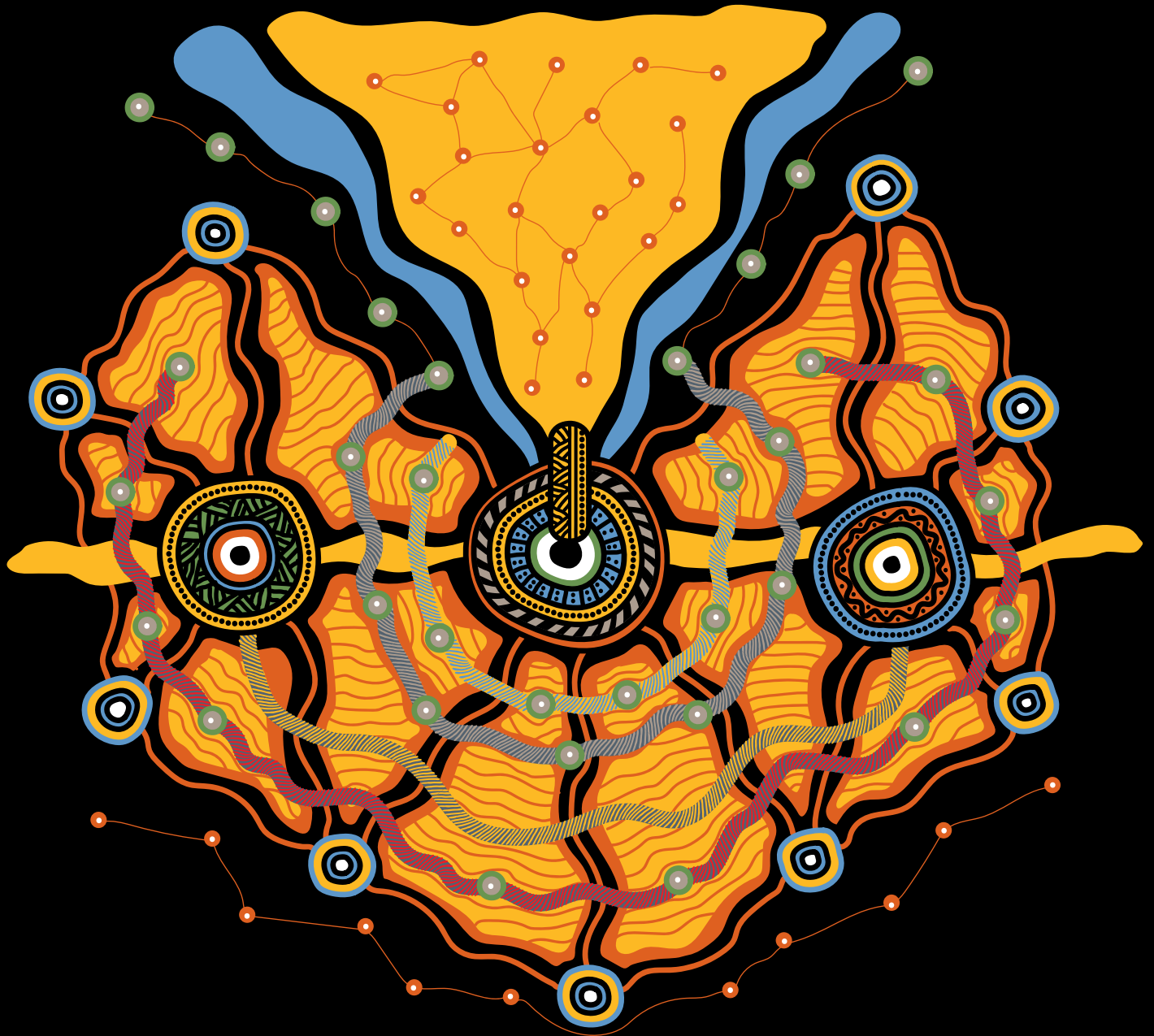


Reconciliation Action Plan

June 2022 – June 2023







Acknowledgement of Country

Stanwell acknowledges the Traditional Owners of the land in which we gather, their ancestors and all of our ancestors who have led us to this place today.

Message from Stanwell Chief Executive Officer, Michael O'Rourke

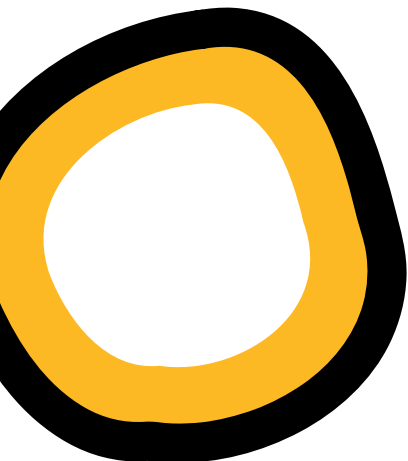


I am proud to share Stanwell's *Reflect* Reconciliation Action Plan (RAP) which highlights our continued commitment and focus to supporting respect, understanding and reconciliation between all Australians. Stanwell acknowledges the past and respects the more than 60,000 years of history that First Nation's people share as the Traditional Custodians of this land. As an organisation we want to embrace and reflect the diversity of the communities in which we operate.

This *Reflect* RAP has been developed by Stanwell's RAP Working Group. Importantly, its development has come about through the collaborative efforts of employees who have identified as First Nation's people and their colleagues who feel passionate about contributing to change. It is an important living document that is about listening and learning, rather than doing. It is our organisation's opportunity to understand and acknowledge the past, and to find out more about reconciliation, from the perspective of First Nation's people.

This *Reflect* RAP will ensure future plans are meaningful, mutually beneficial and sustainable. It outlines the steps we must take to improve our relationships, build respect and create opportunities with First Nation's people. This plan will help Stanwell deliver its vision for reconciliation, and explore its sphere of influence, before committing to specific reconciliation actions and initiatives.

At Stanwell, we are committed to strengthening relationships between First Nation's people and non-Indigenous people, for the benefit of all Australians, as we build greater cultural awareness across our organisation.





Statement from the CEO of Reconciliation Australia



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

Stanwell 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.

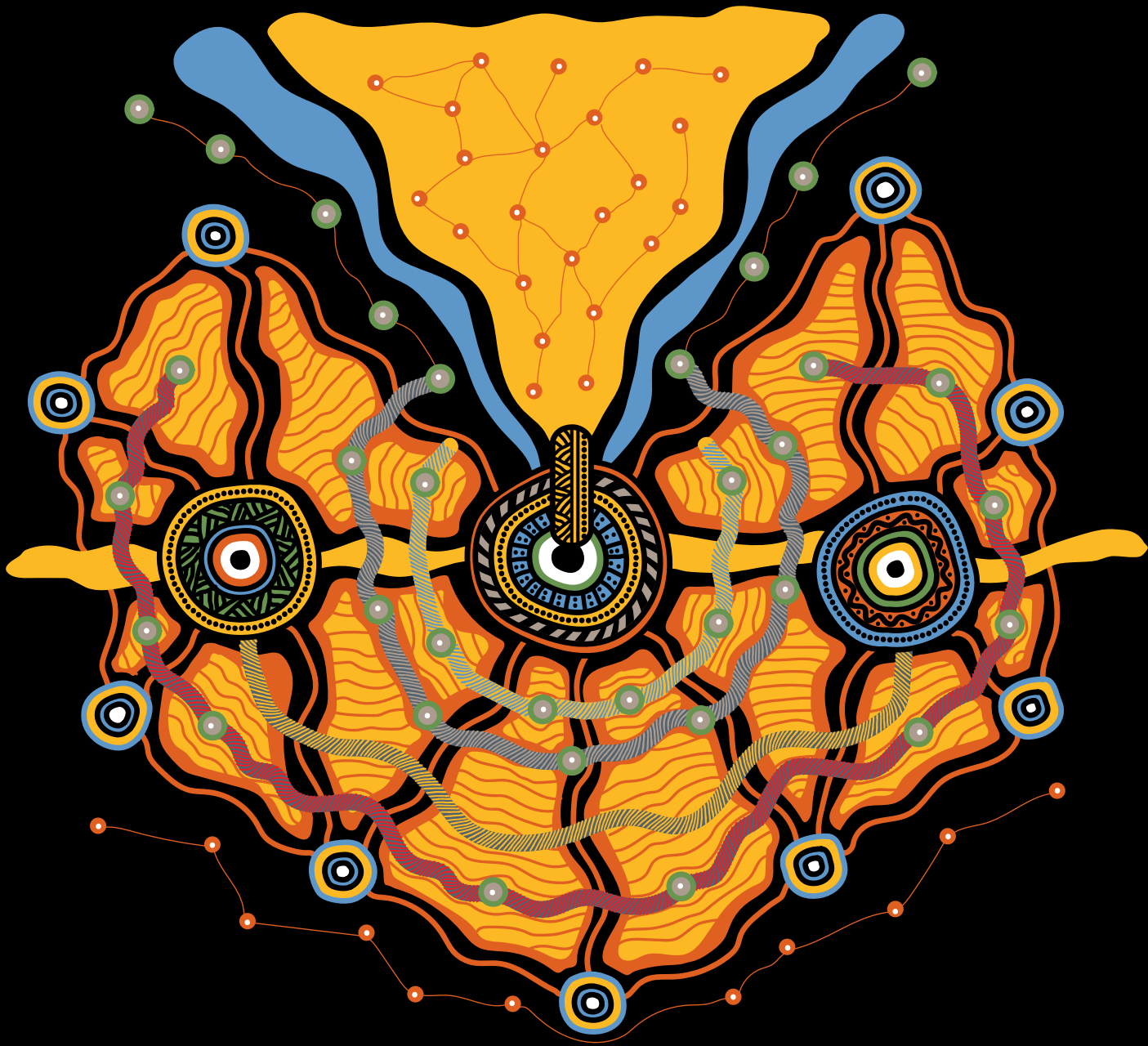
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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 Stanwell 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 Stanwell, 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



About the artwork used in this Reconciliation Action Plan

About the artist: David Williams

David Williams, proud Wakka Wakka man, and Executive Director of Gilimbaa, brings a lifetime of culture and connections to his work. David was influenced by his immediate family and his Elders who encouraged him to use his creative skills as a tool to connect his culture to the wider community.

With over 15 years as a cultural performer working locally, nationally and internationally, David uses creativity as an effective tool of 21st century cultural communication. David has a unique capability to walk in two worlds, influencing in the boardrooms nationally and internationally with the same ease as he connects with community.

Every connection we make delivers a brighter future

This artwork represents connecting our histories, to integrate our journey for the future. It represents where we came from, what we do and where we want to go in the future. This artwork tells the story of connecting our people and our communities to Country.

Our connections are many and spread across this land. As we create pathways to learn, to grow and show respect for the people who have cared for Country for over 60,000 years, we feel this shift vibrating through our organisation. Slowly and confidently, we come together – united in a future that is luminous for all.

When we recognise our past, it gives us the power to ignite change.

Our business

We are a major provider of electricity and energy solutions to Queensland, the National Electricity Market and large energy users throughout Australia.

We're creating a new, lower carbon generation portfolio that's complemented by energy storage. We're driving the development of a renewable hydrogen export industry in Central Queensland and we're keeping the lights on as the State's energy industry transforms.

While our energy future is not defined by our coal-fired generation, our transformation will be supported by it.

We own and operate two of the most efficient coal-fired power stations in Australia – the Tarong power stations near Kingaroy, and Stanwell Power Station west of Rockhampton. We can ramp generation from our coal-fired power stations up and down as needed, to let solar generation shine in the middle of the day, and still provide the electricity people need in the mornings and evenings. We also own Meandu Mine, adjacent to our Tarong power stations, to provide low-cost fuel for the station.

We're putting our energy into finding better, cleaner ways to reliably generate, store and move electricity for our customers. Through our pipeline of proposed renewable energy projects throughout central and southern Queensland, we'll reduce our emissions intensity and create future opportunities for our people and communities. We're also leading Australia's renewable hydrogen industry, with plans progressing to develop the country's largest green hydrogen export hub in Gladstone, Central Queensland.

At Stanwell, We care, We adapt, We deliver. These values are the driving force behind everything we do. As we continue to serve our communities and deliver the power Queensland needs, we'll contribute to the achievement of Queensland's emission reduction targets and achieve long term reductions in our emissions intensity. As of June 2022, Stanwell has 720 employees, with seven employees identifying as Aboriginal and/or Torres Strait Islander.

At Stanwell, we provide the spark for a bright future.



Pictured: Representatives from Stanwell with Darumbal Elder, Uncle George James, and Darumbal Enterprise representatives, Leilani and Kristina Hatfield.

Background: Representatives from Darumbal met with Stanwell representatives for a site tour and to discuss how we can continue to build our relationship and work in collaboration.

Location: Stanwell Power Station





Our Reconciliation Action Plan (RAP)

Stanwell is deeply committed to embarking on a journey of discovery and learning through the development of a RAP. Our *Reflect* RAP aims to provide a framework to realise our organisation's vision for reconciliation.

As a first step in our RAP journey, the *Reflect* RAP focuses on relationships, respect and opportunities and aims to outline the actions Stanwell will commit to undertaking to establish the right foundations for sustainable change.

Our actions, which we have put forward in our *Reflect* RAP, aim to focus on reflecting, listening and learning. They provide an opportunity for us, as an organisation, to acknowledge our past practices, behaviours and relationships and reflect upon them in an effort to respectfully move forward in a meaningful way, to inform our future actions.

Stanwell's *Reflect* RAP will help us to build a culturally-aware workforce, improve upon appropriate practices and strengthen our relationships with Aboriginal and Torres Strait Islander peoples and communities.

Stanwell's *Reflect* RAP has been based on the following principles:

- Reconciliation is something that does not happen in isolation – it involves everyone within Stanwell and is based on a constant process of conversation, listening, and sharing stories and culture;
- Reconciliation is an active process – it involves everyone taking action to improve their knowledge, understanding and behaviours within the workplace and in the community they work in;
- Reconciliation can be challenging – it involves confronting historical truths and ongoing inequity, re-examining our own values and making changes that can be difficult;
- Reconciliation is not something that happens on a day or a week, it should be part of our lives, thoughts and actions throughout the year; and
- We learn from our past, to look forward to a brighter future.



Stanwell's vision for reconciliation is:

An Australia that acknowledges the truth and recognises the impact of the past on Aboriginal and Torres Strait Islander peoples. A country where all Australians unite to learn, heal and grow, making a positive difference for the future.

We state that:

- We are on a journey, and we have the courage to take the first steps;
- We will walk the talk, make a commitment and take action;
- We acknowledge the past and its impact, and will educate ourselves to become more aware;
- We will live and breathe our values – We care, We adapt, We deliver; and
- We will celebrate diversity and demonstrate inclusiveness.



Pictured Above Left: (from left) Stanwell Outage Super Intendent, Dave Geddes, Rockhampton Boxing and Sport Promotions Club, Brian McKean, Darumbal Enterprise, Leilani Hatfield, CQ Youth Connect developer and leader, Friederike McCartney, Rockhampton Boxing and Sport Promotions Club President, Russell Thomas.

Background: A Stanwell representative standing with other speakers from Rockhampton Boxing and Sport Promotion's 'Youth Opportunity Day'. Youth Opportunity Days are pathways to address health, education, training and employment gaps across Central Queensland. Stanwell provided sponsorship for the event.

Location: Rockhampton

Pictured Above: Aunty Patricia Bond and Aunty Florence Bell

Background: Holding a plaque signifying the Wakka Wakka people's Native Title Rights to their country.

Location: The celebration was held on country in Cherbourg.

Pictured Left: Representatives from Stanwell (Tarong Power Stations and Meandu Mine) with Aunty Florence Bell.

Background: Representatives from Stanwell attended and witnessed the Federal Court hearing to recognise the Wakka Wakka people's native title rights to their country.

Location: Cherbourg

Reconciliation Action Plan (RAP) Working Group

Stanwell's *Reflect* RAP, adopting Reconciliation Australia's framework, is championed internally by the Executive General Manager, Business Services.

Our *Reflect* RAP has been developed by our RAP Working Group with the full support and sponsorship of our Executive Leadership Team.

The RAP Working Group was formed with a Terms of Reference and carries out the following:

- identifies the steps to develop and implement a RAP;
- identifies the resources needed for the development and implementation of a RAP;
- makes recommendations to the Executive Leadership Team about the scope, content and format of Stanwell's RAP; and
- implements the agreed steps, when approved.

The RAP Working Group comprises of members from across all of our sites and importantly has First Nations representation.

We have a standing invitation for any employees who identify as Aboriginal and / or Torres Strait Islander people to join or advise the RAP Working Group.

RAP Working Group Members:

Glenn Smith: Executive General Manager Business Services and RAP Champion

Pollyanna Davison: Principal Advisor People and Culture and RAP Chair

Tony Brockhurst (Kamilaroi): Civil Engineer, Tarong Power Stations and RAP Co-Chair

Stephen Case: Commercial Manager Energy Portfolio Investment and RAP Co-Chair

Taylor Bednall: Strategy and Engagement Graduate

Scott Drysdale: Environmental Scientist, Operations

Sean Frawley: Operational Excellence Specialist, Operations

Danish Hameed: Mechanical Engineer, Tarong Power Stations

Blake Harvey: Mechanical Fitter, Tarong Power Stations

Jodi Milne: Coal Combustion Product Marketing Specialist, Stanwell Power Station

Amanda Lingard: Category Specialist, Stanwell Power Station

Leila Ngadi: General Manager Energy and Carbon Markets

Claire Olson: Manager Tax and Treasury

Jason Sladden: Production Technician, Stanwell Power Station

Matt Steinhardt: Shift Superintendent, Tarong Power Stations

Kaila Sutherland: Learning and Capability Advisor



Our current activities

Stanwell works proactively to build relationships with Traditional Owners in our host communities, to understand their perspectives and ensure understanding of evolving needs. These targeted relationships are built over time, through trust, mutual respect and ongoing, authentic and transparent engagement. They provide the foundation for representation of Traditional Owner groups on our Community Partnership Funds with targeted social investment.

The projects we support align with Traditional Owner's (and at the Tarong Power Station's, Cherbourg community leaders) commitment to improving economic participation for their people. For example, equipment that improves productivity and safety for employees at Containers for Change depots in Cherbourg and Kingaroy; vacuum operated plastic sorting equipment and camera equipment that monitor customer interactions, staff safety and availability at the Material Recycling Facility. Our social investment empowers community led responses to reducing suicides and improve mental health for young people; reducing family violence and improved facilities at schools.

On 2 July 2021, Stanwell permanently raised the Aboriginal and Torres Strait Islander flags in our head offices and on our sites.





Relationships



Action	Deliverable	Timeline	Responsibility
1. 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.	May 2023	RAP Champion
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2023	RAP Champion, RWG Chair
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2023	RAP Champion, RWG Chair
	• RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2023	RAP Champion, RAP 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	EGM Business Services
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all employees.	May 2023	Chief Executive Officer
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2023	EGM Business Services
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2023	EGM Business Services
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	May 2023	GM People and Culture
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2023	GM People and Culture

Respect



Action	Deliverable	Timeline	Responsibility
5. 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.	May 2023	GM People and Culture
	• Conduct a review of cultural learning needs within our organisation.	May 2023	GM People and Culture
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.	May 2023	GM Stakeholder Engagement
	• Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2023	EGM Business Services
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our employees about the meaning of NAIDOC Week.	July 2022	RWG Chair
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2022	RWG Chair
	• RAP Working Group to participate in an external NAIDOC Week event.	July 2022	RWG Chair



Opportunities



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	• Develop a business case for increasing Aboriginal and Torres Strait Islander opportunities within our organisation.	May 2023	GM People and Culture
	• Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	May 2023	GM People and Culture
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop a business case for increasing procurement from Aboriginal and Torres Strait Islander owned businesses.	May 2023	GM Procurement and Supply
	• Investigate membership of Supply Nation and other First Nations procurement support organisations.	May 2023	GM Procurement and Supply



Pictured Opposite: Representatives from Stanwell's Inclusion and Diversity Committee and Stakeholder Engagement team at a Waka Gubulgan Black Coffee event

Background: Black Coffee, is a grassroots Indigenous business networking event organised by Waka Gubulgan and supported by Darumbal People Aboriginal Corporation, Darumbal Enterprises, Indigenous Workstars.
Location: Rockhampton

Pictured Left: Representatives from Stanwell and the Tarong Community Partnership Fund panel at the Kingaroy Containers for Change depot.

Background: The depot is managed by Cherbourg Aboriginal Shire Council, who were a successful applicant from the 2019/20 round of the Tarong Community Partnership Fund (application was for a can counting machine).

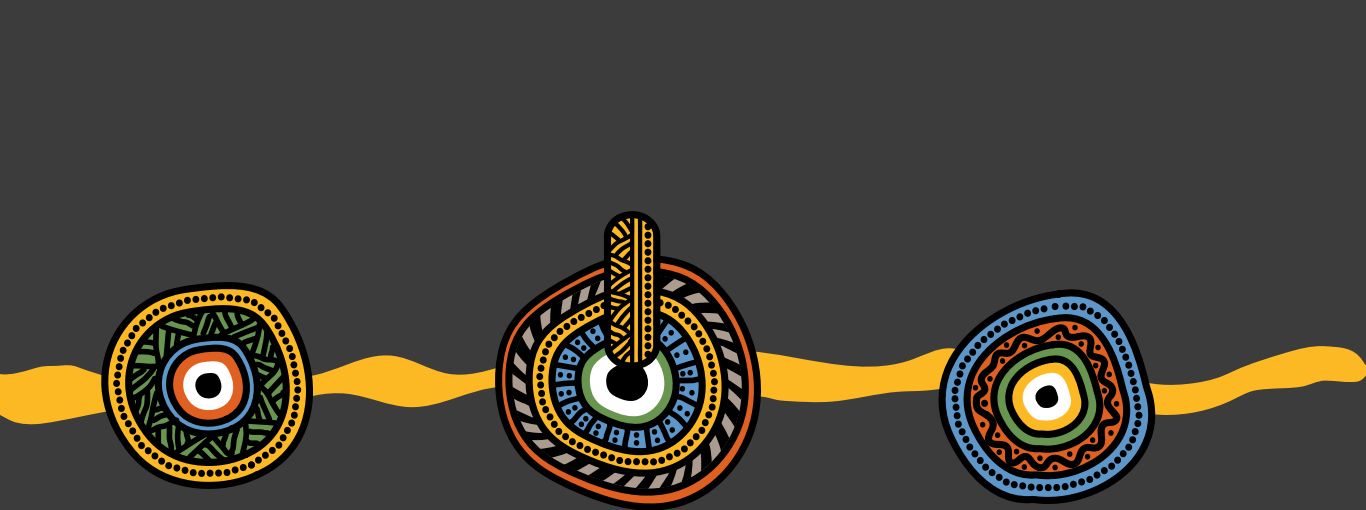
Location: Kingaroy



Governance



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• RAP Working Group to meet regularly to govern RAP implementation.	March, June, September, January 2022, 2023	RWG Chair
	• Review and update Terms of Reference for the RWG.	January 2023	RWG Chair
	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	January 2023	RWG Chair
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	June 2022	RWG Chair
	• Continue to engage senior leaders in the delivery of RAP commitments.	January 2023	RWG Chair
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	1 June 2022 – 30 June 2023	RWG Co-Chairs
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023	RWG Co-Chairs
	• Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	June 2022	
	• Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	August 2022	
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	30 April 2023	RWG Chair



Contact details



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