the Executive Leadership Team quarterly as well as our workforce.	March, June, September, December 2026, 2027	RAP Executive Sponsor
	Publicly report our RAP achievements, challenges and learnings, annually.	December 2026, 2027	RAP Executive Sponsor
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	December 2027	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.	October 2027	Social Performance Lead



Feedback and questions

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