

Reconciliation Action Plan

Feb 2025 - Feb 2027 (*Innovate*)



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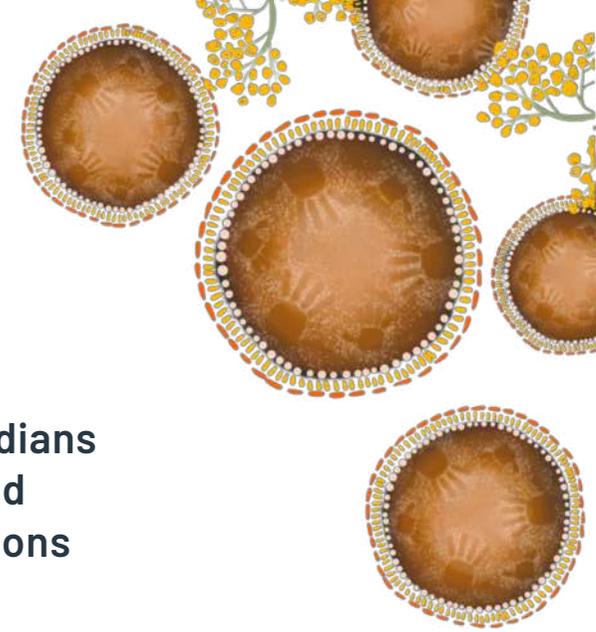
Acknowledgement

RES acknowledges First Nations 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 First Nations peoples.

RES acknowledges that we live, work and develop projects on First Nations lands. We acknowledge that their sovereignty was never ceded and that it always was, and always will be, First Nations land. We recognise and respect First Nations 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 First Nations peoples and its devastating ongoing effects. We also recognise the immense strength and resilience of First Nations peoples in the ongoing struggle for their rights, culture and safety.

We support the Uluru Statement from the Heart and First Nations self-determination through the establishment of Treaty and Truth Telling and will work to amplify First Nations voices through our work and sphere of influence.



Reconciliation Australia CEO Statement

Karen Mundine

Reconciliation Australia commends RES on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for RES to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, RES will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever.

RES is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

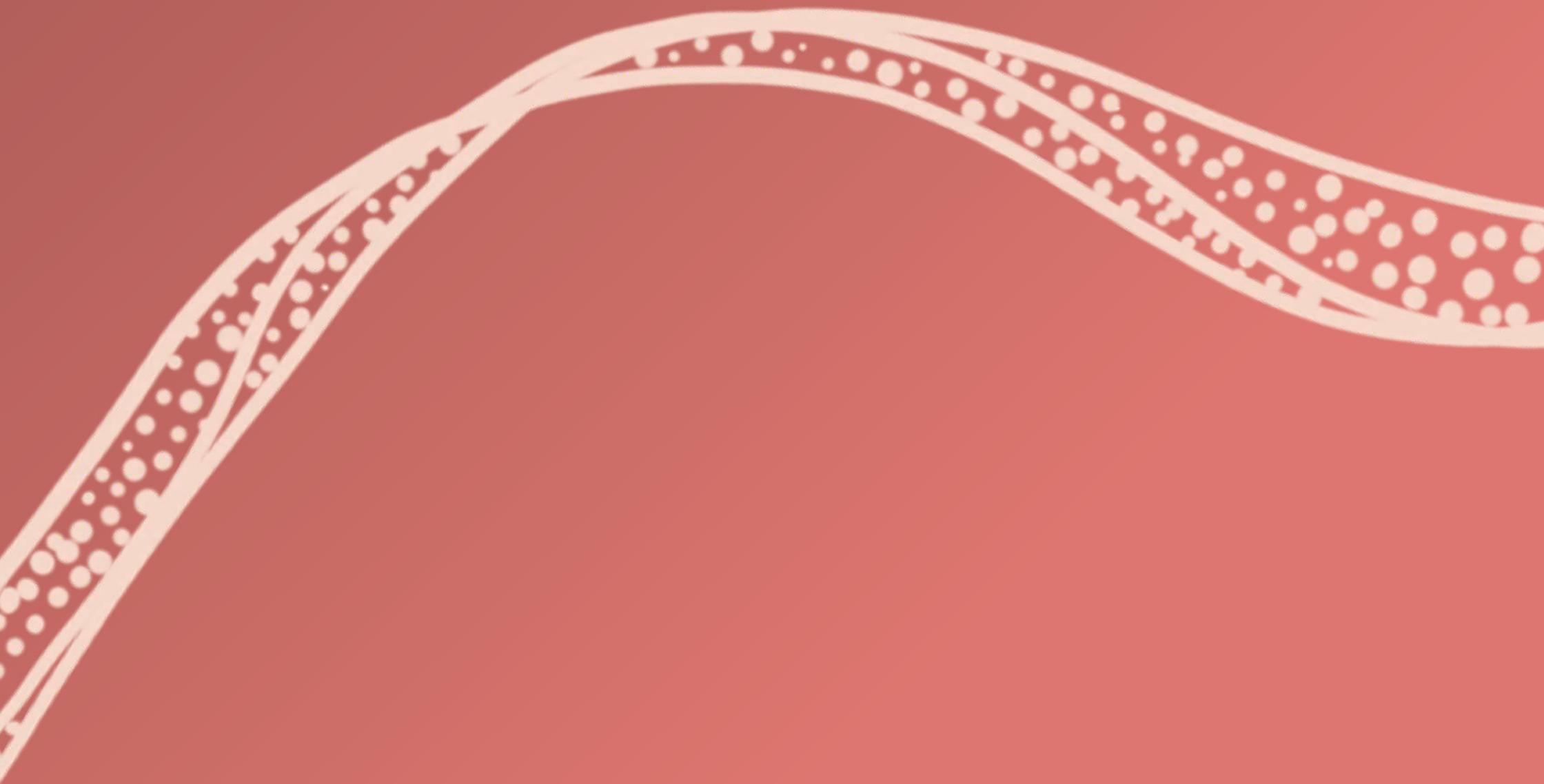
Implementing an Innovate RAP signals RES's readiness to develop and strengthen relationships,

engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

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







The Artwork

Unity of Light and Life

This piece is a celebration of the way RES and its communities come together, working hand in hand to create something meaningful. The artwork hopes to inspire a feeling of hope, unity, and shared responsibility.

“Unity of Light and Life” is a reflection of the beauty of coming together and the vital role that nature and culture plays in our lives.

- Sun: The sun shines brightly in the corner, symbolizing the life it gives us and the focus on solar power at RES.
- Wind: The wind flows through the artwork, representing the unseen but powerful forces that shape our world.
- Community (circles): The circles in the artwork represent different communities, each one filled with the energy and spirit of the people within. The hands inside the circles show the strength that comes from working together, a reminder that when we unite, we can achieve great things.
- Yellow Wattle: Nature is at the heart of this piece. The wattle flowers bring a sense of place to the artwork, connecting it to the local land.
- People: The symbols of people bring a sense of place to the artwork, connecting it to the local land and the community. The colours in the symbols representing the diversity of culture, gender and equality.

The Artist

Marion Mitchell

“My name is Marion Mitchell, and I am a proud Aboriginal woman, descendant of the Mandandanji and Mithaka people of southwest and outback Queensland, Australia. I live in Chinchilla, where I balance a full-time career and being a full-time mum to my three children.

Art has always been a big part of my life, thanks to my father. Growing up, I would watch in awe as he created beautiful traditional and contemporary Aboriginal art, with his works displayed across Australia and overseas. His influence has shaped my journey as an artist.

In my spare time, you can find me either behind a camera, painting on canvas, or creating digital art. I love expressing stories through my art, blending culture and creativity in everything I do.

I want to thank RES Group for giving me the opportunity to be part of your reconciliation journey. It’s an honor to create something unique that tells your story.”



RES CEO Statement

Matt Rebbeck

I am honoured to present RES' Innovate Reconciliation Action Plan, marking a significant step forward in our ongoing commitment to reconciliation. The Reflect phase has laid a strong foundation, and now we advance with renewed dedication and tangible actions to foster meaningful change.

The Innovate RAP is not only a continuation but an amplification of our efforts in embedding reconciliation into the very fabric of RES. It aligns seamlessly with our Sustainability and Diversity and Inclusion strategies, reflecting our holistic approach to corporate responsibility.

This phase represents a dynamic opportunity to implement practical measures that will address systemic racism and inequality faced by First Nations peoples, and contribute to a more unified and equitable nation.

I am particularly eager to deepen our partnerships with First Nations communities. Our goal is to create sustainable, respectful relationships that acknowledge and celebrate First Nations rich cultures, histories, and unique perspectives. Through these collaborations, we aim to foster mutual understanding and generate opportunities that benefit both RES and the communities we serve.

The stewardship of First Nations peoples over the land, sea, and environment for millennia offers invaluable insights for us all.

At RES, our mission to mitigate climate change is strengthened by integrating these traditional ecological practices and knowledge.

Together, we can enhance our efforts to protect and sustain our planet.

I extend my heartfelt gratitude to the Origins (RAP) Working Group for their dedication and leadership. Your efforts have been instrumental in guiding us through this transformative journey. Additionally, I thank Reconciliation Australia for their continued support and guidance.

As we embark on the Innovate phase, I am confident that our collective actions will drive meaningful progress and set a powerful example of reconciliation in action.



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

RES Group

Our business

RES is the world's largest independent renewable energy company, working across 24 countries and active in wind, solar, energy storage, green hydrogen, transmission, and distribution.

An industry innovator for over 40 years, RES has delivered more than 26 GW of renewable energy projects across the globe and plans to bring more than 22 GW of new capacity online in the next five years.

As a service provider, RES supports 41 GW of renewable assets across 1,300 sites in asset management and operations and maintenance (O&M). RES brings to the market a range of purposeful, practical technology-based products and digital solutions designed to maximise investment and deployment of renewable energy.

Everything we do at RES is guided by our vision for a clean energy future where everyone has access to affordable zero carbon energy, along with our company values, and the passion and innovation of our 4,500 diverse and talented team members.

In 2023, our development and construction activities alone contributed to avoiding over twenty-three million tonnes of carbon dioxide emissions.

Since entering the Australian market in 2004, the company has grown to employ over 175 people across the country, including two First Nations staff members. We currently have offices in Sydney, Melbourne, Brisbane and a joint venture (JV) office in Rockhampton.

In 2024, RES purchased Ingeteam's Global Services Business along with 20 dedicated and experienced staff members and an office in Wollongong.

RES currently has two active joint venture (JV) partnerships for projects in Australia:

1. Central Queensland Power (CQP): a joint venture (JV) between RES and Energy Estate. This JV was established to collaboratively develop a portfolio of renewable energy projects in the Central Queensland region. This portfolio approach ensures long term regional growth, accounts for grid complexities and is of adequate scale to replace existing coal and meet the energy needs of industrial users in the region.
2. Origin x RES: a joint venture between Origin Energy and RES, leveraging the combined expertise and resources of both companies to focus on the Navigator North offshore wind project in Gippsland, Victoria.

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 expertise in all technologies: wind, solar and storage, RES offers development, construction, asset management and O&M services across Australia.

With an industry-wide reputation for diversity and inclusion RES' exceptional work was acknowledged by the renewables industry peak body the Clean Energy Council with RES receiving a Diversity and Inclusion award in 2023, recognising RES' dedication to improving and encouraging diversity and inclusion within the clean energy sector.

Our RAP

Following the successful implementation of our first Reflect RAP, RES is thrilled to progress to an Innovate RAP. The work undertaken as part of our Reflect RAP will provide a strong foundation for us to continue to build upon through our Innovate RAP.

Driving organisational cultural change is no easy feat and we faced many challenges along the way, including:

- establishing the necessary strategy and support from within the organisation to ensure any hurdles would have the necessary backing to be overcome;
- developing and creating internal systems and processes to share and record information and achievements;
- identifying and building relationships with First Nations Rightsholders, advisors and suppliers to guide us; and
- building a dedicated and motivated team of champions to ensure commitments are shared across the business and encourage business wide engagement.

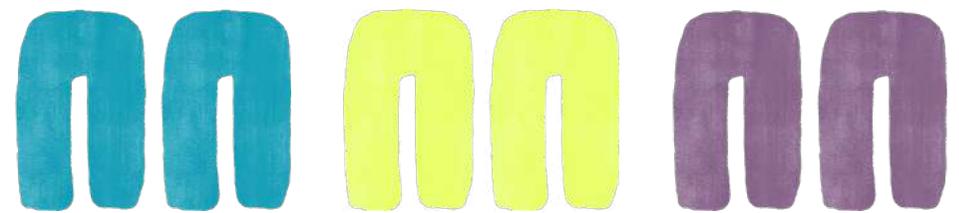
While we're sure that our Innovate RAP will provide new challenges and learning opportunities, these fundamental elements and learnings will put us in a strong position for success and meaningful implementation.

RES' Innovate RAP commitments will continue to be driven by our internal Origins Working Group which was established as part of our Reflect RAP and key to its successful implementation.

The Origins Working Group is made up of Team Champions that are key representatives from each business unit, including representatives from our joint venture projects.

Team Champions are responsible for leading their team's RAP commitments, assisting colleagues, contractors and stakeholders in building relationships, cultural awareness and seeking out partnership opportunities with First Nations organisations across RES and Joint Venture development, construction, asset management and O&M projects.

In recognition of the need to step up our approach as we progress to an Innovate RAP, we have also established a RAP Steering Committee made up of RES' CEO and senior executives who will be key to ensuring our RAP commitments have appropriate support.

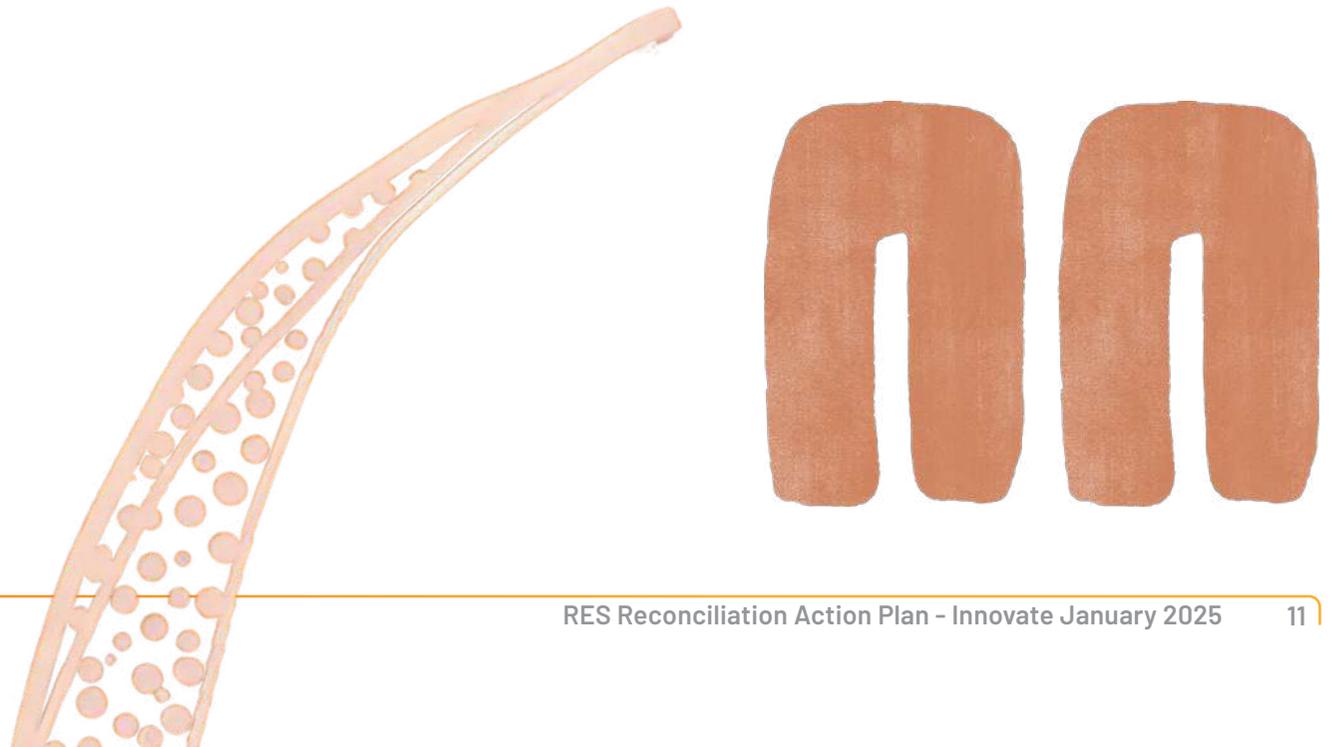


RES Origins (RAP) Working Group Members

1. Director of Development – RAP Champion
2. Cultural Engagement Advisor – First Nations representative
3. Partnerships Manager
4. Marketing Manager
5. Senior Legal Council
6. Talent Acquisition Manager
7. Senior Procurement Manager
8. Contracts Administrator
9. Grid Integration Lead
10. Senior Asset Manager
11. Community Engagement Advisor
12. Environment Advisor
13. Senior Development Project Manager
14. Contracts and Risk Manager
15. Construction Project Coordinator
16. Assistant Land Acquisition Manager
17. Development Project Manager
18. Development Project Manager
19. Senior Financial Accountant
20. HR/People and Culture Partner

RAP Steering Committee

1. Chief Executive Officer, Australia
2. Director of Development – RAP Champion
3. Head of People & Culture
4. Chief Project Officer
5. Head of Legal
6. Head of Engineering
7. Chief Commercial Officer
8. Director Asia Pacific AP Development



RES is committed to continuing to connect with First Nations organisations to assist us on our RAP journey. As part of our ongoing engagement activities with Traditional Owners for each of our projects, representatives from these groups will be invited to participate in our RAP Steering Committee and Working Group.

Our Reflect RAP was an important first step in increasing employment opportunities for First Nations peoples by first ensuring we can provide a culturally safe and competent workplace.

As part of our Reflect RAP Commitment to increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights, all staff are now required to complete Cultural Awareness Training. Great care has been taken to select First Nations Training organisations that are either run by or connected to the Traditional Owners of the Country where our offices and staff are located.

Where possible and where capacity exists, our project teams are also required to undertake Cultural Awareness training with Traditional Owners local to our projects.

A Cultural Learning Hub has also been launched on our company intranet including information on Cultural Protocols, an inclusive language guide and guides from the First Nations Clean Energy Network and Clean Energy Council.

Our HR Policies and Procedures have been reviewed and updated to be more culturally sensitive and a business case has been developed to improve and increase employment outcomes and opportunities for First Nations staff.

RES procurement from First Nations owned businesses has increased both in dollar value and uptake across the business. RES is an impact partner with the NSW Indigenous Chamber of Commerce and a member of Supply Nation, providing access to hundreds of First Nations businesses across Australia.

RES staff celebrated National Reconciliation Week and NAIDOC Week with guest speakers and sponsorship of local events including, “Aunty Time” – an award-winning youth wellbeing program run by the Gai-Maraigal Group as part of the Gai-Maraigal Festival in North Sydney; a special lunch at Taronga Zoo for Elders from the Coota Girls Aboriginal Corporation and Kinchela Boys Home Aboriginal Corporation and the Coota Girls Aboriginal Corporation Sorry Day Event in Sydney.

RES Staff also volunteered and/or attended local events across Australia. RES publicly supported the Voice referendum and invited a guest speaker to help build a better understanding of why having an Indigenous Voice to Parliament was important. The devastating result has only served to galvanise our commitment to Reconciliation and our RAP.

RES is proud to be involved in a number of industry leading committees and working groups to continue driving better involvement and empowerment of First Nations communities in the Clean Energy transition, including:

- the CEC’s Social Licence and Community Engagement Working Group;
- the Department of Climate Change, Energy, the Environment and Water’s First Nations Focus Group;
- Queensland Renewable Energy Council’s First Nations Working Group; and
- the Energy Charter’s First Nations Better Practice Community.

We’re excited to embark on our Innovate RAP and dedicated to continuing to build on the great work that is already underway.



Our Partnerships

Current Activities

Since the development of our Reflect RAP RES' approach to working with Traditional Owners at each of our project sites across Australia has grown and matured.

There has been a tidal wave of change in attitudes across the renewables industry in relation to First Nations participation in Renewable Energy development both from project developers, like RES, but also for government led infrastructure projects such as transmission lines and a huge shift in what First Nations communities are willing to accept in terms of their rights and involvement in Projects that are proposed on their Country.

A big part of this change was due to the establishment of the First Nations Clean Energy Network (FNCEN). A First Nations led organisation that is working to ensure First Nations rights and participation in the renewable revolution. The FNCEN has released a number of guides, reports, training programs and events to support both First Nations Communities and Industry to achieve better outcomes – including the Best Practice Principles for Clean Energy Projects. These 10 Best Practice Principles have been embraced by the renewables Industry peak body, The Clean Energy Council (CEC).

The CEC and KPMG used these principles as a basis for the development of their industry guide: Leading Practice Principles: First Nations and Renewable Energy Projects. RES is proud to have helped to develop the guide and is committed to improving our approach to align with the FNCEN and CEC's recommendations. The following case studies demonstrate this commitment.

Case Studies

Leading Practice Principles in Action

Relationship and Benefit Sharing Agreement: Tallawang Solar Farm

Tallawang Solar Farm is located within the traditional lands of the Wiradjuri nation. Wiradjuri means 'the people of the three rivers', and the Wiradjuri nation's traditional and modern-day connections to Country extend over a large area of NSW, encompassing the Macquarie, Lachlan and Murrumbidgee Rivers, bounded by the Murray River in the south.

RES has worked to build positive relationships with key First Nations groups in the region including, Mudgee Local Aboriginal Land Council, Wellington Valley Wiradjuri Aboriginal Corporation (WVWAC) and Warrabinga Wiradjuri Native Title Aboriginal Corporation.

The project's engagement approach was guided by and aligned with;

- The RES' Reconciliation Action Plan
- The Central-West Orana First Nations Guidelines (2022)
- The First Nations Clean Energy Network – Best Practice Principles for Clean Energy Projects (2023)



As a result of the positive relationships built between the Project and these First Nations groups, the Project was invited to sponsor and present at the 2023 Sustainability Expo organised by Warrabinga Wiradjuri Native Title Aboriginal Corporation.

Additionally, a Partnership Agreement was co-designed with WVWAC to allow flexible benefit-sharing to support ongoing cultural heritage work in the area with an annual commitment of direct financial support to WVWAC for the 30-year-planned life of the Project, totalling more than \$1.5 million.



Repatriation of Artefacts: Dulacca Wind Farm

Dulacca, a 180MW Wind Farm in the Western Downs region of Queensland on Barunggam land, is owned by Octopus Investments and has been developed, constructed and is now continuing into asset management with RES.

At Dulacca, First Nations artefacts were found and collected from excavation test pitting in a process guided by Cultural Heritage Consultants and Traditional Owners. Artefacts including hammer stones, axe heads, cores (modified stone) and flakes were uncovered. The archaeologist present indicated that the majority likely originated approximately 10,000 years ago.

These artefacts were kept in a safe “Keeping Place” as guided by Traditional Owners before being repatriated, in a process nominated by the families. The repatriation represented RES honouring commitments made to Traditional Owners through the Dulacca Cultural Heritage Management Plan and our commitment to development best practice.

Concrete containers were sourced and painted by artists chosen by the Traditional Owners; Anthony (“Boy”) Turnbull and daughters Marion Mitchell and Nyssa Blades-Weribone. The artefacts were buried together within these concrete containers. This approach, akin to a time capsule, ensures the long-term protection of these artefacts. The artwork was specific to Dulacca, with the colours representing colours present in the local environment. The artwork also included a number of images of emu, being the English translation of the word ‘Dulacca’. The theme of the artwork was ‘Coming Home’.

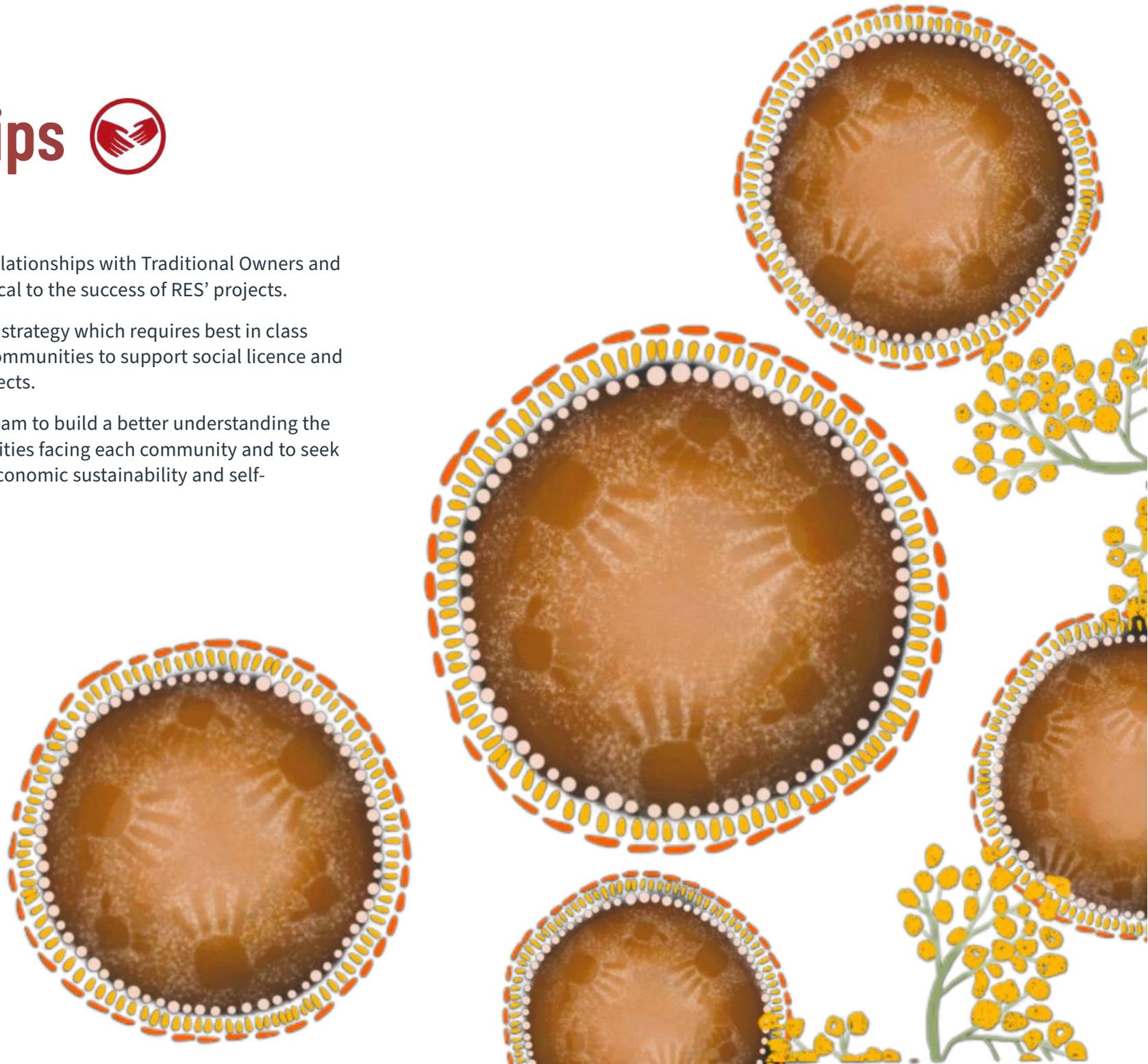
The Dulacca Wind Farm project exemplifies RES’ and Octopus’ dedication to cultural heritage preservation, best practice engagement/participation, and the respectful preservation and repatriation of First Nations artefacts. This initiative honours the rich history and culture of the Traditional Owners and creates a legacy of respect for future generations. It stands as a testament to the power of collaboration and the Traditional Owners’ deep, enduring connection to Country and its stories.

Relationships

Fostering genuine and positive relationships with Traditional Owners and First Nations communities is critical to the success of RES' projects.

This is reflected in RES' company strategy which requires best in class engagement with First Nations communities to support social licence and community support for RES' projects.

These relationships enable our team to build a better understanding the varying challenges and opportunities facing each community and to seek out innovative ways to support economic sustainability and self-determination.



Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander Rightsholders and organisations to develop guiding principles for future engagement.	May 2025	Cultural Engagement Advisor Partnerships Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander Rightsholders and organisations.	Sep 2025	Cultural Engagement Advisor
	Investigate opportunities and build relationships that support energy security and sustainability goals of First Nations communities through volunteering opportunities.	Sep 2026	Partnerships Manager Development Project Manager
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May (Annually)	Grid Integration Lead Solar Asset Manager
	RES Origins Working Group members to participate in an external NRW event.	27 May- 3 Jun, (Annually)	Grid Integration Lead Solar Asset Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 Jun, (Annually)	Grid Integration Lead Solar Asset Manager
	Organise at least one NRW event each year.	27 May- 3 June, (Annually)	Grid Integration Lead Solar Asset Manager
	Register all our NRW events on Reconciliation Australia's NRW website.	May (Annually)	Grid Integration Lead Solar Asset Manager

Action	Deliverable	Timeline	Responsibility
Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Apr 2026	Assistant Land Acquisition Manager
	Communicate our commitment to reconciliation publicly.	May 2025	Marketing Manager
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes (including JV partner organisations).	Nov 2025	Community Engagement Advisor
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation (Including JV partner organisations).	Dec 2025	Development Project Manager
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Sep 2025	Contract and Risks Manager
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	Jun 2026	Senior Legal Counsel
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Mar 2026	Contract and Risks Manager Senior Legal Counsel
	Educate senior leaders and staff on the effects of racism.	May 2026	Assistant Land Acquisition Manager



Respect

We recognise the important role that corporate Australia can play in supporting reconciliation and we are dedicated to building a team that honours and embraces the rich and diverse cultures, perspectives, and experiences of First Nations peoples as the Custodians of this land for over 65,000 years.

Providing meaningful opportunities for staff to learn from First Nations perspectives and lived experiences is essential to creating a culturally competent and respectful workplace and fostering a sense of belonging and mutual respect among employees from diverse backgrounds.

Cultural competency and sensitivity is also essential in building and strengthening relationships with First Nations Rightsholders, leading to mutually beneficial partnerships and initiatives and ultimately the delivery of socially responsible projects that align with RES' strategy, values, RAP vision and aim to be a power for good.

As a signatory to the Clean Energy Council's Best Practice Principles and a contributor to the CEC/KPMG Leading Practice Principles: First Nations and Renewable Energy Projects, RES is committed to embedding these Principles into our practices, policies and procedures with a particular focus on building relationships (engaging), respect (protection of culture and rights) and sharing economic benefits (opportunities).

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	Sep 2025	Director of Development Senior Development Project Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Nov 2025	Cultural Engagement Advisor Partnerships Manager
	Develop, implement, and communicate a cultural learning strategy document for our staff.	Apr 2026	Director of Development Senior Development Project Manager
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	May 2026	Development Project Manager
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Mar 2026	CAMA, Melbourne Lead
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Dec 2025	CAMA, Melbourne lead
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Nov 2025	Cultural Engagement Advisor Partnerships Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Feb 2025	All Origins WG Members

Action	Deliverable	Timeline	Responsibility
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RES Origins Working Group to participate in an external NAIDOC Week event.	Jul (Annually)	Senior Financial Accountant Environmental Advisor
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Apr 2025	Senior Financial Accountant Environmental Advisor
	Promote and encourage participation in external NAIDOC events to all staff.	Jun (Annually)	Senior Financial Accountant Environmental Advisor Senior Legal Counsel
Unique Action: Promote the CEC's First Nations Leading Practice Principles on RES Projects	Provide training for all staff on the CEC's Leading Practice guidelines	Jul 2026	Partnerships Manager Development Project Manager Environmental Advisor
	Embed the recommendations outlined in the CEC's Leading Practice guidelines in RES Policies/procedures.	Jul 2026	Cultural Engagement Advisor Partnerships Manager

Opportunities

As the world's largest independent renewable energy company, RES is in a position to drive positive change in the true spirit of our company mission to be a "power for good". By creating a workplace that values and empowers First Nations peoples, communities and businesses, we recognise that we can achieve better outcomes for our business while also making a lasting impact on the journey towards reconciliation and Closing the Gap targets related to employment, education and economic participation in Australia.

A recent report by the First Nations Clean Energy Network identified that the gap in employment rates for First Nations Australians has not narrowed for three decades. Highlighting the opportunities and need for a focus on First Nations education and training, employment and procurement programs.

While external policy requirements emphasise the importance of First Nations engagement and participation, our dedication goes beyond these mandates recognising the opportunity to reinforce our commitment to Reconciliation and our values of equity, inclusion and diversity, and mutual respect.



Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Feb 2026	Talent Acquisition Manger HR
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	Apr 2026	Talent Acquisition Manger HR
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Jul 2026	Talent Acquisition Manger HR
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Aug 2026	Talent Acquisition Manger HR
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Nov 2025	Talent Acquisition Manger HR

Action	Deliverable	Timeline	Responsibility
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Jul 2026	Senior Procurement Manager Contracts Administrator
	Continue to partner with NSW Indigenous Chamber of Commerce and Supply Nation to support increased procurement opportunities for Aboriginal and Torres Strait Islander businesses. Look for other opportunities to partner with Indigenous Chambers of Commerce.	Dec 2024	Development Project Manager Partnerships Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Mar 2026	Senior Procurement Manager Contracts Administrator
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Dec 2025	Senior Procurement Manager Contracts Administrator
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Jul 2026	Head of Construction Construction Project Coordinator All Staff



Governance

Being Accountable for what we do is one of RES' core values.

We recognise that robust governance practices are vital to building and maintaining trust with First Nations Communities and Rightsholders and ensuring our RAP commitments can be delivered and documented with appropriate oversight and accountability.

Our Origins Working Group is committed to working with internal and external stakeholders, including current and future JV partners, to ensure strong governance and reporting practices are maintained or updated as we implement our Innovate RAP and that achievements are not duplicated or overstated with JV partners.

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RES Origins Working Group to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RES Origins Working Group.	May 2025	Partnerships Manager
	Update and apply a Terms of Reference for the RES Origins Working Group and Steering Committee.	Dec 2025	Partnerships Manager Director of Development
	RES Origins Working Group to meet monthly to drive RAP implementation	Dec 2025	All Origins WG Members
	RAP Steering Committee to meet quarterly to monitor RAP progress	Mar, Jun, Sep, Dec (Annually)	Partnerships Manager Director of Development
Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation.	May 2025	Director of Development HR
	Engage our senior leaders and other staff in the delivery of RAP commitments.	May 2025	Director of Development HR
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	May 2025	Partnerships Manager Marketing Manager
	Maintain an internal RAP Champion from senior management.	Oct 2026	Director of Development

Action	Deliverable	Timeline	Responsibility
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	Jun (Annually)	Partnerships Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 Aug (Annually)	Partnerships Manager Marketing Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 Sep (Annually)	Partnerships Manager Marketing Manager
	Report RAP Progress to all staff and senior leaders quarterly	Mar, Jun, Sep, Dec (Annually)	Partnerships Manager Marketing Manager
	Publicly report our RAP achievements, challenges and learnings, annually.	Jun (Annually)	Marketing Manager
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2026	Partnerships Manager Marketing Manager
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Oct 2026	Partnerships Manager Marketing Manager
	Work with JV partner organisations to ensure reporting is not duplicated, overstated or inflated across organisations.	1 Sep (Annually)	Partnerships Manager Marketing Manager
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Sep 2026	Partnerships Manager Marketing Manager

POWER FOR GOOD

For public enquiries, please contact:

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