



RECONCILIATION ACTION PLAN

June 2023 - June 2024



RECONCILIATION
ACTION PLAN

REFLECT

res

power for good

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ACKNOWLEDGEMENT

RES acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Country throughout Australia and their ongoing connections to land, sea and community. We pay our respect to Elders past and present and to all Aboriginal and Torres Strait Islander peoples.

RES acknowledges that we live, work and develop projects on the lands of Aboriginal and Torres Strait Islander peoples. We acknowledge that their sovereignty was never ceded and that it always was, and always will be, Aboriginal land. We recognise and respect Aboriginal and Torres Strait Islander peoples deep and ongoing connection to the land and their valuable knowledge of how to care for and sustainably manage Country.

RES acknowledges both the historic and ongoing atrocities and systemic racism inflicted on Aboriginal and Torres Strait Islander peoples and its devastating ongoing effects. We also recognise the immense strength and resilience of Aboriginal and Torres Strait Islander peoples in the ongoing struggle for their rights, culture and safety.

We support the Uluru Statement from the Heart and a referendum to enshrine a First Nations Voice in the Constitution and accept the invitation extended in the statement to walk together with Aboriginal and Torres Strait Islander peoples in a movement of the Australian people for a better future.

STATEMENT FROM RECONCILIATION AUSTRALIA



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

RES Australia joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will

lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

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

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

This Reflect RAP enables RES Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations RES Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



ARTWORK

This artwork was created by Lawson Dodd (Kurna, Narungga, Ngarrindjeri) for RES. The large central element used in the RES artwork is made up of traditional and contemporary First Nations symbology. The large circular shapes are traditionally used to represent gathering/meeting places. The symbolism shown in this piece is a series of interconnected meeting places which represent communities of diverse sizes and cultural backgrounds. The small arch-like shapes represent the people and communities within RES working together and contributing to energy production. Together these elements reflect a large power network grid that connects everyone. I have also included some aspects of nature relating to the sacred lands on which RES operates; the Golden Tail Gecko, Dulacca Woodland Snail and QLD Bottle Tree leaves which represent growth and transformation. The gecko can be seen circulating the various meeting places, while the snail is represented through the wiggly trail markings it leaves behind. The bottle tree leaves are also shown to be flourishing in different sectors of the artwork. The splashes of colour speak to the various natural elements and how they contribute to the production of clean sustainable energy. The colour yellow represents solar, blue represents water, grey represents wind and orange represents the storage, transmission and distribution of energy. Together these elements help to make up the fundamental network system that connects staff and customers to clean energy.

An element from the artwork was used on T-shirts worn by RES team members at the 2023 WorldPride March in Sydney.

CEO STATEMENT

I am honoured to present RES' first Reflect Reconciliation Action Plan and reaffirm my support to championing RES' commitments towards reconciliation. Our RAP is a critical component of both our sustainability and diversity and inclusion strategies, as well as our development aspirations. It also provides an exciting opportunity for RES to put our company vision and values into action and play our part in addressing the ongoing systemic racism and inequality faced by Aboriginal and Torres Strait Islander peoples and moving towards a more unified nation.

I am personally looking forward to continuing to build partnerships with the Aboriginal and Torres Strait Islander communities where we operate, and learning more about their cultures, histories, unique perspectives and creating opportunities to work together.

Over many millennia Aboriginal and Torres Strait Islander communities have been exemplary in caring for the land, the sea and the environment. RES is driven by a passion to rapidly reduce the impacts of climate change and I am excited to learn about how we can achieve this even more effectively through these partnerships.

Thank you to the members of the Origins (RAP) Working Group for leading us on this important journey and to Reconciliation Australia for steering the way.

OUR VISION

Our vision for reconciliation is a happier, safer, more successful workplace that provides equitable and tangible benefits for the self-determination of Aboriginal and Torres Strait Islander peoples, facilitating deeper impact from our work.

OUR BUSINESS

RES is the world's largest independent renewable energy company and is active in onshore and offshore wind, solar, energy storage, green hydrogen, transmission and distribution. As an industry innovator for over 40 years, RES has delivered more than 23GW of renewable energy projects across the globe and supports an operational asset portfolio exceeding 12GW worldwide for a large client base. Understanding the unique needs of corporate clients, RES has secured over 1.5GW of corporate power purchase agreements (PPAs) enabling access to energy at the lowest cost.

RES employs over 2,500 passionate people and is active in 11 countries.

Since entering the Australian market in 2004, the company has grown to employ over 150 people across the country, with offices in Sydney, Melbourne, Brisbane and multiple regional locations. With expertise in all technologies: wind, solar and storage, RES

offers development, construction, and asset management services across Australia.

RES manages a portfolio of 3GW of renewable assets in Australia. This includes some of the largest wind farms in the southern hemisphere: Murra Warra Wind Farm and Dulacca Wind Farm, as well as Emerald Solar Park; one of the first solar farms commissioned in Australia.

With an industry-wide reputation for identifying innovative solutions to problems that reduce risk and cost, and allow projects to progress, RES' exceptional work was recently acknowledged with the Clean Energy Council's Innovation Award 2022, as well as the Asset Management Award and Diversity and Inclusion Award at the 2022 Wind Investment Awards.

OUR RAP

Sustainability lies at the core of RES’ business and the clean energy projects that we develop. Built on the foundations of our company mission to be “Power for Good” and our values of Passion, Accountability, Collaboration and Excellence, everything we do at RES is underpinned by our desire to power positive change and ensure that our operations, products and services make a positive contribution to society and the environment.

We recognise that we have much to learn from Aboriginal and Torres Strait Islander Peoples as the pioneers of sustainably caring for this land for thousands of years. Through the RAP process we will seek out and amplify First Nations voices and perspectives. We will listen, learn and collaborate with First Nations stakeholders to support self-determination and create mutually beneficial opportunities.

At RES, we truly value and respect the individual contributions of our people and believe that a fair and inclusive culture makes us stronger. Our strategy for inclusion and diversity is centred

around RESpect - our long-term commitment to embrace diversity and create a tolerant and inclusive culture that is fair to all. As part of our RESpect strategy, we launched five global Affinity Networks which are open for all employees to join.

Disability	Promote equity and fairness around disability to create a working environment free from all forms of discrimination and bias
Race	Raise awareness and focus on careers & development to foster a workplace where everyone feels heard and respected and to extend our culture of care
Gender	Four key focus areas: Career Progression, Flexible Working, Unconscious Bias & Mental Health
RISE-LGBTQ+	Raise awareness about the LGBTQ+ community including challenges that they face, and to promote an inclusive culture
Age	Encourage a culture where age is immaterial to the contribution our people can make; by challenging age-related barriers and misconceptions and fostering understanding between generations.



Through our Affinity Networks and Diversity and Inclusion Policy, we strive to create a workplace where everyone feels heard, respected and supported to reach their full potential. We extend our culture of care to the environment, external communities, stakeholders, clients, suppliers, and the carbon footprint we leave. We want to attract and retain the best people and provide a work environment that is fair to all. To achieve this goal, we need cultural change to address bias and to promote inclusion and fairness.

The development of our first Reflect RAP is fundamental to our diversity and inclusion journey in Australia. Through this we seek to demonstrate our commitment to building stronger relationships with Aboriginal and Torres Strait Islander communities and taking meaningful action to support an equitable and sustainable future.

With support from RES' CEO and senior champions across the business, we have established an internal RAP Working Group (called the Origins Working Group) with staff from key functional areas required to achieve RAP deliverables, including one staff member from the Development Team who identifies as Aboriginal. RES is also connecting with Aboriginal and Torres Strait Islander consultants to assist us on our RAP journey and as part of our engagement activities with Traditional Owners for each of our projects, representatives from these groups are invited to participate in our Origins Working Group.

OUR PARTNERSHIPS/CURRENT ACTIVITIES

At each of our project sites across Australia, RES works with Traditional Owners to identify and protect any areas of cultural significance. Cultural Heritage Management Agreements (CHMA's) are developed in collaboration with Traditional Owners to ensure continued access and protection of cultural heritage throughout the life of the project. CHMA's are a valuable tool which provide mutual benefits for developers and Traditional Owner Groups including an opportunity to build collaborative ongoing relationships. In addition to CHMA's and through respectful engagement with each Traditional Owner group, RES aims to build a better understanding of the varying challenges and opportunities facing each community and look for innovative ways to support economic sustainability and self-determination.

Aboriginal Participation Plan: Barneys Reef Wind Farm / Tallawang Solar Farm

Engagement with local Aboriginal and Torres Strait Islander groups commenced in the feasibility stage of both Projects. Following interest from several Registered Aboriginal Parties (RAPs).

RES has formed positive ongoing relationships with key First Nations groups, native title claimants, Aboriginal corporations, and the Local Aboriginal Land Councils related to our projects by:

- initiating regular communication;
- numerous in-person visits;
- identifying opportunities to help build the capacity of local First Nations businesses so they can benefit fully from the opportunities that will arise from being in a designated Renewable Energy Zone (REZ); and
- providing spatial mapping software, field computer equipment, drones and GIS training to the Wellington Valley Wiradjuri Aboriginal Corporation, to assist in responding to increased demand for Cultural Heritage work within the REZ.

This and ongoing engagement has created strong First Nations representation in decision making processes for both Projects, ensuring that information about our Projects can reach otherwise underrepresented stakeholders.

RES is developing its first Aboriginal Participation Plan for the Barney's Reef Wind Farm and Tallawang Solar Farm projects. The Plan will set out targets and strategies for increasing employment, procurement, and training opportunities for the local Aboriginal and Torres Strait Islander community to support self-determination goals.

Protecting cultural heritage and endangered species: Dulacca Wind Farm

Through extensive collaboration with the Barunggam People, who are the Traditional Custodians of the land on which Dulacca Wind Farm has been built, the project avoided more than 90% of mapped 'high-density' Aboriginal artefact scatters within the project footprint allowing these to remain in-situ and undisturbed.

The final layout also avoided 100% of identified scar trees that were used in the creation of bark canoes and shields as well as stone procurement areas which include grinding grooves for shaping and sharpening stone axe heads. The Barunggam People will

continue to be key project partners for cultural heritage and work is underway to repatriate artefacts found onsite.

With the Dulacca Wind Farm project coming to a close, the team has engaged a Barunggam artist to design artwork to be featured on t-shirts as a closing gift for the construction team. A local First Nations company has also been engaged to print and produce the t-shirts once the artwork is received.

Western Kangoulu Scholarship program: Emerald Solar Farm

The Western Kangoulu People are the Traditional Custodians of the Land on which Emerald Solar Farm is built. Following engagement with Western Kangoulu representatives, during development of Emerald Solar Farm RES established a \$50,000 Scholarship Fund to be allocated to Western Kangoulu secondary and tertiary students.



RELATIONSHIPS

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	September 2023	Cultural Engagement Advisor
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	October 2023	Cultural Engagement Advisor
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff. 	May 2023	Grid Integration Lead Community Engagement Coordinator
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May- 3 June, 2023	Grid Integration Lead Community Engagement Coordinator
	<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, 2023	Grid Integration Lead Community Engagement Coordinator
3. Promote reconciliation through our sphere	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	October 2023	Content Manager
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	November 2023	Environment Manager
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	December 2023	Environment Manager Environmental Advisor

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> • Research best practice and policies in areas of race relations and anti-discrimination. 	November 2023	Global Head of Diversity & Inclusion Solar Asset Manager
	<ul style="list-style-type: none"> • Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	December 2023	People and Culture Manager



RESPECT

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
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"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	December 2023	Director of Development Legal Team Assistant
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	October 2023	Director of Development Legal Team Assistant
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area. 	November 2023	Community Engagement Coordinator Cultural Engagement Advisor
	<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. 	December 2023	Community Engagement Coordinator Environmental Advisor
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June 2023	Grid Integration Lead Solar Asset Manager
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	First week in July, 2023	Grid Integration Lead Solar Asset Manager
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2023	Grid Integration Lead Solar Asset Manager



OPPORTUNITIES

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none">Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2023	People and Culture Manager
	<ul style="list-style-type: none">Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2023	People and Culture Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none">Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2023	Senior Procurement Manager Procurement Assistant
	<ul style="list-style-type: none">Investigate Supply Nation membership.	July 2023	Global Head of Diversity & Inclusion



GOVERNANCE

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a RWG to govern RAP implementation.	July 2023	Community Engagement Manager / Community Engagement Coordinator
	• Draft a Terms of Reference for the RWG.	August 2023	Community Engagement Coordinator
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	August 2023	Community Engagement Manager / Community Engagement Coordinator
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	July 2023	Global Head of Diversity & Inclusion People and Culture Manager
	• Engage senior leaders in the delivery of RAP commitments.	July 2023	Director of Development
	• Appoint a senior leader to champion our RAP internally.	July 2023	Global Head of Diversity & Inclusion
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2023	Community Engagement Coordinator

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</p>	<ul style="list-style-type: none"> • Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. 	<p>June annually</p>	<p>Senior Legal Counsel</p>
	<ul style="list-style-type: none"> • Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	<p>1 August annually</p>	<p>Senior Legal Counsel</p>
	<ul style="list-style-type: none"> • Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	<p>30 September, annually</p>	<p>Content Manager & Community Engagement Coordinator</p>
<p>13. Continue our reconciliation journey by developing our next RAP.</p>	<ul style="list-style-type: none"> • Register via Reconciliation Australia’s website to begin developing our next RAP. 	<p>March 2024</p>	<p>Global Head of Diversity & Inclusion</p>



For public enquires please contact:
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