



Innovate Reconciliation Action Plan

February 2022 -
February 2023

Artwork - Yankirri Jukurrpa (Emu Dreaming) by Pauline Nampijinpa Singleton



RECONCILIATION
ACTION PLAN

INNOVATE



Our Vision for Reconciliation

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Our reconciliation vision is an Australia that acknowledges the truth about our colonial past and looks optimistically to the future, with a focus on investing in sustainable futures with First Nation Peoples. For us at Ndevr Environmental, this means building relationships with First Nations Peoples through supporting carbon economies on Aboriginal and Torres Strait Islander lands, traditional land management practices that protect environmental and cultural values and enabling employment opportunities for Traditional Owners.

Statement from CEO

Reconciliation Australia

Reconciliation Australia commends Ndevr Environmental on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Ndevr Environmental to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Ndevr Environmental will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever.

Ndevr Environmental is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.



Implementing an Innovate RAP signals Ndevr Environmental's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Ndevr Environmental on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer, Reconciliation Australia

The Artist

This artwork is Emu Dreaming by Pauline Nampijinpa Singleton.

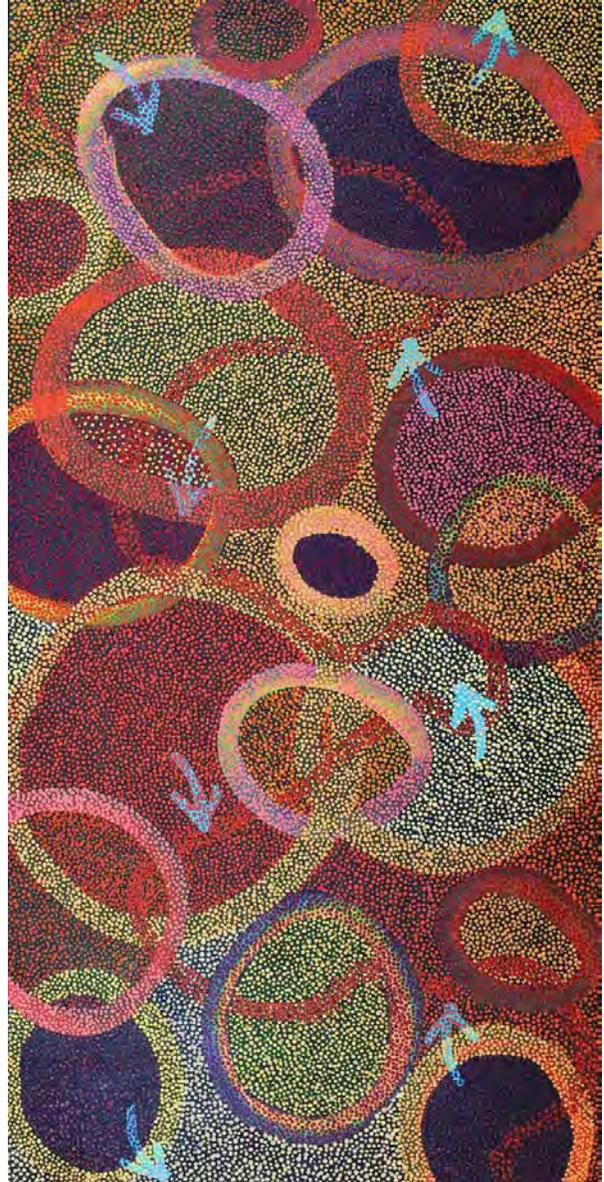
Yankirri Jukurrpa or Emu Dreaming - Ngarlikurlangu. In contemporary Warlpiri paintings, traditional iconography can be used to represent the Jukurrpa, associated sites, and other elements. 'Yankirri' are usually represented by arrow-like shapes depicting their 'wirliya' (footprints) as they walk around

"Painting keeps me busy. I like doing painting. I like the stories and like the colour." Pauline Nampijinpa Singleton was born in Alice Springs hospital and grew up in Yuendumu an Aboriginal settlement located 290 kms north west of Alice Springs in the NT of Australia. She attended the local school and then moved to Alice Springs to attend Yirara College. After finishing school she moved back to Yuendumu and has been painting with the Warlukurlangu Artists since 1999. She is very actively involved with the local Mt Theo Youth Program helping to take care of the kids. She has also worked with Warlpiri Media doing broadcasting for local language radio programs. Pauline is married and has two young children, Bradley and Ishmail who take up a lot of her time.

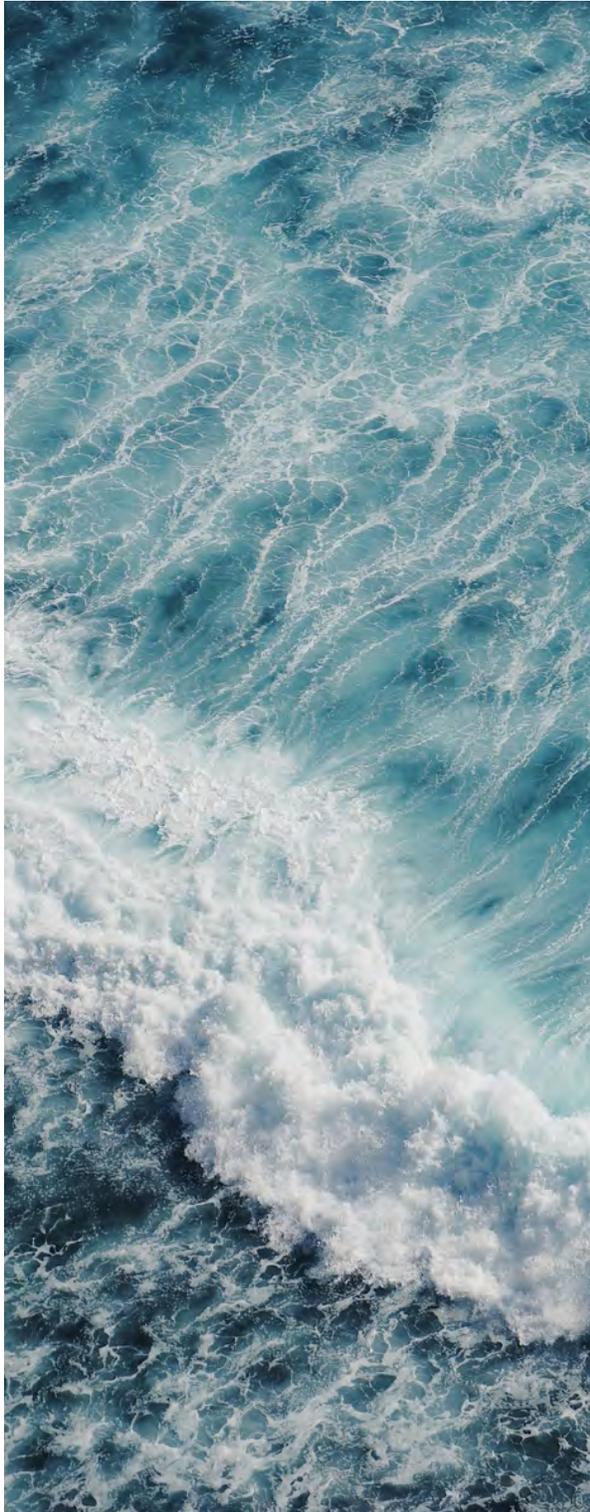
Pauline Paints her mother's Jukurrpa stories, Dreamings which relate directly to her land, its features and the plants and animals that inhabit it. These stories were passed down to her by her mother and her mother's mother before them for millennia. Pauline loves spending time visiting the country around Yuendumu and telling her kids the stories of this land.

- Artist: Pauline Nampijinpa Singleton
- Country: Yuendumu
- Group: Warlpiri

Ndevr Environmental purchased digital print 2021. Used in our email signature, Acknowledgment of Country in presentations and various other communications channels.



About Ndevr Environmental



Ndevr Environmental is a climate change and human rights advisory firm. We are purpose and values driven with a focus on accelerating the transition to a sustainable and equitable future, by guiding organisations to implement effective climate action and human rights initiatives. For over 10 years, Ndevr Environmental has supported clients as leading specialists in carbon, energy, sustainability, and more recently human rights.

Our Mission is to help business transition to a sustainable future by contributing to climate action for the earth and its people. We were proudly certified carbon neutral under the government's Climate Active program in 2017, and in that same year achieved the rigorous B Corporation® certification for standards of social and environmental performance, accountability, and transparency. In 2021 we committed to a science-based target taking positive action in reducing our emissions to preserve a 1.5C degree world.

In just over 10 years, Ndevr Environmental has grown from a sole consultant to a national team of over 30 staff, delivering a wide range of advisory, technical, and audit services to Australian and global clients. Our main office is in Melbourne, with satellite offices in Sydney and Perth and consultants in Singapore, Canberra, and Brisbane.



1,410

Impact Projects
2010 - Feb 2022



653,856

Tonnes of client's
GHG offset
2012 - Feb 2022

4,660+

Suppliers Assessed
for Modern Slavery
2020 - Feb 2022

550+

Trained on Technical
Human Rights Issues
2020 - Feb 2022

Our Reach and Impact

While most of our projects, operations, and staff are focused nationally on Australia, our reach does extend out globally via some of our larger clients which are multinational organisations. In short, our direct reach is national, but indirectly we extend globally. We are committed to making real contributions to a more sustainable future, and we see reconciliation as a vital goal towards this. We are a small specialist advisory firm with a large impact towards a more sustainable and ethical future.

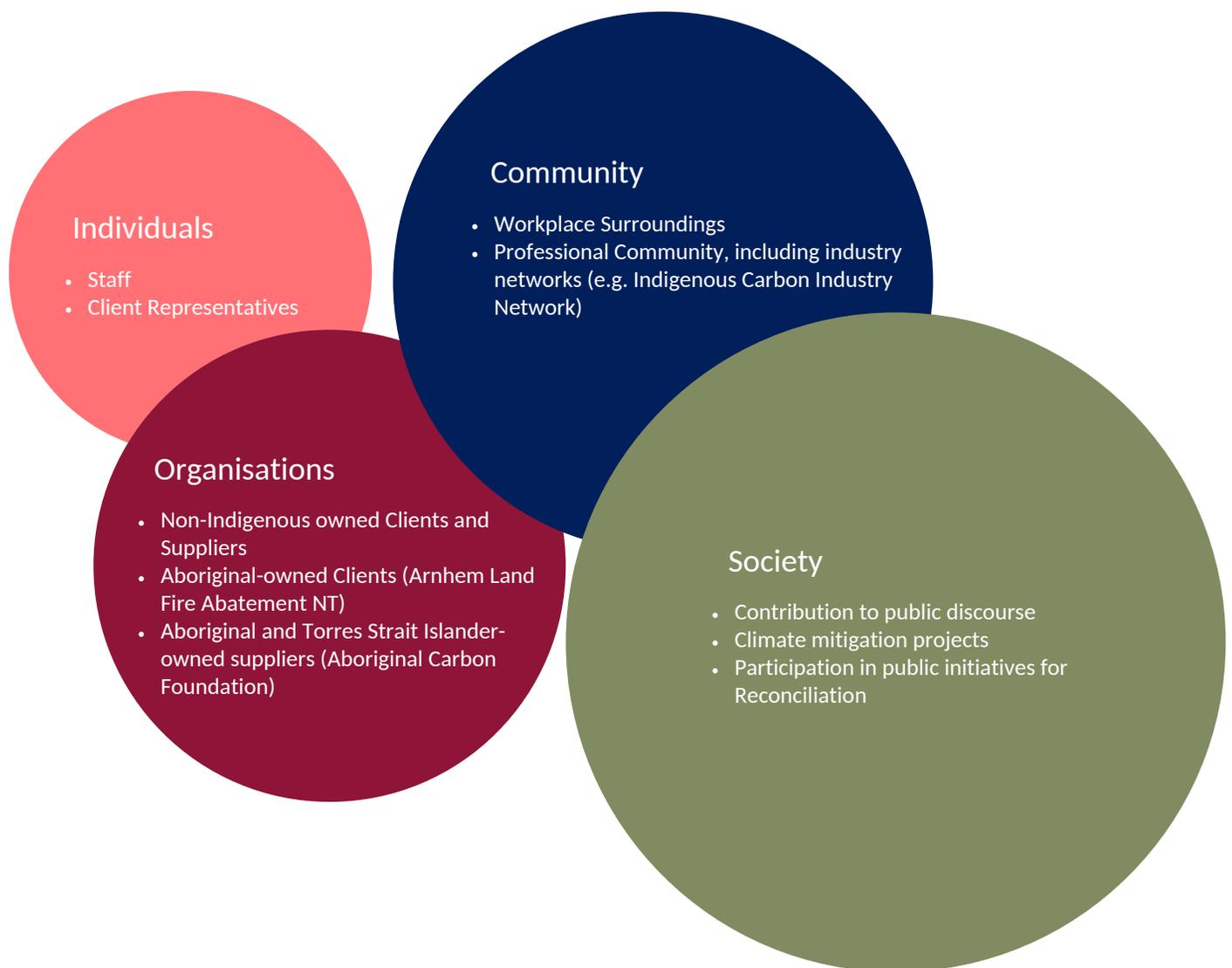
We believe that a large part of our responsibility is engagement on issues of reconciliation across our spheres of influence

While our most direct point of influence is with our staff and clients, our influence extends further to include the organisations we interact with, communities we live and work in, and the broader society that we exist within.

Overleaf we have charted this out across four spheres of influence.

Spheres of Influence

Our spheres of influence starting with the smallest but most direct on the left and progressing towards the largest most indirect on the right. We are committed to doing our part to positively influence these spheres as we progress on our reconciliation journey, beginning with our direct points of influence and, over time, expanding out to society.



Our RAP



Our RAP



Injustice and inequality continue to persist within Australia and disproportionately affect Aboriginal and Torres Strait Islanders peoples. We strive to be an agent for positive change for the earth and its people, and so Ndevr Environmental recognises that we have a responsibility and role to play in moving this country forward towards reconciliation.

We are a certified carbon neutral, B Corporation guiding organisations to be more sustainable and ethical. To truly practice what we preach, we must also do our part to address the inequalities and injustices around us. Developing this RAP is part of our responsibility while operating in Australia. It is our public commitment to do our part for reconciliation and to stand alongside Aboriginal and Torres Strait Islander peoples and make our voice helpful and heard.

This RAP is our first and will guide our learning about the truth of our colonial past and the contribution we can make towards a more sustainable future with First Nations Peoples. While developing our RAP, Ndevr Environmental undertook several initiatives to gather insights, including two cultural awareness training opportunities. The first focused on discovering and broadening our knowledge and understanding of Aboriginal and Torres Strait Islander histories, identities, and current realities of inequality and injustice. The second focused on promoting First Nations Peoples involvement in the carbon industry. We have also guided our full team to watch the SBS documentary series First Australians and provided a forum to reflect on our learnings and the true history of Australian settlement.



Graffiti wall at our Melbourne HQ

Following these activities, we invited our team to participate in a survey to gauge how our team assesses their current knowledge and understanding of First Nation Peoples histories and views on our priorities and activities going forward. This has provided us with valuable insights we are incorporating into our RAP.

Ndevr Environmental has begun incorporating an Acknowledgement of Country into our monthly team meetings, our bi-monthly RAP Working Group meetings, and other meetings of significance, as deemed appropriate by the RAP Working Group. We promote awareness of and participation in National Reconciliation Week, National Sorry Day, and NAIDOC week across our social media and email signatures. While these actions are relatively minor, we consider them a simple but important place to begin as we grow our impact and maturity.

Our RAP is supported and championed by our RAP Working Group, chaired by our Managing Director, and three team members from across the organisation. We have determined that the effective implementation of our RAP commitments requires a robust and effective RAP Working Group, and have thereby committed to staffing the Group with at least four team members, meeting between 8-12 times annually, and having at least one person from senior leadership represented in the Group to ensure sufficient buy-in. We will also partially roll over the RAP Working Group annually (~50% turnover) to maintain energy and provide participation opportunity to a wide range of staff.

Our RAP Working Group



Matt Drum
Managing Director
RWG Chair



Brian Kraft
Principal, Ndevr
Human Rights
RWG Chair



Michaela Young
Senior Consultant
Law & Policy
RWG Position II



Matias Sellanes
Senior Consultant
RWG Position III

The RAP Working Group holds reporting responsibilities, including internal reporting on progress at least twice-yearly to the entire group and the Board on progress against our RAP actions. The Working Group should also report monthly to the entire organisation on RAP initiatives and actions conducted to-date.

Along with our core RAP team, we have invited Rowan Foley, CEO of the Aboriginal Carbon Foundation, as an external, paid representative and adviser.

The Aboriginal Carbon Foundation seeks to help build the Aboriginal carbon sector. It specialises in carbon projects, advice, and services by supporting carbon farming projects led by Aboriginal rangers and connecting communities with buyers of carbon credits. Rowan brings Aboriginal perspectives to our working group. We consult and seek his insights on key actions and developments, such as our vision for reconciliation, and strategic action within our business sector. This external representation is important for us, to ensure First Nations Peoples representation and guidance on our reconciliation journey.

Statement from Managing Director Ndevr Environmental

Ndevr Environmental are incredibly proud to launch our 'Innovate' Reconciliation Action Plan or 'RAP'. The process of developing the RAP alone has been at times challenging and confronting yet a genuinely rewarding experience for myself and my colleagues. Implementing a plan is what it really counts however, and we're excited to formally begin that journey now with the blessing of Reconciliation Australia.

Within our spheres of influence, we have seen firsthand how our clients and friends at the Arnhem Land Fire Authority (ALFA) and Aboriginal Carbon Foundation provide new employment and commercial opportunities for traditional owners in remote communities. These corporations are shining examples in the field where we also excel - which is helping business transition to a sustainable future for the earth and its people by taking measurable action against climate change. Their work is a true inspiration to us and when delving into our own spheres of influence we realised there is more we can and must do as a business under the RAP program's framework of relationships, respect, and opportunities. We have identified and already begun implementing a number of activities, the details of which are included in the body of our Innovate RAP - which over time we plan to build on and eventually move into a 'Stretch' or one day even an 'Elevate' RAP.

Special thanks to the RAP Working Group of Michaela Young, Matias Sellanes and Brian Kraft, our broader Ndevr Environmental team and special advisor and Aboriginal business leader Rowan Foley of the Aboriginal Carbon Foundation for their hard work, insights, and inspiration.



Early on I came to realise that developing and implementing a RAP is not a task to complete or a box to tick, it's a journey, one that will not, and cannot end for the foreseeable future. I have a long way to go as a person, we've got a long way to go as a business and certainly a long way to go as a country to see true reconciliation and equality for our Traditional Owners. At Ndevr Environmental we pride ourselves on 'practicing what we preach', and we know the implementation and continual enhancement of our Innovate RAP will be another example of our commitment to this ethos.

Matt Drum
Managing Director, Ndevr Environmental
RWG Chair

Relationships



Strong relationships are the foundation of our business and the way we can deliver our vision for a more sustainable future. We believe that through growing and strengthening our relationships with First Nations Peoples and First Nations-owned organisations in our industry, we can create positive impacts for the environment and the people of Australia. Fostering relationships with First Nations people will also help us draw on their wisdom and perspectives and this will enrich our work and contributions towards a more sustainable future.

Relationships



Action	Deliverable	Timeline	Responsibility
1) Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with the Aboriginal Carbon Foundation to identify avenues to deepen our engagement.	February 2022	RWG Chair; RWG Position II
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	RWG Chair; RWG
2) Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May-June 2022 & 2023	RWG Chair; Marketing Manager
	RAP Working Group members to participate in an external NRW event.	May-June 2022 & 2023	RWG Chair; RWG; Managing Director
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May-June 2022 & 2023	RWG Chair; Managing Director
	Organise one internal NRW event each year for our team.	May-June 2022 & 2023	RWG Chair; RWG; Executive Assistant
	Register all our NRW events on Reconciliation Australia's NRW website.	May 2022 & 2023	RWG Chair; RWG
3) Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation in line with our staff survey and circulated list of proposed activities. This will draw on the insights gathered from our staff survey and the list of reconciliation activities generated by our staff.	March 2022 and Review (March 2023)	RWG Chair; RWG

Relationships



Action	Deliverable	Timeline	Responsibility
	Explore opportunities to positively influence our external stakeholders (including clients) to drive reconciliation outcomes (e.g. encouraging clients to focus on reconciliation as a material sustainability issue in their ESG strategies or embark on their own Reconciliation Action Plan).	February 2022	RWG Position I; Ndevr ESG Team
	Collaborate with the RAP Network, Aboriginal Carbon Foundation (ACBF) and other like-minded organisations to develop ways to advance reconciliation.	July 2022	RWG Chair; RWG
	Communicate our commitment to reconciliation publicly through various channels, including through publication of our RAP on our website and via social media channels.	February 2022	RWG Chair; Managing Director; Marketing Manager
	Host a staff event to educate our team on the aims of the Uluru Statement from the Heart.	June 2022	RWG Chair; RWG & Executive Assistant
4) Promote positive race relations through anti-discrimination strategies.	Conduct a review of human resource (HR) policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2022	RWG Chair; RWG; Ndevr Human Rights Division
	Review our anti-discrimination policy for our organisation and obtain review by our Aboriginal and Torres Strait Islander representative.	February 2022	RWG Chair; RWG
	Circulate revised anti-discrimination policy to all staff.	June 2022	RWG Chair; Managing Director
	Educate our team, including senior management, on the effects of racism in working environments and various functions of an organisation's operations, such as hiring, working culture, leave, promotions, training, etc. at a monthly staff meeting.	July 2022	RWG Chair; RWG

Respect



The knowledge, cultures, and lived experiences of Aboriginal and Torres Strait Islander peoples has direct importance to our industry and organisation. We focus on environmental sustainability and human rights, and the wisdom of Australia's Traditional Owners to inform and improve our work. Respecting these knowledges, cultures, and experiences is, therefore, fundamental to our objectives and we aim to equip our staff to engage confidently on relevant social justice issues. We also aim to cultivate a culturally diverse and safe workplace, and to remain an employer of choice for people of all backgrounds. We believe that through respect for the Traditional Owners of the land upon we live and work, we can better achieve our consulting priorities and better contribute towards a more reconciled Australia.

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.	Provide opportunities for RWG members, human resource managers, and other key leadership staff to participate in formal and structured cultural learning. This includes other offices outside Ndevr Environmental's headquarters in Melbourne.	November 2022	RWG Chair; RWG
	Review effectiveness of cultural learning within our organisation to inform future growth and learning needs.	February 2022	RWG Chair; RWG
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	August 2022	RWG Chair; RWG
	Develop, implement, and communicate a cultural learning strategy for our staff.	April 2022	RWG Chair; RWG
	Invite Aboriginal and Torres Strait Islander representatives from one of our identified stakeholder organisations to share their knowledge and experiences and educate our staff on how caring for Country principles and sustainable land practices can be incorporated into climate change strategy and action.	September 2022	RWG Chair; RWG
6) Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	January 2022	RWG Chair; RWG
	Develop, implement, and communicate a cultural protocol document, including protocols for various meeting types, email signatures, Welcome to Country, and Acknowledgement of Country.	April 2022	RWG Chair; RWG

Respect



Action	Deliverable	Timeline	Responsibility
6) Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Invite a local Traditional Owner or Custodian to provide a Welcome to Country to our Head Office.	June 2022	RWG Chair; RWG
	Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Ongoing (Review June 2022)	RWG Chair; RWG
7) Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in ongoing external NAIDOC Week events, and RAP Working Group to share with all staff the meaning and importance of NAIDOC Week and share learning and resources.	First week in July 2022 & 2023	RWG Chair; RWG
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	March 2022	RWG Chair; RWG; Human Resources Division
	Promote and encourage participation in external NAIDOC events to all staff.	June 2022	RWG Chair; RWG

Opportunities



There is a clear link between climate change and vulnerable people: the most vulnerable will be impacted by climate change first and hardest. As an Australian leader in sustainability and human rights professional services, Ndevr Environmental recognises the importance of promoting and facilitating professional and business opportunities for our Aboriginal and Torres Strait Islander brothers and sisters, organisations, networks, and communities through proactive employment, procurement, development mechanisms. We believe a more reconciled Australia is also a more resilient one. Increasing opportunities for Aboriginal and Torres Strait Islander peoples aligns with our mission to build climate resilience and help transition the earth and its people to a sustainable future.

Opportunities



Action	Deliverable	Timeline	Responsibility
8) Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2022	February 2022
	Engage with Aboriginal and Torres Strait Islander staff and/or external stakeholders to consult on our recruitment, retention, and professional development strategy.	March 2022, then re-occurring every 2-years	RWG Chair; RWG
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	June 2022	RWG Chair; RWG
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. Take into consideration cultural differences in recruitment processes, and make a considered effort to find these stakeholders through the channels and networks they prefer.	July 2022, then re-occurring every recruitment round	RWG Chair; RWG
	Review human resources and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	March 2022	RWG Position I; Ndevr Human Rights Division; Human Resources Division
	Engage with our sphere of influence (ALFA, Aboriginal Carbon Foundation, and Universities) to respectfully and professionally engage with potential Aboriginal and Torres Strait Islander employees.	November 2022	RWG Chair; RWG

Opportunities



Action	Deliverable	Timeline	Responsibility
9) Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. Link this into Ndevr Environmental's upcoming development of an Ethical Procurement Policy and our supply chain review as part of our voluntary compliance with the Australian Modern Slavery Act (Cth) 2018.	December 2021- March 2022	RWG Chair; RWG; Ndevr Human Rights Division
	Research Supply Nation membership.	July 2022	RWG Chair; RWG
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff, in line with upcoming Ethical Procurement Policy (see above).	June 2022	RWG Chair; RWG
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	July 2022	RWG Chair; RWG
	Ensure that all our carbon offsets are purchased through the Aboriginal Carbon Foundation.	October each year (when carbon neutral recert. is due)	RWG Chair
10) Support and strengthen opportunities for Aboriginal and Torres Strait Islander carbon offset projects/businesses.	Explore opportunities to collaborate with Aboriginal Carbon Foundation or other Aboriginal and Torres Strait Islander owned businesses on project work where appropriate and where synergies exist. Incorporate into our project go-no-go process to embed into our BAU business development stage.	June 2022	RWG Chair; RWG
	Encourage our clients to procure carbon offsets with co-benefits for Traditional Owners.	February 2022 (Review January 2023)	RWG Chair; Managing Director

Governance



Ndevr Environmental recognises the importance of good governance in achieving our goals and making progress towards reconciliation. To that end, we commit to implementing systems and processes that secure accountability and transparency into Ndevr Environmental's governance.



Action	Deliverable	Timeline	Responsibility
11) Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Continue to maintain Aboriginal and Torres Strait Islander advisor/s on the RWG.	February 2022	RWG Chair; Managing Director
	Establish and apply a Terms of Reference for the RWG. These should include membership and rotation of membership (see 12 below).	February 2022	RWG Chair; Managing Director
	Meet between 8 and 12 times per-year to drive and monitor RAP implementation.	Feb, Mar, Jun, Jul, Aug, Sept, Nov, Dec 2022 and 2023	RWG Chair; RWG
12) Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	January 2022 (first month of RAP launch)	RWG Chair; RWG
	Ensure our RAP and relevant commitments are clearly stated and protected within Ndevr Environmental's Business Constitution to ensure continued buy-in and consistency of commitment.	June 2022	RWG Chair; RWG; BCorp certification team
	Engage senior leaders and other staff in the delivery of RAP commitments.	Ongoing (Review June & November 2022)	RWG Chair; RWG
	Maintain appropriate systems to track, measure and report on RAP commitments.	Review April 2022	RWG Chair; RWG
	Maintain an internal RAP Champion from senior management. This will be aligned with the Terms of Reference for the RAP Working Group.	Review June 2022, 2023	RWG Chair; Managing Director



Action	Deliverable	Timeline	Responsibility
13) Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	June 2022, 2023 and annually	RWG Position I
	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, 2023 and annually	RWG Position I
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	RWG Chair; RWG
	Report RAP progress to all staff and senior leaders quarterly.	Mar, Jun, Sept, Nov, 2022 Mar, Jun, Sept, Nov, 2023	RWG Chair; RWG
	Publicly report our RAP achievements, challenges, and learnings, annually via Ndevr Environmental's website in a logical place easy to find and search for.	December 2022	December 2022
	Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	RWG Chair; RWG
14) Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2023	RWG Chair; RWG

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