



**RG & RT Trott Pty Ltd**  
**June 2022—May 2023**





**About the Artwork:**

Created by Ngarrindjeri artist Jordan Lovegrove, it shows Wirra Wirra on the start of their Reconciliation Journey and their commitment to reconciliation.

Wirra Wirra is represented by the large meeting place on their first step towards reconciliation, the symbols surrounding the meeting place represent the growers, staff, customers and community that surround Wirra Wirra. The large pathway going through the artwork represents the Reconciliation journey that they are on, with the smaller meeting places are the steps along the way.



## **Note from Chairman Peter de Cure**

The creation of a Reconciliation Action Plan marks a significant and overdue milestone in the proud history of Wirra Wirra. As a winery with a name taken from Kurna language, it is fitting that we use this opportunity to grow and learn and to deepen our appreciation of Aboriginal and Torres Strait Islander cultures.

This Plan will provide a framework that all staff can commit to and understand. It is not the end-point, but a pathway that will help inform our actions and decision-making in a way that respects First Nations people and their connection to Country.

We will ensure that we are accountable for the actions of the Plan and by communicating our purpose with staff, suppliers and customers seek to broaden their knowledge base and foster an environment of diversity and inclusion. We look forward to taking a leadership position within the McLaren Vale and Adelaide Hills wine regions, not just through words but with actions that strive for real change.



## **Wirra Wirra – the name**

The name Wirra Wirra has been associated with the property located on Strout Road in McLaren Vale since 1894 when it was purchased by Robert Strangways Wigley and his brother. The generally held belief has always been that the name means “amongst the gum trees” and this is a fitting description as the property is home to many large gum trees, some that are over 200 years old.

However, it is not known whether the name was actually used by the Kurna people. Research published by the University of Adelaide (*Amery, Warraparna Kurna! Reclaiming and Australian language 2016,*) tells us that the word Wirra means forest in the Kurna language. In our review of other publications and other information sources relating to the Kurna language we have not found any reference to the name Wirra Wirra being used by Kurna people however we understand that there is a lot of work in progress in researching Kurna language.

As part of this journey we have included a deliverable in our RAP to continue to research the history of the region and hope to discover more information about how the name Wirra Wirra came to be used at the property.



## Our Business:

RG & RT Trott Pty Ltd is a privately owned wine company producing premium wine across two brands and two locations:

**Wirra Wirra** in McLaren Vale, south of Adelaide is located on the traditional lands of the Kaurna people.

**Ashton Hills** in the Adelaide Hills is located on the traditional lands of the Kaurna and Peramangk people.

RG & RT Trott Pty Ltd employs 53 staff throughout the year with up to 20 extra staff employed during vintage when grapes are harvested. Currently there are no Aboriginal and Torres Strait Islander staff however we will work within this RAP to determine culturally appropriate ways to understand and change this.



**Ashton Hills** lies in the Piccadilly Valley sub region of the Adelaide Hills on a ridge just below the summit of Mount Lofty. The estate was founded by Stephen George in 1982 and acquired by RG & RT Trott Pty Ltd in 2015. It has a reputation as one of Australia's finest proponents of pinot noir and cool climate whites.

At the Cellar Door which overlooks the vineyards visitors can experience the range of award-winning wines through a structured tasting or relaxing on the deck with a platter of local produce.





## Our Business continued:

WIRRA WIRRA

**Wirra Wirra** is synonymous with McLaren Vale and home to Church Block blend, Australia's favourite premium (\$15+) red blend. The winery has developed an enviable reputation for wine quality and is known for consistently making intense, beautifully crafted red wines and expressive whites.

Grapes are sourced from a combination of estate vineyards and a network of growers in the McLaren Vale, Adelaide Hills and Fleurieu wine regions. Winemaking takes place at the cellars which were first established in 1894.

Sustainability is a key part of all activities and a core belief of the company is that production needs to be balanced with the long term health of the environment locally and globally. This is demonstrated through its membership of Sustainable Winegrowing Australia and the estate vineyards which are all either certified Organic and Biodynamic or in conversion.

Wines are sold directly from the Cellar Door on site and through our distribution partners throughout Australia and the world. At the Cellar Door visitors are able to taste wines as well as participate in educational tours that look at the winemaking process and the history of the company and region. Casual dining is also available at Harry's Deli which has a focus on produce from local suppliers. Wirra Wirra also hosts events with local musicians throughout the year.





## **RG & RT Trott Reflect RAP CEO Statement:**

Reconciliation Australia welcomes RG & RT Trott to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

RG & RT Trott joins a network of more than 1,100 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 RG & RT Trott 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 RG & RT Trott, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

Chief Executive Officer of Reconciliation Australia





## **Our RAP:**

The name Wirra Wirra takes its origins from the language of the Kurna people, however, there has been little interaction between the company and Aboriginal and Torres Strait Islander peoples. Through this Reconciliation Action Plan we hope to change this.

The core values of RG & RT Trott Pty Ltd include being progressive, operating sustainably and helping the community. We believe in fairness and inclusiveness. We demonstrate our commitment to these values through our actions. Minimising our impact on the environment is a priority in production decisions. Staff are encouraged to contribute to industry and community. Examples of this include involvement with SA Wine Industry Environment committee, McLaren Vale Grape Wine and Tourism Cellar Door and Tourism committee, McLaren Vale Viticulture Reference Group and supporting Biodiversity McLaren Vale.

The Wirra Wirra management team recognised that to be true to these values we need to apply them to our relationship with Aboriginal and Torres Strait Islander people. It was agreed the framework developed by Reconciliation Australia was the best way to make a formal commitment to reconciliation and be accountable so we began the process of developing a Reconciliation Action Plan. To achieve the best outcome we involved staff from all areas of the business to bring together a diverse range of skills and give staff the opportunity to be involved in a project that is different from their usual activities.

All staff were invited to join the RAP Working Group and a strong response saw a group formed with eight members from across all areas of the business including the cellar door, café, winery and administration areas of operations. There have been two meetings of the RAP Working Group with a focus on finalising the Reconciliation Action Plan and identifying actions that will help make it a success. Sharing and developing knowledge has also been a feature of meetings with members learning about the history of the area prior to colonisation and some of the impacts that colonisation has had on Aboriginal and Torres Strait Islander people.

Members of the management team Lincoln Ridley and Lisa McNicol have taken the role of RAP Champions to drive internal awareness and accountability. The RAP working group will meet quarterly to review progress and report to the executive management team and board of directors.

All employees of RG & RT Trott Pty Ltd will be kept informed through our regular staff meetings and will be encouraged to



## **RAP Working Group:**

**Lincoln Ridley**

**Belinda Harvey**

**Lisa McNicol**

**Kathryn Errey**

**Julie Kennedy**

**Siobhan Copeland-Wilke**

**Thomas Ravech**

**CFO**

**Accountant**

**Cellar Door/ Tourism Manager**

**Cook**

**Cellar Door Supervisor**

**Front of House**

**Winemaker**



### **Contact details:**

Name: Lincoln Ridley

Position: CFO

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## Current Activities:

Our reconciliation journey has begun with staff working to improve their understanding and awareness of Aboriginal and Torres Strait Islander cultures and histories through media including documentaries, videos, podcasts and articles. Staff have also attended educational tours provided by local Aboriginal and Torres Strait Islander guides and visited a local project called L50K. L50K is a privately owned site located in McLaren Vale that is a registered Aboriginal heritage site (SA Aboriginal Heritage Act). Cultural and archaeological research is being undertaken and the owner is regenerating the ecosystem to a state that is closer to what it would have looked like before agriculture began in the region.

In 2020 our Cellar Door Manager was part of a project that worked with local First Nations people to establish a trail of significant trees in the area. Cellar doors worked with Willunga Environment Centre to identify and measure significant trees on their properties. Each tree bears a tag that shows its name in the Kurna language as well as the age and height of the tree as well as the importance of the tree in relation to climate control evidence and other biodiversity factors.

Our staff have begun collaborating with First Nations suppliers of native foods with a view to using them in our café menu and as part of dedicated events. Our Cellar Door team is working with local artist Mickey Barlow to organise an exhibition of her works during National Reconciliation Week and will also feature her homeware products in our cellar door. Seventeen staff members attended the Adelaide Fringe event Sky Song, which took place in McLaren Vale and used a drone and light show to tell First Nations stories.

Through these activities we have begun to develop partnerships that will be important in achieving the goals of our RAP.







## RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	June 2022	Chair RAP Working Group
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	Chair RAP Working Group
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Cellar Door/ Tourism Manager
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2023	Cellar Door/ Tourism Manager
	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	Cellar Door/ Tourism Manager
	Raise awareness of NRW to our customers and suppliers	May 2023	Cellar Door/ Tourism Manager
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	June 2022	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2022	Cellar Door Supervisor
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2022	Cellar Door Supervisor
	Promote our RAP and reconciliation commitments to other organisations in the region	September 2022	Cellar Door Supervisor
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	September 2022	Health, Safety & Environment Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2022	Health, Safety & Environment Manager





Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge	June 2022	Chair RAP Working Group
	Conduct a review of cultural learning needs within our organisation.	June 2022	Winemaker
	Subscribe to information distribution channels of Aboriginal and Torres Strait Islander stakeholders in the local area including social media and	June 2022	Cellar Door/ Tourism Manager
	Continue to research the First Nations history of the region and the use of Kurna language	September 2022	Chair RAP Working Group
	Investigate engaging with local First Nations communities and organisations for educational activities for our staff	September 2022	Cellar Door Supervisor
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.	September 2022	Cellar Door/ Tourism Manager
	Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to	October 2022	CEO
	Develop and implement a policy regarding the appropriate use of Acknowledgement of Country and Welcome to Country protocols for our staff.	October 2022	Chair RAP Working Group
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2022	Cellar Door/ Tourism Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	Cellar Door/ Tourism Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2022	Cellar Door/ Tourism Manager
	Introduce staff to NAIDOC week through an event on site	First week in July 2022	Cellar Door/ Tourism Manager





## OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	September 2022	Chair RAP Working Group
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January 2023	Accountant
	Identify external stakeholders that our organisation can engage with to help improve employment outcomes for Aboriginal and Torres Strait Islander peoples	February 2023	Accountant
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	July 2022	Chair RAP Working Group
	Investigate Supply Nation membership.	September 2022	Chair RAP Working Group
	Identify Aboriginal and Torres Strait Islander suppliers in the local area to potentially engage with	July 2022	Cellar Door Supervisor





## GOVERNANCE

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	November 2022	CFO
	Draft a Terms of Reference for the RWG.	June 2022	Chair RAP Working Group
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	February 2023	Chair RAP Working Group
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June 2022	CFO
	Engage senior leaders in the delivery of RAP commitments.	June 2022	Chair RAP Working Group
	Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2022	Chair RAP Working Group
12. 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 important RAP correspondence.	June annually	Chair RAP Working Group
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Chair RAP Working Group
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Chair RAP Working Group
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	January 2023	Chair RAP Working Group