



**ENERGET1°C5**

**Reflect  
Reconciliation  
Action Plan**

MAY 2023 - MAY 2024



RECONCILIATION  
ACTION PLAN

**REFLECT**



# Acknowledgement of Country

Energetics acknowledges Traditional Owners of Country throughout Australia and recognises their continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present. In particular we acknowledge the First Nations peoples where our offices are based, the Cammeraygal peoples of the Eora Nation (North Sydney), Turrbal peoples of the Jagera Nation (Brisbane), Whadjuk peoples of the Noongar Nation (Perth) and Wurundjeri peoples of the Kulin Nation (Melbourne).



*Energetics held a whole company 'Meet the artist' session 01.11.23 (From left) Dr Mary Stewart, CEO | Natalie L. Simmons, DENAT Group | Peter Champman, Chairman of Energetics' Board*

# The artwork and the artist

## The artist

Natalie L. Simmons is a proud Wiradjuri/Wailwan woman. Co-Founder of **DENAT Group** and a finalist in 'The Fisher's Ghost Art Award 2023', her art focuses in on a contemporary Indigenous form with a style passed down from her Nan and ancestors. Natalie is committed to continuing her culture through art, allowing art to be one way to visualise endurance, strong connections and belonging with the view of passing this down to not only her children but also to others. To pay respects and homage to her ancestors, Natalie paints under her family name, Natalie L. Simmons.

## The artwork

Natalie titled the artwork 'Resilience'. A title given to highlight the importance of strengthening resilience in all aspects of life. Throughout the artwork significance is placed on land connecting to water, water connecting to land, as they go hand in hand. The sky however, has particular importance in Energetics' vision of limiting the Earth's warming to 1.5 °C. Parts of the artwork depict where we currently are, and parts depict the past, the impacts and effects we have had on the climate and our actions, or rather inactions for change. Natalie has used gradients of red to depict this. She's continued this theme throughout the artwork to ensure that we're always keep present and reflect on where inaction will lead us. Importance has also been placed around the connection of these elements into the middle, almost depicting friction, uncertainty and the unknown of where to from here. The symbols within the artwork represent people. Symbolising the many personnel that have come through Energetics to contribute and make a difference. Natalie has captured Energetics and its people in the upper-right quadrant which shows dots moving in an upwards trajectory and in the right path, which represents the role the business plays in advising and consulting organisation and government. The colours of these lines of the dots are multi-coloured and reflects the diverse and inclusive culture of each member and the journey each member is on personally and professionally. The colour white represents purity, spirituality, and ancestral spirits. This off-white colour connects to Natalie's ancestors and the spiritual realm. She's used this to symbolise her people and ancestors being part of that journey, seen in how she's placed them between the lands and the waters. From here, Natalie has shown how her people and ancestors continuing to be part of the journey into the future with Energetics.

## A message from Our CEO, Dr Mary Stewart

I'm pleased to introduce Energetics' first Reconciliation Action Plan (RAP), reaffirming our commitment to advancing reconciliation and developing meaningful connections with Aboriginal and Torres Strait Islander peoples.

Valuing diversity, fostering inclusion and promoting cultural awareness is not new to Energetics. As we launch our RAP, I am proud to lead a team that is dedicated to expanding their understanding of the rich cultural heritage of our First Nations peoples, the struggles they've faced, and the aspirations they hold for their communities.

For Australia, reconciliation is vital for a more unified and positive future – and it's a responsibility that all generations share. It's particularly important in the face of climate change. While we work towards a global goal of limiting warming to below 1.5°C, the effects of a changing climate are already being felt with extreme weather, rising ocean temperatures, and bushfires. If we are to respond effectively to the challenges we face, and build climate resilience, we must work closely with our First Nations peoples and develop solutions that draw upon their vast knowledge of our country.

Our Reflect RAP is an important first step for Energetics. I look forward to creating opportunities for new relationships, and exploring the contributions we can make together for our shared future and our response to climate change.

I would like to thank the members of our RAP Working Group for leading us on this important journey, and to Reconciliation Australia for assisting us throughout the process.



## A message from Reconciliation Australia

**Reconciliation Australia welcomes Energetics Pty Ltd to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.**

Energetics joins a network of more than 2,200 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 Energetics 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 Energetics, 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**



# Our business

Energetics is a consulting firm and the leading climate change risk and clean energy transition expert in Australia. We partner with Australia's largest businesses, investors, and governments to help them respond to some of the biggest issues of our time: the impacts of our destabilising climate, our economy's transformation to achieve net zero emissions and the realisation of Australia's huge clean energy potential.

Our vision is to "Unite for a 1.5°C world". A 1.5°C world is the goal of the Paris Climate Agreement as it is the global average temperature increase which marks the upper limit of warming beyond which we face increasingly dangerous conditions. Founded in 1984, Energetics has grown to a team of approximately 100 people across four states. Our head office is located in North Sydney, and we have offices in Brisbane, Melbourne and Perth. Currently we have no staff who identify as Aboriginal and/or Torres Strait Islander peoples. While we are a relatively small business, we are hoping to attract First Nations peoples who share our passion for addressing the challenges of climate change and working with Australia's largest organisations (and emitters of greenhouse gases) to play their part. With decades of experience and an abundance of insight, we're committed to powering the transformation to a climate-resilient, decarbonising world.



# Our reconciliation journey

Working closely with Australia's climate science community, Energetics knows the challenges our nation faces - we are already a hot, dry continent prone to extreme weather events. First Nations peoples have profound expertise and knowledge of our weather systems, the land, and its care, as well as what has changed over recent millennia. Our vision, where we all "Unite for a 1.5°C world", captures our belief that only in coming together can we create positive change and build the resilience we need. We strongly believe that reconciliation with First Nations peoples is essential to driving climate action and adaptation across Australia.

Further, from an internal business perspective, we have always sought a diverse and inclusive workplace where our people feel valued and respected. We look forward to enriching our understanding and building relationships with Aboriginal and Torres Strait Islander peoples, using our RAP to guide us in making internal improvements, participate respectfully in community events, and raise awareness externally.

Our Reflect RAP will be championed by Executive Director and Board Member, Tony Cooper, with oversight provided by our steering committee. Our RAP Working Group, made up of self-nominated members from each of our offices, will be responsible for delivering and reporting our progress to internal and external stakeholders.

## Our RAP steering committee

Dr Mary Stewart | NSW  
 Tony Cooper | RAP Champion | NSW  
 Matt Wilkin | NSW  
 Rebecca Harvey | NSW

## Our RAP working group

Jess Shore | NSW  
 Helen Wetherell | NSW  
 Kate Crewes | NSW  
 Amber Jones | NSW  
 Brei Kains | NSW  
 Rachel Kinakin | NSW  
 Hayley Lock | Vic  
 Hannah Palma | Vic  
 Dr Adeline Klotz | WA  
 Madison Wright | WA  
 Sheena Valenti | WA  
 Lucas Little | Qld  
 Sanjna Ullal | Qld

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### Our partnerships/current activities

Regarding Energetics' reconciliation journey to date, we have taken opportunities to build our knowledge, show our awareness and respect, and where possible, support First Nations programs and businesses.

1.5

Most recently all members of our Working Group and Steering Committee completed the online Aboriginal and Torres Strait Islander Cultural Competence Course provided by the Centre for Cultural Competence Australia (CCCA). This equates to almost one fifth of our employees - a first, vital step in building knowledge and awareness of Aboriginal and Torres Strait Islander peoples, cultures, histories, and achievements.

1.4

We now offer employees the option of swapping the Australia Day public holiday for another day. This business decision was taken in response to many inquiries across the business as our people, like many in the wider community, are increasingly unwilling to celebrate the date which marks the beginning of British colonisation and its devastating impacts on Australia's Aboriginal and Torres Strait Islander peoples.

1.3

In 2022 we undertook a number of initiatives. Since the start of the year, all companywide meetings and events begin with an Acknowledgement of Country. Traditional place names are on all forms of digital / printed collateral where our office addresses are cited, and to celebrate and recognise NAIDOC Week in 2022, all Energetics' employee email signatures contained the NAIDOC email signature block.

1.2

In terms of employees' own initiatives, across the country our people have attended events over the past few years. Examples include a staff tour of Kings Park (Noongar land), opening day celebrations for NAIDOC Week 2021 (Nyoongar Whadjuk Land) and Sydney-based employees who go to the BLAK Markets (Bidjigal Land) and the National Indigenous Art Fair (Gadigal Land). We aim to encourage more staff to seek out and participate in local community events to develop a deeper respect and understanding of the First Nations peoples' histories and perspectives. We routinely post information on such events on our company intranet so that our people have an idea of what is happening.

1.1

Through the development and implementation of our Reflect RAP, we hope to formally build stronger relationships and partnerships with Aboriginal and Torres Strait Islander peoples and take deliberate steps to continue our reconciliation journey.

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# Our reconciliation action plan

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## Relationships

1.4

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	November 2023	Executive Director
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2023	Executive Director
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023 May 2024	GM – Marketing and Communication
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2023	Executive Director
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2023	Executive Director
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	June 2023	GM – Marketing and Communications
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2023	Executive Director
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2023	Executive Director
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2023	GM – People and Culture
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2024	GM – People and Culture

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## Respect

Action	Deliverable	Timeline	Responsibility
1.5 1.4 1.4	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	February 2024 Executive Director
	Conduct a review of cultural learning needs within our organisation.	February 2024	GM – People and Culture
	Develop a business case for purchasing or loan and display (Art Bank) First Nations artwork within our offices.	October 2023	Senior Marketing Manager
1.3 1.3	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	September 2023 Executive Director
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2023	GM – Marketing and Communications
	Acknowledgement of Country to be appropriate and visible on our website and across all communications (eg. digital newsletters).	May 2023	Senior Marketing Manager
1.2 1.1 1.1	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023 GM – People and Culture + GM – Marketing and Communications
		Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023 Executive Director
		RAP Working Group to participate in an external NAIDOC Week event.	2-9 July 2023 Executive Director
		Embed the national NAIDOC Week logo in all staff email signature blocks.	2-9 July 2023 Senior Marketing Manager
1.0	Support and promote the Uluru Statement from the Heart.	Share resources on the Uluru Statement of the Heart and its elements and make available to all staff via our intranet.	May 2023 GM – Marketing and Communications



## Opportunities

Action	Deliverable	Timeline	Responsibility
1.5 1.4 1.4	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March 2024 GM – People and Culture
		Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2024 GM – People and Culture
		Review employment policies to ensure provision is made for any for Aboriginal and Torres Strait Islander employees to be able to access workplace flexibility arrangements for culturally significant events.	February 2024 GM – People and Culture
1.3 1.3	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Investigate and develop Aboriginal and Torres Strait Islander internal procurement database for internal and external usage	October 2023 Executive Director
		Investigate Supply Nation membership.	August 2023 Executive Director



## Governance

Action	Deliverable	Timeline	Responsibility
1.5 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	May 2023	Executive Director
	Draft a Terms of Reference for the RWG.	May 2023	Legal Counsel
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2023	Executive Director
	RWG to meet quarterly to drive governance and implementation of the RAP	June 2023 October 2023 January 2024 April 2024	Executive Director
1.3 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2023	Executive Director
	Engage senior leaders in the delivery of RAP commitments.	July 2023	Executive Director
	Appoint a senior leader to champion our RAP internally.	May 2023	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2023	Executive Director
1.2 Nominate a Board Member to be the RAP sponsor to drive approval and reporting to the board on the RAP implementation progress		May 2023	CEO
1.1 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2023	Executive Director
	Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Questionnaire.	1 August 2023	Executive Director
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023	Executive Director
1.0 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2024	Executive Director



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Enquiries about this RAP should be directed to:

**RAP Champion - Tony Cooper**  
Executive Director | Energetics

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