



# Reflect Reconciliation Action Plan

February 2025 – September 2026



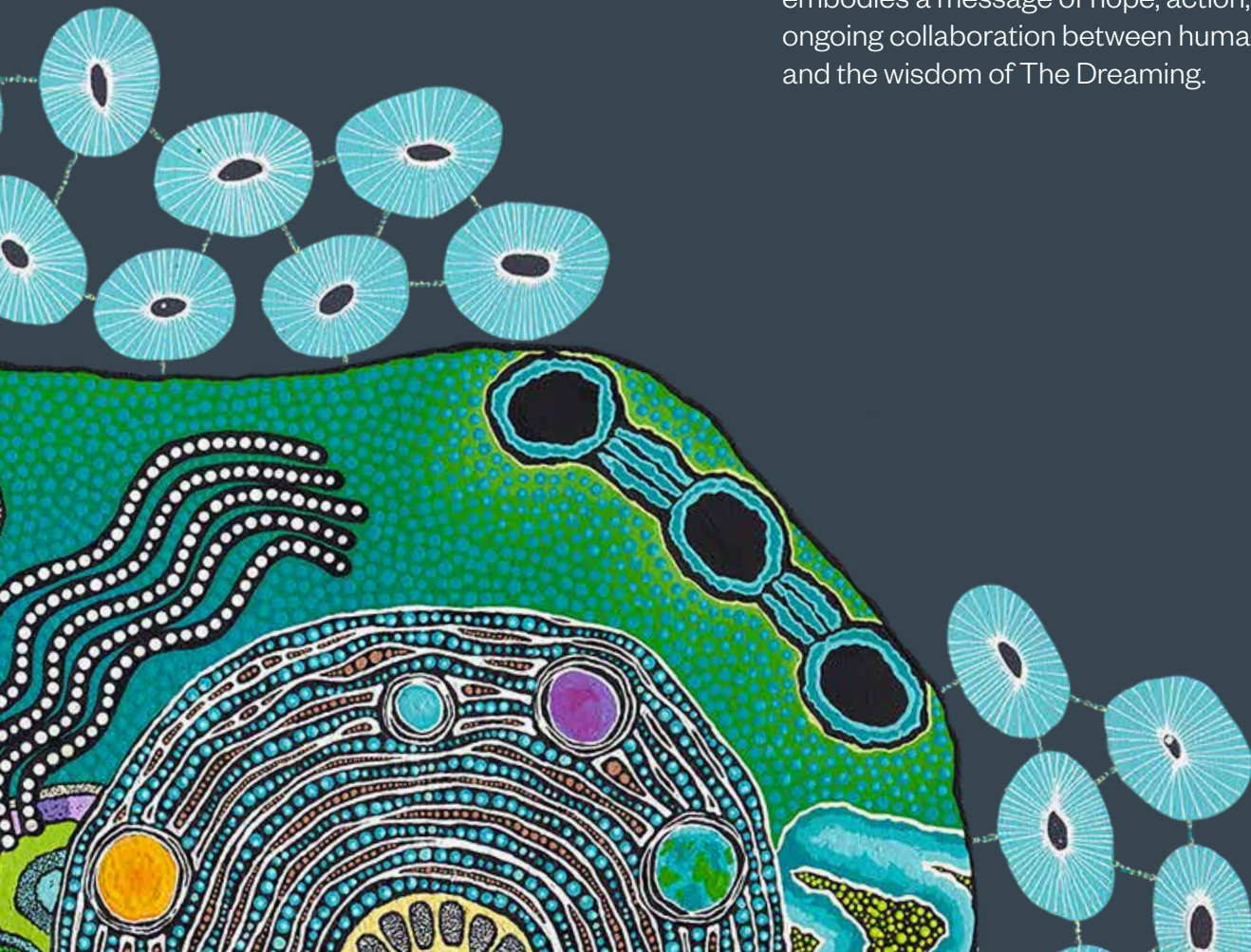


# About the artwork

**"Wir Bahdu" was developed by Nanii Davies in partnership with the Eku Energy team. This project visually narrates the circular practices embraced by Eku and illustrates how these methods resonate with the traditional Aboriginal practice of nurturing the land and utilising natural resources responsibly. In Aboriginal culture, "Country" encompasses not just the land but also the waters, flora, fauna, and the cosmos, representing a holistic connection between people and their environment.**

Many Aboriginal artworks capture the landscape from an aerial perspective, and "Wir Bahdu" offers a similar viewpoint while also incorporating elements of The Dreaming, inviting viewers to gaze both upward into the sky and downward onto the Earth. This dual perspective reflects the innovative spirit of Eku Energy, which continually seeks to expand the boundaries of sustainable practices.

The artwork showcases a vibrant ecosystem, symbolizing various elements such as wind, solar, water, waterholes, rain and ceremonial smoke lines, alongside the communities benefiting from Eku's battery systems. It suggests that many pioneers in the circular economy are drawing inspiration from The Dreaming, working together to mend the harm done to the land. With a promising outlook for our environment, "Wir Bahdu" embodies a message of hope, action, and ongoing collaboration between humanity and the wisdom of The Dreaming.





*Wir Bahdu, Nanii Davies*

## About the Artist

Natalie, known as Nanii to her family, is a Wiradjuri woman living on the East Coast of Australia, with a deep connection to her totem, the crow. For over 20 years, she painted privately while supporting her family through traditional 9-5 jobs. Natalie has been fortunate enough to dedicate more time to her art and share her creations with a wider audience.

Her artistic journey began with music in her childhood, influenced by her mother's guitar playing and her father's involvement in a country music band. Uninspired by the pollution and graffiti of Sydney, she began transforming her home into a sanctuary through painting, eventually leading to commissioned works.

As a teenager, Natalie's awareness of her Wiradjuri heritage blossomed, shaping her artistic style towards Aboriginal design, which resonates deeply with her connection to land, water, and animals. She began integrating small geometric patterns into her artwork, creating a unique fusion of traditional Aboriginal patterns and her own geometric style, thanks to her dad's music + maths connection.

Inspired by her family, nature, and the stories passed down from her parents and grandparents, Natalie aims to share her journey and the evolution of contemporary Indigenous art. She aspires to be a positive role model for children in her community.



# Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Eku Energy to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Eku Energy joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types—Reflect, Innovate, Stretch and Elevate—allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

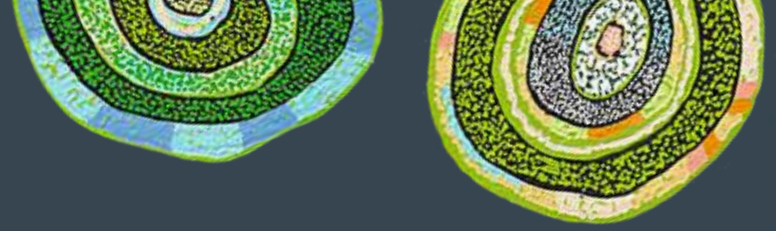
It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Eku Energy to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Eku Energy, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia





# Message from our CEO

**At Eku Energy, we hold two core tenets above all: being a trusted partner and a committed leader in driving the global energy transition. Our mission is clear—to decarbonise the world and accelerate the shift towards a sustainable future. We understand that this ambition can only be truly realized if we honour the heritages and wisdom of First Nations peoples.**

Our Reflect Reconciliation Action Plan marks the beginning of our journey that will guide our actions as we thoughtfully engage with First Nations communities. We are committed to ensuring that our efforts in decarbonisation and energy transformation are deeply rooted in mutual trust, respect, inclusivity, and partnership.

Our work in community outreach and our social investment principles guiding our benefits sharing programs reflect these values, yet we recognize that we have much more to achieve. We are looking forward to working closely with First Nations groups for our upcoming projects across Australia, engaging proactively to co-create a future that provides opportunities for local communities. More broadly, we will endeavor to utilise our platform as a global company share the story and insights of First Nations histories and cultures across all geographies we operate in.

Aside from the positive environmental impact that energy storage provides in increasing the penetration of clean, reliable renewable energy, our projects will help deliver positive social outcomes across Australia. Through initiatives such as supporting procurements from First Nations owned businesses, increasing employment and participation of First Nations peoples in our projects and shaping educational outcomes, we are committed to engaging First Nations advisors during the development, construction and operation of our projects.

As a young company of just over two years, this Reflect RAP is our pledge to get it right from the start, and to continue learning, growing, and working towards a future where everyone benefits from a just and sustainable energy transition.

I am excited knowing that we can have a real impact.

**Daniel Burrows**  
Chief Executive Officer  
Eku Energy



# About Eku Energy

Eku Energy is a global business dedicated to advancing the energy transition by deploying grid-scale battery energy storage projects. The company develops, builds, and actively manages energy storage assets across electricity markets worldwide, including Europe, Japan, and Australia. With a focus on delivering safe, secure, and reliable clean energy globally, Eku Energy is driven by bold ambitions, a passionate team, and strong shareholder support to make a positive impact in the markets it operates.

In Australia, Eku Energy employs 28 full-time staff. Currently, our global organisation has less than 2% of staff that identify as Aboriginal and/or Torres Strait Islander people. The company operates globally but maintains a strong presence in Australia, delivering projects across the east coast. These include the Hazelwood Battery

Energy Storage System, a 150 MW / 150 MWh facility in Victoria on the lands of the Gunaikurnai people; the Rangebank Battery Energy Storage System, a 200 MW / 400 MWh facility in Cranbourne West on the lands of the Bunurong people; and the Williamsdale Battery Storage System, a 250 MW / 500 MWh facility in the ACT on the lands of the Nggunawal Traditional Owners and other people and families with connections to the land. Eku Energy is also exploring opportunities for battery energy storage projects in Queensland, New South Wales, Victoria, South Australia, and Western Australia. The company operates two office locations in Australia: one in Sydney on the lands of the Gadigal people of the Eora Nation and another in Melbourne on the lands of the Wurundjeri Woi-wurrung people of the Kulin Nation.



November 2024: As part of the ground-breaking event for Williamsdale BESS in the ACT, Aunty Violet Sheridan, Senior Nggunawal Elder, welcomed Eku Energy to country whilst her grandson Kane Allen performed a smoking ceremony.



*150MW/ 150MWh Hazelwood BESS  
in Gippsland Victoria at sunrise.*







## Our RAP

Australia's electricity system is transitioning towards one that is characterised by clean and low-cost forms of new energy generation. Renewables, such as wind and solar, are expanding nationwide to meet Australia's growing electricity demand. They are also replacing and displacing fossil fuelled generation assets such as coal and gas plants, many of which are reaching end of life. The transition towards a system dominated by wind and solar energy is essential for Australia to reach its decarbonisation goals and address and mitigate the impacts of climate change. As intermittent resources, wind and solar require significant amounts of firm, reliable storage technologies, specifically battery energy storage, to support and operate the system.

Grid-scale battery energy storage systems are long-term infrastructure assets that may be situated on Country for up to 20 – 40 years. They connect into the existing electricity transmission networks across Australia to provide safe, secure and reliable energy and support the growth in renewable electricity generation. Eku Energy is proud to play a part in providing these infrastructure assets that are supporting the transition away from fossil fuels and towards the decarbonisation of Australia's electricity system.

We recognise that Aboriginal and Torres Strait Islander people have occupied Australia for at least 60,000 years and continue to nurture the environment and landscapes. We express our deep respect, appreciation and gratefulness to all Aboriginal and Torres Strait Islander people and recognise their ongoing spiritual connection and care for Country. This is the land on which solar and wind energy is harvested and stored, delivering Australia's clean energy future.

Eku Energy's Reflect RAP represents our commitment to reconciliation and provides the foundation principles and actions to guide our journey.

Our first RAP has been developed by a RAP Working Group represented by our Australian team, with support from Reconciliation Australia. Through our RAP initiatives, we seek to embody the following principles through our actions, words and values.

*December 2024: Josh West from Bunurong Land Council Aboriginal Corporation welcomed the project team and our partners to country as part of the Opening Event for 200MW / 250MWh Rangebank BESS in Victoria.*



## Respect

We respect all Aboriginal and Torres Strait Islander peoples, cultures and histories.

## Trust

We are committed to open, transparent and meaningful engagement with all Aboriginal and Torres Strait Islander people and members of the community or other stakeholders, particularly in connection with Eku Energy's project activities.

## Partnership

We seek to enable and maximise reconciliation efforts through our supply chains, downstream workforce and sphere of influence.

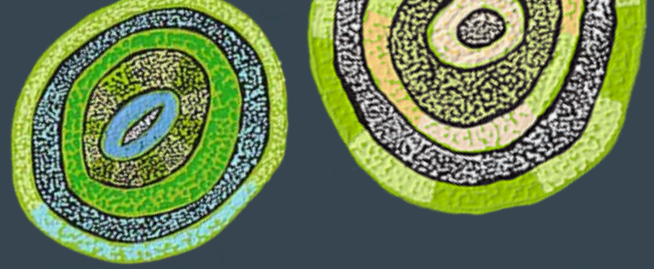
## Inclusivity

We commit to continuing to advocate and advance reconciliation efforts across our Australian activities and through our work delivering energy storage projects. We want to learn and grow and remain always curious. We seek to amplify Aboriginal and Torres Strait Islander voices, stories and knowledge.



*The Rangebank BESS project team on site during the commissioning process.*





# Starting our journey

Ekü Energy was founded as a stand-alone business in November 2022. Our first activities involved the development and construction of two projects in the State of Victoria, the Hazelwood BESS in the Latrobe Valley on the lands of the Gunaikurnai people, and the Rangebank BESS in Cranbourne West on the lands of the Bunurong people.

Each project, from planning through to the delivery, has recognised the important role of understanding cultural heritage impacts and work with Traditional Owners to put in place management plans to support the safe delivery of our battery energy storage projects. This has involved understanding the history and cultural heritage values of each site through activities such as cultural heritage reviews and assessments, outreach and engagement with representative Aboriginal groups and complying with legislative cultural heritage requirements.

As a company that is exploring development activities across multiple State and Territory jurisdictions, Eku Energy recognises that processes and legislative frameworks for cultural heritage considerations vary across jurisdictions. As a minimum, legislated cultural heritage requirements are embedded within the initial planning activities for project origination or development. Furthermore, Eku Energy seeks to identify each Traditional Owner Group, representative or Custodian of the lands on which we plan to develop our projects, establishing a basis to commence engagement. Eku Energy aspires and commits to meaningful, open and transparent engagement with all First Nations peoples, communities and broader stakeholders.

## **For our existing portfolio of projects, some examples of our initiatives or collaboration with Aboriginal and First Nations people includes:**

- Cultural heritage on-site surveys and test excavations with representatives from the Ngunnawal and Ngambri people to better understand historical land uses and values of the land upon which the Williamsdale BESS in the ACT will be constructed.
- Requesting the incorporation of Traditional Ceremonies within project delivery milestones, such as Welcome to Country and Smoking ceremonies delivered by First Nations representatives or Custodians of the lands on which our batteries will store energy.
- Requiring commitment statements, policies and credentials from our Suppliers and Advisory with respect to reconciliation (for example, valuing the appointment of Suppliers or Advisors that have published, or have committed to publishing, a Reconciliation Action Plan).
- Conducting internal employee cultural awareness sessions with Aboriginal and Torres Strait Islander organisations in support of staff learning and understanding of steps towards reconciliation.



# RAP Working Group

Our internal RAP Working Group was established in February 2024 and is currently comprised of 8 members including two members of the Executive Management Team. It does not yet have any Aboriginal or Torres Strait Islander members.

**Tom Best**

RAP Champion  
Chief Operating Officer

**Stuart Hillen**

RAP WG Member  
Head of Development Australia

**Rachel Rundle**

RAP Lead and WG Member  
Senior Manager Policy  
and Regulation

**Peter Scott**

RAP WG Member  
Origination and  
Development Manager

**Cassandra Abbley**

RAP WG Member  
WHSE Global Manager

**Molly Bruns**

RAP WG Member  
Office Manager

**Nick Morley**

RAP WG Member  
Technical Lead APAC

**Julia Pfeiffer-Reiche**

RAP WG Member  
Marketing and  
Communications Manager

**Cam Tomkins**

RAP WG Member  
Asset Management Lead



# Relationships



Action	Deliverable	Timeline	Responsibility
<b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local project area or sphere of influence.	July 2025	Origination and Development Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2025	Senior Manager Policy and Regulation
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Office Team Assistant
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2025	Office Team Assistant
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2025	Office Team Assistant
<b>3. Promote reconciliation through our sphere of influence.</b>	Communicate our commitment to reconciliation to all staff.	March 2025	Chief Operating Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	July 2025	Origination and Development Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2025	Head of Development Australia
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	Research best practice and policies in areas of race relations and anti-discrimination.	July 2025	Marketing and Communication Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2025	Marketing and Communication Manager

# Respect

Action	Deliverable	Timeline	Responsibility
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	July 2025	Technical Lead APAC
	Conduct a review of cultural learning needs within our organisation.	July 2025	WHSE Global Manager
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	July 2025	Origination and Development Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2025	Origination and Development Manager
	Acknowledge and pay respect to Aboriginal and Torres Strait Islander Country and representative groups in meetings, publications and project communications.	March 2025	Senior Manager Policy and Regulation
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2025	Office Team Assistant
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	Office Team Assistant
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025	Office Team Assistant





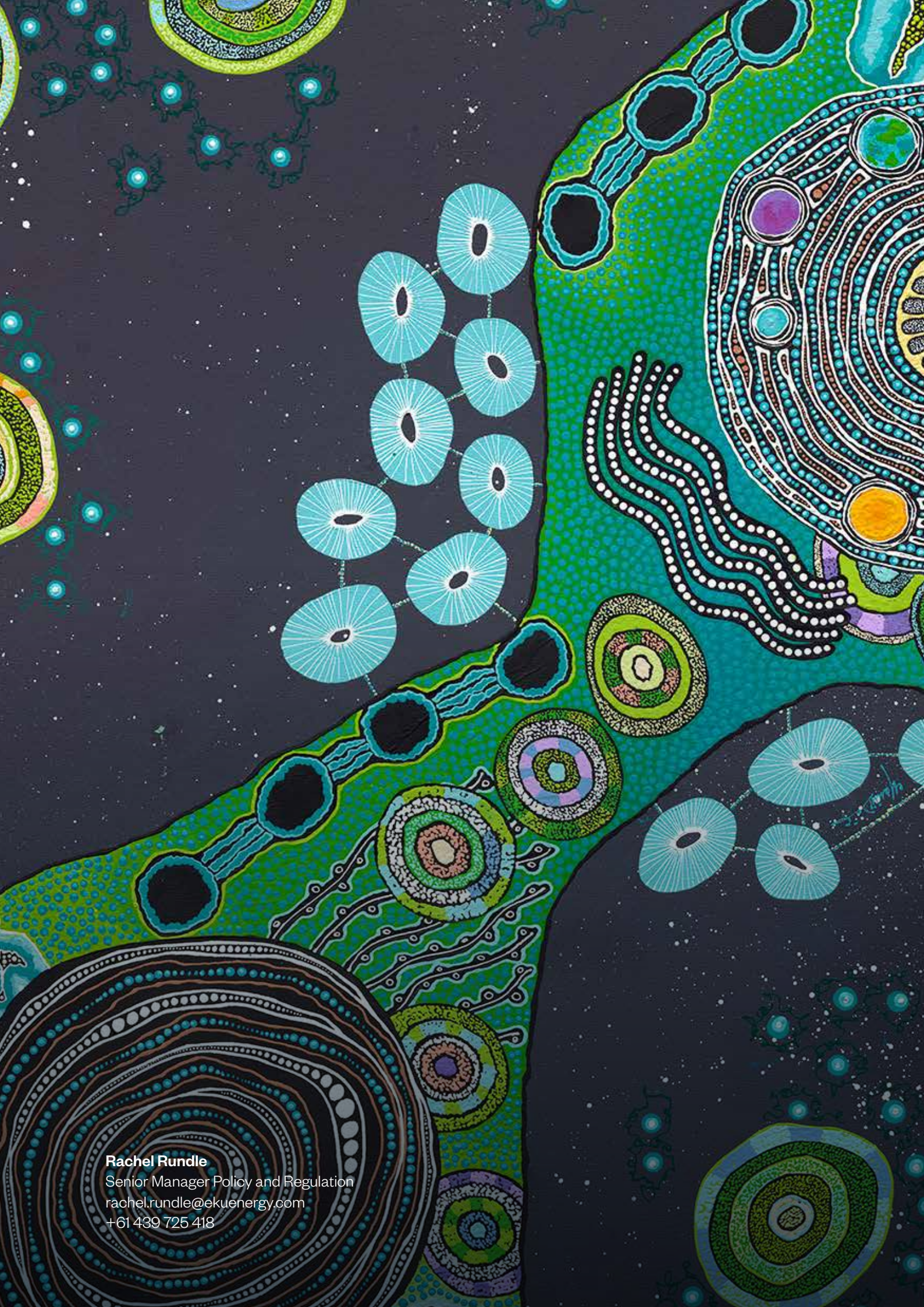
# Opportunities

Action	Deliverable	Timeline	Responsibility
<b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March 2026	WHSE Global Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2026	WHSE Global Manager
<b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	December 2025	Marketing and Communication Manager
	Investigate Supply Nation membership.	March 2025	Office Team Assistant

# Governance

Action	Deliverable	Timeline	Responsibility
<b>10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>	Maintain a RAP Working Group to govern RAP implementation and review effectiveness.	December 2025	Senior Manager Policy and Regulation
	Draft a Terms of Reference for the RWG.	March 2025	Senior Manager Policy and Regulation
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	December 2025	Senior Manager Policy and Regulation
<b>11. Provide appropriate support for effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation.	July 2025	WHSE Global Manager
	Engage senior leaders in the delivery of RAP commitments.	July 2025	WHSE Global Manager
	Maintain a senior leader to champion our RAP internally.	June 2026	Chief Operating Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2025	WHSE Global Manager
<b>12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	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	Office Team Assistant
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Office Team Assistant
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Office Team Assistant
<b>13. Continue our reconciliation journey by developing our next RAP.</b>	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2026	Senior Manager Policy and Regulation





**Rachel Rundle**

Senior Manager Policy and Regulation

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