

FIRST NATIONS PEOPLES' RIGHTS WORKING GROUP



Responsible Investment
Association Australasia

First Nations Peoples' Rights Working Group Minutes Meeting #4

Meeting #4-22 – 26 October 2022, 12.00pm to 1:30pm AEST / 2.00pm to 3:30pm NZST (By Zoom)

Attachments

1. First Nations Peoples' Rights Work Plan FY 2023
2. Adamantem RAP Journey
3. Adamantem Innovate RAP
4. Presentation Slides

Minutes

Item	Action required	Delegation
<p>1. Welcome – Alan Dayeh (Chair, Point Advisory)</p> <ul style="list-style-type: none">• Acknowledgement of country• Working Group objectives (see item 4)• Motion to approve latest minutes: Alan Dayeh (Chair, Point Advisory) <p>Motion Passed: William Leak (BT)</p> <p>Second: Ivor Gibbons (Perpetual Limited)</p>		
<p>2. Conversation and Q&A - Equity, Inclusion and Financial Prosperity for First Nations Peoples</p> <p>Fonteyn Moses-Te Kani, Head of Māori, Iwi, Diversity and Inclusion at Westpac New Zealand Limited</p> <p>Phil Usher, Chief Executive Officer at First Nations Foundation</p> <ul style="list-style-type: none">• <i>Acknowledging there is no one Indigenous peoples' view, can we start with both of you sharing with us what comes to mind when we say "prosperity" - what does that mean to you and the communities you work with?</i> <p>Prosperity depends on the context of your personal experience. Indigenous peoples do culture first with finance, rather than a traditional division of personal finances, so prosperity can look like supporting family and community, which may be in</p>	<p>To engage with the work of First Nations Foundation, visit their website</p>	<p>All</p>

<p>competition with a traditional interpretation of financial prosperity. Māori land ownership sees a great reinvestment of generational wealth, as the land holds cultural and community value to owners, rather than a financial value. As no similar treaty exists in Australia, there are fewer opportunities for financial and cultural prosperity by comparison, yet sustainable finance creates greater opportunities for alignment with cultural, financial and natural prosperity.</p> <ul style="list-style-type: none"> <p><i>Does the use of sustainability language serve Indigenous Australians in engaging with Western finance and creating financial prosperity?</i></p> <p>Social conscience has been a real mobilising factor in achieving advantageous outcomes, but so too has been the cultural knowledge of land and environment. However, the main driver of financial outcomes has been the mainstream acceptance of cultural equity as being the “right thing” to do.</p> <p><i>Are there any differences in the views of younger generations in terms of prosperity within First Nations communities, and how are these aspirations being managed?</i></p> <p>Young people are much more in learning about finance and progressing. This is likely linked to the emerging messaging that you can be both financially and culturally engaged, and thus create a greater impact, which previously has not been seen as an option. In Aotearoa, there is an unspoken pattern seen in many Māori families, where parents pay off their mortgage, and then use that asset to purchase a family business with which to create equity for their children, while also embedding the tools within the family to create knowledge for the next generation. This enables banks and to take on a more facilitative role rather than educator/uplifter.</p> <p><i>What is the effect of the treaty and other structural efforts of government on economic empowerment and advancement?</i></p> <p>The treaty acts as a relationship agreement, with co-management of land and peoples, however inequity develops when subsequent settlements need to be made. The money from settlements was bestowed without adequate financial knowledge and support, and thus was often invested in culture and community endeavours without instilling the foundations to establish generational wealth and financial prosperity.</p> <p><i>In the context of value creation, what can investors do today to better invest in and support First Nations Peoples’ prosperity?</i></p> <p>The biggest thing investors can do is hold corporations to account, like with Rio Tinto. Also, pushing this further to expect adequate representation at board level in organisations. The most productive and advantageous way to create value for First Nations peoples is to speak to them and take their advice, and transitioning the interaction from a relationship to a partnership, creating ongoing mutual benefit. This generates both financial and cultural confidence and competency.</p> 		
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<ul style="list-style-type: none"> For investors who are aligning with net zero, how can they best ensure Indigenous values and prosperity is considered and that the transition is equitable? <p>The greatest thing investors can do to navigate this transition is to engage with and listen to community. In doing this, ensure that these interactions are devoid of assumptions regarding understanding, particularly cultural or financial. This allows for a more productive and equal dialogue. Ensure that heart, humility and honesty are centred in these discussions and the outcome will reflect as such.</p>		
<p>3. Industry Updates</p> <p>First Nations Heritage Protection Alliance (Matt Storey, National Native Title Council)</p> <ul style="list-style-type: none"> Dhawura Ngilan Business and Investment Initiative (DNBII) continues to be progressing well, with Dr Terri Janke developing guiding principles from the document, with a working draft anticipated by the end of 2022 Legislative Reform Proposal, carried out with DCCEEW. Stage 1 has lead to the development of an options paper on models of reform – available here. Stage 2 is modelling responses to these reform options and is underway now, with consultations running until early 2023. Minister Plibisek has made it clear that this government will ensure legislative reform is introduced. <p>Australian Sustainable Finance Institute – Roadmap (Alan Dayeh, Point Advisory)</p> <ul style="list-style-type: none"> Prior to the ASFI Summit, ASFI organised several deep-dive sessions, such as: Reshaping Finance to Better Incorporate First Nations Peoples’ Perspectives and Outcomes. Key outcomes were to showcase and amplify the work of first nations peoples and organisations are already doing in this area and the ASFI Roadmap. These sessions and the Summit are now finished. <p>Nature Nexus (Min Wah Voon)</p> <ul style="list-style-type: none"> Ongoing focus of centring Indigenous voices in RIAA’s Nature Working Group. RIAA continue to engage closely with the development of TNFD, with RIAA being the national convenor for the Australasian area. A recent outcome to highlight in the Commonwealth Bank and Westpac launched a Sustainability-linked Loan procured for Cairns Airport with biodiversity and Indigenous focus, which will be used as a pilot in developing the TNFD framework. 	<p>For more information please contact Matt Storey (National Native Title Council).</p> <p>For more information please contact Alan Dayeh (Point Advisory).</p> <p>For more information or to engage with the Nature Working Group or TNFD, please contact Antonia Bowlen (RIAA)</p>	All
<p>4. Objectives Updates</p> <ol style="list-style-type: none"> Collaborate with First Nations Peoples’ to increase their voices in responsible investment and sustainable finance Assist with facilitating First Nations peoples’ conversations for the RI sector Facilitate education on First Nations’ peoples’ rights, empowerment, and leadership for the RI sector <ul style="list-style-type: none"> Ongoing work for Objectives 1-3, highlighted through speakers at our Working Group Meetings and most recently recently at our RI 	<p>For more information, please contact Min Wah Voon (RIAA)</p>	All

<p>Aotearoa NZ Conference. Since Juukan Gorge desecration, RIAA has been meeting biannually with First Nations Heritage Protection Alliance, with strong focus on completing the Dhawura Ngilan Business and Investor Initiative.</p> <p>4) Collaborate with First Nations peoples' to promote awareness about UN Declaration on the Rights of Indigenous Peoples (UNDRIP) and develop guidance on minimum standards and application of frameworks/tools</p> <ul style="list-style-type: none"> Dhawura Ngilan Business and Investor Initiative – Investor group engaging with Terri Janke providing feedback on the investor guide regarding managing First Nations Peoples' Rights through portfolio management. Several partnership agreements negotiated with organisations to secure funding for the Initiative. More information to come. <p>5) Collaborate to support First Nations Peoples' investment markets and economic empowerment</p> <ul style="list-style-type: none"> 50% sponsorship secured, with more sponsorship negotiations in progress. More information to come. <p>6) Support members to challenge racism, support Truth Telling and establish inclusive culture</p> <p>a. Adamantum - see Attachments 2 & 3</p> <p>7) Advocate for policy that reduces gaps in wealth, income, and wellbeing</p> <ul style="list-style-type: none"> UN Declaration on the Rights of Indigenous Peoples has called for additional submissions – more information here 		
<p>5. Other Business and Updates</p> <p>First Nation Peoples' Rights Working Group Co-Chair 2023 (Min Wah Voon, RIAA)</p> <ul style="list-style-type: none"> Seeking nominations or expressions of interest to take on a chair or co-chairing role of the First Nations Peoples' Rights Working Group from FY23 with Alan stepping down. <p>First Nations Peoples' Rights Working Group Workplan FY23 (Alan Dayeh, Point Advisory)</p> <ul style="list-style-type: none"> The Working Group is tracking well to meet many ongoing objectives, however there will be a conscious focus placed in the coming year to transition from generating awareness to generating wealth and action. 	<p>For more information or to nominate for Chair/Co-Chair, please contact Min Wah Voon (RIAA)</p> <p>For more information on the Workplan, please contact Min Wah Voon (RIAA)</p>	All
<p>Next Meeting: 16 February 2023 – register here</p>	Register	All

Action Register

Ref	Action	Delegation	Status
New			
27/22	Next Meeting: 16 February 2023 – register here	All	Pending
26/22	To engage with the work of First Nations Foundation, visit their website	All	Pending

25/22	For more information on First Nations Heritage Protection Alliance please contact Matt Storey (National Native Title Council)	All	Pending
24/22	For more information on Australian Sustainable Finance Institute Roadmap please contact Alan Dayeh (Point Advisory) .	All	Pending
23/22	For more information or to engage with the Nature Working Group or TNFD, please contact Antonia Bowlen (RIAA)	All	Pending
22/22	For more information on FNPR Working Group Objectives, please contact Min Wah Voon (RIAA)	All	Pending
21/22	For more information or to nominate for Chair/Co-Chair, please contact Min Wah Voon (RIAA)	All	Pending
20/22	For more information on the Workplan, please contact Min Wah Voon (RIAA)	All	Pending
Previous			
19/22	Next Meeting – 26 October – Register here	All	Complete
18/22	Share feedback to the NZRB consultation here	All	Ongoing
17/22	For more information on the FY23 Workplan, get in touch with Min Wah Voon (RIAA)	All	Ongoing
16/22	Members interested in discussing Aotearoa NZ Modern Slavery Legislation, please get in touch with Min Wah Voon (RIAA)	All	Ongoing
15/22	For more information on research and updates, get in touch with Min Min Wah Voon (RIAA) to join subgroup	All	Ongoing
14/22	For more information on StockWatch, please contact Clare Bartram (ISS ESG)	All	Ongoing
13/22	Members are encouraged to contact Jonathan Kolieb and Fauve Kurnadi regarding the Special Presentation.	All	Complete
12/22	Register for our next meeting here .	All	Complete
11/22	Additional feedback on Breakout Session is welcomed. Please contact Min Wah Voon (RIAA)	All	Ongoing
10/22	Members can provide feedback on Draft Workplan 2023 to Min Wah Voon (RIAA)	All	Complete
9/22	Feedback is welcomed on Member Portal	All	Ongoing
8/22	Members interested in financially supporting outputs of the FNPRWG can contact Min Wah Voon (RIAA)	All	Ongoing
7/22	Contact Min Wah Voon (RIAA) for a recording of the FNPRWG meeting.	All	Ongoing
6/22	For further details on StockWatch report please contact Kate Lawrence (ISS ESG)	All	Ongoing
5/22	To participate in the Modern Slavery subgroup please get in touch with Min Wah Voon (RIAA)	All	Ongoing
4/22	Questions can be directed to Freya Dinshaw regarding HRLC presentation	All	Complete
3/22	Members encouraged to think of engagement opportunities / creating a sub group on Disability:IN within RIAA HRWG	All	Ongoing

2/22	Members with additional questions regarding presentation on Disability:IN are encouraged to contact Jill Houghton and Brian Horn	All	Complete
1/22	Members interested in signing the investor letter on Disability:IN can find more information here .	All	Ongoing

Attendees (43)

	First Name	Last Name	Company
1	Abi	Singham	CBA
2	Alan	Dayeh	Point Advisory
3	Antonia	Bowlen	RIAA
4	Belinda	Smith	LGT Crestone
5	Briony	Doyle Galovic	RIAA
6	Caitlin	Medley	Individual
7	Caleb	Adams	E&P Financial Group
8	Chris	Newton	Nyamba Buru Yawuru
9	Claire	Heeps	HESTA
10	Clare	Baldwin	AustralianSuper Pty Ltd
11	Daniel	Meech	Koda Capital
12	Deborah	Cotton	UTS Business School
13	Fonteyn	Moses-te Kani	Westpac New Zealand Limited
14	Georgina	Murray	Ethical Partners Funds Management
15	Grace	Gow	Macquarie Asset Management
16	Graeme	Barry	Australian Retirement Trust
17	Holly	Gillingham	CEFC
18	Ian	Hamm	Indigenous Land and Sea Corporation Board
19	Ivor	Gibbons	Perpetual Limited
20	Janelle	Morrison	Ausbil
21	Jessie	Pettigrew	Equip
22	Julia	Bailey	Melior Investment Management
23	Kate	Gill-Herdman	Corrs Chambers Westgarth
24	Kaylene	Oneill	NAB
25	Lauren	Maccheroni	Macquarie Asset Management
26	Livvy	Mortimer	AMP Wealth Management New Zealand
27	Lynda	Poke	RIAA
28	Madeleine	Huynh	Perennial
29	Marijana	Dunimagloski	CEFC
30	Mary	Delahunty	Seven Advisory
31	Matthew	Storey	NNTC
32	Mel	Sutton	KPMG Banarra
33	Min Wah	Voon	RIAA
34	Nick	Chadwick	Australian Ethical
35	Nina	Haysler	Australian Retirement Trust
36	Nina	Wilkinson	Melior Investment Management
37	Phil	Usher	First Nations Foundation
38	Steve	Monnier	BlackRock Investment Management (Australia) Limited
39	Susan	Quinn	RIAA
40	Venn	Purnell	Active Super

41	Watey	Diep	RIAA
42	Will	Bartlett	First Sentier Investors
43	William	Leak	BT

Unable to attend - Apologies (2)

1	Mary	Watt	Rest
2	Kieran	Cain-Hall	National Australia Bank Limited

RIAA First Nations Peoples' Rights Working Group

7 Objectives and Workplan 2021-2023

Objective	Main Activity	Timeframe
1. Collaborate with First Nations peoples to increase their voices in responsible investment and sustainable finance	1a. Leaders meeting – First Nations Heritage Protection Alliance and RIAA	Nov 2021; May 2022; Nov 2022; May 2023
	1b. Explore options for ASFI – First Peoples' Financial Services Office	FY23
2. Assist with facilitating First Nations peoples' conversations for the RI sector	2a. Special topic presentations.	Quarterly meetings; RI Conference
	2b. Investor field trip - TBD	FY23
3. Facilitate education on First Nations peoples' rights, empowerment and leadership for the RI sector	See 2a.	See 2a.

RIAA First Nations Peoples' Rights Working Group

7 Objectives and Workplan 2021-2023

Objective	Main Activity	Timeframe
4. Collaborate with First Nations peoples to promote awareness of UN Declaration on the Rights of Indigenous Peoples (UNDRIP) and develop guidance on minimum standards and application of frameworks/tools	4a. Launch investor toolkit	Oct 2021
	4b. Evaluate toolkit use	FY23
	4c. Launch Dhawura Ngilan Business and Investor Initiative (DNBII)	Oct 2021
	4d. DNBII – launch guides	Oct 2022
	4e. DNBII – capacity-building	FY23
5. Collaborate to support First Nations peoples' investment markets and economic empowerment. Support Indigenous investors in becoming members of RIAA	5a. Research and mapping of Indigenous investment markets	FY23
	5b. How investors can support First Nations peoples' economic empowerment – TBD based on 5a.	FY23

RIAA First Nations Peoples' Rights Working Group

7 Objectives and Workplan 2021-2023

Objective	Main Activity	Timeframe
6. Support RIAA members to challenge racism, support Truth Telling and establish inclusive culture. RIAA developing and embarking their own Reconciliation Action Plan (RAP)	6a. Special topic presentations	Ongoing
	6b. RIAA's RAP launch	Oct 2021
	6c. Resources to support members – TBD	FY23
7. Advocate for policy that reduces gaps in wealth, income and wellbeing	7a. RIAA submissions: i) Uluru Statement from the Heart, ii) corporate engagement, iii) UN Declaration on the Rights of Indigenous Peoples	2021, June 2023
	7b. Support Commonwealth legislative reform – cultural heritage protection	1 st half 2022

“Journey of Growth” RAP Artwork © Amy Allerton, Contemporary Aboriginal Artist of the Gamilaroi, Gumbaynggirr and Bundjalung Nations

‘The Journey of Growth’ tells the story of the rich and far-reaching connections and collaborations that grow from deep roots planted firmly in Country, culture and community. The seeds of change have been nurtured and embedded with respect and understanding, allowing them to flourish into a vibrant network of relationships, connections and influence’.

As we proudly launch our Innovate Reconciliation Action Plan, Adamantem looks back on our reconciliation journey, reflects on lessons learned and shares insights for corporate Australia.

In the spirit of reconciliation Adamantem acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today. We also accept the invitation in the Uluru Statement from the Heart to walk together with Aboriginal and Torres Strait Islander peoples in a movement of the Australian people for a better future.

What is a Reconciliation Action Plan¹?

Reconciliation is about repairing and strengthening the relationships between First Nations peoples and non-Indigenous peoples, for the benefit of all Australians. It is about understanding and accepting the wrongs done to First Nations peoples, raising awareness of our history and our national identity, reducing prejudice and inequalities and building institutional integrity. Reconciliation is everyone’s business to build a stronger, more united Australia. One of the ways in which organisations can foster reconciliation is through a Reconciliation Action Plan (RAP).

A RAP provides a framework and sets out actions that support an organisation’s reconciliation commitment both internally and externally. It includes practical actions that contribute to respectful relationships and create meaningful opportunities for First Nations peoples through a structured approach to advance reconciliation. Reconciliation Australia’s Workplace RAP Barometer shows that employees within RAP organisations are consistently more aware of the reality and impacts of racism, of the consequences of European colonisation and government policies for First Nations peoples today and support truth telling in regards to that history.²

There are four types of RAPs; Reflect, Innovate, Stretch and Elevate, each reflecting the different stages of an organisation’s journey towards reconciliation.³ Working with Reconciliation Australia, organisations can develop RAPs tailored to their own needs, capacities, size and core business and continuously develop their reconciliation commitments.

Adamantem Capital and Melior Investment Management (**Adamantem**) are proud to be part of a network of more than 2,000 corporate, government and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

¹ The terms ‘Reconciliation Action Plan’ and ‘RAP’ are trademarks of Reconciliation Australia and organisations that are interested in developing a RAP should contact Reconciliation Australia.

² <https://www.reconciliation.org.au/raps-delivering-tangible-benefits-for-a-reconciled-future/>

³ <https://www.reconciliation.org.au/the-rap-framework/>

Why did Adamantem adopt a RAP?

As an investment business, our stated ambition is to deliver outstanding financial returns to investors alongside positive contributions to social and environmental impacts. We do this by integrating our three pillars of responsible investing into all our core business activities:



ENVIRONMENTAL SUSTAINABILITY

Reduced impact on the natural environment and contribution to climate solutions to avoid deterioration of natural resources



SOCIAL INCLUSION

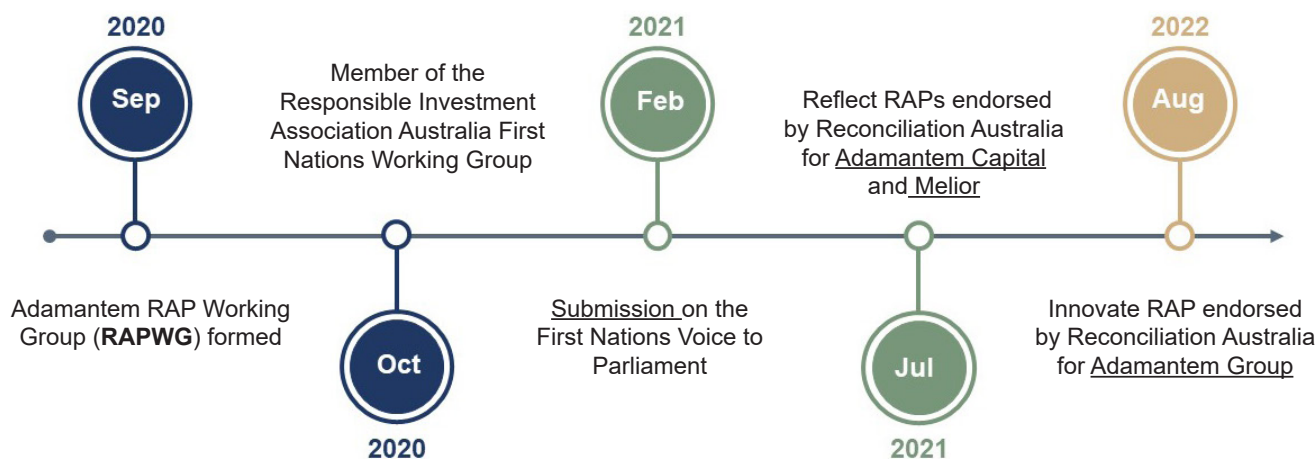
Increased opportunities for positive social and economic inclusion and engagement for stakeholders groups and the community



GOVERNANCE AND TRANSPARENCY

Enhanced relationships of trust with all stakeholders

At Adamantem, we strive to create a sense of belonging and provide the freedom to our staff to participate in a safe environment, no matter what background or beliefs people may have. We recognise that diversity and inclusion is an integral part of our successful business, but also our broader community. Developing a RAP is part of our commitment to social inclusion, as it provides a framework for us to explore ways we can support reconciliation through creating opportunities for positive social and economic inclusion and engagement of First Nations peoples within our operations, our portfolio companies and our broader stakeholder groups.



What have we achieved?

We are proud of the work undertaken in our reconciliation journey to date. By delivering on the commitments set out in our RAPs, Adamantem hopes to work together with First Nations peoples to create an Australia which accepts and seeks to understand the past, reflects our collective heritage and flourishes as a nation with a proud and shared identity.

Key achievements include:

RAPWG with strong senior support and First Nations representation

Our RAPWG is made up of 15 employees across all areas of our business. The RAPWG meets monthly and is supported by our RAP Champion and members of our senior leadership team. Our actions have benefited from the insights we have obtained through the participation of Ash Walker, a Dharawal/Dhurga man belonging to the La Perouse Aboriginal Community in Coastal Sydney, who joined our RAPWG in September 2021.

Partnership with Gujaga Foundation



We have formed a strong partnership with the Gujaga Foundation who supported us to develop a staff cultural awareness survey, which has provided us with a detailed baseline assessment of the cultural learning needs and desires of our staff. We are using this data driven approach to design and implement future cultural awareness training initiatives across our organisation, embedding them into company events.

Raising cultural awareness across our employees

Raising cultural awareness across our employees has been key to building broad staff engagement and mainstreaming RAP activities. Acknowledgements of First Nations peoples' insights, perspectives and connections to Country have now become comfortable and habitual in the way we work. This has been achieved through cultural awareness training and events such as our twice yearly offsites, which include cultural awareness excursions and discussion of our RAP, and our new office opening, which combined interactive training around Welcomes to Country & Acknowledgements of Country and local Country history and culture.

We now include an Acknowledgement of Country in staff email signatures, on our website and in our formal publications, as well as in our investor reporting, and developed a Welcome to Country and Acknowledgment of Country protocol for staff.

Research and Advocacy

Finally, we have deepened our understanding of areas such as best practice principles for engaging with First Nations organisations, and best practice approaches to race relations and anti-discrimination in organisations, through focused research tasks. We have also developed detailed business cases for First Nations procurement and employment which will form the basis for action in our Innovate RAP.

Sharing our commitment to reconciliation more broadly with the portfolio companies we invest in, our investors and the broader investment community is an important way we have been able to deepen our impact through our spheres of influence as well as learn from how others are approaching their reconciliation journeys.

Our vision for reconciliation

**An Australia with strong bonds of trust,
respect and understanding between Aboriginal
and Torres Strait Islander peoples and
the wider Australian community, laying the
foundations for a proud and shared national
identity that drives sustained equality and
equity of opportunity for all Australians**

Our journey has just begun, and while we look forward to continuing to learn and grow through our Innovate RAP, we acknowledge that there is still much work to be done to create a more just and equitable society.

We believe that greater engagement throughout corporate Australia is required to create meaningful impact and long term change for First Nations peoples and to build a stronger, more cohesive nation, an issue that we expect will be further highlighted in the coming months with the consideration of a First Nations Voice to Parliament enshrined in the Australian Constitution.

Adamantem is a proud public supporter of the Uluru Statement from the Heart⁴ and is pleased to see the new Labor Government's commitment to support its implementation in full. Successful implementation will require the education of all Australians and broad national engagement with the process and benefits of reconciliation so that we can flourish as a nation. Adamantem believes that corporate Australia can play a key role, leveraging our collective influence to increase awareness. Working within our sphere of influence, Adamantem intends to engage with our employees, portfolio companies and investors about the importance of this matter and spend time with our investor and investee communities further sharing our experiences.

A true understanding of the spiritual connection First Nations peoples have to this land makes us all better Australians. Hopefully, one day, all Australians will understand the true story of our First Nations Peoples, respect their ongoing connection to Country and be proud of the opportunities we have created for all Australians to share.

⁴ <https://ulurustatement.org/the-statement/view-the-statement/>



Adamantem Capital Holdings
Pty Limited

Innovate Reconciliation Action Plan

July 2022 - July 2024



ADAMANTEM
CAPITAL



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In the spirit of reconciliation, Adamantem acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community.

We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

We also accept the invitation in the Uluru Statement from the Heart to walk together with Aboriginal and Torres Strait Islander peoples in a movement of the Australian people for a better future.

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This Reconciliation Action Plan represents the commitment to reconciliation of both the Adamantem Capital private equity business and the Melior Investment Management business, made formally through their related entity Adamantem Capital Holdings Pty Limited.

MESSAGE FROM THE CEO of Reconciliation Australia

Reconciliation Australia commends Adamantem 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 Adamantem 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, Adamantem 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. Adamantem 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 Adamantem'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 Adamantem on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

RAP ARTIST & DESIGNER Amy Allerton

Amy Allerton is the owner and founder of Indigico Creative and a contemporary Aboriginal artist. Descended from the Gumbaynggirr and Bundjalung nations, she was born and raised on Gamilaroi country in Tamworth NSW, where she is based with her husband and two children.

Amy has been providing graphic design services Australia-wide since 2014, collaborating with businesses and partnering with communities to creatively communicate the stories that bring us together. Amy is driven by her personal and professional vision that every story is given value and a voice, to revitalise communities, reconnect to culture and restore identities to build a stronger future.

A natural progression from designing visual communications in the corporate market, Amy applies her skills in digital illustration to deliver a modern approach to Aboriginal storytelling. Amy's artworks are an extension from her journey of exploring her own cultural identity, bringing her unique ability to speak in colour and imagery to create visual representations of the journeys and values of organisations and communities.



RAP ARTWORK

'The Journey of Growth'
© Amy Allerton, 2022

'The Journey of Growth' tells the story of the rich and far-reaching connections and collaborations that grow from deep roots planted firmly in Country, culture and community.

The seeds of change have been nurtured and embedded with respect and understanding, allowing them to flourish into a vibrant network of relationships, connections and influence.

Branches reach out and bring people together to contribute to an empowered and expansive future. Communities are united in a shared responsibility to tend to the branches that join us all together, helping our foundations to grow deeper and our relationships to grow stronger.

Every individual leaf that grows from the branches is the tangible, visible evidence of the positive impact on our people and our land when we work and grow together.

FOREWORD

In 1933, Joe Anderson – King Burruga¹ – stood defiantly on the banks of Salt Pan Creek, a beacon for First Nations Peoples refusing to live under Government control and loudly asserting for their right to be heard. He delivered a speech demanding recognition for his people and a movement away from “white man’s” charity to a right to a life and a voice². His vision for reconciliation is reflected in his comment:

“There are plenty of fish in the river for us all and land to grow all we want.”

Through the work we have undertaken during our Reflect RAP, we have developed our own vision for reconciliation:

An Australia with strong bonds of trust, respect and understanding between Aboriginal and Torres Strait Islander peoples and the wider Australian community, laying the foundations for a proud and shared national identity that drives sustained equality and equity of opportunity for all Australians.

It is with this in mind that we start the work on our Innovate RAP. Acknowledgements of First Nations peoples’ insights, perspectives and connections to Country have now become comfortable and habitual in the way we work. Our Reflect RAP has given us new perspectives on the opportunity for meaningful reconciliation with First Nations peoples and the celebration of their heritage.

We have identified the strengths we have as individuals and as an organisation to contribute to meaningful reconciliation. We know that every day we challenge ourselves to adapt all the things we know to achieve a more valuable outcome for our investors. And we recognise that, in parallel, we can apply a similar discipline to innovating improvements to reconciliation.

Whilst most of our innovation energy must be focussed on transforming the opportunities for Aboriginal and Torres Strait Islander people to lead fulfilling lives, reconciliation also involves enhancing the cultural identity of Australians without First Nations heritage. A true understanding of the spiritual connection First Nations peoples have to this land makes us all better Australians. So much so that one day, hopefully, all our children will understand the true story of King Burruga and his peoples, respect their ongoing connection to Country and be proud of the opportunities we have created for all Australians to share the fish in the river and the land for growing.



Rob Koczkar
Director

Adamantem Capital Holdings Pty Limited



Anthony Kerwick
Director

Adamantem Capital Holdings Pty Limited

¹ King Burruga was a senior man within the Dharawal Nation and a source of inspiration for the Gujaga Foundation, the organisation which leads language and culture reclamation within Coastal Sydney, and who we have partnered with during the implementation of our Reflect Reconciliation Action Plan. Members of King Burruga’s family still reside in the La Perouse Aboriginal community and are actively involved in the Gujaga Foundation’s programs and activities.

² www.burruga.org/about

OUR VISION FOR RECONCILIATION

Our vision for reconciliation is:

An Australia with strong bonds of trust, respect and understanding between Aboriginal and Torres Strait Islander peoples and the wider Australian community, laying the foundations for a proud and shared national identity that drives sustained equality and equity of opportunity for all Australians.

We recognise Aboriginal and Torres Strait Islander peoples as the Traditional Owners of this land. We accept and seek to understand the wrongs done to Aboriginal and Torres Strait Islander peoples, raise awareness of our history and our national identity, reduce prejudice and discrimination and acknowledge that all these issues are interrelated.

As an investment business, our stated ambition is to deliver outstanding financial returns to investors alongside positive contributions to social and environmental impacts. We do this by integrating our three pillars of responsible investing into all our core business activities:

- **Environmental sustainability:** responsible involvement with the environment to avoid deterioration of natural resources and support long term quality for future generations
- **Social Inclusion:** creating opportunities for positive social and economic inclusion and engagement across all stakeholders and the community more broadly
- **Governance and Transparency:** building a culture and practice of transparency and high ethical standards to build relationships of trust with all stakeholders

Our vision for reconciliation has been developed to align with, and support and enhance, all three of these pillars. As these pillars are embedded across all our core business and investing activities, this will enable us to better integrate our vision for reconciliation across our organisation. A commitment to this vision is also strongly aligned with our focus on creating an inclusive culture where people feel they have a voice and are respected, which is a key dimension of our people and culture strategy.

We have developed the action items in this Innovate Reconciliation Action Plan so they can be embedded within the key activity areas of our business, not conducted as separate or standalone workstreams. By adopting this approach we hope to create broader staff engagement with our vision for reconciliation and set up structures to amplify the impact of our actions over the long term.

OUR BUSINESS

Adamantem is an investment management firm with a strong focus on the integration of a responsible investing approach. Our investment management activities focus on both the private equity market and the public equities market, through our Adamantem Capital and Melior Investment Management businesses.

Adamantem Capital is a private equity firm specialising in the Australia and New Zealand mid-market, investing pooled funds from institutions and families in businesses to generate financial returns alongside positive environmental and social impacts. We apply creative insights to identify high-quality investments and disciplined strategies to drive these returns and impacts by supporting management teams to take considered risks to create change and grow value. When we invest in a company, we partner with management teams on a strategic path to sustainable change and a better future beyond our stewardship.

Melior Investment Management is an Australian public equities impact investment manager. Melior seeks to drive positive change by actively investing in listed Australian and New Zealand companies that generate competitive returns and deliver a positive social or environmental impact that contributes to the Sustainable Development Goals. Melior believes that corporate Australia plays a critical role in helping to contribute to solutions that support positive societal outcomes through the goods and services they produce and how they operate.

Our stakeholders and our sphere of influence include our investors (those who invest in our products), the portfolio companies we invest in, our employees, our suppliers, regulators and policy makers as well as the local communities in which we live and work and the broader investment community.

Our offices are located in the heart of Sydney's financial district on Gadigal Land. We employ approximately 45 people, with many people often working remotely as part of our commitment to provide an inclusive and flexible workplace. Our staff and workers reside on lands belonging to several First Nations communities and groups across the Sydney Basin. We promote cultural diversity and are committed to removing any barriers to Aboriginal and Torres Strait Islander participation in our workplace.

We currently do not employ any Aboriginal and Torres Strait Islander staff, but to different extents, the companies we invest in do. A number of our investee businesses have their own Reconciliation Action Plans with action items focused on improving employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development, and through this Innovate Reconciliation Action Plan we are committing to developing and implementing an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. Through the course of our Reflect Reconciliation Action Plan we took actions to increase the Aboriginal and Torres Strait Islander diversity of our suppliers.



Our Reflect Reconciliation Action Plan was endorsed by Reconciliation Australia in July 2021. We established our RAP Working Group at the commencement of our Reflect Reconciliation Action Plan, and it has guided its implementation through monthly meetings, supported by our RAP Champion Rob Koczkar (Founder and Managing Director).

As at the date of this Innovate Reconciliation Action Plan, our RAP Working Group is made up of 15 employees from all areas of our business:

From the Adamantem Capital business:

- Four Managing Directors
- General Counsel
- Legal Counsel
- Director, Investor Relations
- Investor Relations Manager
- Fund Accounting Manager
- Executive Assistant
- Senior Associate, Responsible Investing

From the Melior Investment Management business:

- Chief Executive Officer
- Head of Advocacy Strategy / Senior Analyst
- Portfolio Manager
- Associate Analyst

Ash Walker, a Dharawal/Dhurga man belonging to the La Perouse Aboriginal Community in Coastal Sydney, joined our RAP Working Group in September 2021. The RAP Working Group is governed by a formally approved Terms of Reference. The Chair of the RAP Working Group is responsible for ensuring that the actions committed to in our Reconciliation Action Plan are delivered in accordance with their timelines, with the support of the other members of the RAP Working Group.

We are proud of the work we have undertaken in our Reflect Reconciliation Action Plan journey. With the support of the Gujaga Foundation we carried out a detailed baseline assessment of the cultural learning needs and desires of our staff, which we are using to design and implement cultural awareness training initiatives across our organisation, embedding them into our staff engagement strategy and company events such as staff offsite days and the opening of our new office premises.

We have included an Acknowledgement of Country in staff email signatures, on our website and in our formal publications, as well as in our investor reporting, and developed a Welcome to Country and Acknowledgment of Country protocol for staff. We have incorporated fundamental changes in our operations to support Aboriginal and Torres Strait Islander individuals and organisations (including putting in place a responsible procurement policy and process to better support First Nations suppliers³), and have proactively engaged with several First Nations suppliers as a result.

Sharing our commitment to reconciliation more broadly with the portfolio companies we invest in, our investors and the broader investment community is an important way we have been able to deepen our impact through our spheres of influence as well as learn from how others are approaching their reconciliation journeys.

³ We continue to use Cultural Choice to for our paper and stationery supplies and have also engaged with the following suppliers: Integrity Health and Safety for our staff flu vaccines, National Centre of Indigenous Excellence for catering for our internal NAIDOC Week event in 2021 and supporting several First Nations artists by selecting their artwork for lease through Artbank.

Finally, we have deepened our understanding of areas such as the First Nations investment landscape in Australia, best practice principles for engaging with First Nations organisations, and best practice approaches to race relations and anti-discrimination in organisations through focused research tasks. All of these have been small steps towards driving internal engagement and awareness of this Reconciliation Action Plan within Adamantem and puts us in a stronger position to start on our Innovate Reconciliation Action Plan journey.

Under the guidance of our Reflect Reconciliation Action Plan we also considered in detail our capacity to contribute to our vision for reconciliation. The process of scoping relationships with Aboriginal and Torres Strait Islander stakeholders, developing our vision for reconciliation and exploring our sphere of influence resulted in us deciding to focus our efforts in a specific area of impact aligned with our activities as an investment business: economic empowerment. We have chosen to focus on this impact area of economic empowerment to guide our actions under this Innovate RAP.

Our expression of the concept of economic empowerment is:

First Nations economic empowerment is the capacity of Aboriginal and Torres Strait Islander men and women to participate in, contribute to and benefit from economic opportunities in ways that recognise the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of economic benefits.

First Nations economic empowerment increases Aboriginal and Torres Strait Islander peoples' access to economic resources and opportunities including employment, financial services, ownership of property and other productive assets, skills development and market information.

This provides greater control and greater choices which will benefit both the individual and their communities and drive sustained equality and equity of opportunity for all Australians.

Two of the key challenges we faced in implementing our Reflect Reconciliation Action Plan were ensuring that our RAPWG felt comfortable discussing issues related to First Nations Peoples in a culturally sensitive way, and ensuring that the actions that we were taking under our Reconciliation Action Plan were integrated into our core business activities rather than considered as a standalone workstream. We addressed these challenges through ongoing cultural awareness training for our RAPWG and holding monthly RAPWG meetings to ensure that conversations were regular and flowed more easily. The RAPWG Chair regularly updated the broader staff on activities that were being undertaken by the RAPWG and how they relate to our broader business objectives, and our progress under our RAP was presented and discussed in detail at our bi-annual all staff offsite. We will continue with this approach under this Reconciliation Action Plan, and plan to build upon the resources we have developed so that they are shared by all our staff and portfolio companies to enhance our impact.

The development of this Innovate Reconciliation Action Plan is the next step in our journey. In building on the foundations we laid during the period of our Reflect RAP, we will focus the actions set out in this Innovate RAP on enhancing economic empowerment, as one of the contributions we can make to achieving our vision of reconciliation.





RELATIONSHIPS

“Governance and Transparency” is one of our three pillars of responsible investing. By “Transparency” we mean “building a culture and practice of transparency and high ethical standards to build relationships of trust with all stakeholders”. Building strong relationships between Aboriginal and Torres Strait Islander people is an important part of our commitment to transparency.

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 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.	October 2022	RAPWG Chair, supported by Managing Director representatives on the RAP WG
Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2023	RAPWG Chair, supported by Managing Director representatives on the RAP WG
ACTION 2: Build relationships through celebrating National Reconciliation Week (NRW).		
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023 & 2024	Managing Director, Responsibility & Impact
RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2023 & 2024	RAPWG Chair
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 & 2024	Senior RAP Champion
Organise at least one NRW event each year.	27 May - 3 June 2023 & 2024	Director, People, Office & Culture
Register all our NRW events on Reconciliation Australia's NRW website.	May 2023 & 2024	General Counsel
ACTION 3: Promote reconciliation through our sphere of influence.		
Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	June 2023	Director, People, Office & Culture
Communicate our commitment to reconciliation publicly.	October 2022	Senior RAP Champion
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	September 2023	RAPWG Chair

DELIVERABLE	TIMELINE	RESPONSIBILITY
Investigate and engage with key stakeholders within our sphere of influence focused on exploring ways to advance First Nations economic empowerment	September 2023	RAPWG Chair
Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	December 2023	RAPWG Chair
Communicate our learnings from our Reconciliation Action Plan journey with our portfolio companies through training sessions	December 2023	RAPWG Chair
Publicly publish a thoughtpiece on the key challenges and learnings during our RAP journey and promote on social media	December 2023	RAPWG Chair
Engage with our key investors who also have Reconciliation Action Plans to explore ways we can collaborate and support each other's reconciliation journeys	June 2023	Managing Director, Responsibility & Impact
ACTION 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.	June 2023	Director, People, Office & Culture
Develop, implement, and communicate an anti-discrimination policy for our organisation.	December 2023	Director, People, Office & Culture
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	June 2023	Director, People, Office & Culture
Educate senior leaders on the effects of racism.	September 2023	Senior RAP Champion
ACTION 5: Build relationships focused on increasing Aboriginal and Torres Strait Islander representation and contribution on company Boards and senior management.		
Explore opportunities to work with organisations or industry bodies seeking to increase the level of Aboriginal and Torres Strait Islander representation on ASX300 Boards	December 2023	Head of Advocacy Strategy
Explore opportunities to engage with industry bodies and Aboriginal and Torres Strait Islander individuals to increase Aboriginal and Torres Strait Islander representation on the Boards of the portfolio companies we invest in.	December 2023	Senior RAP Champion
Explore opportunities to engage with industry bodies and Aboriginal and Torres Strait Islander individuals to increase Aboriginal and Torres Strait Islander representation on the senior management teams of the portfolio companies we invest in.	March 2024	Senior RAP Champion



One of our company values is “We act with integrity and treat others with respect”. Incorporating respect for Aboriginal and Torres Strait Islander, cultures, histories, knowledge and rights within our organisation is an important part of how we live and demonstrate our company values.

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 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.	March 2024	Director, People, Office & Culture
Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	March 2023	RAPWG Chair
Develop, implement, and communicate a cultural learning strategy document for our staff.	December 2023	Director, People, Office & Culture
Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	February 2024	Director, People, Office & Culture
Investigate local on Country immersion opportunities for staff.	December 2023	Director, People, Office & Culture
Continue to incorporate cultural learning elements into our annual staff offsites.	June 2023	Director, People, Office & Culture
Continue to collaborate with the Gujaga Foundation to deliver internal staff events as part of our cultural learning strategy.	March 2023	RAPWG Chair
ACTION 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.	May 2024	Director, People, Office & Culture
Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2022	Managing Director, Responsibility & Impact
Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	September 2022 & 2023	Director, People, Office & Culture
Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	September 2022	Senior RAP Champion



DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 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.	First week in July, 2023 & 2024	RAPWG Chair
Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	May 2023 & 2024	Director, People, Office & Culture
Promote and encourage participation in external NAIDOC events to all staff, including circulating information about virtual events that staff may participate in.	First week in July, 2023 & 2024	Managing Director, Responsibility & Impact
ACTION 9: Build respect for Aboriginal and Torres Strait Islander peoples and cultures by supporting and promoting truth telling and the Uluru Statement From the Heart		
Hold a staff information on the history and purpose of the Uluru Statement from the Heart and truth telling, including the importance of a First Nations Voice to Parliament.	June 2023	Director, People, Office & Culture
Re-share our submission on the First Nations Voice to Parliament during NAIDOC Week on social media.	July 2022	Managing Director, Responsibility & Impact



OPPORTUNITIES

“Social Inclusion” is one of our three pillars of responsible investing. By “Social Inclusion” we mean “creating opportunities for positive social and economic inclusion and engagement across all stakeholders and the community more broadly”. Contributing to the creation of opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities is one of the important ways we can fulfil demonstrate our commitment to this pillar.

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 10: 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.	March 2023	Director, People, Office & Culture
Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	March 2024	Director, People, Office & Culture
Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	July 2024	Director, People, Office & Culture
Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	July 2024	Director, People, Office & Culture
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2023	Director, People, Office & Culture
ACTION 11: 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.	June 2023	RAPWG Chair
Investigate Supply Nation membership.	June 2023	RAPWG Chair
Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	February 2024	Managing Director, Responsibility & Impact
Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	October 2023	RAPWG Chair
Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	July 2024	Managing Director, Responsibility & Impact

DELIVERABLE	TIMELINE	RESPONSIBILITY
Develop and implement metrics to measure Aboriginal and Torres Strait Islander supplier diversity within our organisation and report on these metrics to our Board and our investors.	October 2023	Managing Director, Responsibility & Impact
Actively promote our commercial relationships with Aboriginal and Torres Strait Islander businesses to our key stakeholders through direct engagement and social media.	December 2023	Head of Advocacy
ACTION 12: Increase opportunities for Aboriginal and Torres Strait Islander supplier diversity in our portfolio companies to support improved economic and social outcomes		
Include a review of Aboriginal and Torres Strait Islander supplier diversity of all portfolio companies as part of onboarding them into our portfolio when we invest.	December 2023	Managing Director, Responsibility & Impact
Report internally on the First Nations supplier diversity of portfolio companies through our portfolio company review process.	December 2023	Managing Director, Responsibility & Impact
Build a network of Aboriginal and Torres Strait Islander consultants that we can connect to our portfolio companies to assist them to develop First Nations engagement strategies, Reconciliation Action Plans and other related work.	December 2023	Head of Advocacy
ACTION 13: Build understanding and promote economic empowerment for First Nations Peoples within our organisation and sector		
Research First Nations Peoples' economic empowerment (including issues and opportunities) and hold internal staff engagement sessions to increase awareness.	December 2023	Managing Director, Responsibility & Impact
Investigate opportunities to make our investment products and services more accessible for First Nations' organisation investment.	September 2023	Director, Investor Relations
Investigate opportunities to increase First Nations Peoples' access to economic resources and opportunities (including employment, financial services, ownership of property and other productive assets, skills development and market information) within our investee businesses as part of our investment decision-making processes.	December 2023	Managing Director, Responsibility & Impact
Investigate opportunities to increase the understanding of financial market and investment information for First Nations People through actively supporting organisations focused increasing First Nations People's financial literacy.	September 2023	RAPWG Chair

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 14: 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.	November 2022 February 2023 May 2023 August 2023 November 2023 February 2024 May 2024 August 2024	RAPWG Chair, supported by Managing Director representatives on the RAPWG
Establish and apply a Terms of Reference for the RWG.	September 2022	General Counsel
Meet at least four times per year to drive and monitor RAP implementation.	November 2022 February 2023 May 2023 August 2023 November 2023 February 2024 May 2024 August 2024	Senior RAP Champion
ACTION 15: Provide appropriate support for effective implementation of RAP commitments.		
Define resource needs for RAP implementation.	September 2022	RAPWG Chair
Engage our senior leaders and other staff in the delivery of RAP commitments.	April 2023	Senior RAP Champion
Define and maintain appropriate systems to track, measure and report on RAP commitments.	September 2022	Managing Director, Responsibility & Impact
Appoint and maintain an internal RAP Champion from senior management.	September 2022	RAPWG Chair

DELIVERABLE	TIMELINE	RESPONSIBILITY
ACTION 16: 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 Annually	General Counsel
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August Annually	General Counsel
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September Annually	General Counsel
Report RAP progress to all staff and senior leaders quarterly.	30 Sep, 31 Dec, 31 March, 30 June quarterly	RAPWG Chair
Publicly report our RAP achievements, challenges and learnings, annually.	September Annually	Senior RAP Champion
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	RAPWG Chair
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	July 2024	General Counsel
Ensure our annual investor reporting includes details of our RAP achievements, challenges and learnings.	August Annually	Managing Director, Responsibility & Impact
ACTION 17: Continue our reconciliation journey by developing our next RAP		
Register via Reconciliation Australia's website to begin developing our next RAP.	March 2024	General Counsel



For public enquiries about our
RAP, contact:

Natasha Morris
*Managing Director,
Responsibility & Impact*

Phone: 0431 560 474

Email: Natasha.morris@adamantem.com.au



First Nations Peoples' Rights Working Group Meeting #4

Wednesday 26 October



Responsible Investment
Association Australasia



First Nations Peoples' Rights Working Group Meeting #4



Alan Dayeh, Chair of RIAA's First Nations Peoples' Rights Working Group & Managing Principal at Point Advisory

Principles of participation

- Confidentiality - Chatham House Rule
- No self-promotion
- Declaration of conflicts of interest
- Representation
- Collaboration between members
- Positive change in practice/policy
- Not to engage in or discuss competitively sensitive information
- Apolitical

Conversation and Q&A - Equity, Inclusion and Financial Prosperity for First Nations Peoples



Fonteyn Moses-Te Kani, Head of Māori, Iwi, Diversity and Inclusion at Westpac New Zealand Limited



Phil Usher, Chief Executive Office at First Nations Foundation

Industry Updates

- First Nations Heritage Protection Alliance
- Australian Sustainable Finance Institute
- Nature Nexus – TNFD and Dhawura Ngilan Update

Work Group Objectives Update

1. Collaborate with First Nations peoples to **increase their voices** in responsible investment and sustainable finance
2. Assist with facilitating First Nations peoples' **conversations** for the RI sector
3. Facilitate **education** on First Nations' peoples' rights, empowerment and leadership for the RI sector
 - Educating Indigenous investors on responsible investment markets
4. Collaborate with First Nations peoples to promote awareness about **UN Declaration on the Rights of Indigenous Peoples (UNDRIP)** and develop guidance on **minimum standards** and application of frameworks/tools
5. Collaborate to support First Nations peoples' **investment markets** and **economic empowerment**
 - Support Indigenous investors in becoming members of RIAA
6. Support RIAA members to **challenge racism**, support **Truth Telling** and establish **inclusive culture**
 - RIAA developing and embarking their own Reconciliation Action Plan (RAP)
7. Advocate for **policy** that reduces gaps in wealth, income and wellbeing

Other Business and Updates

- First Nations Peoples' Rights Working Group Workplan FY23 (Alan Dayeh, Point Advisory)
- First Nation Peoples' Rights Working Group Co-Chair 2023 (Min Wah Voon, RIAA)

Upcoming meetings/events

Human Rights Working Group, Wed 9 November - 12pm – 1.30pm AEDT / 2pm – 3.30pm NZDT

Nature Working Group, Thurs 24 November - 12pm – 1.30pm AEDT / 2pm – 3.30pm NZDT

2023 meetings

First Nations Peoples' Rights Working Group, Thurs 16 February - 12pm – 1.30pm AEDT / 2pm – 3.30pm NZDT

Human Rights Working Group, Thurs 23 February - 12pm – 1.30pm AEDT / 2pm – 3.30pm NZDT

Nature Working Group, Wed 22 March - 12pm – 1.30pm AEDT / 2pm – 3.30pm NZDT

View full list of [RIAA's events here](#).



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