



**RECONCILIATION
ACTION PLAN**

REFLECT

Reconciliation Action Plan

February 2021





CEO message

Greenfleet has been slowly but surely moving to becoming more proactive in our relationship with Aboriginal and Torres Strait Islander peoples. We recognise that our practical role in land-use, our ethical responsibilities to communities around us and our special alignment with ecosystem restoration and Indigenous return to Country are potentially powerful tools for the future.

Though we are taking only modest steps at the moment, Greenfleet is determined to work closely with Aboriginal and Torres Strait Islander communities over the coming years to play an effective role with them in enabling action on the ground.

The Board is very supportive of this approach and – as CEO – I have determined significant resources will be allocated to these tasks. We look forward to the upcoming events and projects.

Our business

Greenfleet is a leading not-for-profit environmental organisation on a mission to protect our climate by restoring our forests. We plant native biodiverse forests to offset carbon emissions on behalf of individuals and businesses and help fight the impacts of climate change. Since 1997, we have planted more than 9.6 million native trees across over 500 biodiverse forests in Australia and New Zealand.

Greenfleet has 17 staff working in our Melbourne office - we also provide employment with a range of contractors and suppliers in the regions where we plant. We anticipate that Greenfleet indirectly pays over 200 persons each year in Australia and New Zealand to carry out activities for Greenfleet.

We currently do not record the diversity details of our employees therefore Greenfleet is not aware of any staff who identify as Aboriginal and/or Torres Strait Islander people. Throughout the development and implementation of our RAP we hope to be able develop a strategy that will reflect these details. While we are anecdotally aware of some Aboriginal and/or Torres Strait Islander people in our supply chain of contractors, Greenfleet has not systematically checked this, nor sought to increase it.

Greenfleet forests address critical deforestation, capture carbon emissions to protect our climate, reduce soil erosion, improve water quality and restore habitat for wildlife, including many endangered species. Greenfleet is registered as a charity in Australia and eligible tax-deductible donations to Greenfleet have Deductible Gift Recipient (DGR) status.

Our reach is international. Greenfleet grows forests in Australia and New Zealand. Our supporters, who pay to offset their emissions, are mainly from Australia with some international support (mainly New Zealand).

Greenfleet's office headquarters is in Victoria – we have planted forests in every state and territory of Australia except Tasmania and Northern Territory. We envision a world where every individual, every business and every community feel connected to our climate and are empowered to protect our environment.

Right now, climate change is threatening our environment and the planet. We will continue to provide simple ways in which everyone can take climate action, enabling our supporters to donate and offset a wide range of carbon-emitting activities.

Our Reconciliation Action Plan

Greenfleet works on land that is cared for by Aboriginal and/or Torres Strait Islander peoples. We consider our work will benefit from sharing the knowledge and learning from Aboriginal and/or Torres Strait Islander peoples.

We believe that as a contemporary land manager, Greenfleet must engage with Aboriginal and/or Torres Strait Islander peoples. There is much for us to learn about our land from Traditional Owners/Custodians of the lands on which we work and operate.

Further, Aboriginal and/or Torres Strait Islander peoples have been under-represented in land management in the past and should have an opportunity to influence land management into the future.

Greenfleet has established a RAP Working Group made up of representatives from across all organisational teams and also includes members of Greenfleet's Board of Directors.

Our RAP Working Group will meet regularly and implement the RAP through regular reporting at Executive and Board level.

As an environmental organisation with forests growing across Australia, we feel a responsibility to acknowledge and work with Aboriginal and/or Torres Strait Islander peoples on the land we are restoring. We recognise the importance of connecting with Aboriginal and/or Torres Strait Islander peoples and believe that the time is right to formalise our commitment to this through a Reconciliation Action Plan.

In the past Greenfleet's approach to engagement with Aboriginal and/or Torres Strait Islander peoples has been ad-hoc. In 2019, the Greenfleet Board approved wording for a verbal Acknowledgement of Country for public events, Annual General Meetings and community planting events.

In 2019, Greenfleet's RAP Working Group was formed and includes representatives from across the organisation. Members of our RWG are:

- Michael Coleman – General Manager Partnerships and RAP Working Group Chair
- Dominique Hes – Director, Greenfleet Board
- David Lamb – Director, Greenfleet Board
- Annabel O'Neill – General Manager Marketing and Engagement
- Narelle Dunn – Corporate Operations Manager
- Rebecca Peake – Engagement Manager

Greenfleet's RAP Champion is our CEO Wayne Wescott.

Currently there is no Aboriginal and/or Torres Strait Islander representation on the RAP Working Group. Identifying and recruiting appropriate person(s) is a task for the Chair of the RAP Working Group.

Our partnerships and current activities

Kowanyama

In 2018, Greenfleet, Telstra employees and Kowanyama Aboriginal Shire Council joined forces to plant over 1,000 native and fruit trees in the remote community of Kowanyama, Far North Queensland. This revegetation project will deliver a wide range of benefits, including environmental, health and well-being outcomes for the local community.



Greenfleet coordinated a major community planting event on World Environment Day, 5 June 2018. More than 100 students from Kowanyama State School and members of the RISE Ventures' youth program participated, taking practical action on our climate and the environment. Greenfleet and Telstra worked closely with Kowanyama Aboriginal Shire Council to understand the community's needs and, following consultation, planted a mix of native and fruit-bearing trees. Fruit-bearing trees were selected to create a source of affordable fresh fruit for the community, including bush lemons, mangos and mulberries.

Kowanyama Aboriginal Shire Council Mayor Michael Yam said, *"the new trees will provide a much-needed source of fresh fruit for the local community. We are delighted to be collaborating on this initiative, that supports our focus on healthy lifestyles, a safe community and economic opportunities."*

The native trees planted as part of the project will contribute to protecting the climate and local environment, assist with beautification of the town as well as reversing some of the damage caused by Cyclone Nora in 2018.

Barolin

Greenfleet and Bundaberg Regional Council joined forces in 2017 to complete a major revegetation project in the Barolin Nature Reserve. In fact, it was the region's biggest environmental reforestation project with 85,500 native seedlings planted throughout 84 ha of the reserve.



The Barolin Nature Reserve backs onto Mon Repos Conservation Park, a regional park supporting the largest concentration of nesting marine turtles on the eastern Australian mainland. In particular, Mon Repos is the most significant loggerhead turtle rookery in the South Pacific and is a key global nesting area for the

vulnerable green turtle. Loggerhead turtles are listed as critically endangered* in this region and the success of nesting and hatching turtles at Mon Repos is critical for the survival of the species.

This reforestation project is a win for Council, the community, the local economy and the environment. It is revitalising one of the region's most popular and significant natural areas and creating new job opportunities for local Aboriginal and/or Torres Strait Islander peoples. Greenfleet worked with the Gidarjil Development Corporation to provide employment opportunities to members of the Gooreng Gooreng people, Traditional Owners/Custodians of the land.

Together with Bundaberg Regional Council, we are looking to establish further plantings across the region. Entirely funded by Greenfleet's carbon offset program, together with our supporters we invested close to a quarter million dollars in this project.

Kabi Kabi

In partnership with Noosa Council, Noosa Parks, Noosa & District Landcare, Kabi Kabi Peoples Aboriginal Corporation and Queensland DES, Greenfleet proposes to fund remediation works in both the former pine plantation areas and also State forest areas that have been harvested around Noosa.

The proposal by Greenfleet will provide tangible benefits and outcomes to the Kabi Kabi Peoples Aboriginal Corporation including:

- working with experienced Aboriginal and/or Torres Strait Islander leaders on a range of issues including the sharing of cultural knowledge, fire management practices, cultural protocols, inductions and awareness and also, opportunities to develop Aboriginal and/or Torres Strait Islander peoples tourism experiences in the Yurol/Ringtail Forest areas, and
- working with the Noosa and District Landcare Group to create traineeships and jobs for young Aboriginal and/or Torres Strait Islander people in the Noosa region as part of the regeneration project.

Greenfleet anticipates spending at least \$4M funded through private donations. It will provide a pipeline of works to optimise the impact of the work over the coming years. Revegetation funds will be maximised to support Kabi Kabi skills development, training and employment via Noosa and District Landcare.

Greenfleet aims to provide benefit to the Kabi Kabi people through multiple streams:

- In partnership with Noosa and District Landcare and Noosa Council, Greenfleet funds will be deployed as much as possible to enable Kabi Kabi engagement in the revegetation process (through recruitment & training of rangers to carry out revegetation activities, nursery production)
- In partnership with the Aboriginal Carbon Foundation, Greenfleet aims to develop a carbon product that attracts a premium that is passed on to the Kabi Kabi people.

Aboriginal Carbon Foundation

Greenfleet has entered into a Memorandum of Understanding with Aboriginal Carbon Foundation and sees alignment with its framework. The vision of the Aboriginal Carbon Foundation is to catalyse life-changing, community prosperity through carbon farming. In doing this, its aim is to build wealth for all carbon farmers implementing carbon projects that demonstrate environmental, social and cultural core-benefits.

The Core Benefits Verification Framework can:

- use a methodology to value environmental, social and cultural core-benefits
- provide training for Aboriginal and/or Torres Strait Islander peoples communities to take up carbon opportunities
- directly develop a funding mechanism to deliver environmental, social and cultural benefits to a community.

The Core Benefits Verification Framework is built on the following principles:

- Traditional Owner to Traditional Owner verification
- Aboriginal and/or Torres Strait Islander ownership
- Strengths-based approach
- Capacity building
- Data triangulation
- Cost effectiveness.

Relationships



| Action | Deliverable | Timeline | Responsibility |
|--|---|---------------------|--|
| Establish and strengthen mutually beneficial relationships with Aboriginal and/or Torres Strait Islander stakeholders and organisations. | Identify Aboriginal and/or Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. | December 2021 | General Manager Partnerships |
| | Research best practice and principles that support partnerships with Aboriginal and/or Torres Strait Islander stakeholders and organisations. | March 2022 | General Manager Partnerships |
| Build relationships through celebrating National Reconciliation Week (NRW). | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. | March 2021 | General Manager Marketing & Engagement |
| | RAP Working Group members to participate in an external NRW event. | 27 May-3 June, 2021 | Engagement 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, 2021 | CEO |
| Promote reconciliation through our sphere of influence. | Communicate our commitment to reconciliation to all staff, contractors, supporters and partners. | September 2021 | General Manager Marketing & Engagement |
| | Identify external stakeholders that our organisation can engage with on our reconciliation journey. | December 2021 | General Manager Partnerships |

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| | Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. | March 2021 | General Manager Marketing & Engagement |
| | Encourage other organisations & partners to take this journey as we are. | December 2021 | CEO |
| Promote positive race relations through anti-discrimination strategies. | Research best practice and policies in areas of race relations and anti-discrimination. | June 2022 | Corporate Operations Manager |
| | Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. | June 2022 | Corporate Operations Manager |



| Action | Deliverable | Timeline | Responsibility |
|--|--|----------------|------------------------------|
| Increase understanding, value and recognition of Aboriginal and/or Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. | Develop a business case for increasing understanding, value and recognition of Aboriginal and/or Torres Strait Islander cultures, histories, knowledge and rights within our organisation. | September 2021 | General Manager Partnerships |
| | Conduct a review of cultural learning needs within our organisation. | June 2021 | Corporate Operations Manager |
| Demonstrate respect to Aboriginal and/or 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. | December 2021 | General Manager Partnerships |
| | Make educational resources and self-led training regarding Aboriginal and Torres Strait Islander histories and cultural protocols readily available. | September 2021 | Corporate Operations Manager |
| | Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | September 2021 | Engagement Manager |
| | Arrange appropriate cultural training for Board. | June 2021 | General Manager Partnerships |
| Build respect for Aboriginal and/or 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 2021 | Engagement Manager |
| | Introduce our staff to NAIDOC Week by promoting external events in our local area. | June 2021 | Engagement Manager |

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|--|--|--------------------------|--------------------|
| | RAP Working Group to participate in an external NAIDOC Week event. | First week in July, 2021 | Engagement Manager |
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Opportunities



| Action | Deliverable | Timeline | Responsibility |
|---|--|----------------|------------------------------|
| Improve employment outcomes by increasing Aboriginal and/or Torres Strait Islander recruitment, retention and professional development. | Develop a business case for Aboriginal and/or Torres Strait Islander employment within our organisation. | June 2022 | General Manager Partnerships |
| | Build understanding of current Aboriginal and/or Torres Strait Islander staffing to inform future employment and professional development opportunities. | September 2021 | General Manager Partnerships |
| Increase Aboriginal and/or Torres Strait Islander supplier diversity to support improved economic and social outcomes. | Develop a business case for procurement from Aboriginal and/or Torres Strait Islander owned businesses. | December 2021 | Corporate Operations Manager |
| | Investigate Supply Nation membership. | September 2021 | Corporate Operations Manager |

Governance



| Action | Deliverable | Timeline | Responsibility |
|--|---|-------------------|------------------------------|
| Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP. | Maintain a RWG to govern RAP implementation. | June 2021 | CEO |
| | Draft a Terms of Reference for the RWG. | June 2021 | General Manager Partnerships |
| | Establish Aboriginal and/or Torres Strait Islander representation on the RWG. | September 2021 | CEO |
| Provide appropriate support for effective implementation of RAP commitments. | Define resource needs for RAP implementation. | March 2021 | Corporate Operations Manager |
| | Engage senior leaders in the delivery of RAP commitments. | June 2021 | General Manager Partnerships |
| | Define appropriate systems and capability to track, measure and report on RAP commitments. | September 2021 | Corporate Operations Manager |
| Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. | 30 September 2021 | Corporate Operations Manager |
| Continue our reconciliation journey by developing our next RAP. | Register via Reconciliation Australia's website to begin developing our next RAP. | March 2022 | General Manager Partnerships |

Contact details

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