



**Reconciliation
Action Plan**
May 2025 - May 2027





Acknowledgement of Country

As a renewable energy company, our activities are inextricably linked to the land. Those who have cared for Country over thousands of years are at the heart of what we do.

Windlab acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of this country and the Traditional Custodians of the land, waters, and communities on which we live and work.

We respect and value their diverse, deep, and enduring connections to Country, culture, and customs.

We pay our respects to their ancestors, Elders, and all Aboriginal and Torres Strait Islander peoples and cultures.

The clean energy transition represents a once-in-a-lifetime opportunity to work together to secure a safe climate and a more prosperous future for us all. As we face the challenge, there is no greater example of determination, courage, strength, resilience, or innovation than that of Australia's First Peoples.

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Our vision for reconciliation

At Windlab, our vision for reconciliation is a united Australia where Aboriginal and Torres Strait Islander peoples and their rich, diverse cultures are deeply respected, valued, and celebrated. We acknowledge the resilience of First Nations Peoples in the face of significant and ongoing historical, cultural, and political challenges, and we are committed to honouring their ongoing contributions to our shared future.

As Australia transforms its energy system, we see this as a once-in-a-lifetime opportunity to collaborate and work towards a safe climate and more prosperous future for all. We recognise that our operations take place on Country, and with that comes the responsibility to respect, listen to, and engage with Traditional Custodians and respect their cultural values. We are committed to embedding their perspectives and knowledge into every phase of our projects and to being a company in which First Nations excellence is a core pillar of our business. By fostering a self-determined process, we aim to align our project objectives with the aspirations of the communities we work alongside, ensuring that our activities contribute to sustainable, meaningful outcomes for all.



Our RAP will contribute to Windlab's strong future by:



Building a more culturally safe, informed, and respectful organisation.



Informing the development and implementation of bespoke, culturally appropriate engagement initiatives with First Nations communities.



Driving greater understanding, innovation, and new thinking for more equitable and sustainable project outcomes.



Supporting increased participation of First Nations Peoples in all roles across our business.

Message from Our CEO



Windlab has recently completed the actions set out in our Reflect RAP—a milestone that has deepened our commitment to fostering positive, enduring relationships with First Nations communities across Australia.

As a renewable energy company, our activities are inextricably linked to land. The Traditional Owners of the lands on which our projects are located, and the regional communities that support our activities, are at the heart of what we do.

With Australia's clean energy transition gaining momentum, we see immense potential for the 'Renewable Generation' to empower First Nations Peoples through employment, procurement, and business engagement opportunities within the sector.

Our priority is to build partnerships founded on respect, trust, and mutual benefit, ensuring that Traditional Owners are integral participants in the development of our projects. We are committed to honouring First Nations' culture, knowledge, and agency in everything we do, recognising their essential role in shaping renewable energy projects on Country across Australia.

Windlab's Innovate RAP outlines our commitments within the RAP framework of relationships, respect, and opportunities, underpinned by strong governance and accountability. Guided by the learnings from our Reflect RAP, we will continue advancing cultural awareness, fostering inclusive recruitment practices, and embedding First Nations perspectives throughout our project life cycle and in all areas of our business.

This RAP is more than a plan—it's our pledge to continue to use our renewable energy projects as platforms to amplify First Nations voices, promote sustainable land stewardship and environmental protection informed by Traditional Owners' knowledge, and deliver meaningful outcomes in employment, education, and enterprise for Aboriginal and Torres Strait Islander peoples.

While our Innovate RAP marks a significant step forward in Windlab's reconciliation journey, we know there is much more to do to address the systemic inequities faced by First Nations Australians. We are inspired by the opportunity to walk this path with First Nations communities, working together to overcome these challenges and create a more just and equitable future.

A handwritten signature in blue ink, appearing to read 'J. Martin', with a horizontal line underneath.

John Martin



Message from CEO

Reconciliation Australia



Reconciliation Australia commends Windlab 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 Windlab 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, Windlab 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 close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Windlab is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

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

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Connecting with Country: Noel Pope shares the history and bloodline of the Willy Willy Tribe during his personal Welcome to Country at the prestart for temporary works on our Bungaban wind energy project.

About Windlab

Windlab is Australia's renewable energy pioneer. For over 20 years we have set new standards in the development and construction of clean energy infrastructure through an unwavering commitment to balance the needs of our stakeholders, community, Country, and the environment. As owners and operators of some of Australia's most significant renewable energy projects, we know how important it is to keep raising the bar and delivering meaningful value for all—ultimately making renewables the easy choice for our future.

We've raised the bar on renewables thanks to our three key strengths:

- The highest standards built in from day one. We are committed for the long term and do the right thing because we want to—not because we have to.
- An ability to innovate and problem solve at speed thanks to our in-house team of technical experts, engineers, and community leaders.
- Our partnership approach where we take the time to understand the human, environmental, and cultural impact of our projects, working hand in hand with stakeholders to overcome challenges and deliver meaningful benefits for all.

These same strengths are built into our commitment to sustainability and are bolstered by our corporate governance principles, aligned across every aspect of our operations.



Be tenacious.



Raise the bar.

Windlab is privately owned and fully funded by our shareholders. This gives us the capacity to deliver our ambitious pipeline, providing stability and assurance for our partners.

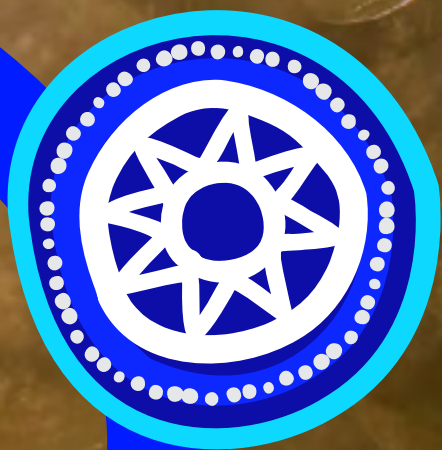
We employ about 90 changemakers across our Canberra, Brisbane, Sydney, and Melbourne offices, as well as in the regional Australian communities where we operate.

Over the next five years, our near-term development projects will create more than 1,300 new jobs in regional Australia and contribute hundreds of millions of dollars to regional economies through employment supply and contracting.

We have a strong commitment to building an inclusive and diverse workplace, but we recognise there is more work to do. We currently do not have the systems in place to capture the number of Aboriginal and/or Torres Strait Islander employees within our business but will address this as part of our Innovate RAP.

Our organisational culture is central to our success, and our values drive everything we do:

- Be tenacious. Adapting and flexing helps us overcome challenges and navigate change. We are proactive and responsive, comfortable in complexity.
- Raise the bar. Creating new standards beats being limited by existing ones. We are always learning, seeking out opportunities to improve, willing to get our hands (and boots) dirty.
- Think differently. Innovative solutions are guided by science, cutting edge methods, and the highest levels of expertise. We create magic when we put our heads together and remain open to the possibilities.
- Be ruthlessly responsible. We do the right thing because we want to, not because we have to. We listen, show compassion, keep our promises, and create lasting benefits for our people, community, environment and Country.



Think differently.



Be ruthlessly responsible.

Capturing the spirit of Hughenden, one of the communities at the heart of our renewable energy journey.

Our RAP

Windlab formally began its reconciliation journey in 2022 with the establishment of a RAP Working Group (RWG) to develop our inaugural Reflect RAP. The Reflect RAP allowed us to look within ourselves to identify the systemic gaps that would inhibit our ability to achieve our RAP vision and increased participation of Aboriginal and/or Torres Strait Islander peoples, organisations, and communities as employees, suppliers, and community partners. Reconciliation Australia's Reflect RAP process enabled us to identify areas for improvement, such as strengthening our various policies to enhance diversity and eradicate cultural bias as well seeking the assistance of First Nations experts such as Supply Nation.

The most significant change achieved from the delivery of our first RAP has been piloting Cultural Awareness Training at our Brisbane, Sydney, and Canberra offices. Facilitated by Tarina Fanning from Tarina Fanning Aboriginal Consultancy Training Services, the training allowed us to have a better understanding of the significance of this type of training and how we will roll it out to the entire business.

Throughout our reconciliation journey, we have undertaken research into the best practice and principles that support partnerships with Aboriginal and Torres Strait Islander peoples and organisations, and have committed to applying the *Leading Practice Principles: First Nations and Renewable Energy Projects* to our projects to ensure First Nations engagement, participation and benefit-sharing. The guide has been co-designed with First Nations Peoples and it unpacks and operationalises the First Nations Clean Energy Network's *Aboriginal and Torres Strait Islander Best Practice Principles for Clean Energy Projects*.

We have been making steady progress in embedding our RAP into our business—primarily through National Reconciliation Week and NAIDOC events, respecting and observing Aboriginal and Torres Strait Islander peoples' cultural customs where appropriate (such as delivering an Acknowledgement of Country), and championing social sustainability outcomes through our procurement activities.

One key learning has been that our reconciliation journey is not linear—it takes time to embed change, and commitments need to be integrated into existing programs to be effective, such as increasing Aboriginal and Torres Strait Islander representation in our workforce.

Our Innovate RAP builds on this gap analysis work to now develop the strategies to help address the areas we need to improve and ensure our commitments are embedded in our DNA.



Cultural heritage survey works undertaken as part of compliance obligations on our Gawara Baya wind energy project, supporting respectful engagement with Traditional Owners.



Connecting with community: Lisa from our team shares a moment with a local community member at the St Joseph's School Christmas Fete in Balranald near our Junction Rivers wind energy project.



Louise Murray, the Aboriginal artist behind the Junction Rivers wind energy project logo, shares a special visit to our Canberra office with her family.



Traditional Owners at the Gawara Baya naming ceremony. As part of the ILUA, the Gugu Badhun people were given naming rights and created the project artwork.



Some of our Sydney team undertaking cultural awareness training facilitated by Tarina Fanning.

RAP governance

Windlab's RAP Working Group (RWG) is responsible for overseeing, guiding and championing RAP activities. As part of our RAP, we encourage employee participation in our RWG to support our RAP commitments and its delivery.

Windlab's RAP is championed internally by our COO and is supported by the executive leadership team as well as by the Board. It is available on our website www.windlab.com and on our staff intranet. The RWG Chair will be actively involved in the progression of current and future RAPs.

Members of the Windlab RWG are as follows:

- Chief Operating Officer (Chair) (SYD)
- First Nations Manager (BNE)
- Manager Corporate Communications (BNE)
- Grid Connection Manager (SYD)
- Manager, Procurement and Contracts (BNE)
- Senior Manager, Community (BNE)
- Senior HSE Lead (BNE)
- Director, Business Infrastructure & IT (CBR)
- People & Culture Business Partner (BNE)
- Executive Assistant (SYD)

The RWG membership includes a Torres Strait Islander employee, our First Nations Manager, who assists with the development of the RAP itself. The RWG will continue to encourage the participation of Aboriginal and Torres Strait Islander employees on the working group.



Porcupine Gorge, Flinders Shire.



Relationships

Genuine, long-lasting relationships based on respect, trust, and mutual understanding with the Traditional Custodians of the lands on which we operate, and the broader Aboriginal and Torres Strait Islander community are fundamental to our core business. Our projects are on Aboriginal land, and authentic working relationships with Traditional Custodians are vital for our operations and are the right thing to do. Working on Country is a privilege, and we need to earn the trust of its First Peoples and communities. These relationships allow the prosperity of the future of sustainable energy to be shared.

1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Jan 2026	Senior Manager, Community
<ul style="list-style-type: none">Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2026	Senior Manager, Community

2 Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025 & May 2026	CEO
<ul style="list-style-type: none">RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2025 & 2026	Senior HSE
<ul style="list-style-type: none">Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2025 & 2026	Senior HSE
<ul style="list-style-type: none">Organise at least one NRW event each year.	27 May - 3 June, 2025 & 2026	Manager, Procurement and Contracts
<ul style="list-style-type: none">Register all our NRW events on Reconciliation Australia's NRW website.	May 2025 & May 2026	Manager Corporate Communications First Nations Manager

3 Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	May 2025	First Nations Manager
<ul style="list-style-type: none">Communicate our commitment to reconciliation publicly.	Mar 2025	CEO
<ul style="list-style-type: none">Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Jan 2026 and Jan 2027	First Nations Manager
<ul style="list-style-type: none">Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Jan 2026 & Jan 2027	Manager, Procurement and Contracts,

4 Promote positive race relations through anti-discrimination strategies.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Aug 2025	People & Culture Business Partner
<ul style="list-style-type: none">Develop, implement, and communicate an anti-discrimination policy for our organisation.	Aug 2025	People & Culture Business Partner
<ul style="list-style-type: none">Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	May 2025	People & Culture Business Partner
<ul style="list-style-type: none">Educate senior leaders on the effects of racism.	Aug 2025	People & Culture Business Partner

5 Build our network of good practice of First Nations engagement for renewable projects.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Become a member of the First Nations Clean Energy Network.	Dec 2025	First Nations Manager
<ul style="list-style-type: none">Actively look to extend engagement of others in the First Nations Clean Energy Network.	Dec 2025	First Nations Manager



At Windlab, respect is more than a principle—it's a daily practice that informs how we engage with communities, design our projects, and celebrate the success of partnerships.

We respect, value and embrace Aboriginal and Torres Strait Islander peoples' rich diverse cultures, customs and knowledge in the way we work. A culturally aware workforce and culturally inclusive governance are the foundations for respecting Country and the cultural values of those with a sacred connection to it. This will ensure enduring relationships and a safe and belonging workplace for all Aboriginal and Torres Strait Islander People.

6 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Conduct a review of cultural learning needs within our organisation.	May 2025	People & Culture Business Partner
<ul style="list-style-type: none">Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Aug 2025	People & Culture Business Partner
<ul style="list-style-type: none">Develop, implement, and communicate a cultural learning strategy document for our staff.	Jan 2026 & Jan 2027	People & Culture Business Partner
<ul style="list-style-type: none">Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Jan 2026 & Jan 2027	People & Culture Business Partner

7 Demonstrate respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Ongoing to Mar 2027	Manager Corporate Communications
<ul style="list-style-type: none">Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	May 2025	Manager Corporate Communications
<ul style="list-style-type: none">Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Ongoing to Mar 2027	Manager Corporate Communications
<ul style="list-style-type: none">Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Ongoing to Mar 2027	CEO

8 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2025 & 2026	All led by Grid Connection Manager
<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	Apr 2025	People & Culture Business Partner
<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	First week in July, 2025 & 2026	All lead by CEO

9 Recognise the Country and cultures at our project sites.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Windlab to erect signage acknowledging the Gawara Baya project is on the Gugu Badhun Country in form, size and location mutually agreed. 	Dec 2026	Senior Manager, Community
<ul style="list-style-type: none"> Include in the Bungabun project's site induction an Acknowledgment of Country, respect for cultural values and reminder of Duty of Care Cultural Heritage guidelines mutually agreed. 	Dec 2025	Senior Manager, Community



Opportunities

Aboriginal and Torres Strait Islander peoples have a rightful and knowledgeable place in the clean energy transition, and we will enable that participation in our projects.

At Windlab, we are committed to empowering communities and creating a sustainable future for all. We will contribute to the efforts to strengthen professional development, employment, access and economic opportunities for Aboriginal and Torres Strait Islander peoples through our continuing engagement across all facets of our core business activities.

10 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	Aug 2025	People & Culture Business Partner
<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. 	Oct 2025	People & Culture Business Partner
<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	Mar 2026	People & Culture Business Partner
<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	Ongoing to Mar 2027	People & Culture Business Partner
<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	Jul 2025	People & Culture Business Partner

11 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	Jul 2025	Manager, Procurement and Contracts
<ul style="list-style-type: none"> Investigate Supply Nation membership. 	Feb 2026	Manager, Procurement and Contracts
<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	Aug 2025	Manager, Procurement and Contracts
<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	Feb 2026 & Feb 2027	Manager, Procurement and Contracts
<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	Ongoing to Mar 2027	All led by Manager, Procurement and Contracts

12

Ensure our projects guarantee economic and social benefits, mutual respect, clear communication, cultural and environmental considerations, and free, prior and informed consent (FPIC)

Protect and enhance the benefits our projects provide to the Traditional Owners.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Form relationships with Aboriginal Corporations to oversee and advise on our setting and delivering targets for our projects including those set out in the Gawara Baya ILUA and other agreements with Traditional Owners.	Ongoing to Mar 2027	Senior Manager, Community
<ul style="list-style-type: none">Research best practice in FPIC practices in our industry sector.	Nov 2026	First Nations Manager
<ul style="list-style-type: none">Develop a framework that Windlab can apply to our projects that will guarantee economic benefits are shared with Traditional Owners.	Mar 2027	First Nations Manager
<ul style="list-style-type: none">Continue to apply the Leading Practice Principles: First Nations and Renewable Energy Projects.	Feb 2026	First Nations Manager



Governance

13 Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Nov 2026	Chief Operating Officer
<ul style="list-style-type: none">Maintain and review the application of the Terms of Reference for the RWG.	Dec 2025 & Dec 2026	Chief Operating Officer
<ul style="list-style-type: none">Meet at least four times per year to drive and monitor RAP implementation.	Feb, May, Aug, Nov (annually)	Chief Operating Officer

14 Provide appropriate support for effective implementation of RAP commitments.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none">Define resource needs for RAP implementation.	Mar 2025 & Mar 2026	All Led by Director, Business Infrastructure & IT
<ul style="list-style-type: none">Engage our senior leaders and other staff in the delivery of RAP commitments.	Ongoing to Mar 2027	Chief Operating Officer
<ul style="list-style-type: none">Define and maintain appropriate systems to track, measure and report on RAP commitments.	Jan 2026 & Jan 2027	Director, Business Infrastructure & IT
<ul style="list-style-type: none">Appoint and maintain an internal RAP Champion from senior management.	Mar, May, Aug, Nov (annually)	Chief Operating Officer

15 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> 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 (annually)	Chief Operating Officer
<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	1 August (annually)	Chief Operating Officer
<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Survey to Reconciliation Australia. 	30 September, (annually)	Chief Operating Officer
<ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly. 	Mar, May, Aug, Nov (annually)	Chief Operating Officer
<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings, annually. 	Mar 2026 & Mar 2027	CEO
<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	May 2026	Chief Operating Officer
<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 		Chief Operating Officer

16 Continue our reconciliation journey by developing our next RAP.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	Aug 2026	Chief Operating Officer

About the design and studio



The Windlab Reconciliation Action Plan (RAP) design was created by award-winning Cairns-based Indigenous design and digital agency, ingeous studios.

The bespoke design embodies Windlab's commitment to empowering communities through renewable energy. It highlights the organisation's role in supporting sustainable, on-Country economic opportunities for First Nations Peoples while contributing to improved environmental outcomes across Australia.

The design serves as a contemporary visual representation of Windlab's national presence and its dedication to a just, equitable, and reconciled Australia. At its centre is Windlab's Acknowledgement/Reconciliation icon—a symbol used across Windlab offices and assets to express ongoing respect for Traditional Custodians and a commitment to reconciliation.

Flowing throughout the design are Healing Waterways (journey lines), representing the shared path of healing, learning, and cultural exchange between Windlab and the First Nations communities it partners with. Interwoven within these pathways are Country pods, which reflect the richness and diversity of First Nations Countries and Cultures—each with unique histories, knowledge systems, and deep spiritual connections to Country.

Subtle background elements honour the presence of First Nations Ancestors, while ancestral stars guide the way forward—reminding us of the importance of past wisdom in shaping present and future actions. Embedded within the design are Windlab's guiding principles: Be Tenacious, Raise the Bar, Think Differently, and Be Ruthlessly Responsible—values that underpin the way Windlab works with communities across the country.

ingeousstudios.com



Uluru Statement from the Heart

Windlab proudly supports the Uluru Statement from the Heart and its calls for Voice, Treaty, and Truth.

We recognise it as a generous invitation to walk with Aboriginal and Torres Strait Islander peoples toward a more just and equitable future. We commit to advancing this vision by listening, learning, and acting in partnership with Traditional Owners and the broader Aboriginal and Torres Strait Islander community.

We, gathered at the 2017 National Constitutional Convention, coming from all points of the southern sky, make this statement from the heart:

Our Aboriginal and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands, and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the Creation, according to the common law from 'time immemorial', and according to science more than 60,000 years ago.

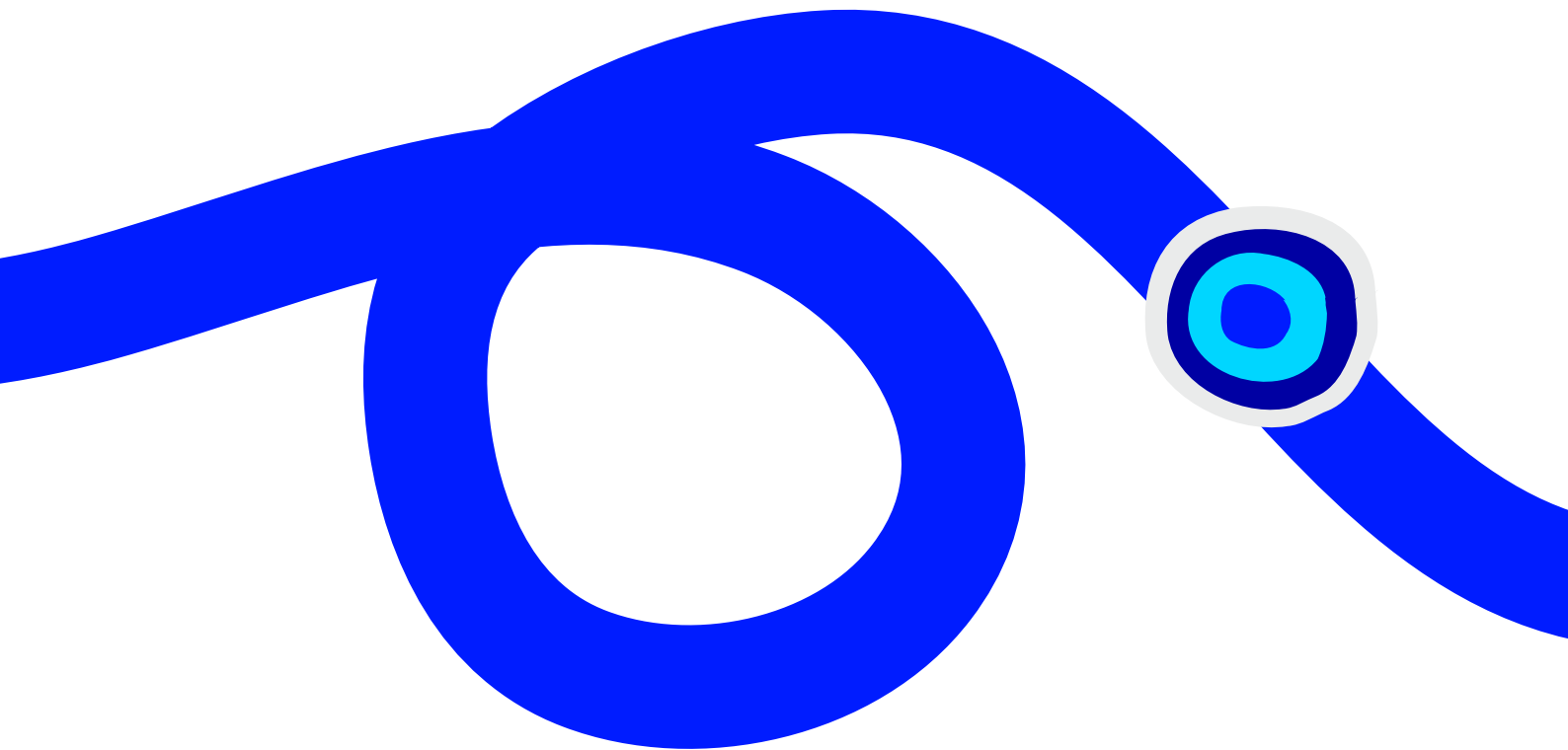
This sovereignty is a spiritual notion: the ancestral tie between the land, or 'mother nature', and the Aboriginal and Torres Strait Islander peoples who

were born therefrom, remain attached thereto, and must one day return thither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty. It has never been ceded or extinguished, and co-exists with the sovereignty of the Crown.

How could it be otherwise? That peoples possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years?

With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia's nationhood.





Proportionally, we are the most incarcerated people on the planet. We are not an innately criminal people. Our children are alienated from their families at unprecedented rates. This cannot be because we have no love for them. And our youth languish in detention in obscene numbers. They should be our hope for the future.

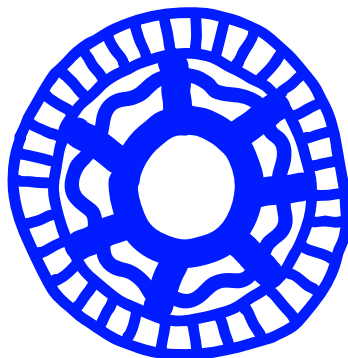
These dimensions of our crisis tell plainly the structural nature of our problem. This is the torment of our powerlessness.

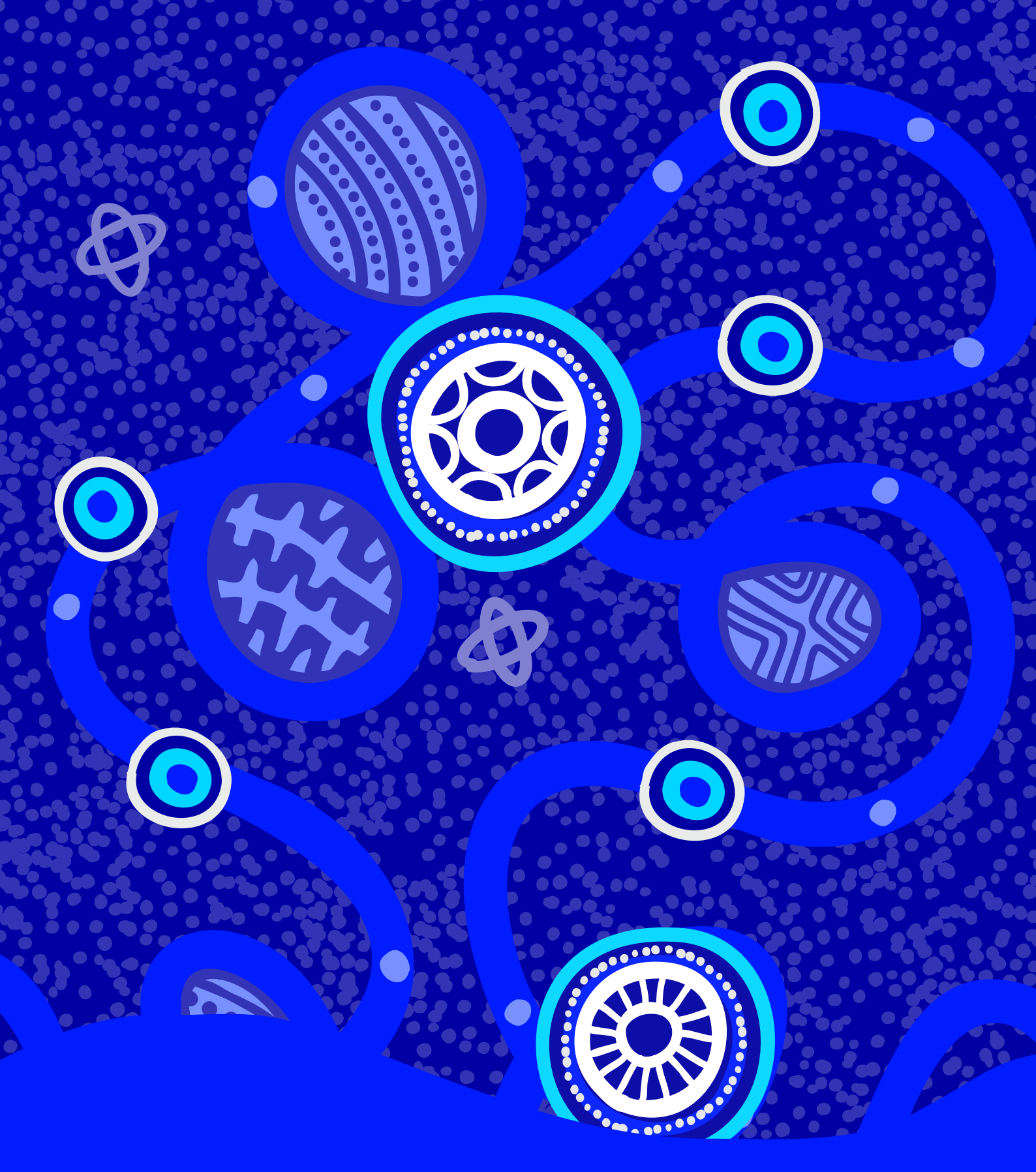
We seek constitutional reforms to empower our people and take a rightful place in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.

We call for the establishment of a First Nations Voice enshrined in the Constitution. Makarrata is the culmination of our agenda: the coming together after a struggle. It captures our aspirations for a fair and truthful relationship with the people of Australia and a better future for our children based on justice and self-determination.

We seek a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling about our history.

In 1967 we were counted, in 2017 we seek to be heard. We leave base camp and start our trek across this vast country. We invite you to walk with us in a movement of the Australian people for a better future.





Contact details

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Chief Operating Officer

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