



## Reflect Reconciliation Action Plan



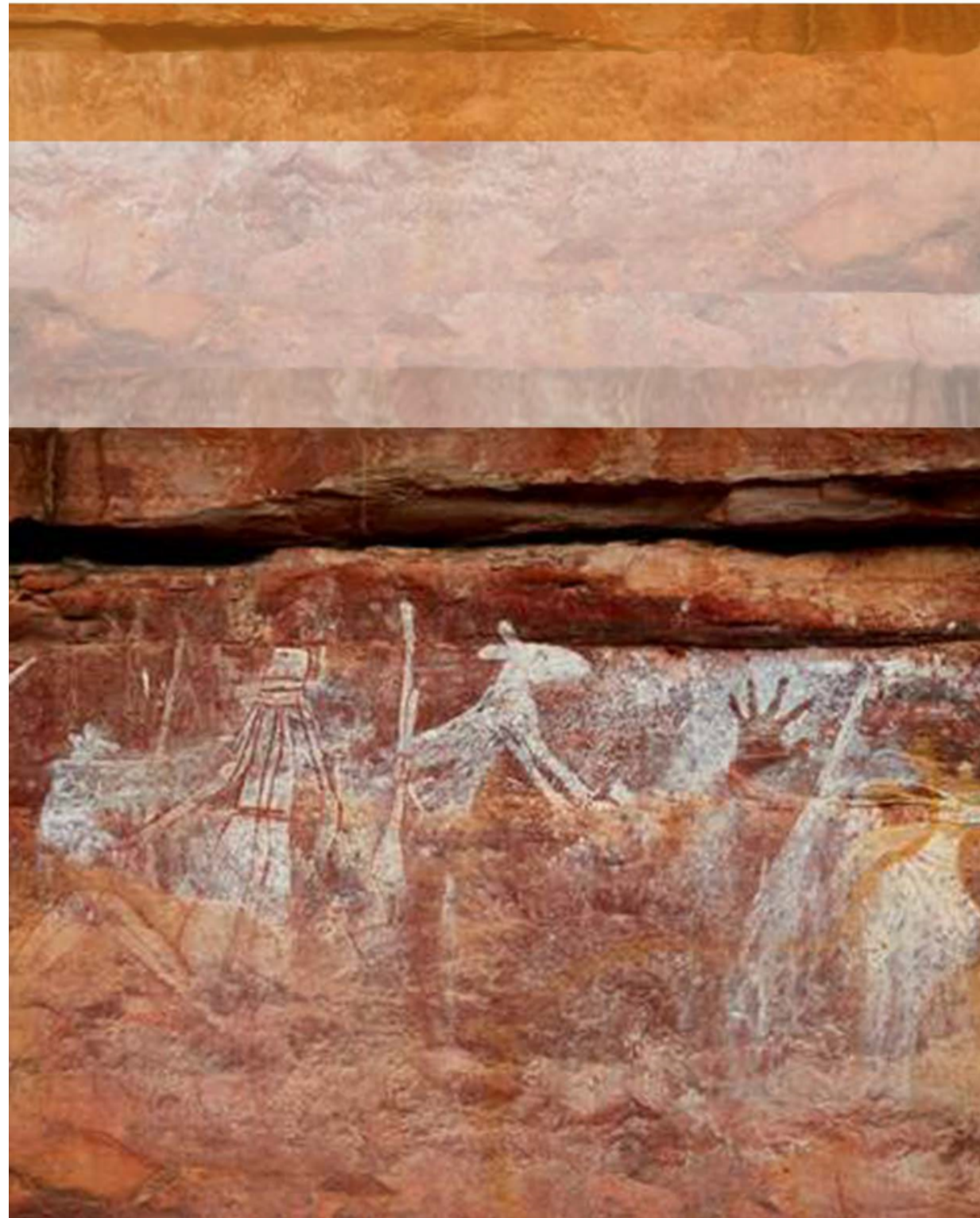
ACTION PLAN EXTENDED WITH APPROVAL UNTIL 2025



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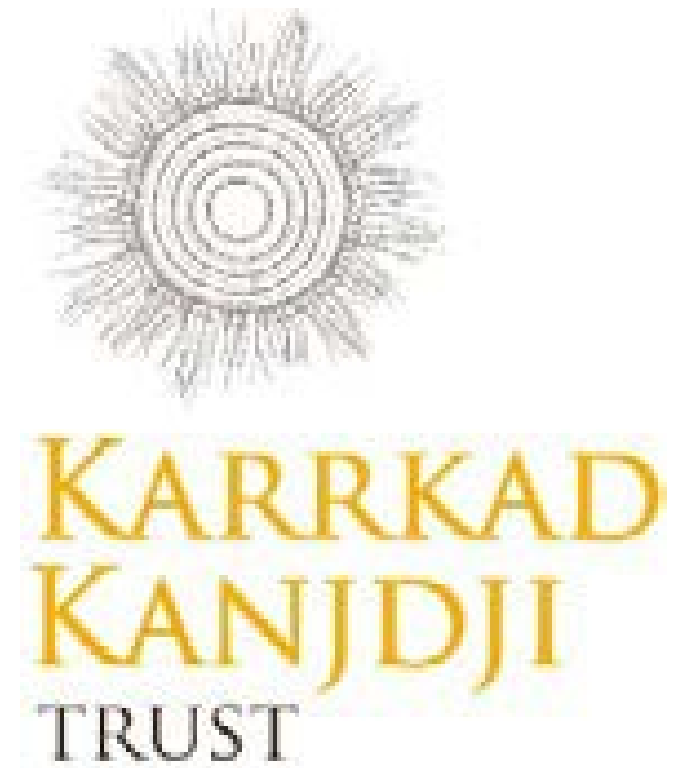
Rock art in the Warddeken Indigenous Protect Area

The Karrkad Kanjdji Trust (KKT) works with Indigenous Ranger groups in one of the most culturally rich and biodiverse regions of Australia, West and Central Arnhem Land.

KKT brings together ranger groups, communities and philanthropists to address some of our nation's most pressing issues, including environmental conservation, education and employment. Our projects are both unique and respectful, in that each piece of work we partner on is 100 percent community driven, from concept to implementation.

Our partners include Warddeken Land Management Limited, Djelk Rangers, Mimal Land Management, and Adjumarllarl Rangers, who together care for over 40,000 square kilometres of land and sea country. Over the past four years we have developed a simple yet highly effective model that has been designed from the ground up with Indigenous rangers, Elders and land managers. Our model is an Indigenous approach to conservation and includes six components:

- Native species conservation
- Meaningful employment for women
- Cultural heritage management
- Education on country
- Sustainability of remote ranger bases
- Carbon abatement and sequestration



The photographs used in this Reconciliation Action Plan have been provided courtesy of the Karrkad Kanjdji Trust for which we sincerely thanks them.



# An Introduction from Management

As Directors of the Sell & Parker Group, we are proud to present Sell & Parker's first Reconciliation Action Plan.

Sell & Parker has always valued, and enjoyed, the diversity in our employees and customer base. We are committed to a culture that encourages and celebrates reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples. We also recognise that, as leaders in our industry we have a duty to provide meaningful opportunities for Australia's First Peoples to participate in recycling and other manufacturing opportunities.

Our continuing success will in part rely on us as ensuring that all aspects of our business have vision that strong and enduring relationships are built on trust and respect, in an environment which is free of racism and champions inclusion.

Our Reflect RAP is a formalisation of this fundamental vision.

We invite you to spend some time looking through how Sell & Parker is actioning its plan and how you can get further involved.

Luke Parker & Morgan Parker



# ACKNOWLEDGEMENT

We acknowledge and honour the Gweagal, Bidjigal, Gadigal, Darug, Dharawal people of the Eora Nation in Sydney; the Awabakal and Worimi people of Newcastle; the Gumbaynggirr peoples of the Gumbaynggirr Nation Coffs Harbour; the Wodi-Wodi tribe of the Yuin Nation in Nowra; the Wiradjuri people of the Wiradjuri Nation in Thurgoona, the Larrakia peoples of the Larrakia Nation in the Northern Territory, the Wurundjer Bunurong and Boon Wurrung peoples of the Kullin nation in Dandenong Victoria, the Turrbal people of the Turrbal Nation in Brisbane, and the Kariyarra people of Port Headland as the Traditional Owners of the lands and waterways where Sell & Parker Group has its business locations.

Further, we acknowledge the cultural diversity of Aboriginal and Torres Strait Islander peoples and pay respect to Elders past, present and future.

We celebrate the continuous living cultures of First Australians and acknowledge the important role played by Aboriginal and Torres Strait Islander peoples in Australian society.

Sell & Parker respects and acknowledges our Aboriginal and Torres Strait Islander staff, and visitors who come from many nations across Australia.



## Our RAP

Sell & Parker sees a great opportunity for itself, especially across its diversified business groups, in developing and implementing culturally appropriate, partnership-centered solutions for our customers. We see our Reflect RAP as a foundation for creating the right environment for Aboriginal and Torres Strait Islander peoples to participate with us in our success.

Our plan for the Reflect RAP is to begin the implementation of the RAP across the Sell & Parker Group from the very top of the organisation right through to our casual and contract staff. In the initial stages, we envisage the directors will steer and guide the organisation's engagement with the RAP and ensure all levels of management are executing our vision.

Following these initial stages, over the next 12 months, Sell & Parker will regularly refer to our RAP for context when building our employees cultural awareness and understanding, while establishing and strengthening our relationships with the communities in which we trade.

Each facility in the Sell & Parker Group will also review its preferred service suppliers, and utilise the Supply Nation directory to establish sustainable relationships with Aboriginal and Torres Strait Islander businesses wherever it is reasonable and feasible to meet our business requirements or those of our customers.

We foresee this resulting in greater opportunities for and engagement with Aboriginal and Torres Strait Islander peoples.

Our RAP Champion is Luke Parker who will be responsible for driving the internal engagement and awareness of the RAP across our business.



Image: Duluk Rangers recording rock art in the Wardeeken Indigenous Protection Area

# Our Reconciliation Journey

Sell & Parker's reconciliation journey is a culmination of both corporate and individual experiences:

## The Corporate Journey

Our interaction with Aboriginal and Torres Strait Islander peoples increased markedly when we acquired our Western Australian and Northern Territory recycling facilities in 2013. Both these operations recycle metal and end of life vehicles sourced from community. In addition to transactional trading, we have also partnered with three different Aboriginal businesses to target large, long term, ongoing contracts.

One such partnership, for example, was our work with the Aboriginal United Services (AUS). Together with AUS, Sell & Parker formed AUS Metals Alliance Pty Limited (AMA). As partnership AMA purchased scrap from generators in the Pilbara, carted the scrap to our site where Sell & Parker then bought it from AMA for recycling /reprocessing. In the course of this venture AMA recycled in excess of 5,000 tonnes of metal but the venture ended when the partners recognised their different objectives.

As a business with a firm 'family' mentality, Sell & Parker have always endeavoured to share a consistent vision with our partners, but have on occasion struggled to find the 'sweet spot'. We believe that the absence of a formal Reconciliation Action Plan may have limited the chances of sustainable success with these partners. With the opportunity for reflection and our vision firmly on the future, we believe documenting and formalising our RAP will provide the framework to enable us to build stronger relationships as we look for continued growth.

Sell & Parker has a long history of philanthropy within Australia. In particular, it has focussed on improving the health and welfare outcomes for all Australians, and particularly for the most disadvantaged of our society.

In the past 15 years Sell & Parker have donated more than \$5 million to various arms of the Royal Flying Doctor Service and the Sydney Children's Hospital.

We also support the Woolloomooloo & Inner City Police Community Scholarship Foundation, a small localised charity specifically targets secondary educational scholarships for inner city Aboriginal and Torres Strait Islander kids.



## The Individual Journey

Individually, the directors of Sell & Parker and other members of the Parker family support programs that aim to preserve country and ensure the continuation of culture of Aboriginal and Torres Strait Islander peoples. For instance, Luke and Alicia Parker have pledged 5 years of support for the (Karrkad Kandji Trust (KKT). This Trust was established by local Elders to support the Warddeken and Djelk Indigenous groups in West Arnhem Land to care for country, people and culture and by connecting supporters with Traditional Owners. The specific project the Parkers have supported is the documentation and preservation of an estimated 30,000 rock art galleries that are believed to exist in the The Warddeken Indigenous Protected Area (IPA). This is potentially the largest undocumented body of rock art in the world with less than 5% of the 1.4 million hectare IPA having been surveyed.

The Warddeken IPA management plan aims to:

- Improve understanding of rock art across the IPA and prioritise land management activities to mitigate key threats to the art
- The images in this document are just a small example of art catalogued and preserved by Warddeken Traditional Owners in Arnhem Land with the support of the Karrkad Kanjdji Trust.

## Our partnerships/current activities

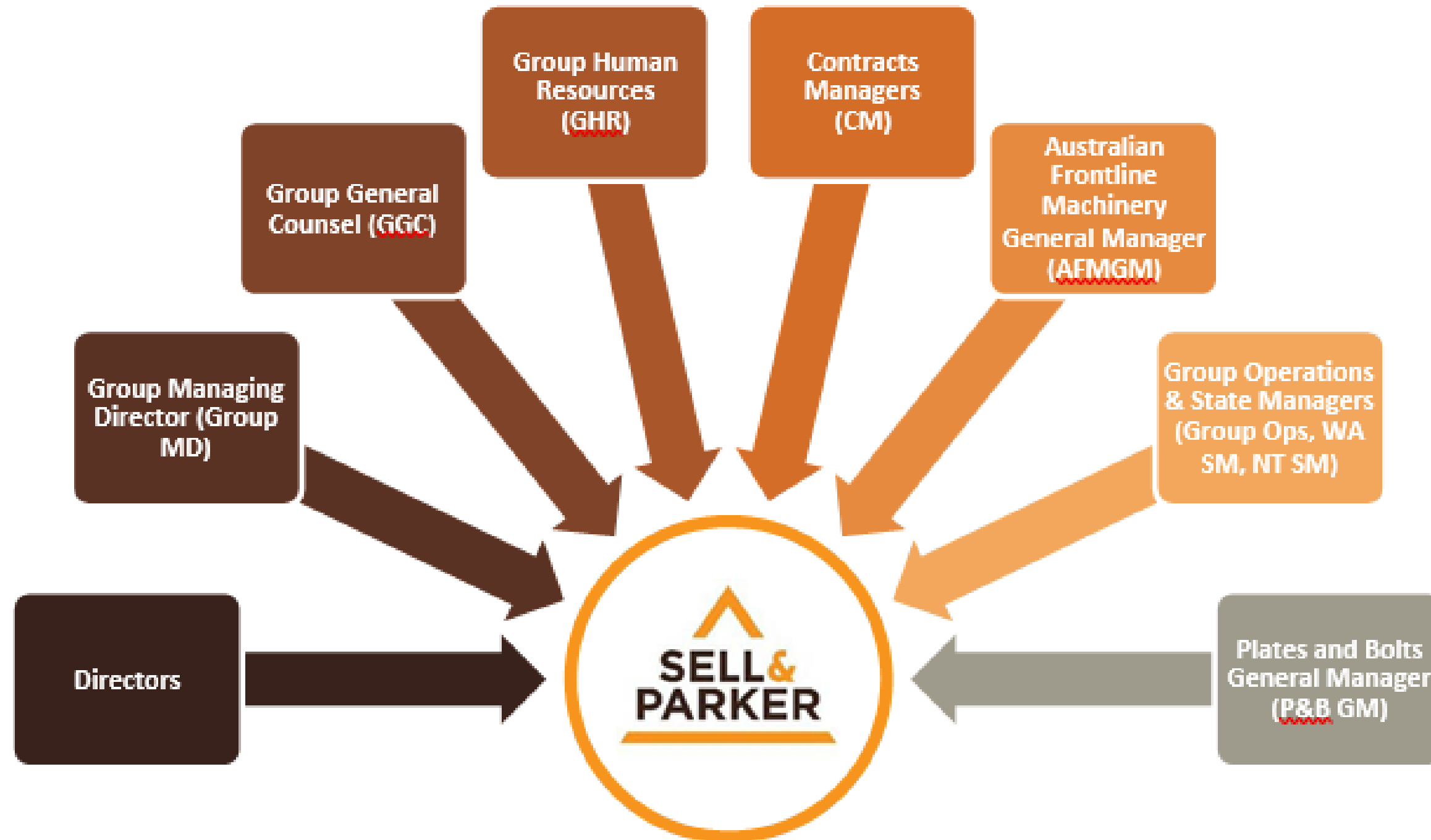
- Our partnerships to date have focussed on the collection of scrap metal and other recyclables within the West Australian and Northern Territory regions.
- Many of our suppliers of scrap metal are Aboriginal or Torres Strait Islander owned and operated businesses, and these range from local land councils to commercial operations.
- We have completed a number of projects collecting recyclable metal waste in NT and WA Communities.
- In our WA and NT divisions we use local Indigenous peoples businesses to support our own business in areas like vehicle/machinery maintenance and local recruitment agencies that support Aboriginal and Torres Strait Islander employment.
- Record information and interpretation of rock art sites from Elders
- Provide opportunity for Traditional Owners to reconnect with and spend time at rock art sites through participation in its conservation.

Top image: Rock art in the Warddeken Indigenous Protected Area










## Sell & Parker RAP Working Group (RWG)

The picture sets out all of the different areas of management within the Sell & Parker Group business who are involved in this project. Should you wish to be involved in this working group please let us know.



# Sell & Parker RAP Working Group Action Plan

| 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. <ul style="list-style-type: none"> <li>o Metal Recycling</li> <li>o Plates and Bolts (P&amp;B)</li> <li>o Australian Frontline Machinery (AFM)</li> </ul> | <br>July/2020<br>July/2020 | Group MD<br>P&B GM<br>AFM GM        |
|   | Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.  | <br>August/2020            | GGC                                 |
| Build relationships through celebrating National Reconciliation Week (NRW)  | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.   | <br>August 2021            | GHR manager                         |
|   | RAP Working Group members to participate in an external NRW event.  | <br>27 May – 3 June 2021   | Each Director<br>Each member of RWG |
|   | Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.  | <br>27 May- 3 June, 2021  | GHR manager<br>Each member of RWG   |
| Promote reconciliation through our sphere of influence.   | Communicate our commitment to reconciliation to all staff.  | <br>November 2020        | Group MD                            |
|   | Identify external stakeholders that our organisation can engage with on our reconciliation journey.   | <br>Ongoing Priority     | GHR manager<br>RWG                  |
|   | Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.  | <br>Ongoing Priority     | Group MD                            |
| Promote positive race relations through anti-discrimination strategies.   | Research best practice and policies in areas of race relations and anti-discrimination.   | <br>December 2020        | GGC                                 |
|   | Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.   | <br>2021                 | GHR manager<br>GGC                  |

| 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. | <br>August/2020        | GHR manager                       |
|   | Conduct a review of cultural learning needs within our organisation.  | <br>September 2020     | GHR manager                       |
| 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.  | <br>August/2020        | GCC                               |
|   | Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.                        | <br>December 2020      | GHR manager<br>Each member of RWG |
| 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.   | <br>June 2021        | GHR manager                       |
|   | Introduce our staff to NAIDOC Week by promoting external events in our local area.  | <br>June/2021        | GHR manager                       |
|   | RAP Working Group to participate in an external NAIDOC Week event.  | <br>4 – 11 July 2021 | Each member of RWG                |



| 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.   | <b>IN PROGRESS</b>           | GHR manager<br>RWG                           |
|   | Develop a business case for a Aboriginal and Torres Strait Islander job training program within our organisation.   | <b>IN PROGRESS</b>           | GHR manager                                  |
|   | Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.   | <b>IN PROGRESS</b>           | GHR manager                                  |
| 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. <ul style="list-style-type: none"> <li>General goods and services</li> <li>Specialised recycling and transport services</li> <li>Recruitment services</li> </ul> | <b>DONE</b><br>August 2020   | CM, Group Ops, WA SM, NT SM with RWG support |
|   | Investigate Supply Nation membership.   | <b>DONE</b><br>July 2020     | Group MD                                     |
| Partner with Aboriginal and Torres Strait Islander businesses to improve outcomes and build capability in metal recycling, collection and processing. | Develop a business case for partnering with Aboriginal and Torres Strait Islander owned businesses.   | <b>DONE</b><br>December 2020 | Group Ops, WA SM, NT SM with RWG support     |

| Governance   |  |  |                               |
|--|--|--|-------------------------------|
| Action   | Deliverable  | Timeline                                 | Responsibility                |
| Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.  | Maintain a RWG to govern RAP implementation.   | <b>DONE</b><br>July 2020                 | GGC                           |
|  | Draft a Terms of Reference for the RWG.  | <b>DONE</b><br>July 2020                 | GGC                           |
|  | Establish Aboriginal and Torres Strait Islander representation on the RWG.                       | <b>IN PROGRESS</b>                       | GGC                           |
| Provide appropriate support for effective implementation of RAP commitments.   | Define resource needs for RAP implementation.  | <b>DONE</b><br>2020                      | GHR Manager                   |
|  | Engage senior leaders in the delivery of RAP commitments.  | <b>DONE</b><br>August 2020               | Group MD & Each member of RWG |
|  | Define appropriate systems and capability to track, measure and report on RAP commitments.       | <b>DONE</b><br>September 2020            | GGC                           |
| 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. | <b>DONE</b><br>By 30 September each year | Group MD and GGC              |
|  | Continue our reconciliation journey by developing our next RAP.                                  | <b>IN PROGRESS</b>                       | Group MD                      |

