

FIRST NATIONS PEOPLES' RIGHTS WORKING GROUP



Responsible Investment
Association Australasia

Post-meeting papers

First Nations Peoples' Rights Working Group Meeting #3-25

31 July 2025 | 12pm-1:30pm AEST / 2pm-3:30pm NZST

Contents

Meeting's minutes

FNPRWG Action Register

Attendees (25)

Meeting Slide Deck

Minutes

Item	Action required
1. Welcome (3 min) <ul style="list-style-type: none">○ Opening○ Acknowledgement of Country○ Minutes from last meeting○ Principles of Participation highlighting the principle of not engaging in or discussing competitively sensitive information	Submit any amendments to the Minutes to Jess Rowe, Manager of Working Groups
2. Special presentation and Q&A – Perspectives on Indigenous Land, Sea, and Development (30 min) <ul style="list-style-type: none">○ Joe Morrison, CEO of Indigenous Land and Sea Corporation (ILSC) (20 min presentation, 10 min Q&A)• For ILSC, Legislative changes now allows acquisition beyond just land to sea country.• National consultations informed the development of the National Indigenous Sea Country Strategy. ILSC plays a facilitating role, acquiring properties on behalf of Traditional Owners based on their aspirations.• ILSC supports acquisitions from marginal properties in the Northern Territory to urban places in Sydney and Redfern, always in partnership with Traditional Owners. Caveats are placed on properties to protect them during times of financial hardship and ensure ownership is not transferred.• Key Example - Noongar Partnerships (WA): Supported Noongar enterprise groups in identifying and acquiring land for agribusiness and commercial use. Worked with private philanthropic investors and WA Government to activate supply chains, including sales into the mining industry.• ILSC is supported by a AU\$2.3 billion land fund within the Future Fund. This enables flexible, long-term, and commercially sustainable investments. The current strategy emphasizes strong returns and community benefit.	<p>To access the meeting papers, go on the RIAA website and select;</p> <ol style="list-style-type: none">1. “Membership” (top bar),2. “Working Groups” (bottom of drop-down menu),3. “First Nations Peoples' Rights Working Group”4. “FNPRWG 2025 Meeting #2 - First Nations Clean Energy Network update” (Scroll down to ‘Past meeting papers and presentations’) <p>If you would like to get in touch with Joe Morrison, CEO of Indigenous Land and Sea Corporation,</p>

<ul style="list-style-type: none"> • FPIC remains central but complex to achieve. While widely used in language, applying FPIC effectively requires time, effort, and deep engagement. Important to ensure Indigenous communities can genuinely consent to third-party use or development taking into account different approaches to ways of working. • Traditional Owners should be supported to produce investment prospectuses themselves outlining their development goals (e.g., infrastructure, services, industry participation). This proactive approach helps attract aligned investors and avoids reactive decision-making. • Many Indigenous communities are still transitioning from welfare dependency and now face complex decisions about land, energy, and resources. Development is welcomed but must occur on community terms and contribute to broader economic goals. • The land fund has enabled ILSC to shift from managing small-scale tourism and agribusiness ventures to larger, strategic investments. Focus now on returning businesses to Traditional Owners and building scalable, sustainable ventures. • Achieving meaningful FPIC is resource-intensive which needs to be built into partnerships, and an example cited was over 200 consultations involving 15,000 people. The Northern Land Council model was referenced as a framework that ensures considered consent with third-party projects. • Emphasis on the need for investors to understand Indigenous community aspirations - not just offer projects. Communities are better positioned when they articulate their own vision and market opportunities. • Noted a gap in shared understanding between Traditional Owners, investors, and government. A full supply chain dialogue is needed to unlock value and ensure communities receive fair and sustainable outcomes. • Discussion included prospects in carbon markets, clean energy, and other untapped sectors where Indigenous participation can grow with the right support and capacity-building. 	<p>please contact Jess Rowe, Manager of Working Groups</p>
<p>3. Industry and subgroup updates (35 min)</p> <p>Aotearoa New Zealand (Temuera Hall, TAHITO) (10 min)</p> <ul style="list-style-type: none"> • Tainui Group Holdings (commercial arm of Waikato-Tainui) has entered a NZ\$1 billion joint venture spanning Australia and New Zealand, focused on logistics infrastructure. • Partnership includes the Raukura sub-hapū, developing a supply chain and logistics hub, including: <ul style="list-style-type: none"> ○ A logistics building ○ 30 hectares of inland port land • All land will remain under Waikato-Tainui ownership, ensuring mana whenua (authority over land), while generating jobs, training, and sustainable building development, highlighting a model similar to major Indigenous-led investment strategies in Australia. • A Māori-led syndicate of six Māori investment groups and three Māori investment funds has formed around renewable energy and sustainable infrastructure, with investments in: <ul style="list-style-type: none"> ○ Hydro, wind, and biogas (from food waste) ○ Ownership of a Māori community-owned energy retailer offering both retail and wholesale electricity services. • Emphasis on community benefit, environmental sustainability, and Māori stewardship values. • Between 2018 and 2023, the Māori economy grew from NZ\$69 billion to \$120 billion, now accounting for 9% of New Zealand's total economy and on track to reach \$200 billion by 2030, with growth driven not despite, but because of Māori values • Investment strategies focus on long-term intergenerational benefit, aligning strongly with ESG principles. 	

<ul style="list-style-type: none"> • Tikanga Māori (Māori law) is increasingly recognised in the courts as a valid legal framework, shaping constitutional and legal discourse which represents a significant shift in recognising Māori worldview within mainstream legal and commercial systems. • Māori-led investment is redefining responsible investment – ‘whenua (land) before people, people before profit’ - delivering both strong financial returns and culturally aligned, community-focused outcomes. • Lessons from the Māori economy offer valuable insights into sustainable, values-led investing for broader Indigenous and Pacific contexts. <p>Policy and Advocacy updates (Nayanisha Samarakoon, RIAA) (5 min)</p> <ul style="list-style-type: none"> • Focus is on embedding protection measures into the future of Australia’s industry, with particular attention to taxonomy development. Some investors have already begun using the DNBII guides, so this area is being closely monitored as it evolves. Climate policy initiatives and plans are also being reviewed to ensure they adequately incorporate aspects of cultural heritage protection. • Currently, there is an ongoing consultation related to the Modern Slavery Act, exploring how modern slavery issues intersect with cultural heritage protection. • Parallel work is also progressing on New Zealand’s Modern Slavery Act. • Additionally, positions on product labelling, along with related issues under review in the context of modern slavery, are being considered to align with emerging policies and regulations. <p>Dhawura Ngilan Business and Investor Initiative (Alan Dayeh, ERM) (10 min)</p> <ul style="list-style-type: none"> • A self-assessment tool for businesses has been developed, with plans to launch an in-person training session soon. Further details will be released shortly. QIC has joined HESTA as two publicly known investors formally partnering alongside HESTA. Many other investors are using the DNBII guides but have not publicly announced their involvement; encouragement is given for wider public availability. • Lendlease and BHP have publicly declared their intention to partner with the initiative. • The Minerals Council of Australia is partnering with the Native Title Council to integrate DNBII into the globally recognized sustainable mining framework. • Caleb Adams from Evans and Partners attended the World Bank Land Conference, contributing to the global ripple effect. An article covering this is available in the papers. • The self-assessment tool was presented. 	<p>To access the self-assessment tool for businesses, please go on the First Nations Heritage Protection Alliance website by clicking here</p>
<p>4. Workplan Updates (20 min)</p> <p>Workplan for 2025 progress update (15 min)</p> <ul style="list-style-type: none"> • The Co-Chairs and Manager of working groups provided reflections on the progress achieved thus far under the current workplan, highlighting key milestones and accomplishments. See slides for more details. <p>Workplan for 2026 development (Jess Rowe, RIAA) (5 min)</p> <ul style="list-style-type: none"> • An email from Jess Rowe will be circulated containing the link to fill a detailed survey on the members’ insights and feedback on how the workplan objectives were met in 2025 and ideas on what the objectives for 2026 should be based around. 	<p>Link to the 2026 Workplan survey</p>

5. Closing (2 min)

Key upcoming dates

- For Aotearoa New Zealand:
 - 15 - 21 September - Māori Language Week - Māori Language Week has been celebrated in Aotearoa since 1975. This special week is an opportunity for the concentrated celebration and promotion of te reo Māori, helping to secure its future as a living, dynamic, and rich language.
 - <https://www.reomaori.co.nz/events>
- For Australia:
 - 4 August - National Aboriginal and Torres Strait Islander Children's Day - An opportunity for all Australians to show their support for Aboriginal and Torres Strait Islander children and learn about the impact that culture, family and community play in the life of every Aboriginal and Torres Strait Islander child.
 - <https://www.snaicc.org.au/our-work/campaigns/childrens-day/childrens-day-events/>
- International:
 - 9 August – International Day of the World's Indigenous People - This day is recognized by the United Nations to promote and protect the rights of indigenous peoples worldwide and to celebrate their unique cultures and contributions.
 - Virtual Commemoration on 8 August 2025 - Indigenous Peoples and AI: Defending Rights, Shaping Futures
<https://social.desa.un.org/issues/indigenous-peoples/events/IDWIP-2025>

[Register here](#) for the next meeting

Next meeting:

Thursday 14 October 12-1.30pm AEDT / 2-3.30pm NZDT – Register [here](#)

First Nations Peoples' Rights Working Group's Action Register

Last Updated: Thursday, July 31 2025

Ref	Action	Delegation	Status
<i>New</i>			
10/25	Next Meeting - Thursday 14 October 12-1.30pm AEDT / 2-3.30pm NZDT – Register here .	All	Ongoing
9/25	To share your thoughts on what you would like the core outputs of the working group to be for 2026, fill the workplan survey here .	All	Ongoing
8/25	To access the self-assessment tool for businesses, please go on the First Nations Heritage Protection Alliance website by clicking here	All	Ongoing
7/25	Submit any amendments to the Minutes of the second First Nations Peoples' Right Working Group meeting to Jess Rowe, Manager of Working Groups .	All	Ongoing
<i>Previous</i>			
6/25	To register for RIAA Australia Conference 2025, visit RIAA's website .	All	Closed
5/25	To access RIAA's Policy Platform Australia 2025, visit RIAA's website .	All	Ongoing

4/25	Next Meeting - Thursday 1 May 12-1.30pm AEST / 2-3.30pm NZST – Register here	All	Closed
3/25	To volunteer for a subgroup, please fill in this volunteering form	All	Ongoing
2/25	Any feedback on the workplan can be provided to Jess Rowe, Manager of Working Groups .	All	Ongoing
1/25	Submit any amendments to the Minutes to Shelina Fernando, RIAA Working Groups Officer .	All	Closed

Attendees (25)

	First Name	Last Name	Company
1	Emily	Dafter	Australian Retirement Trust
2	Yolande	Pepperall	CEFC
3	Alan	Dayeh	ERM
4	Sue Lyn	Stubbs	Fidelity International
5	Andrea	Masselos	First Sentier Investors
6	Callum	Morris	Funds SA
7	Sarah	Hill	Hesta
8	Michael	Joyce	HESTA
9	Renae	LAHOUD	Indigenous Business Australia
10	Joe	Morrison	Indigenous Land and Sea Corporation
11	Suzy	Yoon	Jana
12	Will	Leak	Mercer
13	Rosemary	Bissett	National Australia Bank Limited
14	Carly	Hammond	New Forests
15	Bridgette	McDonald	Pamoda Consult
16	Aoife	Mccarthy	Perennial
17	Amanda	Young	Pollination Group
18	Abi	Curtis	PRI
19	Briony	Doyle Galovic	RIAA
20	Jess	Rowe	RIAA
21	Shelina	Fernando	RIAA
22	Phil	Vernon	RIAA's First Nations Peoples' Rights Working Group Co-Chair
23	Lisa	Domagala	Solaris Investment Management Limited
24	Temuera	Hall	TAHITO Ltd
25	Catherine	Bodnar	Trust Management
Apologies	First Name	Last Name	Company
1	Heidi	Rosser	Chartered Accountants ANZ
2	Daniel	Meech	Koda Capital

First Nations Peoples' Rights Working Group Meeting #3

Thursday 31 July



Responsible Investment
Association Australasia

Co-Chairs of the First Nations Peoples' Rights Working Group



Phil Vernon,
Director (various)



Will Leak,
Senior Sustainable Investment Analyst at Mercer

Principles of participation

- Confidentiality
- 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**
 - Discussions in working groups may include competitors or potential competitors. In line with competition law, members must not share or discuss competitively sensitive, non-public information such as pricing, sensitive financial data, strategic plans, tender or negotiation details, and voting intentions related to takeovers, **anti- competitive agreements (strictly prohibited)**
- Apolitical

Special presentation – Engaging on Country



Joe Morrison,

CEO of Indigenous Land and Sea Corporation

Opportunity to provide feedback
on the special presentation -
FNPRWG



Industry and Working Group updates

- **Aotearoa New Zealand**

(Temuera Hall, TAHITO)

- **RIAA Policy and Advocacy updates**

(Nayanisha Samarakoon, RIAA)

- **Dhawura Ngilan Business and Investor Initiative**

(Alan Dayeh, ERM)

Dhawura Ngilan Business and Investor Initiative

- **Updates**

- Release of the self-assessment tool for businesses
- Planning to launch an in-person training, one for businesses and one for investors – details coming soon
- The MCA are partnering with the NNTC to integrate Dhawura Ngilan into the globally recognised Towards Sustainable Mining framework
- QIC shared at the RIAA Australia Conference panel session that they are a formal pilot partner of DNBII sharing key insights
- Caleb Adams attended the World Bank Land Conference sharing insights on DNBII – his article is available in the papers
- US SIF Sustainable Indigenous Finance Initiative Resource Hub has launched at the end of June including the DNBI Guides

Self-assessment tool instructions



Dhawura Ngilan
BUSINESS & INVESTOR INITIATIVE



The Dhawura Ngilan Business and Investor Initiative recognises that achieving alignment with the Business and Investor Guide will take time and resources, and that each organisation's journey will be unique.

This self-assessment tool* is designed to assist organisations to assess their current state of alignment against the Dhawura Ngilan Business and Investor Guide and to identify opportunities to strengthen their capacity and capability to:

- *work alongside First Nations peoples in the protection and celebration of First Nations cultural heritage; and*
- *protect and uphold the unique human rights of Aboriginal and Torres Strait Islander peoples, including the right to Free, Prior, and Informed Consent.*

** This Excel file does not contain macros and does not transmit data to any external systems or parties.*

Each of the six sections of the Self-Assessment Tool (in separate tabs) outlines a series of actions to be addressed for each Dhawura Ngilan Pillar. Companies addressing all actions relevant to their business will be able to demonstrate leading practice with respect to management and protection of First Nations cultural heritage. Each statement should be considered individually.

Please read each statement carefully and mark the box to indicate the one best response that describes your organisation's current status. Then, please fill out the "Comments - Evidence / Justification" and "Actions / Next Steps" as relevant.

Categories of companies and their respective industries

The tool recognises that different types of business operations can impact human rights in different ways. For ease of reference, companies and their respective industries have been categorised as follows:

Companies with land, sky, water, and sea-based activities	This includes mining and extractives, agriculture, construction, infrastructure, telecommunications or utility providers, real estate, etc.
Companies with knowledge and research-based activities	This includes universities, collecting institutions like museums and galleries, think tanks, technology and R&D companies, law firms, consultancies, etc. This also includes companies with design and creative outputs, such as arts and culture, musicians, theatre companies, design firms, architecture companies, marketing and advertising firms, manufacturing, retail, etc.
Companies that work directly with First Nations partners, culture or knowledge	This includes project proponents, research partners, health and social enterprises, etc.
Companies whose value chains impact First Nations communities or cultural heritage	This includes value chains and third-party relationships such as banks, joint venture companies, parent companies, international partners, not-for-profits, philanthropists, etc.

One of the pillars: Respect & Self-Determination

Being implemented	Indicates key action(s) have commenced or are in the process of being implemented
Completed and adopted	Indicates key action(s) that have been completed, fully implemented and adopted
First Nations endorsed or consented	Indicates key action(s) that have been endorsed or consented to by relevant First Nations Peoples

All Companies	Select relevant status	Not yet commenced	Under consideration / In planning	Being implemented	Completed and adopted	First Nations endorsed or consented	Comments - Evidence / Justification	Actions / Next Steps
Principle 1: Respecting, valuing and celebrating First Nations cultural heritage								
1.1 Celebrate First Nations events and significant dates such as NAIDOC	Being implemented						xxx	xxx
1.2 Staff undergo cultural competency training at all levels of the organisation	Completed and adopted						xxx	xxx
1.3 Seek opportunities to engage First Nations artists, service providers, consultants and others for the needs of the business	Under consideration / In planning						xxx	xxx
1.4 Ensure that the company operational-level grievance mechanism is sensitive to issues relating to the protection of cultural heritage	First Nations endorsed or consented						xxx	xxx

Principles summary by pillar

Maturity stages

Not yet commenced
Building awareness and action
Developing and implementing
Established practices
First Nations endorsement and consent

Maturity

Lowest

Description

The organisation is yet to commence implementing key actions or at initial stages for these principles

The organisation is building internal awareness and commencing the journey to implementing key actions

The organisation is making meaningful progress in designing, developing and implementing key actions

The organisation is establishing and formalising business as usual practices to support key actions

Highest

The organisation has received First Nations endorsement and consent for the suitability of key actions implemented

Respect and Self-Determination Pillar

Overall pillar status	Developing and implementing					The organisation is making meaningful progress in designing, developing and implementing key actions
	Not yet commenced	Building awareness and action	Developing and implementing	Established practices	Full endorsement and consent	
Principle 1: Respecting, valuing and celebrating First Nations cultural heritage		1	1	1	1	
Principle 2: Empowering First Nations leadership and respecting self-determination		1	1	2	1	
Principle 3: Recognising First Nations custodianship of culture		1	1			
Principle 4: Respecting the living and ongoing nature of First Nations heritage			1			

2025 Workplan progress update

Objective

1. Increase the representation of First Nations Peoples within the investment sector

a) RIAA Australia and Aotearoa NZ Conferences - May 2025 and Sep 2025

b) Meetings:

- Meeting #1 2025
- Meeting #2 2025
- Meeting #3 2025
- Meeting #4 2025

c) Explore the Future Directors Programme concept:

- Draft a Future Directors Programme concept.
- Conduct ecosystem, stakeholder and partner mapping.

Status

a) RIAA Australia – [Complete](#).

- Investment from a systems perspective, and how Indigenous thinking can save the world
- What happened to DEI?
- The Just Transition juggle: Managing ambition, assumptions and implementation
- First Nations considerations: exploring RI analyst approaches
- Catalysing Capital for First Nations investments
- Nature panel – had to pull out late minute

RIAA NZ Conference – [session in planning](#).

b) Meetings - Ongoing

- Meeting #1 2025: Jess Bulger, CEO AIGI
- Meeting #2 2025: First Nations Clean Energy Network
- Meeting #3 2025: Joe Morrison, CEO ILSC
- Meeting #4 2025: IBA - Pending

c) Explore the Future Directors Programme concept - [Ongoing](#)

- Future Directors Programme concept draft will be discussed in the next meeting, the fourth meeting of the group having spent the period gathering insights and understanding about the current landscape.
- The ecosystem, stakeholder and partner mapping has commenced with support from the subgroup and Nikitha from Regnan.

2025 Workplan progress update

Objective

2. Facilitate awareness and advocacy that supports the rights, voices and truth telling relating to First Nations Peoples.

a) Development of core policy standards to support members when making their own submissions.

b) Joint policy submission on a selected consultation.

c) Informal Subgroup RAPs (drop in and out as needed)

Updates in the FNPR WG on the update of RAPs by members of the working group and sharing lessons.

d) Subgroup formed

Guidance paper on key recommendations for directors

Status

a) Development of core policy standards to support members when making their own submissions - **Closed**

- This initiative was paused due to lack of interest

b) Joint policy submission on a selected consultation. - **Ongoing**

- This initiative is still open should there be a submission opening and volunteers.

c) Informal Subgroup RAPs (drop in and out as needed) - **Ongoing**

- 3rd meeting complete
- Proposal to create a RAP RING to ensure lack of duplication and address gap in current RING availability for RI community

d) Educating Directors on Indigenous Issues Subgroup - **Paused**

- Initial group formed
- Paused for further deliberation with the co-chairs on the best path forward to harness the momentum

2025 Workplan progress update

Objective	Status
3. Collaborate with First Nations peoples to promote awareness of UN Declaration on the Rights of Indigenous People and develop guidance on minimum standards and application of frameworks/tools	
a) Pillar 1: Formal pilots of Dhawura Ngilan (12 – 18 months)	a) Pillar 1: Formal pilots of Dhawura Ngilan (12 – 18 months) – Ongoing <ul style="list-style-type: none">• BHP, HESTA, QIC, Lendlease. Others to be announced soon.
b) Pillar 2: Integration into industry standards (ongoing)	b) Pillar 2: Integration into industry standards (ongoing) - Ongoing
c) Pillar 3: Awareness and education (ongoing)	c) Pillar 3: Awareness and education (ongoing) - Ongoing
- Share implementation examples of Business and Investor Guides	• Share implementation examples of Business and Investor Guides: This is being conducted in an informal subgroup.
- DNBII roundtable with investors	• DNBII roundtable with investors: This has been adapted to a training offering which will take place in October in Sydney. More details to come soon.

2025 Workplan progress update

Objective

Status

4. Facilitate foundational and catalytic research on topics and issues relating to First Nations Peoples' interests, rights and outcomes within the investment sector

a) Implementation of the recommendations of this research within the scope of the working group.

b) Draft research proposal on the application of UNDRIP by Australian companies across jurisdictions.

c) Secure partnership for the research project.

a) Implementation of the recommendations of this research within the scope of the working group – **Not Started**

- Research in pre-publication review phase with thanks to many volunteers from the industry

b) Draft research proposal on the application of UNDRIP by Australian companies across jurisdictions. – **Not Started**

- To be launched after current research is published

c) Secure partnership for the research project – **Not started**

- To be initiated after step prior has been completed.

2025 Workplan progress update

Objective

5. Incorporating Te Ao Māori as a fundamental principle throughout ACWG workstreams

a) Further details are articulated and guided by the ACWG.

Status

a) Status articulated and guided by the ACWG. - Ongoing

- Te Ao Maori 1-day workshops on the 6th August and 20th August to be delivered by Maurea consulting
- Paper by Temuera Hall under final review before publishing to provide a foundational understanding This collection of educational resources represents a comprehensive exploration of Te Ao Māori - the Māori world view - specifically developed to assist business, investment, and finance professionals in understanding and integrating Māori perspectives into their practice.
- Presentation from Daniel Hikuroa on the Mauri Model
- Ongoing plans.

2026 Workplan development

RIAA First Nations Peoples' Rights
Working Group work plan survey
2026



Key Upcoming Dates

- **For Aotearoa New Zealand:**

15 – 21 September - Māori Language Week

- **For Australia:**

4 August - National Aboriginal and Torres Strait Islander Children's Day

7 August - Beginning of the Noonkanbah Blockade, 1980

- **For International:**

9 August - International Day of the World's Indigenous People

Working Group Member Portal

All Working Group meeting minutes and recordings are uploaded to the RIAA Member Portal. Access the portal using your Glue Up credentials here:



Upcoming Working Group Meetings

Human Rights Working Group #3,
Thursday 7 August 12pm – 1:30pm AEST / 2pm – 3:30pm NZST

Nature Working Group #3,
Thursday 4 September 12pm – 1pm AEST / 2pm – 3pm NZST

Aotearoa Collaborative Working Group #3,
Tuesday 16 September 2pm – 3:30pm NZST/12pm to 1:30pm AEST
Hybrid event, Auckland & online

First Nations Peoples' Rights Working Group #4,
Thursday 14 October - 12pm – 1:30pm AEDT / 2pm – 3:30pm NZDT

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



Responsible Investment
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RIAA Conference Aotearoa NZ 2025

18 September • Tāmaki Makaurau, Auckland

Early bird sale ends today!



**RESPONSIBLE INVESTMENT
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Level 2, 696 Bourke St
Melbourne Vic, 3000
Australia

+61 3 9997 1886
info@responsibleinvestment.org
responsibleinvestment.org



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Association Australasia