

Interface Australia

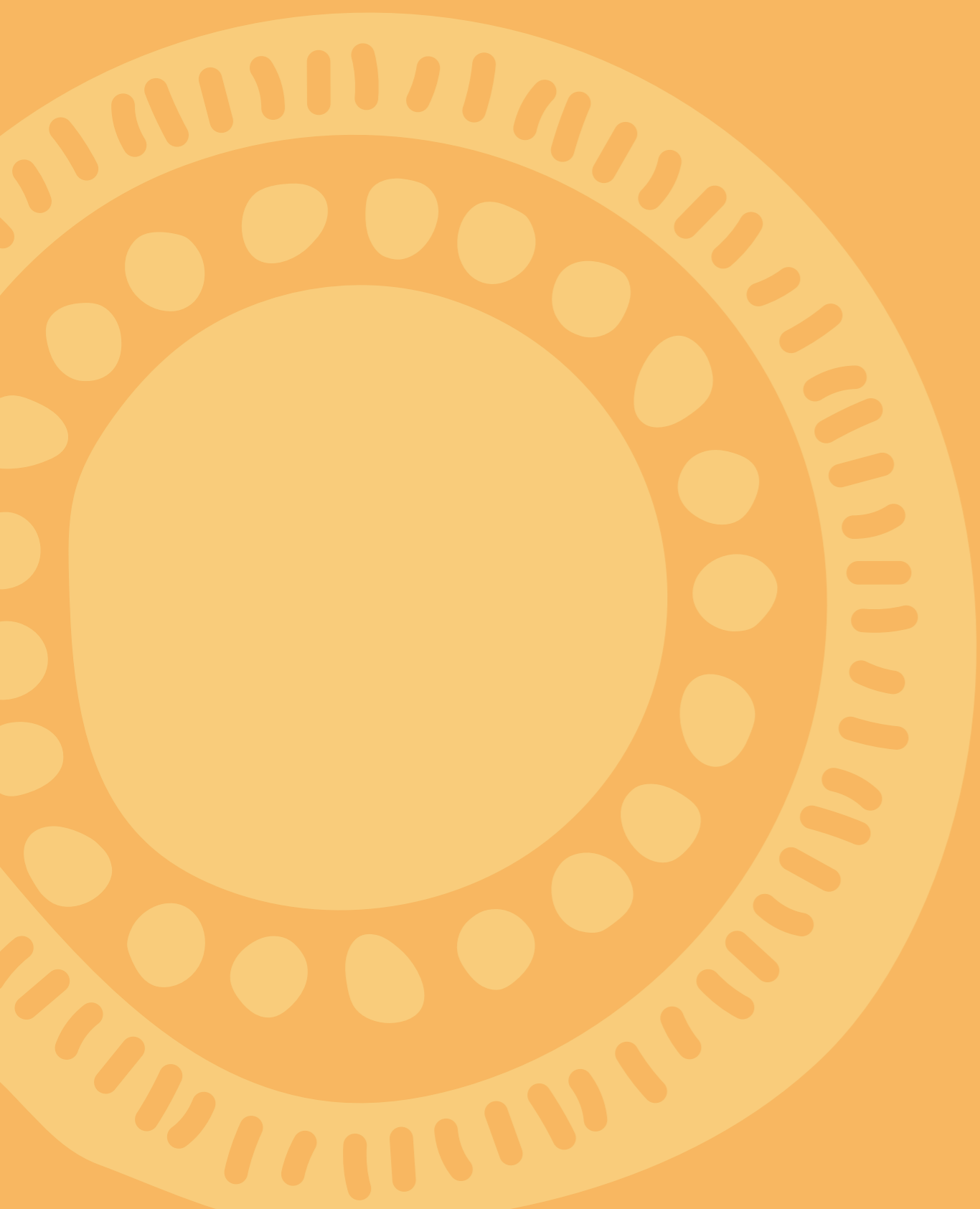
Innovate Reconciliation Action Plan
October 2021 - October 2023



Artwork by Murrwari / Euahlayi Artist, Danielle Mate
Title: Journey



Interface®

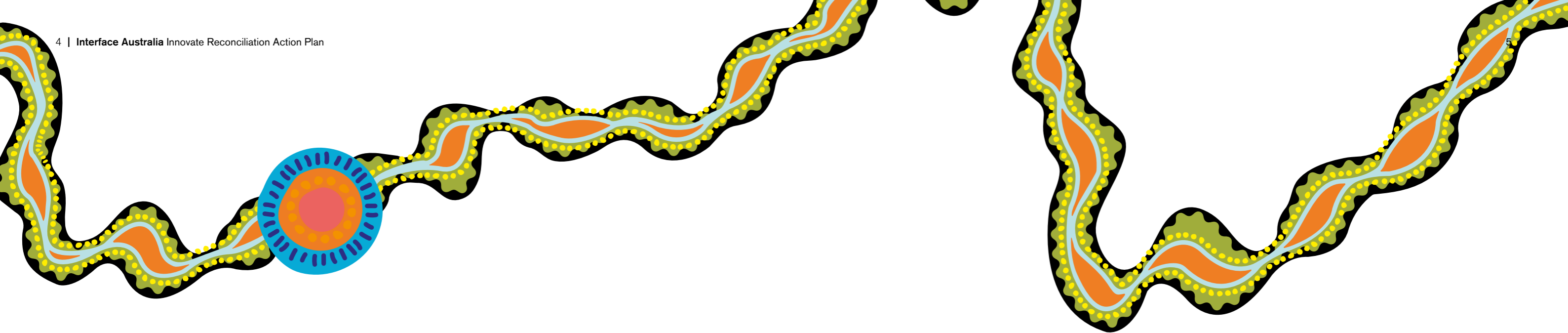


Acknowledgements of Country

Interface acknowledges the sovereign Traditional Custodians, their wealth and diversity and the continued stewardship on all the lands we work together on.

We pay respects to the Elders from the grass tree people, the Gadigal clan of the Sydney Basin to the bloodlines of the freshwater societies as their rivers flow to the west, the east, north and south, across the seabeds and out to the reefs of our saltwater coastal nations. From the profound spiritual knowledge and carvings of the rainforest's peoples to the milky way sky connection and resilience of the western desert spinifex communities.

We thank them all for their continued guidance and trust, that nothing is out of reach and the story of country continues to be shared by the guardians and experienced by all who are ready to listen, as we deeply respect their unceded ancestral country.



A message from our Managing Director, Rob Coombs



Interface acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land on which we live, and we pay respect to Elders past, present and future.

At Interface, our vision for reconciliation is for all Australians to value, celebrate and learn from the history and cultural significance of the land and the Traditional Custodians of it. In doing this we will contribute to a sustainable future for all. We understand our role in contributing to the development of a healthy natural environment and productive communities.

Our Reconciliation Action Plan acknowledges our fundamental connection with the land and its people. By developing strong, open and meaningful relationships with Aboriginal and Torres Strait Islander peoples, we explore opportunities for collaboration in tackling the future challenges of Australia.

Interface has a long-standing commitment to sustainability, and as part of that philosophy, holds the belief that business organisations wield the power to influence change for good in a way that many other institutions do not.

The need for reconciliation of the interests, beliefs, experience and opportunities between First Nations and non-Indigenous Australians is an important issue within the Australian community within which we operate. It is an issue central to a shared understanding of history and to the establishment of a pathway to a better future.

Our early understanding and involvement in the RAP program has been instructive. The early experience has highlighted the potential for Interface to both contribute to improved relations, equity and equality with First Nations peoples and at the same time to gather learning which can feed directly into our business philosophy. In particular, Interface can learn from the First Nations respect for Country and the connections to it as we work to further understand our relationship with the natural environment and communities.

Interface is committed to creating a RAP because we believe it is a fundamentally important initiative within Australian communities. We hope to both learn from the process and to contribute to improved relations with First Nations peoples. Our initial focus will be on education and on the establishment of employment opportunity across Interface's sphere of influence.

Through the understanding and respect of different cultures, backgrounds and points of view, Interface will be a more innovative and resilient organisation. We are excited to responsibly continue this path with our employees, our customers and community.

We don't fully understand where this process will take us but we believe the process itself will hold significant value for Interface and, we hope, for First Nations communities and other Interface stakeholders.

Rob Coombs,
Managing Director, Interface Australia and New Zealand



Karen Mundine, Chief Executive Officer, Reconciliation Australia

Reconciliation Australia commends Interface Australia 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 Interface 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, Interface 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.

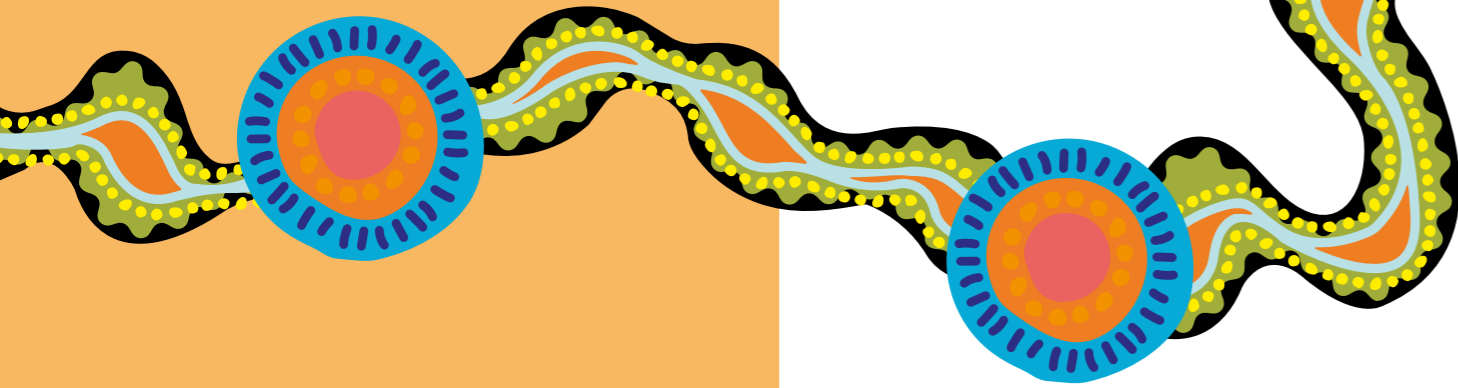
With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Interface is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Interface'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 Interface on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine,
Chief Executive Officer, Reconciliation Australia



Our vision for reconciliation

Our vision for reconciliation is for all Australians to value and celebrate the history and cultural significance of the land while contributing to a sustainable future. Our vision acknowledges our fundamental connection with the land and people, contributing through the continuation of Interface's social sustainability journey. By developing meaningful relationships with Aboriginal and Torres Strait Islander stakeholders, we will explore opportunities as an organisation to gain insights and establish sustainable opportunities for all Australians.



Interface Manufacturing facility in Minto, NSW

Our Business

Interface is a global modular flooring company specialising in modular carpet and resilient flooring that is carbon neutral, including luxury vinyl tile (LVT) and nora® rubber flooring. We help our customers create high-performance interior spaces that support well-being, productivity, and creativity, as well as the sustainability of the planet. We do this while manufacturing locally with a state-of-the-art facility and warehouse in Minto NSW.

Interface has a long history in environmental and social sustainability. The journey started in 1994 with one person, our founder and Chairman - Ray Anderson who committed our business to becoming the world's first environmentally sustainable—and ultimately, restorative—company by eliminating any negative impact the company has on the environment by 2020. Interface has since achieved 66% reduction in our carbon footprint by changing how we design and make things and we are proud to declare we achieved Ray Anderson's Mission Zero® two years early in 2018. We believe we can reverse global warming if we focus on four key areas; Live Zero, Love Carbon, Let Nature Cool and Lead the Industrial Re-Revolution. Interface has set ambitious goals to be carbon positive sequestering carbon from the atmosphere and incorporating this building block of life into our products for their lifecycle.

Interface is a global multinational corporation listed on the New York Stock Exchange with manufacturing facilities in United States of America, Thailand, China, Ireland and the Netherlands. Interface Australia



On Country at Menindee Central School @juniormeredith

employs 195 full time employees and we currently have 3 employees who identify as First Nations people. Within Australia, Interface has a factory with 150 employees in Minto NSW, with another 45 employees in showrooms around the country including Chalmers St in Sydney, Brisbane, Melbourne, Adelaide and Perth.

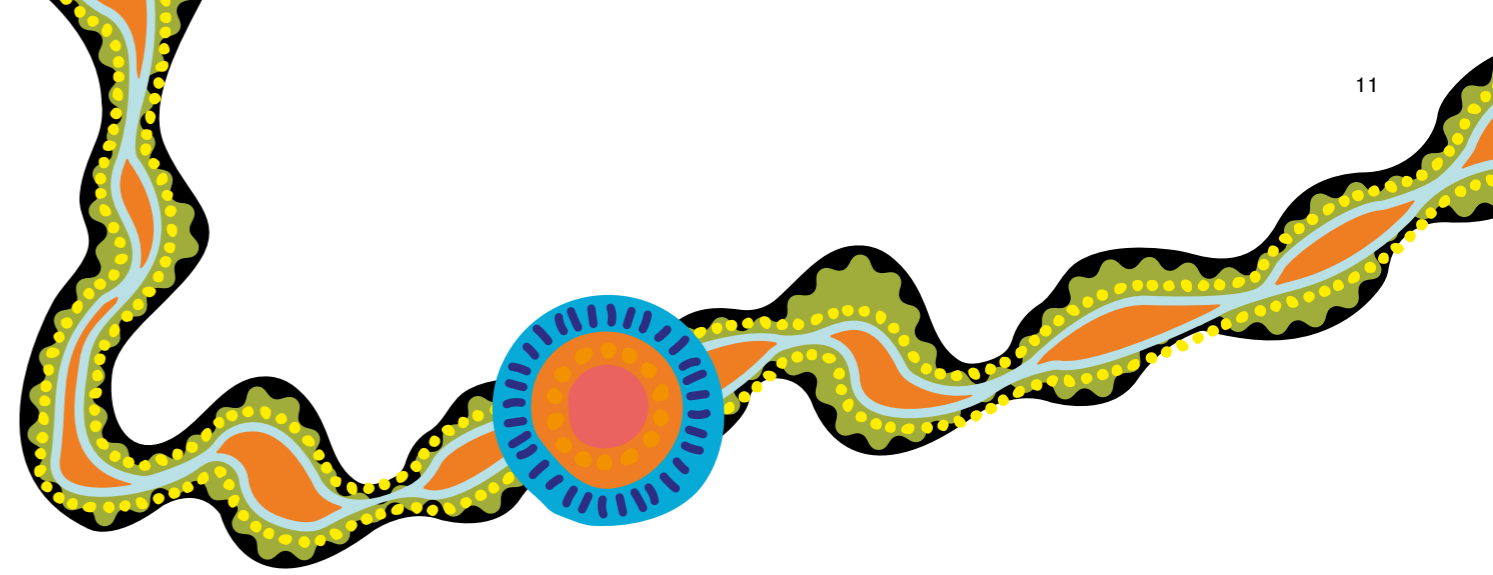
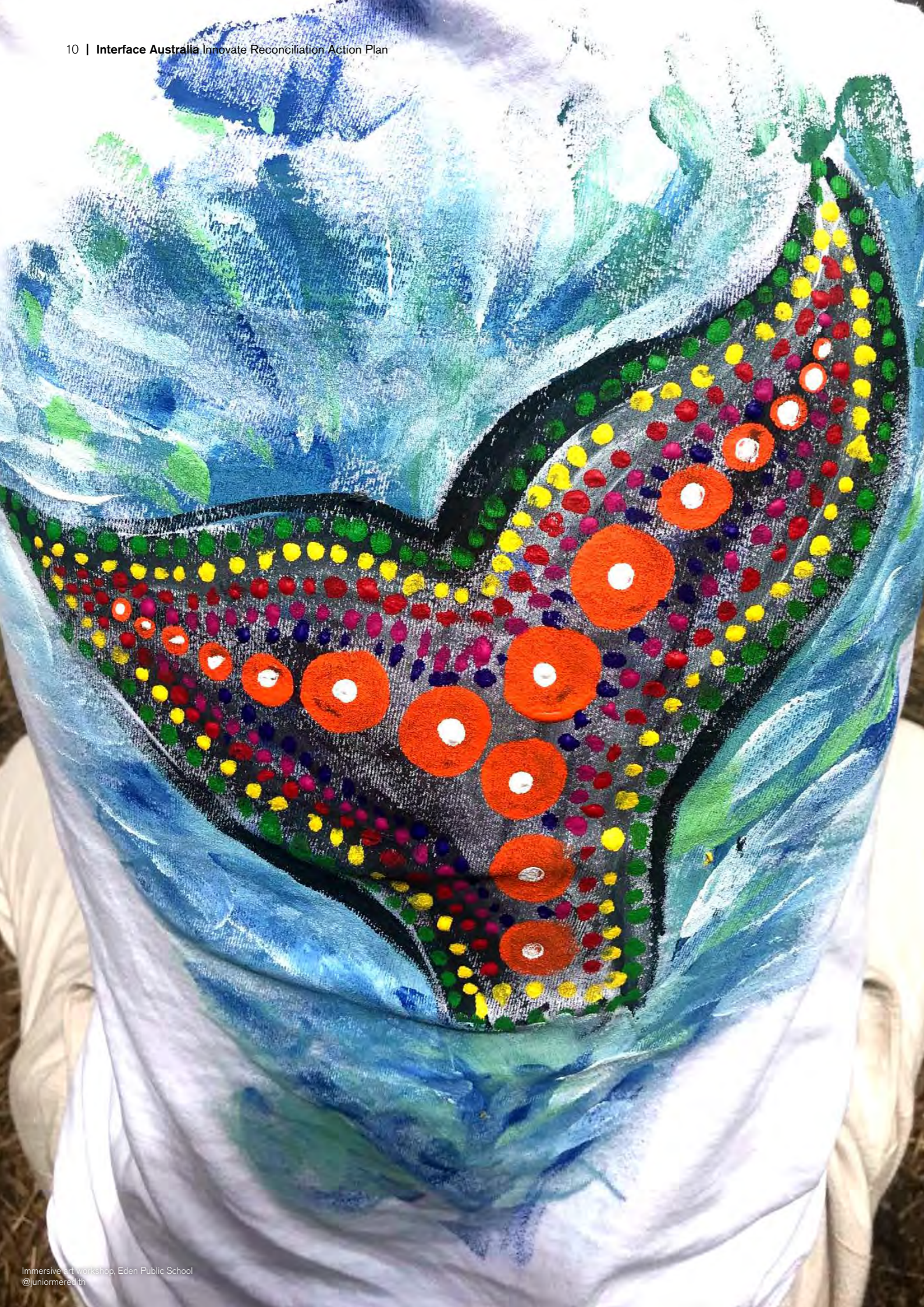
Interface's spheres of influence include:

- Our employees (including company leadership);
- Our suppliers.
- Our customers including sub-contractors, third party specifiers and corporate and institutional occupants of the buildings we service.
- The leading thinkers and activists in the realm of sustainability and sustainable business development.
- The local communities within which we operate, in particular, those around our manufacturing site in south-western Sydney.

Interface has many social programs globally, two of which are Net-Networks and Weaving a Better Life program. As pioneers in sustainability, Interface advocate biophilic design and know it is critical to human health to include natural systems and processes in our buildings and constructed landscapes. By consciously including nature in interior or architectural design, we are unconsciously

reconnecting; bringing the great outdoors in to our constructed world. Our next mission is to learn how First Nations peoples lived sustainably and bring awareness to these sustainable principles which Aboriginal and Torres Strait Islander peoples have practiced for more than 60,000 years. We hope to then take these learnings and educate those we work with from our employees to clients (architects, designers and trade contractors), national suppliers and other sustainable organisations we partner with across Australia.

We believe that education is a key foundation on which to drive change. We have the ability to drive awareness, and influence, not only our employees, but our external partners with whom we work with every day. For Interface to grow beyond what we know, we need to develop new relationships and connections. Through our local network in Campbelltown, we met with Briar Road Public School Principal, Tammy Anderson, who explained to us the challenges of the students in the area. It was at this moment, we saw an opportunity to provide assistance to the local students. Because of this, the connection with First Nations children and their communities is a prominent focus for our Reconciliation Action Plan.



Our RAP

Our first Reflect RAP was launched in 2019. It has helped us as an organisation learn more about Aboriginal and Torres Strait Islander peoples. We have still only begun our journey. We decided it was critical to work with like-minded companies and First Nations bodies like the Aboriginal Education Consultative Group (AECG) to understand our journey through reconciliation.

Interface's continual focus for our RAP is with Education and Aspiration. We will continue to support the local and regional school communities, engaging with students around their Connection to Country, as well as creating Aspirations for school children and TAFE students with work experience programs. The connections we will make through education and aspiration will allow us to develop meaningful relationships with Aboriginal and Torres Strait Islander stakeholders and establish sustainable opportunities for all Australians.

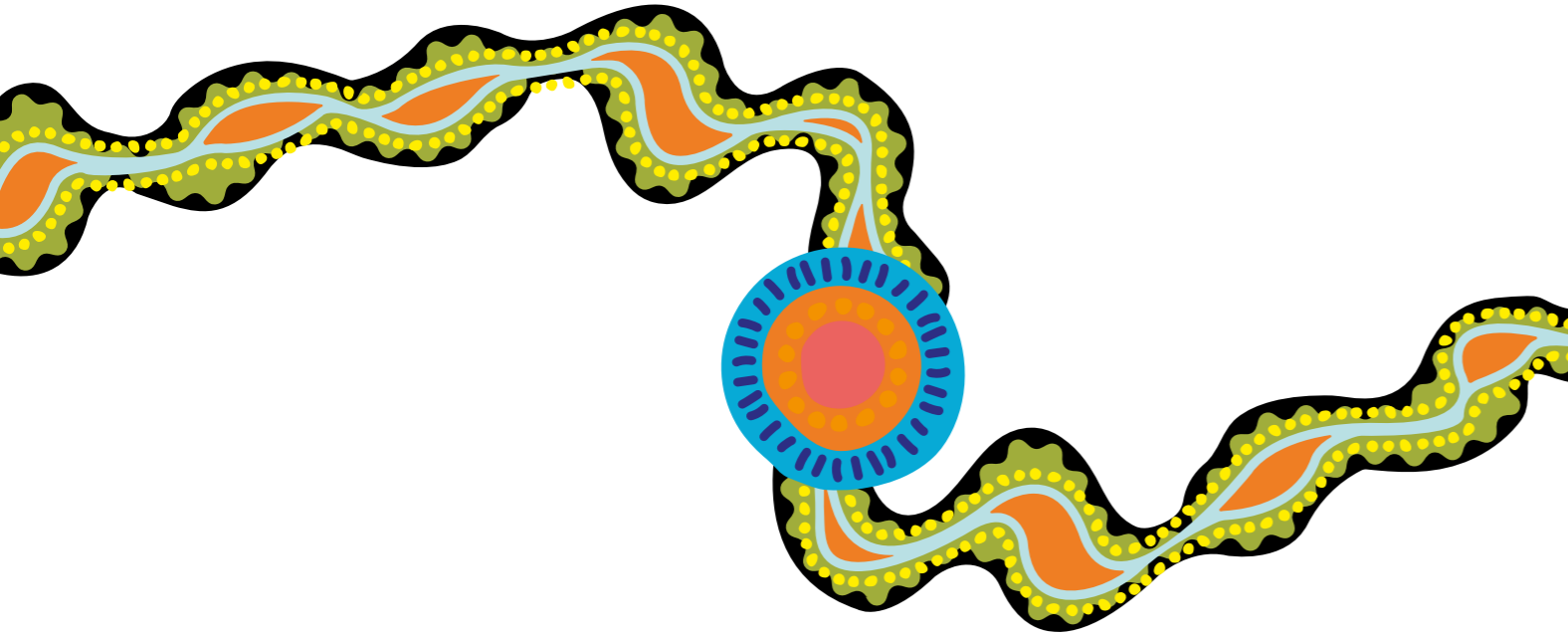
The Interface RAP Champion is Rob Coombs. He will be responsible for driving internal momentum and awareness of our RAP activities. Our RAP Champion will also be assigning state-based RAP Champions throughout the duration of this RAP to support their efforts throughout all our locations.

Our RAP committee is formed by volunteers and consists of 11 members of senior and middle management as well as employees from our production team.

Our internal RAP committee includes;

- Rob Coombs, Managing Director Australia & New Zealand
- Trish McCann, Marketing Director Australia
- Matt Sims, National Sales Director Australia & New Zealand
- Peter Dunn, Operations Director Australia
- Jessica Harter, HR Specialist
- Brendan Hogan, Regional Segment Development Manager NSW & ACT
- Robert Foletta, Field Services Manager
- Aidan Mullan, Sustainability Manager
- Rasheesh Bamola, Strategic Procurement Manager
- Bev Ruha, Production Operator
- Shantel Burns, Production (First Nations identified)

From time to time we also extend an invitation to our First Nations consultants to join the RWG, including Danielle Mate, Murrawari / Euahlayi artist, to discuss the programs we work to implement.



Case Studies



Briar Road Mentoring Program

Briar Road Public School and Interface have been working together since 2018. At the time Principal Tammy Anderson found a need for students in year 1-3 to improve their reading capabilities and hoped to engage with Interface to help provide support. It was this moment that Interface found its sphere of influence and how we can help Aboriginal and Torres Strait Islander students to do better in their education and aspire to improve their learning skills. Partnering with Tammy, we created a program that allowed students to work in groups or individually with our staff who were local to the area. Since, we have successfully ran several mentoring sessions with some great feedback from both the students and employees involved in the rewarding program.

As we continue our RAP journey, we will remain working with Briar Road and hopefully branch out to local schools to help other Aboriginal and/or Torres Strait Islander students with their literacy skills.



Flooring Installations

Interface is inherently a flooring business. We have the opportunity to work with local communities that are in need of new flooring. We have been lucky to partner with several Aboriginal and Torres Strait Islander organisations to help with their flooring needs such as Winya, NSW Aboriginal Land Council and Briar Road Public School.

One notable project was providing a space for the Koori room at Briar Road Public School. One of our in-house concept designers worked with the school to understand how they would like to use the room and added in the design spaces for yarning circles, connecting the floor with the artwork at the back of the room and using different materials and colours to tell a story through the design.

Throughout our Innovate journey, we will continue to partner with Aboriginal & Torres Strait Islander peoples and communities in hopes they may have a need to have a space refreshed through new, sustainable flooring solutions.



Cultural Immersion & Connection to Country with school students across NSW

An integral part of our RAP is focusing on Education and Aspiration. One of our projects has been focused on working with Australian schools and Aboriginal and/or Torres Strait Islander students, to explore and appreciate those students' connection to Country and what Country means to them. Interface had partnered with Danielle Sullivan, Dharawal woman and contemporary Murrawari / Euahlayi artist, and 4 schools within NSW to hold creative and artistic workshops with their students. In collaboration with these 4 schools, students engaged in exploring what connection to Country means to them through time spent on country and the expression of this through the medium of art. The immersive workshops were represented by the 4 regions – Freshwater, Saltwater, Rainforest and Desert, where sounds, sights, smell, touch and feelings were explored, and then in the classroom, where the students were able to creatively bring the experience to life on canvas. The Spinifex region was later explored through the story telling and photography of the region provided to us by our project consultant Rhoda Roberts (AO), member of the Bundjalung nation, and strong Widjubar woman.

The project continues to evolve as we develop strong relationships and expand our understanding of local Aboriginal cultures. Reciprocity is intertwined into the project as it evolves, with opportunities to partner and support the Aboriginal community through workshops, sponsorship and community engagement.

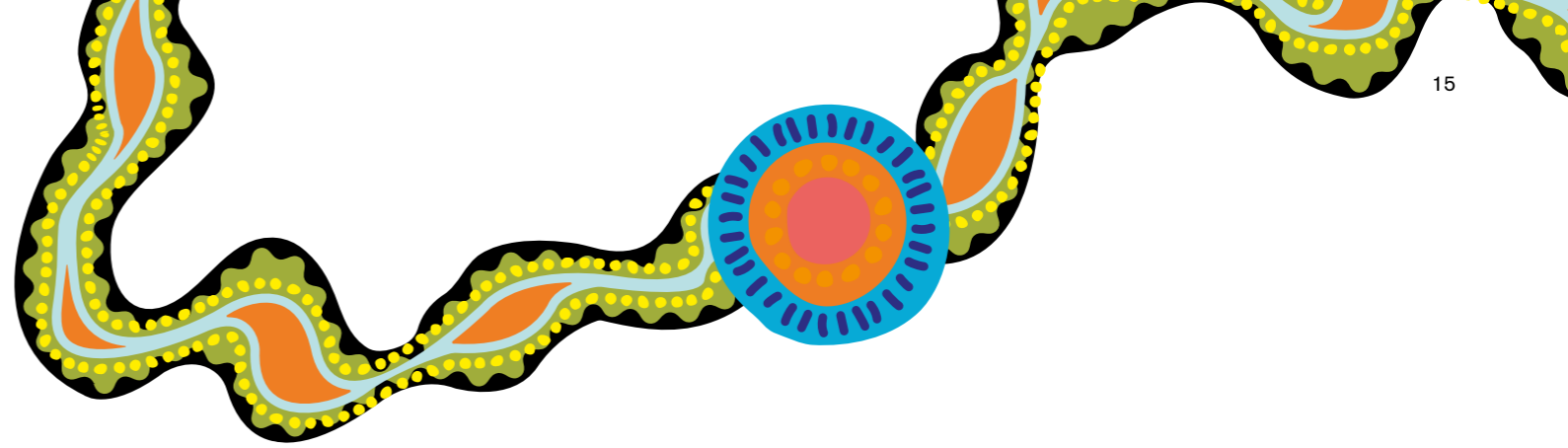
We thank the collaborating schools, their dedicated Principal's and staff for working with us and providing valuable insights:

- Briar Rd Public School Airds– Tammy Anderson
- Eden Marine High School – Viv Chelin
- Menindee Central School – Fiona Kelly
- Cabbage Tree Island Public School – Dyonne Anderson

Our partnership does not stop there. We have committed to supporting the National Aboriginal and Torres Strait Islander Postgraduate Association (NATSIPA) and will continue to work with the schools on future projects where we can each benefit and enrich the other's philosophies and policies.

Relationships

Building strong, open relationships with local communities is a fundamental requirement to the success of our business. Only through understanding and connecting with Aboriginal & Torres Strait Islander peoples and other Australians can we unlock and discover shared opportunities for active collaboration to tackle the future challenges of Australia.



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	December 2021	Marketing Director Segment Devt. Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations in the regions in which we operate	February 2022	Marketing Director Segment Development Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022 & 2023	Human Resources Specialist & Customer Marketing Manager
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2022 & 2023	Human Resources Specialist
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2022 & 2023	Human Resources Specialist
	Organise at least one internal NRW event each year.	27 May- 3 June, 2022 & 2023	Human Resources Specialist
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2022 & 2023	Human Resources Specialist
	Host a NRW BBQ lunch for manufacturing site to raise awareness of the importance of reconciliation.	27 May- 3 June, 2022 & 2023	Human Resources Specialist
3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation (Utilise our intranet (Workplace) to promote awareness and participation in reconciliation).	December 2021	Managing Director
	Communicate our commitment to reconciliation publicly through our website, sales teams talking to clients about our RAP, Company breakfast inviting local Elders.	December 2021	Marketing Director Australia
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	March 2022	Managing Director Marketing Director
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation	June 2023	Managing Director Sustainability Manager
	Communicate our commitment to our RAP to all staff and stakeholders through a formal RAP Launch	October 2021	Human Resources Specialist
	Communicate our commitment to our RAP with all new business hires through the Onboarding Program & target 100% of all new employees to have completed the RAP overview relevant to their job level, within the first 3 months.	March 2022	Human Resources Specialist

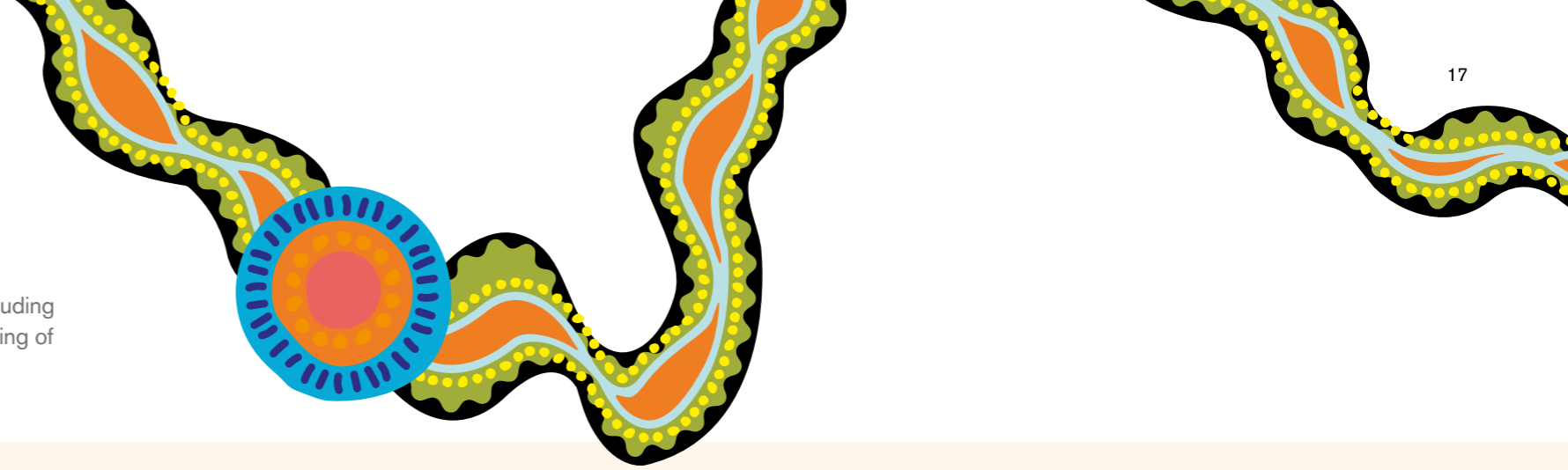
Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2021	Human Resources Specialist
	Develop, implement and communicate an anti-discrimination policy for our organisation	October 2021	Human Resources Specialist
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	October 2021	Human Resources Specialist
5. Build positive and mutually beneficial relationships with Aboriginal & Torres Strait Islander peoples to collaborate on sustainability & climate change challenges of Australia.	Educate senior leaders on the effects of racism.	June 2022	Human Resources Specialist
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on Interface's sustainability journey.	April 2022	Sustainability Manager
	Hold a RAP Forum at an event location (Yerrabingin House) with other like-minded organisations to discuss institutional integrity and sustainability amongst those holding a RAP.	April 2023	Sustainability Manager & NSW Segment Development Manager
	Continue to partner with Aboriginal & Torres Strait Islander non-for-profit organisations who have a need to have a space refreshed through new, carbon neutral and recycled flooring solutions provided by Interface.	December 2023	Human Resources Specialist



Briar Rd Public School, On Country @juniormeredith

Respect

Our employees come from many countries and it is important for Interface to understand and respect all cultures including Aboriginal and Torres Strait Islander peoples, their histories, land, and traditions. Through understanding and respecting of different cultures, backgrounds and points of view, Interface will be a more innovative and resilient organisation.



Action	Deliverable	Timeline	Responsibility
6. 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 and capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements..	May 2022	Operations Director Sustainability Manager with Operators
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	December 2021	Managing Director Marketing Director
	Develop, implement and communicate a cultural learning strategy and metrics for our staff.	March 2022	Operations Director Australia with Operators
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	March 2022	Human Resources Specialist
	Provide opportunities for staff to engage with Aboriginal and Torres Strait Islander communities through cultural immersion activities with the help of local Aboriginal and/or Torres Strait Islander stakeholders.	August 2022	Sustainability Manager
Deliver an authentic launch of an Aboriginal &/or Torres Strait Islander student-inspired Interface product range (suited to educational environments), ensuring cultural awareness and learnings of Aboriginal and Torres Strait Islander peoples are communicated, engaging both internal and external stakeholders.	September 2022	Marketing Director Segment Devt. Manager	
7. 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.	December 2021	Managing Director Marketing Director
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	February 2022	Managing Director Australia & New Zealand & Human Resources Specialist
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year i.e Business Awards Night, Interface-led functions, RAP Launch.	February 2022	Human Resources Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	December 2021	Managing Director Australia & New Zealand

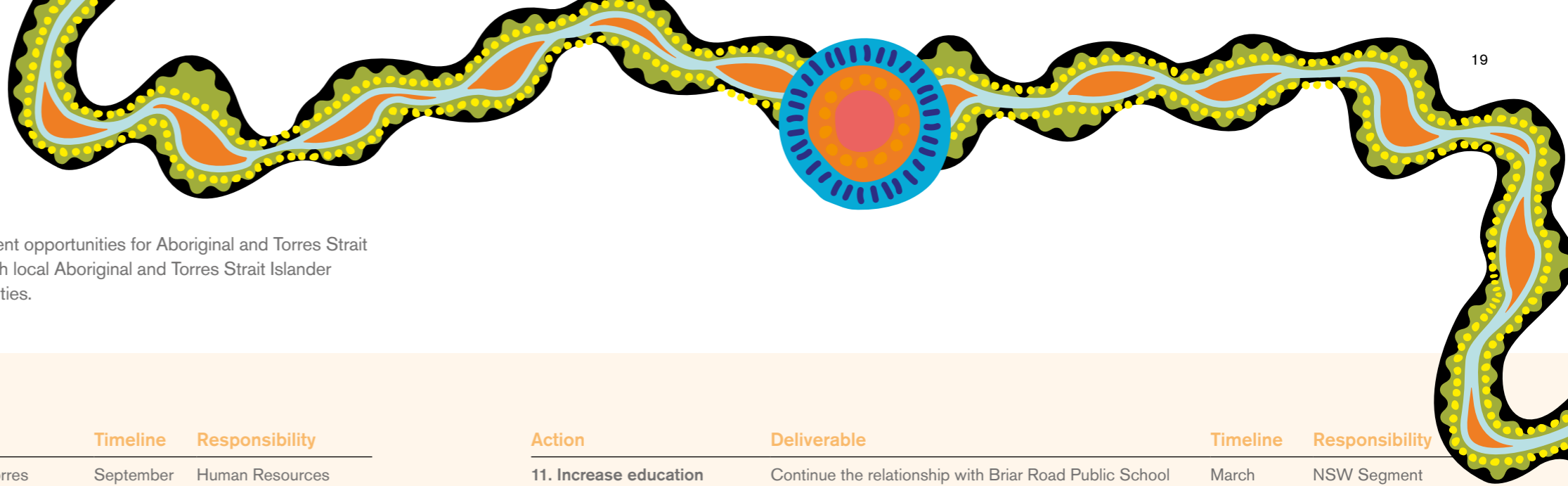
Action	Deliverable	Timeline	Responsibility
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2022, 2023	Human Resources Specialist
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	March 2022	Human Resources Manager
	Promote and encourage participation in external NAIDOC events to all staff.	July 2022, 2023	Human Resources Manager & Marketing Director



Menindee Central School, On Country @juniormeredith

Opportunities

As an equal opportunity employer, we are committed to providing employment opportunities for Aboriginal and Torres Strait Islander peoples. Interface has a responsibility to create positive actions with local Aboriginal and Torres Strait Islander peoples to generate shared and sustainable economic and social opportunities.

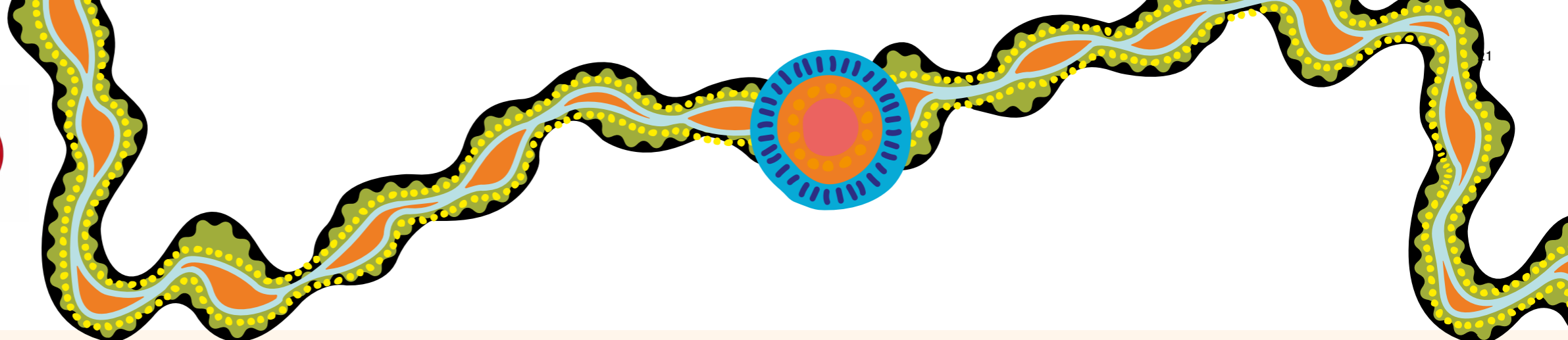


Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	September 2022	Human Resources Specialist
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	September 2022	Human Resources Specialist & Operations Director
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	October 2022	Human Resources Specialist & Operations Director
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	June 2022	Human Resources Specialist
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	October 2022	Human Resources Specialist
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	October 2023	Human Resources Specialist
	Explore options with Interface's network of carpet installers to promote the active employment of young and adult Aboriginal and Torres Strait Islander apprentices with engagement from WA & NSW state governments.	June 2022	NSW Segment Development Manager & Field Services Manager
10. 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.	February 2022	Operations Director Australia & Finance Director Australia
	Investigate Supply Nation membership.	December 2021	Operations Director Australia
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	March 2022	Finance Director Australia
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2022	Operations Director Australia & Finance Director Australia
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	October 2022	Strategic Procurement Manager

Action	Deliverable	Timeline	Responsibility
11. Increase education opportunities for Aboriginal and Torres Strait Islander children by collaborating/supporting local Aboriginal and Torres Strait Islander school communities.	Continue the relationship with Briar Road Public School to deliver the Interface Student Mentoring Program (Primary School)	March 2022	NSW Segment Development Manager
	Explore options with Briar Road Public School and Airs High School to create a program assisting with the student transition from Primary to High School	March 2022	NSW Segment Development Manager & HR Specialist
	Explore other opportunities with other primary schools to replicate the Briar Road mentoring program to support Aboriginal and Torres Strait Islander children in schools around the Minto area and potentially something regionally to involve states	June 2022	NSW Segment Development Manager & State Champions
	Design and propose a STEM learning program for local primary schools based around composting carpet and working with local Aboriginal and Torres Strait Islander leaders to help plant local native plants.	June 2022	NSW Segment Development Manager



Governance



Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	February 2022	Human Resources Specialist
	Establish and apply a Terms of Reference for the RWG.	October 2021	Human Resources Specialist
	Meet at least four times per year to drive and monitor RAP implementation.	December 2021 February, June, September, December, 2022 March, June, September 2023	Human Resources Specialist
13. Provide appropriate support for effective implementation of RAP commitments.	Revise resource needs for RAP implementation.	December 2021	Human Resources Specialist
	Engage our senior leaders and other staff in the delivery of RAP commitments.	December 2021	Managing Director Australia & New Zealand & Human Resources Specialist
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2021	Human Resources Specialist
	Maintain an internal RAP Champion from senior management.	December 2021	Managing Director Australia & New Zealand & Human Resources Specialist
	Assign State RAP Champions responsible the implementation local RAP activities in the regions they are based in.	February 2022	Managing Director Australia & New Zealand

Action	Deliverable	Timeline	Responsibility
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to ensure that our primary and secondary contact are up-to-date to ensure we are receiving important correspondence.	June 2022, 2023 and annually	Human Resources Specialist
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	August 2022, 2023 and annually	Human Resources Specialist
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022, 2023 and annually	Human Resources Specialist
	Report RAP progress to all staff and senior leaders quarterly.	December 2021 February, June, September, December, 2022 March, June, September, 2023	Human Resources Specialist
	Publicly report our RAP achievements, challenges and learnings, annually.	November 2021 November 2022	Marketing Director
15. Continue our reconciliation journey by developing our next RAP.	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Marketing Director
	Register via Reconciliation Australia's website to begin developing our next RAP	April 2023	Marketing Director



Briar Rd Public School Immersive Art Workshop @juniormeredith



Danielle Mate, Murrawari / Euahlayi Artist



The Artwork used throughout this report was created by Murrawari / Euahlayi Artist, Danielle Mate and is titled Journey. Journey represents traveling lines from one place/ destination to another. The circles represent places and the lines are the traveling lines.

Danielle's passion for art began when she was in high school spending countless lunchtimes on her own in the art room exploring her creativity, learning, testing, and understanding different mediums.

Danielle is a proud Aboriginal woman, who is a descendant of the Murrawari through her mother's maternal side and Euahlayi through her mother's paternal grandmother and was encouraged by her art teachers to explore her Aboriginal art style. It was then that Danielle went on to study a Bachelor of Creative Arts at Wollongong University NSW. Danielle is well in tune with her senses and finds a love for nature, animals and the landscape gives her inspiration. She also finds that smells, sounds and colours have a big influence on her work.

Each piece Danielle creates is unique in its own way, and it is because of this that Danielle has work being included in the private collections of Barack Obama and Ellen DeGeneres, and also featured on the US Embassy's Collectable Coin.

Danielle believes her art is an amazing tool and has learnt through years of workshop experience that it really brings people together, breaking down barriers and building pride and confidence. Facilitating art workshops, especially with young people who are new to connecting with their culture, is an exciting journey which Danielle loves being part of. The ability to be able to create something that has so much meaning and can resonate with other people is really special. It's also a true representation of Danielle's passion, heritage and soul.

Contact Us

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Climate change is undeniable. And reversible. Our mission is to prove it. Join the #ClimateTakeBack and help create a climate fit for life.