



Climate Friendly
Reflect Reconciliation Action Plan

APRIL 2019 - MARCH 2020



Acknowledgement of Country

We acknowledge the Traditional Owners of our country throughout Australia and their continuing connection to land, waters and community. We pay our respects to them and their cultures, and to the Elders past, present and emerging.

About the cover art

Tree Spirits by Natalie Bateman represents her experience travelling through Yuin country, her mother's native land on the NSW South Coast.

Whilst there, Nat could see and feel the spirits of her ancestors amongst the beautiful rich native trees. This artwork represents the ancestors of all Indigenous people, always watching over us.

Nat belongs to one of the largest Aboriginal families on the NSW South Coast. They are sea dwellers and their lives revolve around the ocean, hunting and gathering seafood.

Nat grew up in the South Eastern suburbs of Sydney at Maroubra Beach and La Perouse, then moved to Nambucca Heads on the NSW North Coast, home of her extended Gumbaynggirr family.

Living at Lennox Head in her early 20's she discovered painting and began to learn and experiment on her own. It was then that Nat discovered her true passion for painting so she swapped cooking in restaurants for paintbrushes.

Nat's family upbringing and cultural connection has influenced the style and subjects of her artworks. She says "All of my art has the essence of my family in them, they are my life and they all bring colour to my world."

For many years I have used the dot style painting, but today the use of line work in paintings is now more my groove."



Foreword

Climate Friendly was established to tackle the climate challenge we are all facing, and we do this by focusing on regenerating land across Australia. It is natural that this focus on land has led us to forge connections with Australia's Traditional Owners and first custodians of the lands we are working to regenerate, Aboriginal and Torres Strait Islanders Peoples. With a continuous presence in Australia for more than 60,000 years, Aboriginal and Torres Strait Islander cultures are the world's oldest living culture. Our growing network of connections with Traditional Owners led us to starting our reconciliation journey. We hope that carbon farming can provide one avenue for their extensive knowledge and expertise in managing and living with the land to be recognised, acknowledged, shared and valued.

Our carbon farming projects either remove carbon from the atmosphere and store it in their land, or prevent greenhouse gases from entering the atmosphere through choosing wise management practices. Carbon farming activities also deliver other important benefits to the land itself, including creating healthier land, increased production and providing a new source of income to invest in further land management improvements and our regional economies. We have found that the goals and outcomes of carbon projects are often aligned with Traditional Owner aspirations of looking after country while pursuing economic development and valuing cultural practices.

Building on our shared values and interest in carbon farming, we have made an important start on our reconciliation journey, partnering with more than eight Traditional Owner groups and developing eighteen carbon farming project agreements in Queensland over the past four years. These new partnerships have already led to a number of impressive and practical outcomes for our Traditional Owner partners, including regaining access to country after a long absence, rebuilding relationships with pastoralists, participation in project field work and flows of shared revenue.



While our carbon farming journey started in 2013, our RAP journey formally started in 2017, initiated by the company's management and staff. A working group has ably supported the development of this RAP, as has The Cultural Intelligence Project, an Aboriginal owned and operated consultancy. We have also benefited from guidance from some of our Traditional Owner partners along the way. I would like to thank everyone involved for their support and commitment to meaningful reconciliation action.

We hope this journey will enable us to deepen our engagement with existing and new Traditional Owner partners, expanding the scope of possible collaborations. This will lead to both more enduring partnerships, and improved community and environmental outcomes for everyone involved. Our team are excited by the prospects and looking forward to the reconciliation journey ahead for us.

Freddy Sharpe
Chief Executive Officer

Our Vision

A productive, sustainable land sector that contributes to a zero net emission Australia by 2050.

Our Values

- As a 'profit for purpose' company, we measure our success by more than just our bottom line. Instead, we're motivated by freedom and flexibility for carbon farmers, sustainability for the land, and a bright future for the next generation.
- As a foundation signatory of the Australian Carbon Industry Code of Conduct and an Australian Financial Services licensee, we have committed to developing and conducting our business in line with industry best practice, and interacting with our carbon farmers and partners in a professional and ethical manner.
- Climate Friendly is committed to actively supporting Australian regional communities and advancing the Aboriginal and Torres Strait Islander reconciliation process through a partnership approach.

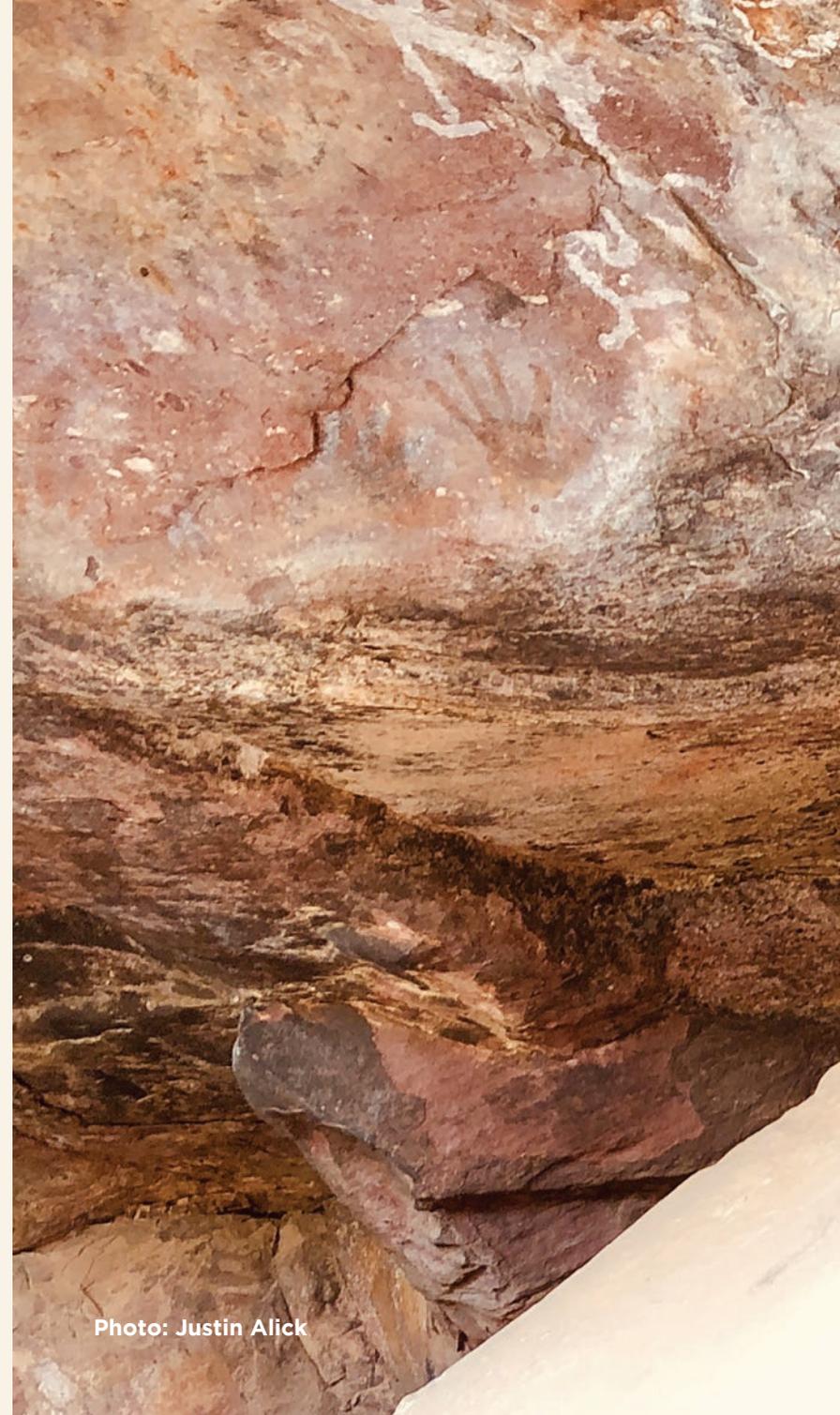


Photo: Justin Alick



Our growing network of connections with Traditional Owners led us to starting our reconciliation journey.

Our Business

Climate Friendly supports rural, regional and remote Australians including farmers, foresters and traditional custodians to reduce Australia's greenhouse gas emissions and regenerate the landscape through carbon farming.

Our purpose is to deliver 20 million tonnes of carbon abatement by 2020, scaling up to 100 million tonnes of carbon abatement by 2025. Climate Friendly has helped companies and individuals offset their emissions since 2003, and has specialised in carbon farming project development since the Australian Government established the first land-based methods in 2013.

Since 2013, Climate Friendly has established over 100 carbon farming partnerships, covering seven different carbon farming project methods and five different Australia states or territories. The existing portfolio covers more than 8 million hectares of land - an area greater than Tasmania.

Our existing partnerships with Aboriginal and Torres Strait Islander corporations cover more than 2.5 million hectares of this land.



Photo: Toby Ekman



Our Staff

Climate Friendly currently has 29 staff members.

Currently we do not have any direct employees that identify as Aboriginal and/or Torres Strait Islander peoples.

However, through our partnerships with Traditional Owner groups, Climate Friendly provides contract employment for annual monitoring and field work on native forest regeneration projects for members of the corporations.

We also engage services of Aboriginal and Torres Strait Islander companies wherever possible, including advisory and design services related to the development of this RAP and other communications products.

Our Journey

Many of the carbon farming projects we have developed have recognised native title interests. We ensure that these interests are recognised within projects – this is both a legal requirement and a shared value within our organisation. This has resulted in cooperative agreements between pastoral lease holders and Aboriginal corporations that share benefits and establish partnerships.

Climate Friendly's reconciliation journey began in 2013, when we began developing land-based carbon farming projects that required native title holder consent. Since 2015, discussions have progressed with five native title corporations regarding projects within areas of determined native title. This has led to four formal partnerships and eighteen project specific agreements. Climate Friendly has also begun to establish relationships with land councils, particularly Queensland South Native Title Services (QSNTS), who is the native title service provider in the main region where projects with native title holder agreements currently take place.

Natural Carbon was established as a joint venture established in 2014 to focus on Aboriginal and Torres Strait Islander carbon farming across northern Australia, particularly through the savanna fire management method. The late Phillip Toyne, long serving environmental and Aboriginal and Torres Strait Islander rights champion, was instrumental in the founding of Natural Carbon.



Photo: David Clode



Climate Friendly is a founding shareholder, brought in to provide carbon project development expertise. Since it was established, Natural Carbon has supported development of carbon projects with four Aboriginal Corporations in the Cape York region. These projects provide ranger employment and revenue streams to the corporations for implementing traditional savanna burning practices that reduce emissions. Climate Friendly has provided critical project support to Natural Carbon to facilitate and support these partnerships.

The Carbon Project Developers Council developed an industry Code of Conduct in 2017-18 (launched in June 2018). Climate Friendly is a foundation signatory of the Code, and led the development of its native title provisions, including consultation with land councils and other relevant stakeholders. Climate Friendly also participated in Clean Energy Regulator consultations on the development of its 2018 Native Title Guidance related to carbon farming projects.

Developing a RAP is a natural extension of this work. We decided to develop a RAP in late 2017, and established an internal working group in mid-2018 to draft the formal RAP and act as RAP Champions internally. The RAP was developed with guidance from The Cultural Intelligence Project.

Reconciliation action so far

- Eighteen carbon farming project agreements with native title holders
- Four broader partnership agreements with Aboriginal corporations
- Participation in two national native title conferences
- Leading participant in developing the native title provisions in the Australian Carbon Industry Code of Conduct
- Supporting the establishment of Natural Carbon

We hope that carbon farming can provide one avenue for their extensive knowledge and expertise in managing and living with the land to be recognised, acknowledged, shared and valued.



Photo: ChameleonsEye



Relationships

Action	Deliverable	Timeline	Responsibility
Launch RAP and share externally, promoting accountability to delivery and building partnerships to ensure implementation is informed, appropriate and relevant	<ul style="list-style-type: none"> Launch RAP in consultation with existing Aboriginal and Torres Strait Islander partners and advisers 	April 2019	Executive Manager-Strategy and Analytics Head of Legal and Governance
Strengthen relationships with existing Aboriginal and Torres Strait Islander partners	<ul style="list-style-type: none"> Provide quarterly updates on cooperation to date with existing Aboriginal and Torres Strait Islander partners Hold an annual face to face meeting to review partnership and investigate any opportunities to align organisational strategic plans 	March 2020 March 2020	Head of Legal and Governance Head of Legal and Governance
Expand network of relationships	<ul style="list-style-type: none"> Develop a list of other Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. Develop and implement outreach and engagement strategy with identified Aboriginal and Torres Strait Islander peoples and like-minded organisations 	June 2019 June 2019 June 2019 (development); March 2020 (implementation)	Audit Manager, Carbon Project and Communications Manager Audit Manager, Carbon Project and Communications Manager Audit Manager, Carbon Project and Communications Manager
Raise internal awareness of our RAP	<ul style="list-style-type: none"> Ensure all staff are updated on the RAP at quarterly catch ups Add a new module to new-starter induction pack on the RAP and cultural awareness training Ensure RAP implementation is added as a standing agenda item on monthly management team and all-staff meeting Ensure RAP deliverables are added into project management system as tasks with assigned responsibilities Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP 	March 2020 April 2019 April 2019 April 2019 March 2020 June 2019	Head of Legal and Governance Head of Legal and Governance Head of Legal and Governance Governance & Data Coordinator Audit Manager, Carbon Project and Communications Audit Manager, Carbon Project and Communications
Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Circulate the NRW calendar and NRW resources around the company once it becomes available on the Reconciliation Australia website. Align Climate Friendly all-staff quarterly catch up with NRW, including hosting an internal event while the team is present in head office. Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW. 	April 2019 27 May - 3 June 2019 May 2019	Audit Manager Executive Manager- Strategy and Analytics Audit Manager

Respect

Action	Deliverable	Timeline	Responsibility
Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols and engage Climate Friendly employees to ensure there is shared understanding	<ul style="list-style-type: none"> Develop internal Standard Operating Procedure for how and when Acknowledgement of Country and Welcome to Country are conducted Ensure an Acknowledgement of Country is conducted by different team members on rotating basis for all-staff meeting Explore who the Traditional Owners are of the lands and waters in our area of operation Scope and develop a list of local Traditional Owners of the lands and waters within our organisation's area of operation Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols) Lead by example at external events with carbon farming project proponents or carbon farming industry participants by observing cultural protocols and creating expectation of culture of respect 	<p>April 2019</p> <p>March 2020</p> <p>June 2019</p> <p>June 2019</p> <p>June 2019</p> <p>March 2020</p>	<p>Governance & Data Coordinator</p>
Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> Ensure all staff complete cultural awareness training using training developed by Peek Consulting, an Aboriginal and Torres Strait Islander Consulting business Build an Aboriginal and Torres Strait Islander resource library for staff (incl. books, films, news articles etc.) Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. Conduct a review of further cultural awareness training needs within our organisation 	<p>July 2019</p> <p>June 2019</p> <p>June 2019</p> <p>March 2020</p>	<p>Head of Legal and Governance</p> <p>Audit Manager</p> <p>Audit Manager</p> <p>Audit Manager</p>
Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> Raise awareness and share information at an all staff meeting of the meaning of NAIDOC Week, including information about the local Aboriginal and Torres Strait Islander peoples and communities Circulate links to NAIDOC Week and encourage staff to participate in events in their local area Ensure the RAP Working Group participates in at least one external NAIDOC Week event 	<p>June 2019</p> <p>June 2019</p> <p>7-14 July 2019</p>	<p>Carbon Project & Communications Manager</p> <p>Carbon Project and Communications Manager</p> <p>Carbon Project and Communications Manager</p>
Recognise other Aboriginal and Torres Strait Islander dates of significance	<ul style="list-style-type: none"> Develop a calendar of key dates accessible by all staff in Climate Friendly's CRM, including Sorry Day, Mabo Day, Referendum 1967 Acknowledge key dates by internal email or discussion in next all-staff meeting Invite employees to choose whether they wish to take the 26 January public holiday or take a day in lieu on a different date in recognition of the significance of this date to Aboriginal and Torres Strait Islander peoples 	<p>April 2019</p> <p>May 2019</p> <p>April 2019</p>	<p>Governance & Data Coordinator</p> <p>Head of Legal and Governance</p> <p>Executive Manager- Strategy and Analytics</p>

Opportunities

Action	Deliverable	Timeline	Responsibility
Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> • Advertise future employment opportunities on platforms commonly accessed by Aboriginal and Torres Strait Islander peoples seeking employment • Provide an opportunity for new staff to identify as Aboriginal and Torres Strait Islander peoples in their start up forms • Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities • Develop an Aboriginal and Torres Strait Islander recruitment and retention strategy • Apply a target of Aboriginal and Torres Strait Islander employment by a set timeframe and monitor progress e.g. 2% of workforce 	<p>April 2019</p> <p>April 2019</p> <p>June 2019</p> <p>June 2019</p> <p>June 2019</p>	<p>Head of Finance with Head of Legal and Governance</p> <p>Head of Finance with Head of Legal and Governance</p> <p>Head of Finance with Head of Legal and Governance</p> <p>Head of Finance with Head of Legal and Governance</p> <p>Head of Finance with Head of Legal and Governance</p>
Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> • Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses • Develop an Aboriginal and Torres Strait Islander Procurement Strategy • Expand network of Aboriginal and Torres Strait Islander owned businesses that might supply services to Climate Friendly (including by accessing Supply Nation) • Seek quotations for services where suppliers available and engage in line with procurement guidelines. 	<p>June 2019</p> <p>June 2019 March 2020</p> <p>September 2019</p>	<p>Head of Finance</p> <p>Head of Finance Head of Finance</p> <p>Head of Finance</p>
Strengthen existing carbon farming partnerships with Aboriginal and Torres Strait Islander corporations and expand partnership network	<ul style="list-style-type: none"> • Observe Australian Carbon Industry Code of Conduct requirements for engaging with Aboriginal and Torres Strait Islander interest holders on carbon farming projects • Implement existing Memorandums of Understanding and Landholder Agreements, including revenue sharing, establishment of bush tucker projects, support for cultural heritage mapping, training and contractor employment for site visits. 	<p>June 2019</p> <p>March 2020</p>	<p>Head of Legal and Governance</p> <p>Head of Legal and Governance</p>
Investigate opportunities for employment pathways (e.g. traineeships or internships) for Aboriginal and Torres Strait Islander peoples, as well as reverse internships for Climate Friendly employees	<ul style="list-style-type: none"> • Develop a business case for two-way internships for the mutual benefit of Aboriginal and Torres Strait Islander peoples and Climate Friendly • Support at least one Aboriginal and Torres Strait Islander internship and one reverse internship for a Climate Friendly employee 	<p>June 2019</p> <p>March 2020</p>	<p>Head of Legal and Governance</p> <p>Head of Legal and Governance</p>
Raise awareness of Aboriginal and Torres Strait Islander carbon farming partnerships and projects	<ul style="list-style-type: none"> • Provide information to project proponents as part of start-up pack for new carbon farming projects on Native Title interests and Climate Friendly expectations around consultation requirements and Landholder Agreement establishment and implementation • Provide information on Climate Friendly website relating to Aboriginal and Torres Strait Islander carbon farming partnerships and links to relevant cultural resources 	<p>April 2019</p> <p>June 2019</p>	<p>Head of Legal and Governance</p> <p>Executive Manager- Strategy and Analytics</p>

Governance and Tracking Progress

Action	Deliverable	Timeline	Responsibility
RAP Working Group actively monitors RAP development and implementation of actions, tracking progress and reporting	<ul style="list-style-type: none"> RAP Working Group oversees the development endorsement and launch of the RAP Identify and ensure Aboriginal and Torres Strait Islander partners are consulted on RAP implementation to ensure appropriate and aligned with their interests RAP Working Group meet at least quarterly to monitor and report on RAP implementation 	April 2019 April 2019 March 2020	Head of Legal and Governance Head of Legal and Governance Head of Legal and Governance
Report achievements, challenges and learnings to Reconciliation Australia and build support for RAP	<ul style="list-style-type: none"> Develop a tracking and measurement framework to enable reporting on RAP actions Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia Define resource needs for RAP development and implementation 	April 2019 September 2019 March 2020	Head of Legal and Governance Head of Legal and Governance Head of Legal and Governance
Review and Refresh RAP	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements Submit draft RAP to Reconciliation Australia for review Submit draft RAP to Reconciliation Australia for formal endorsement 	August 2019 December 2019 March 2020	Head of Legal and Governance Head of Legal and Governance Head of Legal and Governance

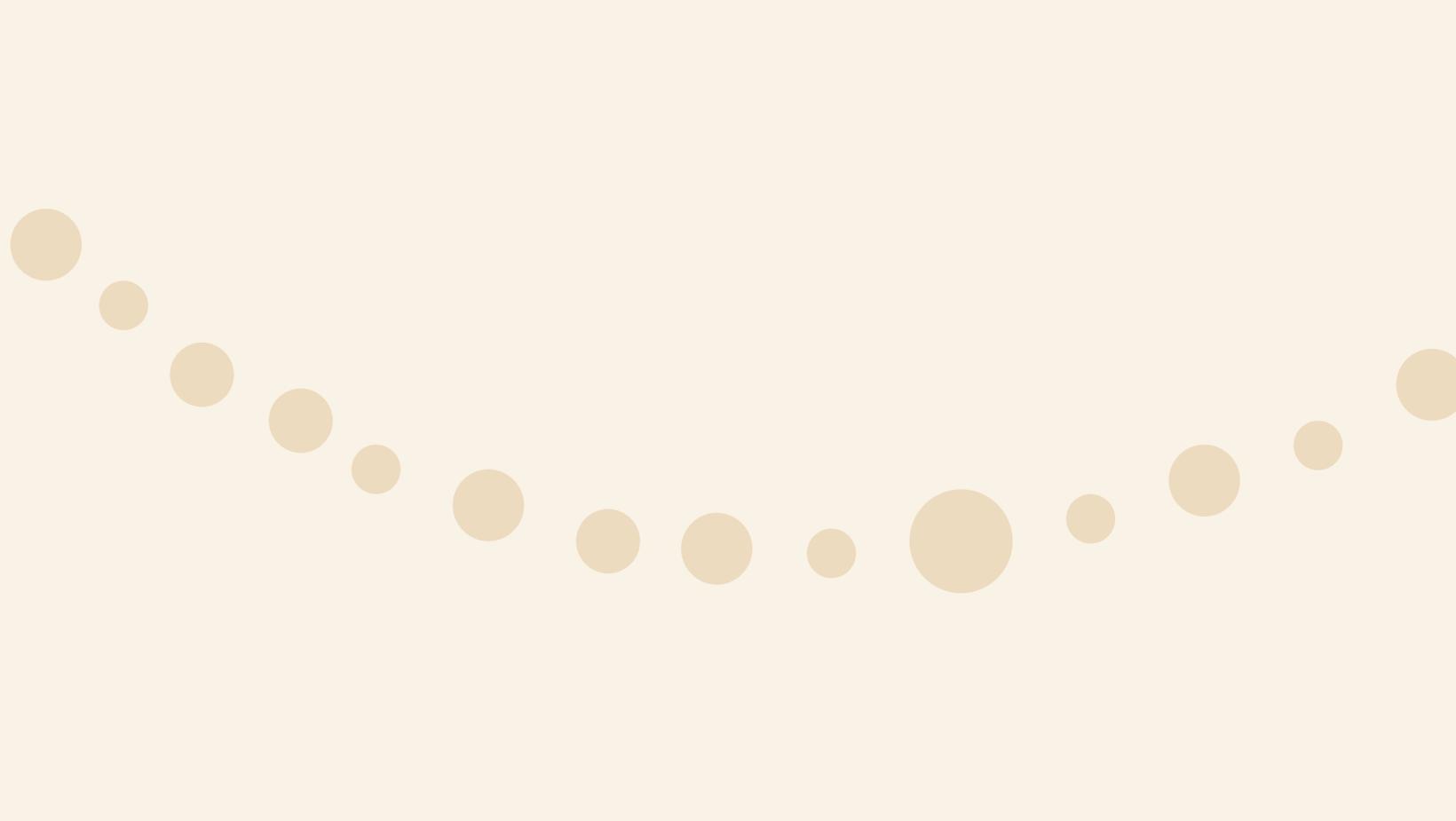
Expanding Collaborations

We hope this journey will enable us to deepen our engagement with existing and new Traditional Owner partners, expanding the scope of possible collaborations.

Photo: SBourges







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Photo: Chris Graham



www.climatefriendly.com