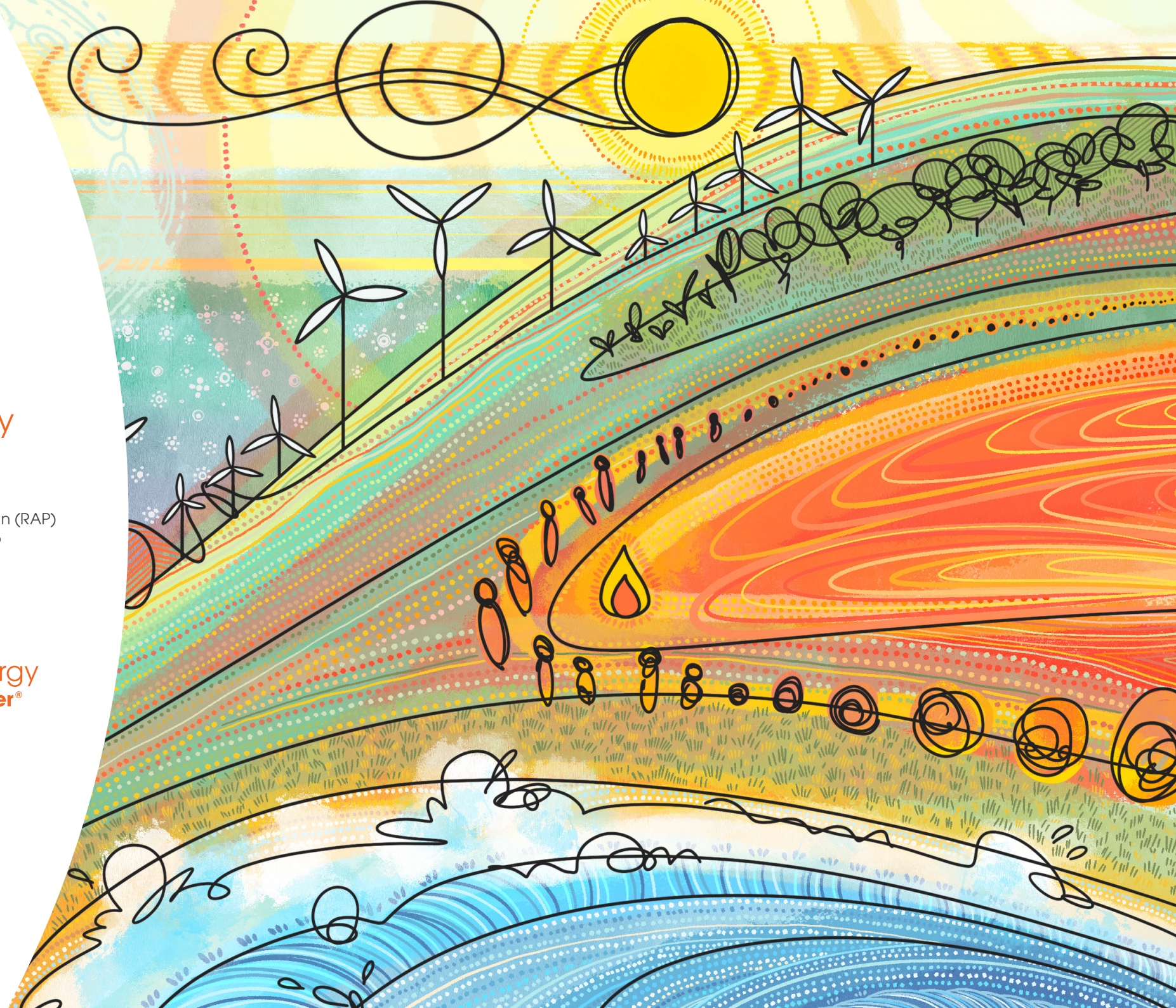


# Alinta Energy Reflect

Reconciliation Action Plan (RAP)  
January 2024 - June 2025







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## Acknowledgement of Country

Alinta Energy acknowledges the Traditional Custodians of the land on which we live, work and conduct our business operations. We acknowledge the continuing connections of Aboriginal and Torres Strait Islander Peoples to Country and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander people.



## Message from Alinta Energy Managing Director and CEO

The launch of our first RAP marks a major milestone in our organisation's reconciliation journey. It expands on our existing connections with First Nations stakeholders in the Pilbara and new relationships we are building as we develop renewable projects across Australia.

We acknowledge and pay our respects to Aboriginal and Torres Strait Islander people as the First Peoples of this land and longest surviving culture in the world. While we recognise and celebrate this, it would be remiss of us to not also acknowledge the significant gaps in health, education and economic outcomes that exist in comparison to non-indigenous Australians.

For Alinta Energy, reconciliation is demonstrating respect to First Nations communities and their deep spiritual connection to Country. It's also about building relationships and creating opportunities that support social and economic outcomes. Doing this will help provide our First Nations communities with the same opportunities to thrive as non-indigenous Australians, and that's better for everyone.

Our RAP sets a solid foundation for a continuing journey to support reconciliation and working more closely with our First Nations stakeholders. I believe if we are supporting reconciliation, we are living our values of respect, integrity and people matter. We are committed to hearing our First Nations stakeholders, listening, and learning so we can take meaningful action to support reconciliation and better outcomes.

I'm really inspired by the new relationships we've already started forming through our new renewable projects and RAP. We are humbled as we take this step, knowing our journey has no end. We are determined to stretch and challenge ourselves in our efforts. We look forward to working alongside our First Nations stakeholders to make a meaningful contribution to their communities and reconciliation.

**Jeff Dimery**  
MD and CEO



## Message from CEO of Reconciliation Australia

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

Alinta Energy joins a network of more than 2,500 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 Alinta Energy 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 Alinta Energy, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia





## About the art

### Ngangk Kolbang (sun going forward) (Noongar language, South West of WA)

To commemorate our first RAP we were thrilled to commission an original piece from Yamatji, Budimia, Noongar Australian and Co-Founder and Director, Acknowledge This!, **Rhys Paddick**. We feel he has created a wonderful image bringing together the elements of our business alongside the important connection to country and environment.

He describes this piece as follows:

"Like the sun, we draw all our energy from it, a common source - both modern and traditional.

The sun is what connects us, as energy, relates to life, living, power and community. While drawing this, I used curves in the black line to represent the reality we live in, the environment. All four elements are represented here - air, earth, water and fire. The dots are our traditional art and I placed lines within the ground and the sea to represent our grounding.

The wind blowing to the left represents moving away from old power (steam) and harnessing new power (wind).

The people represented here are also abstract, moving from dots, closer to the fire, revealing the people and our connection to this energy, and finally moving away forming 'energy', I hoped to represent our relationship to fire, and how we gather or 'form' around it and its importance to our lives, communities and wellbeing."





## Our artwork

### About the artist

Kaya, I'm Rhys - I teach things, and I draw things. I live and work from lovely Noongar Boodjar (Perth) Western Australia.

I've always been fascinated in people, and by association - people culture. In fact, it is my favourite thing to explore. To bring us together (both personally and culturally) through our commonalities is my passion. One way I express this is through art, specifically, traditional Aboriginal art and art expression, in a modern, contemporary and digital way. You can find more of my (fun) artwork on Instagram as @the\_wholesome\_yamatji, and as for the stuff I teach, you can find me on [rhyspaddick.com](http://rhyspaddick.com)

### Rhys Paddick

Yamatji, Budimia, Noongar Australian  
Co Founder and Director, Acknowledge This!



### Learning together. That's better

We are committed to supporting First Nations inclusion and actively seek opportunities to learn and participate in cultural awareness. In May 2023, our Corporate Services team engaged WA-based Indigenous organisation Acknowledge This! to run an interactive workshop on Acknowledgement of Country.



(left) Rhys with fellow Acknowledge This! co-founder, Emma Gibbens and Melissa Galland (centre), Alinta Energy's First Nations and Community Manager.



## Our Business & People

Alinta Energy is one of Australia's largest energy retailers, generators, investors and developers. We've been supplying energy to Australians for more than 20 years. In the last decade we've grown from being the largest residential gas retailer in Western Australia to the preferred electricity and gas provider for more than 1.1 million homes and businesses Australia-wide.

We have 1,000 employees in 13 locations across Australia and New Zealand. We currently have 10 employees that identify as either Aboriginal or Torres Strait Islander people. To support employment pathways, we are already working with Traditional Owner Groups and exploring working with organisations such as Career Trackers to create more opportunity in this space.

**Our vision** is to be the best energy company.

**Our purpose** is to make energy better.

**Our values** underpin everything we do.



### Safety

Safety will always be our highest priority and comes first when making choices in our business.



### One Alinta

We are one team that works together for the same purpose.



### People Matter

Our people are our greatest asset. We are committed to a culture where how we deliver is as critical as what we deliver.



### Respect & Integrity

We value diversity and treat people with respect. We are true to our word and take personal responsibility for our actions.



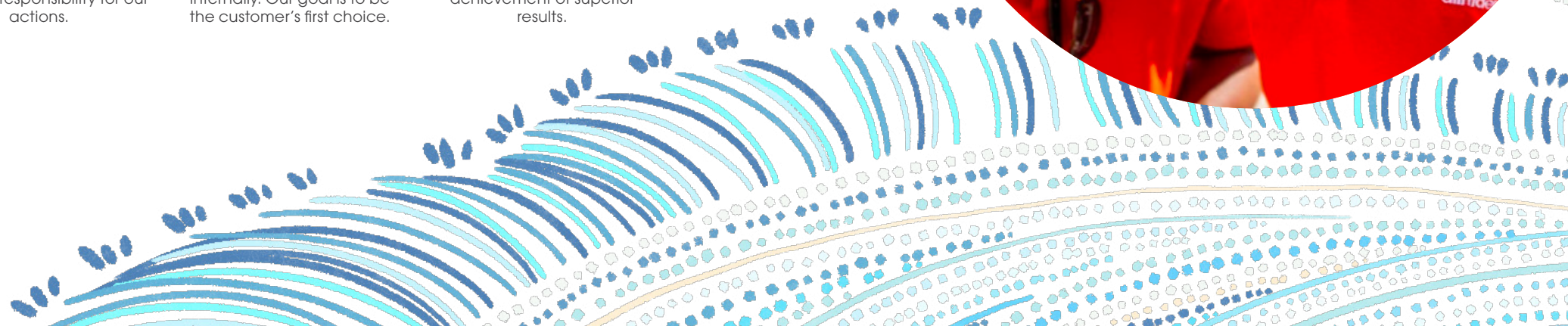
### Customer Focus

We are a business focussed on the customer, providing great service externally and internally. Our goal is to be the customer's first choice.



### Commercial Leadership

We act like business owners, committed to industry leadership and the achievement of superior results.

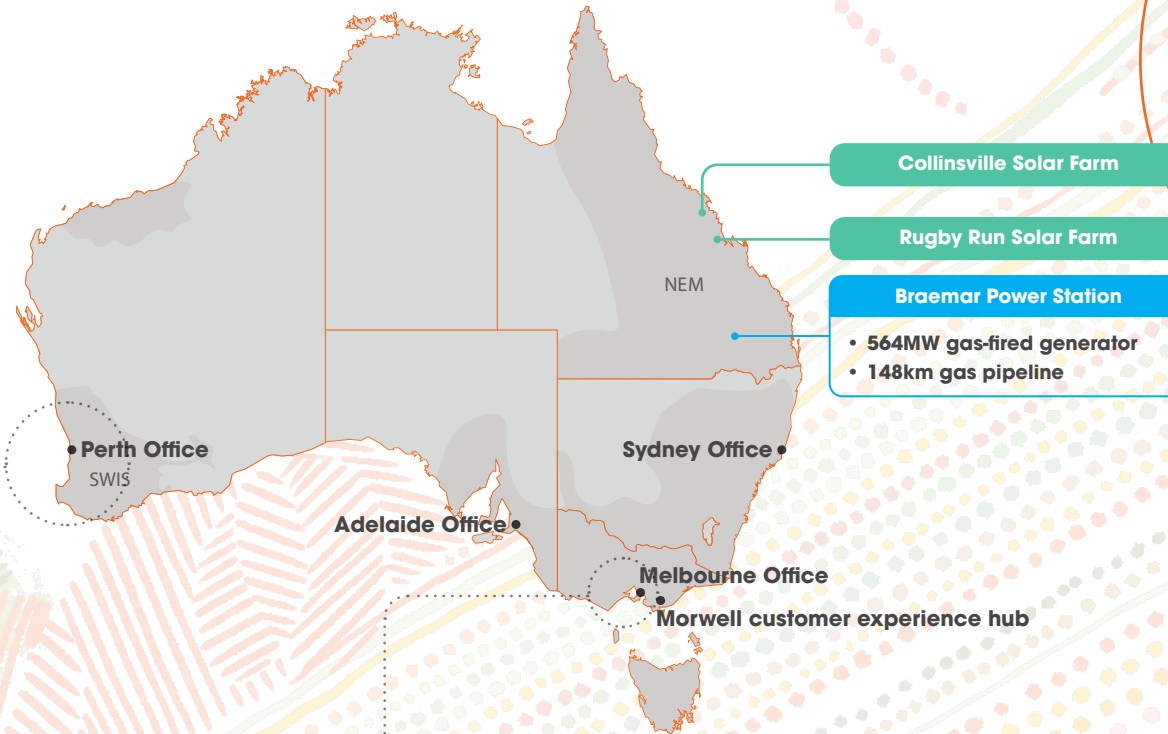




## Our locations

We have an owned and contracted generation portfolio of 3,000 MW across Australia and New Zealand – including gas, wind, solar, and coal. We operate in gas and electricity markets across Australia, including the South West Interconnected System (SWIS) and the National Electricity Market (NEM), which spans the eastern states of Australia.

In Aotearoa, New Zealand we provide power at New Zealand Steel’s Glenbrook site.



**Pinjarra Cogeneration Plant**

- 100% ownership
- 285MW gas-fired cogeneration
- Embedded in Alcoa facilities

**Wagerup Power Station**

- 392MW gas-fired generator

**Walkaway Wind Farm**

**Badgingarra Wind and Solar Farm**

**Yandin Wind Farm**

- 30% ownership
- a RATCH/Alinta Energy investment managed by Alinta Energy

**Bairnsdale Power Station**

- 94MW gas-fired generator

**Loy Yang B Power Station**

- Capacity agreement to purchase a share of output

**Bald Hills Wind Farm**

**Maroona Wind Farm**

**Timboon Wind Farm**

**Yawong West Wind Farm**

**Bannerton Solar Farm**

**Kiamal Solar Farm**

**Collinsville Solar Farm**

**Rugby Run Solar Farm**

**Braemar Power Station**

- 564MW gas-fired generator
- 148km gas pipeline

**Glenbrook Cogeneration Plant**

- 112MW cogeneration

- Owned and operated
- Owned/part owned but not operated
- Contracted/part contracted
- Owned/part owned and/or operated renewable assets
- Contracted renewable assets



## Our RAP

At Alinta Energy, we want to improve upon the way we engage and partner with Aboriginal and Torres Strait Islander employees, customers, businesses and communities and are starting our RAP journey at the Reflect phase.

Meaningful progress to include and recognise First Peoples is becoming an increasingly important part of our culture. We are committed to cultivating partnerships with our First Nations stakeholders based on trust, understanding and respect.

This is a central part of engaging with Traditional Custodians of the lands where we have existing assets as well as new locations where we have energy projects planned, ensuring that we understand the cultural heritage, alleviate concerns and provide ongoing opportunities. It's also the foundation of an inclusive culture where Aboriginal and Torres Strait Islander employees and contractors feel welcomed as valued members of our diverse workforce.





## Implementing our RAP

Our RAP will be a collaboration across the business in consultation with external stakeholders. We know this is just the start of our journey, so setting the foundations and creating space to reflect, as individuals and as an organisation, what role we play in reconciliation in our first RAP is key.

To support authentic and meaningful outcomes we have developed a guiding framework in which we will, Listen, Act and Learn.

We are committed to listening to Aboriginal and Torres Strait Islander People so that our actions positively contribute to local communities. We continue to learn and we pay our respects to the traditional custodians of the land and to Elders, past and present

### Listen

- We are committed to listening to Aboriginal and Torres Strait Islander People
- We are curious and avoid making assumptions

### Act

- Take positive and meaningful action
- We are mindful to avoid token gestures, empty rhetoric and performative aspects of acknowledgements

### Learn

- We continue to learn
- We never stop seeking to understand how we can be better and reflect on the role we all play

## Our RAP Working Group

Simone Carroll – **RAP Champion, Executive Director, People & Culture**

Mike Searles – **RAP Champion, General Manager Safety, Sustainability & Insurance**

Stephanie Bowen – **Head of Sustainability & Community**

Melissa Galland – **First Nations & Community Manager**

Kim Cowen – **Senior Manager, Communications**

Amy Perkins – **General Manager Diversity & Employee Experience**

Jonathan Mindel – **General Manager Talent Acquisition**

Juan Casas – **Procurement Manager**

Tracie Paparoa – **Finance Accounts Manager**

Russell Slaughter – **Project Development Manager**

Darcy Wall – **Community & Engagement Specialist**

Amanda Weston – **Planning & Environment Manager**

Darryl Davis – **People & Performance Lead**

Lekeisha Nelson (Nyakinyaki Wilman Whadjuk Noongar) – **Retail Markets Quality Assurance Analyst**

Ben Clohesy – **Solutions Delivery Manager**

Nina Hewson – **Compliance Manager, Government & Regulatory Affairs**



## Progress on our reconciliation journey and current activities

In recent years we have established relationships with a number of Traditional Owner groups in and around our power generation sites. The establishment of these relationships has led to commitments to create opportunities for their communities. We continue to work with these groups to explore how we can continue to strengthen our relationships, demonstrate our respect and create meaningful opportunities for their people.

We are pleased to report that whilst 2023 marks the official commencement of our 'Reflect' journey, since 2022, we have been making strong progress towards reconciliation through the following activities:

- **Creation of First Nations and Community Manager role** to support an enterprise-wide focus on First Nations Engagement with key activities around reflecting the role we play in reconciliation and enabling a better future for our First Nations Peoples.
- **Discovery Interviews.** Understanding both internal and external key stakeholders lived experience and aspirations for reconciliation.
- **Appointment of our Reconciliation Champions.** We are pleased to confirm our Executive Director of People and Culture, Simone Carroll and Head of Safety and Sustainability Mike Searles, as our Reconciliation Champions. Both Simone and Mike are passionate supporters of reconciliation and will be key in enabling achievement of our strategy and RAP.
- **NAIDOC Week events.** In 2022, we were thrilled to have Wongutha man and expert storyteller Tony Shaw present in our Perth office, which was streamed around the country during NAIDOC week. Through his talk Tony helped employees learn more about his culture, life experiences and how resilience has helped him overcome many challenges in his life. Tony openly shared his reflections on being a child of the Stolen Generations and dedicating his life to improving the health and wellbeing of Aboriginal Australians. In 2023, we embraced truth telling and the theme 'For our Elders' by hearing from Elders, Jim Morrison, founding member of Reconciliation WA, founder and board member of Yokai and Tony Hansen, co-chair of The Healing Foundation. Both actively work with and advocate for the Stolen Generations and we were grateful to listen and learn from them.
- **Cultural Immersion Program.** Run in October 2022, participants in key roles travelled to Leonora WA to partake in a 3-day program. The program, the first of its kind for Alinta Energy created an opportunity for employees to connect with First Nations people and learn more about their culture firsthand for attendees and meaningful insights in the development of our Indigenous Engagement Strategy.
- **Training.** We currently offer the following training options to support inclusion, cultural awareness and safety:
  - A short-online Cultural Awareness training module is available to all employees
  - Facilitator-led, country specific cultural awareness training is run for employees working closely with Traditional Owner groups.
- **Creation of our Treating Our People Fairly Policy.** Supporting a workplace free from harassment, bullying, discrimination and all other types of unfair treatment.
- **Establishment of our RAP Working Group** with representation from across key areas of the Alinta Energy business.
- **RAP Priorities workshop** - Completed with the Committee to capture potential priorities for our Reconciliation Action Plan.
- **Supporting Aboriginal Art.** We purchased five beautiful aboriginal paintings from a variety of First Nation artists, which are now proudly displayed in the reception areas of our Sydney, Melbourne, Morwell, Adelaide and Perth offices.
- **Koori Mail.** Publications available in our corporate offices for employees to read.
- **Partnerships.** In 2023, we supported some great organisations working to improve outcomes for First Nations Peoples through their work in early childhood for pre-school aged children, traineeship, mentorship and leadership programs. More information about these initiatives can be found here: <https://www.alintaenergy.com.au/vic/about-alinta-energy/who-we-are/news-hub/news-articles/new-community-grants-round-6-recipients>
- **Referendum - Employee Information Session.** To support cultural competency, reconciliation and empower our employees to make an informed decision when voting, we ran a panel discussion. The panel included our 2023 NAIDOC week guest Elder Jim Morrison and Professor Anne Twomey constitutional lawyer and member of the Constitutional Expert Group advising on the Voice referendum.



## Relationships

Action	Deliverable	Target date	Owner
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations around the areas we operate and within our sphere of influence.	April 2024	Community & Engagement Specialist - Asset Strategy*
	1.2 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2024	Community & Engagement Specialist - Asset Strategy*
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	27 May-3 June 2024	Senior Manager Communications *
	2.2 RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2024	Finance Accounts Manager
	2.3 Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2024	RAP Champions *
3. Promote reconciliation through our sphere of influence.	3.1 Communicate our commitment to reconciliation to all employees.	March 2024	Senior Manager Communications*
	3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2024	Community & Engagement Specialist – Asset Strategy*
	3.3 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	September 2024	First Nations & Community Manager*
4. Promote positive race relations through anti-discrimination strategies.	4.1 Research best practice and policies in areas of race relations and anti-discrimination.	June 2024	First Nations & Community Manager (Race Relations) General Manager, Diversity & Employee Experience (anti –discrimination)*
	4.2 Consolidate findings from 4.1 and conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2024	General Manager Diversity & Employee Experience*

## Respect

Action	Deliverable	Target date	Owner
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2024	First Nations & Community Manager*
	5.2 Conduct a review of cultural learning needs within our organisation.	May 2024	Learning & Development Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	October 2024	Community & Engagement Specialist – Asset Strategy*
	6.2 Increase employees understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2024	First Nations & Community Manager*
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Raise awareness and share information amongst our employees about the meaning of NAIDOC Week.	June 2024	Senior Manager Communications*
	7.2 Introduce our employees to NAIDOC Week by promoting external events in our local area.	June 2024	Senior Manager Communications*
	7.3 RAP Working Group to participate in an external NAIDOC Week event.	First week of July 2024	Retail Markets Quality Assurance Analyst



## Opportunities

Action	Deliverable	Target date	Owner
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	8.1 Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March 2025	General Manager, Diversity & Employee Experience*
	8.2 Continue to build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	March 2025	General Manager, Diversity & Employee Experience*
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2025	Procurement Manager *
	9.2 Investigate Supply Nation membership.	March 2025	Procurement Manager *

## Governance

Action	Deliverable	Target date	Owner
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	10.1 Maintain a RWG to govern RAP implementation.	February 2025	First Nations & Community Manager*
	10.2 Review and update (as required) Terms of Reference for the RWG.	February 2025	First Nations & Community Manager*
	10.3 Maintain and strengthen Aboriginal and Torres Strait Islander representation on the RWG.	September 2024	First Nations & Community Manager*
11. Provide appropriate support for effective implementation of RAP commitments.	11.1 Define resource needs for RAP implementation.	October 2024	First Nations & Community Manager*
	11.2 Engage senior leaders in the delivery of RAP commitments.	September 2024	General Manager Safety Sustainability & Insurance*
	11.3 Appoint a senior leader to champion our RAP internally.	December 2023 -Complete	General Manager Safety Sustainability & Insurance*
	11.4 Define appropriate systems and capability to track, measure and report on RAP commitments.	February 2024	Head of Sustainability & Community*
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	12.1 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.	June 2024	First Nations & Community Manager*
	12.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	First Nations & Community Manager*
	12.3 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	First Nations & Community Manager*
13. Continue our reconciliation journey by developing our next RAP.	13.1 Register via Reconciliation Australia's website to begin developing our next RAP.	November 2024	First Nations & Community Manager*

\* denotes a member of our RAP working group



# Inquiries

For inquiries relating to Alinta Energy's Reflect Reconciliation Action Plan, please contact:

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