

Reflect Reconciliation Action Plan

November 2023 — December 2024





Artist Gabriele Stengle

Gabriel Stengle is an Aboriginal Contemporary Artist. She is a proud Ngarrindjeri, Narungga and Kaurna Woman from South Australia and is one of six children who grew up in a sporting and artistic family.

Gabriel sources inspiration from the Dreamtime and stories told to her by her elders as a young girl.

Her Nana Cecilia O'Loughlin and Uncle Jacob Stengle are both accomplished, globally recognised artists who inspire her work.

About the artwork

The concept / story I'm telling is that the main meeting place (ElectraNet) is connected to Journey Lines that lead out to more meeting places that ElectraNet service.

The Journey lines follow the same operational areas of the traditional owners of the lands. The kangaroo tracks represent ElectraNet moving forward and never backwards in the understanding of culture and their eagerness to learn.

Contents

Artist Gabriele Stengle	3
Welcome from the CEO	6
CEO Reconciliation Australia	8
Our Business	10
Our Reconciliation Action Plan	12
Relationships	15
Respect	16
Opportunities	16
Governance	17
Contact Information	18

Copyright and Disclaimer

Copyright in the material in this document is owned by or licensed to ElectraNet. ElectraNet reserves all rights in relation to this material. Permission to publish, modify, alter, or use this material in any way must be sought in writing directly from ElectraNet.

ElectraNet, its officers and shareholders disclaim any responsibility for the use of this document for a different purpose or in a different context.

Reasonable endeavours have been used to ensure that the information contained in this document is accurate at the time of writing. However, ElectraNet, its directors, officers and Shareholders give no warranty and accept no liability for any loss or damage incurred in reliance on this information. Forecasts, projections, and forward-looking statements included in this document are subject to change and amongst other things, reflect information, data, methodologies, legislation, judicial and tribunal decisions, regulatory guidance, assumptions, prevailing market estimates, assessments, standards, and factors current at the time of publication.





Welcome to ElectraNet's Reflect Reconciliation Action Plan



I am proud to present ElectraNet's Reflect Reconciliation Action Plan (RAP), affirming the value we place on building authentic relationships with Traditional Owner groups and the importance of working together to create social, cultural and economic opportunities and outcomes.



ElectraNet has a long-standing commitment to acknowledging and respecting Aboriginal and Torres Strait Islander cultures in the construction, operation and maintenance of our assets. Our RAP builds on this foundation, providing a pathway for greater understanding and awareness of Aboriginal and Torres Strait Islander cultures and histories and supporting a workplace that welcomes, respects and values our Aboriginal and Torres Strait Islander employees and contractors.

The development of our first RAP provides important opportunities to contribute positively to reconciliation and the sustainable, long-term economic empowerment and social and cultural well-being of Traditional Owner groups and advancing their rights and interests.

We have the full support of our Board and Executive team, and strong interest and commitment across our organisation to reconciliation and maintaining a diverse and inclusive workplace that is safe, supportive, empowering and provides equal access across the business and opportunities for advancement for all.

Simon Emms
Chief Executive Officer





Karen Mundine
CEO Reconciliation Australia

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

ElectraNet joins a network of more than 1,100 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 ElectraNet 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 ElectraNet, 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



Photo: Construction of the EP Link Project - Jonas Dare and Nathan Atkinson



This Reflect RAP enables ElectraNet 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.

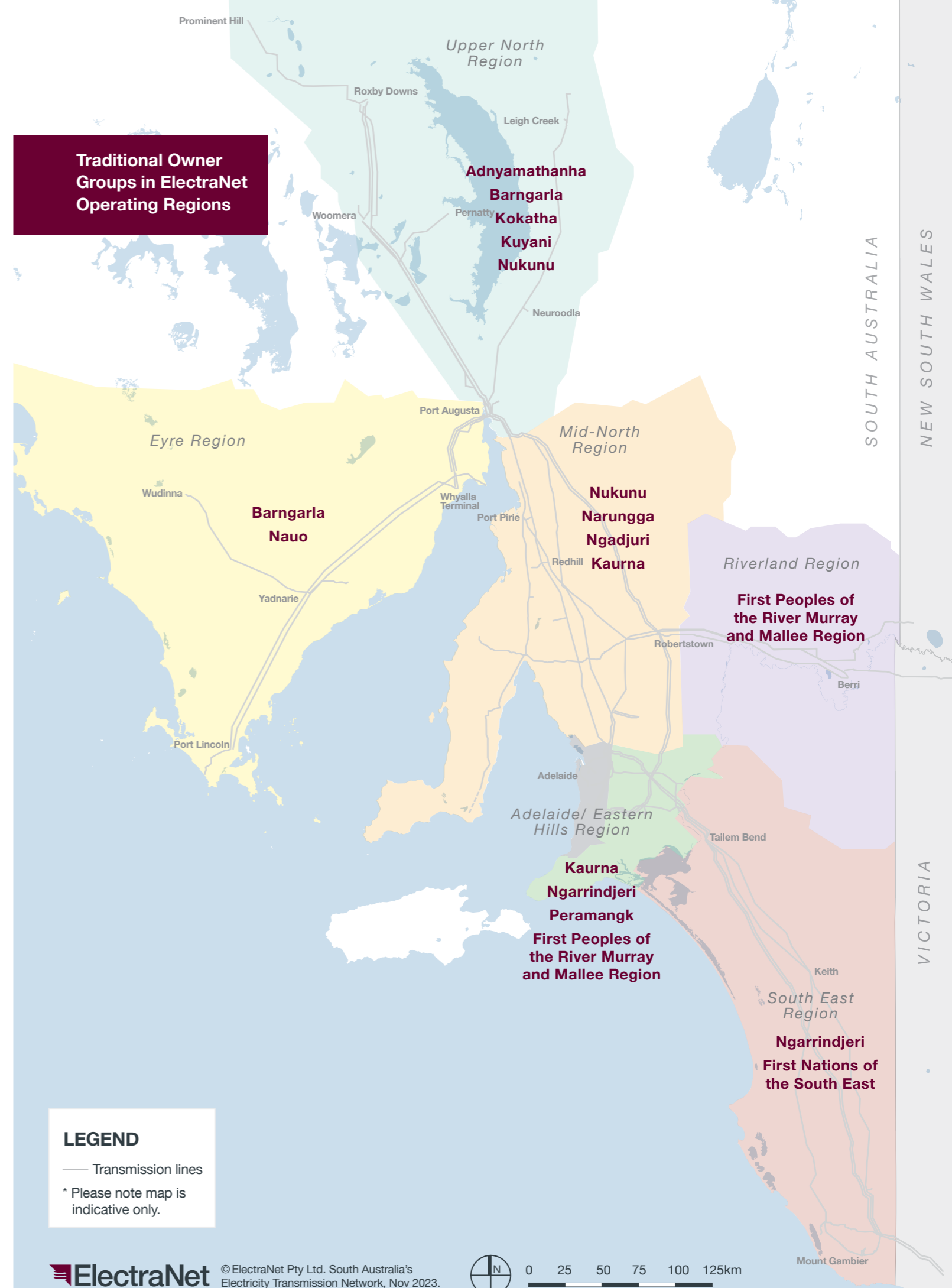
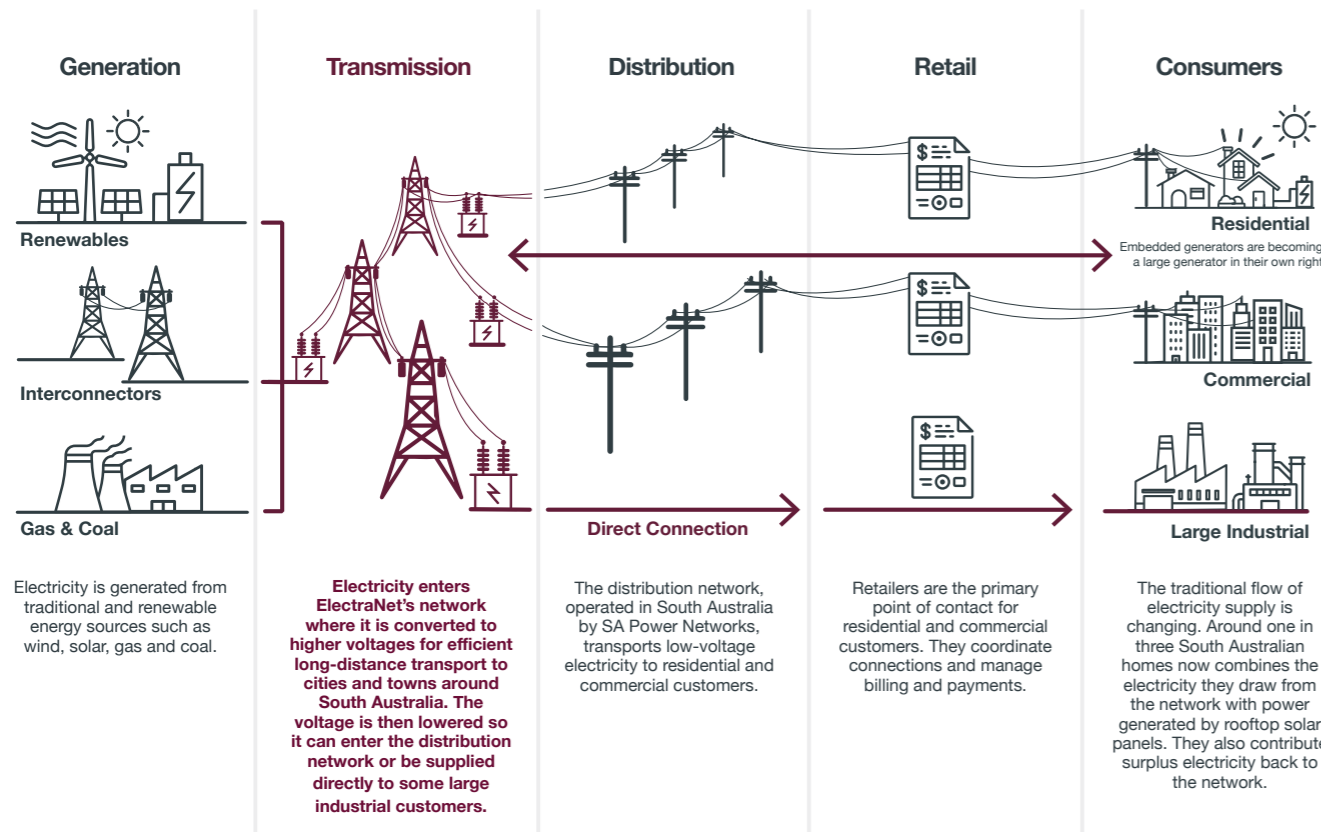
Our Business

As the owner and operator of South Australia's electricity transmission network, ElectraNet plays a vital role in providing affordable and reliable power supply to the homes, businesses, and communities of South Australia and energising South Australia's clean energy future by connecting renewable generation. We are leaders in the clean energy transition, delivering reliable and sustainable transmission services and valued customer connections. We focus on engaging customers and communities, empowering each other, growing our business and delivering efficiently.

The transmission network transports energy from local and distant generation sources to where it is needed to serve customers. It also provides system services such as system strength and inertia to support the growth in renewable energy. Increasingly the capability, capacity, strength and security of the network to sustain South Australia's electricity needs is being sourced from renewable energy.

The planning, operation and maintenance of the South Australian high voltage electricity network is currently managed by ElectraNet's workforce of approximately 431 employees and our contracting partners. ElectraNet has a diverse and inclusive workforce with staff identifying from 31 diverse cultural backgrounds, including one Aboriginal and Torres Strait Islander staff member. This workforce is located in South Australia working from four corporate offices (located in Adelaide CBD and Keswick), warehouse operations (Edinburgh) and at numerous asset locations throughout the State.

The role of ElectraNet



Our Reconciliation Action Plan

ElectraNet acknowledges and respects the rights and views of Aboriginal peoples as the Traditional Owners of the lands and waters in South Australia.

We continually strive to increase awareness and understanding and build greater respect for Aboriginal and Torres Strait Islander cultures.

We are proud of our achievements in working together with Traditional Owner groups over many years to deliver transmission projects and maintain existing assets in ways that respect their spiritual connection with the land, protect sites of cultural significance and preserve them for current and future generations.

We are grateful for the strong relationships we have built with Traditional Owner groups over many years, and we understand that in order to maintain this strong foundation, we need to continue to invest in these relationships in meaningful ways. Our RAP reflects our progression as an organisation to one that now seeks to move beyond engagement on heritage management to creating broader opportunities that can make a positive contribution to reconciliation in South Australia and nationally.

ElectraNet's approach to implementing our RAP will involve ongoing engagement with Traditional Owner groups, formalising these working relationships through heritage management agreements, increasing opportunities for Traditional Owner representatives to provide cultural awareness and cross-cultural experiences to ElectraNet staff, and expanding the work of our Reconciliation Week and NAIDOC Week Committee and broader business in exploring other ways to meaningfully and consistently contribute to reconciliation.

Our commitment to our diverse and inclusive workplace will be enhanced by this increased awareness and understanding, contributing to a work environment that is welcoming and safe for Aboriginal and Torres Strait Islander employees, suppliers, contractors and visitors.

Our reconciliation journey began in our early years as an organisation, including proactive engagement with many Traditional Owner groups to establish and develop relationships focussed on protecting heritage and entering into our first formal heritage management agreement with the Barngarla People in 2008.

Since then we have continued to directly engage with Traditional Owner groups on transmission maintenance, management and new developments across South Australia, progressively building our organisational capability in cultural heritage management and increasing the awareness and obligations on our contractors to look for opportunities to engage and employ organisations within the communities in which we work, including Traditional Owners.

During this period our employees and contractors have participated in cultural awareness training and inductions, lessons learned workshops, project team building events, smoking and healing ceremonies directly involving Traditional Owner representatives which has provided a significant number of opportunities to gain knowledge, insight and build understanding and respect for South Australia's First Nations cultures and the significance of heritage sites to Traditional Owners and their communities.

In 2022 ElectraNet's reconciliation journey broadened, hosting our first NAIDOC Week event and establishing our inaugural Reconciliation Week and NAIDOC Week Committee. With a charter originally focused on supporting ElectraNet to host Reconciliation Week and NAIDOC Week events, the Committee is now honoured to be ElectraNet's first RAP Committee consisting of 12 members.

These members include:

- **Jon Bok** — Manager Sustainability
- **Dan Williams** — Cultural Heritage Advisor
- **Nicola Buley** — Executive Legal Risk and Governance (RAP Champion)
- **Juanita Klobas** — Senior Graphic Designer (Aboriginal and Torres Strait Islander Representative)
- **Colleen Luck** — Telecommunications Manager
- **Tom Roberts** — Lead Project Manager Contracted
- **Clause Repenning** — Head of Finance
- **Kirstie Davey** — Business and Project Support
- **Sophie Paxton** — Business and Project Support
- **Lauren Cock** — Land Management Coordinator

Our RAP Champion, Nicola Buley, is responsible for driving and championing internal engagement and awareness of the RAP.



2023 Taoundi Cultural Awareness Sessions

Our current activities

Major Projects Heritage Inductions

Since 2018 on ElectraNet projects, employees and contractors have participated in heritage management and cultural awareness presentations with Traditional Owner representatives including:

- Barngarla Determination Aboriginal Corporation
- First Peoples of the River Murray and Mallee (Native Title Claim #2)
- Kokatha Aboriginal Corporation
- Ngadjuri Nation Aboriginal Corporation
- Nukunu Wampa Thura Aboriginal Corporation
- River Murray and Mallee Aboriginal Corporation.

Professor Roger Thomas (Commissioner for Aboriginal Engagement) presentation

In 2019 Professor Roger Thomas presented to an ElectraNet Leadership Forum on Aboriginal heritage management and working with Traditional Owners. This session provided an insight to the diversity and complexity of South Australia's Aboriginal cultures, the continued significance and importance of Aboriginal heritage, and guidance on engaging with Traditional Owner groups.

Paul Vandenberg cultural awareness sessions

In 2022 and 2023, ElectraNet's staff attended two workshops with Paul Vandenberg of the Tjindu Foundation. These moving, insightful and engaging Cultural Awareness Sessions provide a platform for attendees to improve our awareness and understanding of Australian history from a Traditional Owners' perspective and engage in meaningful conversations regarding reconciliation and our work with Traditional Owner groups.



Paul Vandenberg Session

2022 NAIDOC Week Event

During the 2022 National NAIDOC Week, almost 100 ElectraNet staff Got Up, Stood Up and Showed Up for Doug Milera, a proud Narungga man. We had the opportunity to hear what NAIDOC means to Doug and his extraordinary work in the Indigenous Repatriation Program, helping to facilitate the unconditional return of Aboriginal and Torres Strait Islander ancestral remains and sacred objects from overseas to their communities.



2023 NAIDOC March

Establishment of Reconciliation Week and NAIDOC Week Committee

The Reconciliation Week and NAIDOC Week Committee is made up of individuals with a genuine interest in reconciliation and supports corporate events to celebrate Reconciliation Week and NAIDOC Week. These events provide an opportunity for all ElectraNet staff to celebrate and recognise Aboriginal and Torres Strait Islander people and cultures, in keeping with the Reconciliation Week and NAIDOC Week annual themes.

Aboriginal Affairs and Reconciliation Legislative Awareness Sessions

In March and April 2023, ElectraNet staff attended sessions facilitated by the South Australian Government's Aboriginal Affairs and Reconciliation Team, including upcoming changes to the Aboriginal Heritage Act and discussion on best practice in Aboriginal Heritage management.



Working with Traditional Owners

We value building long-term relationships with Traditional Owners during the planning, construction and maintenance of all transmission developments.

We initiate comprehensive consultation with Traditional Owners to identify potential cultural heritage impacts from development activities and work proactively to minimise them and protect sites of cultural significance.



How we can contribute to reconciliation

Relationships

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	December 2023	Sustainability Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2024	Sustainability Manager
	Establish and deliver a sponsorship program for Aboriginal and Torres Strait Islander organisations.	November 2023	Head of Corporate Affairs
Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	Communications Advisor
	RAP Committee members to participate in an external NRW event.	27 May - 3 June 2024	RAP Champion
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.		Chief Executive Officer
Promote reconciliation through our sphere of influence.	RAP Committee to host one internal Reconciliation Week event.		RAP Champion
	Communicate our commitment to reconciliation to all staff.	May 2024	Chief Executive Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	February 2024	Cultural Heritage Advisor
Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Cultural Heritage Advisor		
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	September 2024	Workforce Capability Lead
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.		Workforce Capability Lead



Respect

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2024	Sustainability Manager
	Conduct a review of cultural learning needs within our organisation.	April 2024	Workforce Capability Lead
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to develop an understanding of the local Traditional Owners of the lands and waters within our organisation's operational area.	November 2023	Cultural Heritage Advisor
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2023	Sustainability Manager
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June and July 2024	Sustainability Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	Sustainability Manager
	RAP Committee to participate in an external NAIDOC Week event.	First week in July 2024	RAP Champion
	RAP Committee to host one internal NAIDOC Week event.	First week in July 2024	RAP Champion



Opportunities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March 2024	Workforce Capability Lead
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2024	Workforce Capability Lead
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	April 2024	Manager Commercial, Procurement & Estimating
	Investigate Supply Nation membership.	December 2023	Manager Commercial, Procurement & Estimating



Governance

Action	Deliverable	Timeline	Responsibility
Maintain an effective RAP Committee to drive governance of the RAP.	Continue to maintain a RAP Committee to govern RAP implementation.	December 2023	Sustainability Manager
	Maintain and periodically review the Terms of Reference for the RAP Committee.	December 2023	Sustainability Manager
	Continue to maintain Aboriginal and Torres Strait Islander representation on the RAP Committee.	December 2023	Sustainability Manager
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	November 2023	Sustainability Manager
	Engage senior leaders in the delivery of RAP commitments.	November 2023	Sustainability Manager
	Maintain a senior leader with responsibility to champion our RAP internally.	November 2023	Executive, Legal, Risk and Governance
	Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2024	Sustainability Analyst
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	Sustainability Analyst
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Sustainability Analyst
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	Sustainability Analyst
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	November 2024	Sustainability Manager
	Commission an Aboriginal and Torres Strait Islander artist to create an artwork to be utilised for ElectraNet's next RAP.	September 2024	Senior Graphic Designer



Contact information

For more information please contact our Reconciliation Committee: reconciliation@electranet.com.au



Nicola Buley

Executive Legal, Risk and Governance (RAP Champion)

P 0408 846 763

E buley.nicola@electranet.com.au



Dan Williams

Cultural Heritage Advisor

P 0400 574 856

E williams.dan@electranet.com.au



Pat Ferguson

We were honoured during NAIDOC Week to host artist and master wood carver, Patrick Ferguson, who presented us with a very special boomerang that depicts ElectraNet's connection to communities.



