



INNOVATE RECONCILIATION ACTION PLAN



SEPTEMBER 2023 - SEPTEMBER 2025



ACKNOWLEDGEMENT OF COUNTRY

ENGIE Australia & New Zealand acknowledge the Traditional Custodians of the many lands and waters upon which we work, live and play.

We particularly acknowledge the Boon Wurrung and Woiwurring (Wurundjeri) people of the Kulin Nation.

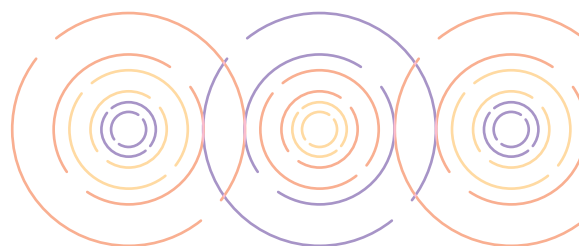
We recognise that for many thousands of years, the Traditional Custodians of this country cared for and lived harmoniously with this place, and we pay respect to the past and present Traditional Custodians and Elders of these lands.

ENGIE is committed to a just, equitable and reconciled Australia and recognise that we all have a role to play in achieving this vision.



CONTENTS

Acknowledgement of Country	2
Our Vision for Reconciliation	5
Statement by the CEO, Reconciliation Australia	6
CEO Message	7
Our business	8
Our Reconciliation Journey	9
Key Learnings & Key Achievements	9
Case Studies/Successes	10-11
Our RAP Working Group	12
Artist Emma Johnston	12-13
Artist Mickey Kumatpi Marrutya O'Brien	14
The Artefacts and Objects	15
Relationships	16
Respect	17
Opportunities	18
Governance	19



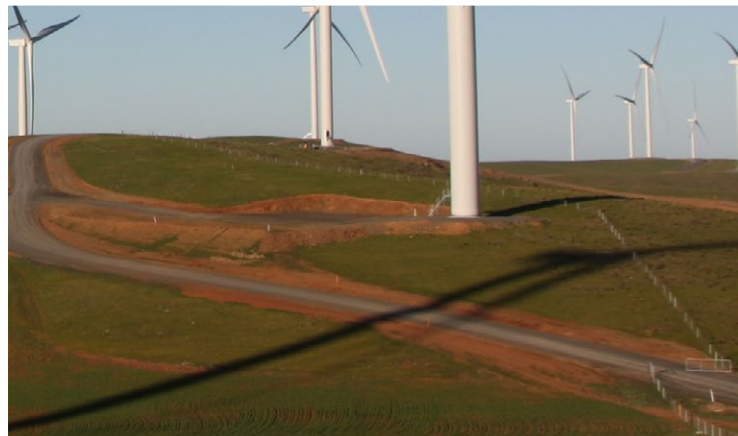


OUR VISION FOR RECONCILIATION

ENGIE's vision for reconciliation is for an Australia that is just and equitable, where First Nations people have access to the same opportunities to realise their aspirations for economic and social wellbeing.

ENGIE will do its part to bring this vision to life by ensuring First Nations people are engaged with us on our journey to accelerate the transition towards a carbon neutral economy, allowing them to both contribute to and benefit from the lasting social and economic benefits that we are seeking to deliver in Australia.

At ENGIE, we're dedicated to forging a sustainable and inclusive future, uniting our global vision of a carbon-neutral economy with the wisdom and contributions of Australia's First Nations peoples. By recognising the past and collaborating for a better future, we innovate energy solutions, empower communities, and protect our land. Through partnerships, we create opportunities, respect traditions, and build a sustainable future that enriches lives and environments.





STATEMENT BY THE CEO, RECONCILIATION AUSTRALIA

Reconciliation Australia commends ENGIE 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 ENGIE 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, ENGIE 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. ENGIE is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals ENGIE'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 ENGIE on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia



CEO MESSAGE

Innovate Reconciliation Action Plan 2023-2025 ENGIE Australia & New Zealand

As we embark on ENGIE's Innovate Reconciliation Action Plan (RAP), our team members and I have an opportunity to recognise our progress to date and consider our forward path toward enduring reconciliation with Aboriginal and Torres Strait Islander peoples.

ENGIE's Reflect RAP made positive strides in developing and strengthening relationships with Aboriginal and Torres Strait Islander partners; we set and met supply chain and procurement targets and we took steps to better understand and acknowledge Aboriginal and Torres Strait Islander participation where we develop and operate energy assets.

Our forward plan builds upon these initiatives, with a focus on employment, enhanced engagement across our renewables, energy solutions and hydrogen projects, and piloting some new opportunities related to supply chain and involving our team members.

I am new to ENGIE Australia, having been appointed as local CEO just last month after a 30-year career with the ENGIE Global Group in

Europe, the United States and Latin America. I bring with me insights, observations and lessons gleaned from engaging with Aboriginal and Torres Strait Islander peoples in many of those places, along with the personal principles of openness, improvement and a bias toward meaningful action that makes a difference.

My own reconciliation journey in a way mirrors that of ENGIE in Australia, in that we have made progress, but recognise there is much to do. I look forward to participating, listening, and contributing to our ongoing RAP work in this regard.

Rik De Buyserie
Chief Executive Officer
ENGIE ANZ

Our business

ENGIE has operated in Australia since 1996, and we are now part of communities all over Australia and New Zealand. We have over 380 team members across 27 sites in Australia, with two members identifying as Aboriginal and/or Torres Strait Islander peoples.

Driven by ENGIE's global vision of accelerating and supporting the transition to a carbon-neutral economy, we are taking up major challenges such as the fight against global warming, access to energy for all, mobility, and offer our customers and communities energy and services solutions that promote new and better ways of living and working.

We create innovative energy and smart solutions that enhance the performance of home, business, and community, and make the world a better place. We act throughout the value chain: strategy, design, engineering, energy-efficient asset construction, digital platforms, operations management, financing syndication and outcome assurance.

Globally, ENGIE has been driving innovation for more than 180 years. Today, across 30 countries, ENGIE is changing the face of energy and services by creating and developing a diverse range of energy and efficiency solutions, supported by global expertise, and delivered by local teams who understand their local markets.

ENGIE owns and operates about 1,000 MW (gross) of low-carbon generation assets, with many more renewable projects in the development pipeline. Our retail business, Simply Energy, has a presence in Victoria, South Australia, Western Australia, New South Wales, the Australian Capital Territory and Queensland.



Our Reconciliation Journey

At ENGIE, we understand that as we seek to accelerate the transition to a carbon-neutral world, we need a diverse workplace with a culture of inclusion. That is, a workplace that is fair, accessible and flexible. A workplace where every team member can bring their authentic, whole self to work. We want to create a workplace environment that attracts and retains talented people, fosters innovative thinking and new ways of working, as well as enabling every team member to bring their unique background, perspective, and experience to work and thrive.

This focus on diversity and inclusion lays a strong foundation for our reconciliation journey. We recognise the positive impact Aboriginal and Torres Strait Islander peoples have in the ongoing development of a diverse and inclusive workplace culture within ENGIE, and of the unique contributions and insight Aboriginal and Torres Strait Islander peoples can bring to our workplace through connection to Country, history, and culture.

Since developing our first RAP in 2021, ENGIE has made significant progress; especially when it comes to providing opportunities for Aboriginal and Torres Strait Islander suppliers, cultivating relationships with Aboriginal and Torres Strait Islander groups for several of our development sites; namely the Gomeri and Yindjibarndi peoples, and respecting Aboriginal and Torres Strait Islander groups through the display of the Aboriginal and Torres Strait Islander flags and artwork at our sites and including Acknowledgement of Country at all functions.

There is more work to be done, however, which is why ENGIE has chosen to develop an Innovate RAP to continue building upon what we've already managed to achieve. This has been created with the support of IPS Management Consultants, a First Nations-owned management consultancy company.

Key Learnings & Key Achievements

After the implementation of ENGIE's first Reflect RAP 2 years ago, we have learned several things along the way.

01

We have gained an awareness and appreciation for how important this process is, especially given the industry that ENGIE operates in.

02

Small actions, such as adding an Acknowledgement of Country to major meetings or partnering with a First Nations-owned supplier to purchase stationery, have helped us build momentum over the last two years.

03

We have many people in our organisation who are passionate about reconciliation, many staff have been involved in RAP activities at other organisations.

04

Tracking progress against our RAP objectives and communicating successes to the business is critical for keeping staff engaged with the RAP process.

Case Studies/Successes



CASE STUDY 1: Signage and Protocols

After preparing ENGIE's first RAP, it was quickly determined that there were no company-wide protocols around Acknowledgements of Country, or appropriate signage or flags at ENGIE's various sites. The RAP Working Group conducted an audit of existing protocols and signage and developed a company-wide approach to these activities.

This was then executed during 2021 and 2022, in line with our Reflect RAP commitments. Acknowledgement of Country signage was installed at major site entry points, and on the Simply Energy and ENGIE websites and ENGIE sites now display three flags, the Australian, Aboriginal and Torres Strait Islander. Acknowledgement of Country protocols were established across the business, and they are now standard for all large meetings in Australia. This culminated in an Aboriginal flag raising ceremony at Pelican Point on July 12, 2021 (the 50th anniversary of the Aboriginal flag) and a Smoking Ceremony.



CASE STUDY 2: NAIDOC Week Activities

The RAP Working Group made a concerted effort to publicise and promote various NAIDOC week activities to our staff.

The RAP Working Group arranged for a number of business-wide communications to be sent across the business, publicising NAIDOC week. Some in-house activities and events were arranged, such as:

- A flag raising ceremony at Pelican Point power station
- A virtual presentation to all staff by senior Karnau Man Mickey O'Brien
- Surveys to better understand our staff's knowledge of NAIDOC Week were released.

A greater understanding and appreciation of NAIDOC week by our staff and all events were positively received.

Case Studies/Successes



CASE STUDY 3:

Opportunities for First Nations-Owned Businesses

The procurement team (a part of the RAP Working Group) has worked over the last 2 years to increase the number of First Nations-owned suppliers used by ENGIE.

The procurement team reviewed its existing processes around creating opportunities for First Nations-owned businesses. At the time, there was no business-wide policy, and few First Nations-owned suppliers were engaged because of this. To easily determine which businesses were First Nations-owned, ENGIE took out a membership with Supply Nation. Procurement then identified several potential spend categories to focus on, and over the following 2 years, engaged First Nations-owned suppliers for these categories. In the 2 years since ENGIE's Reflect RAP was approved, ENGIE has spent almost \$1m with First Nations-owned businesses. Some of these businesses include:

- **Position Promo:** Promotional products (lanyards, etc)
- **Muru:** Office stationery and supplies
- **Little Rocket:** Communications materials, content and photography
- **IPS Management Consultants:** Consultancy work, RAP creation.
- **Orana Commercial:** Office relocation services, removal services.
- **Bennelong Energy Services:** Test and Tag

Our RAP Working Group

We have appointed a RAP Working Group, encompassing a diverse team from all areas of the business, including First Nations representation.

The members of our RAP Working Group are as follows:

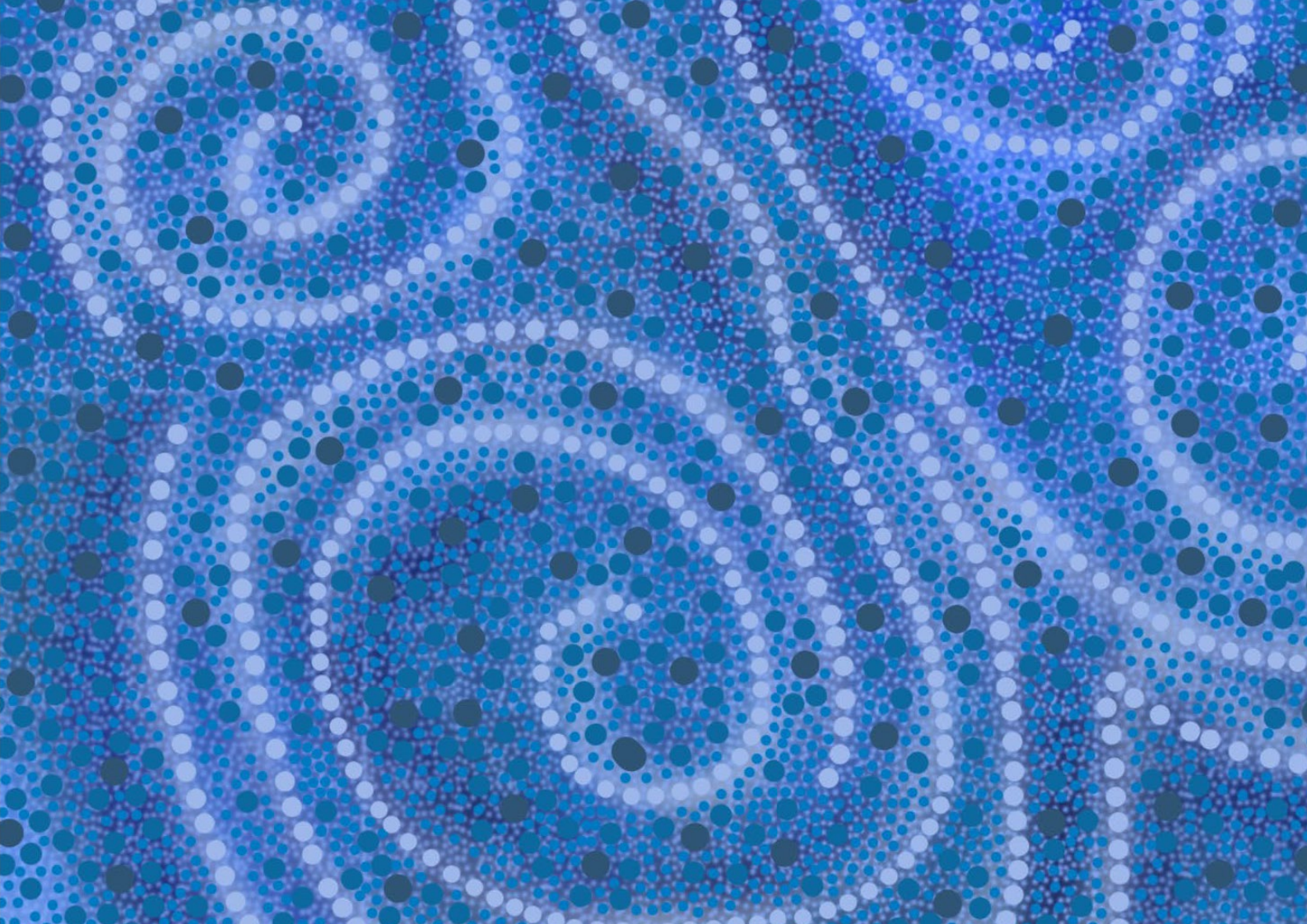
- Nicholas Soars (Head of Procurement)
- Tracie McNab (Organisational Development Manager)
- Vanessa De Cruz (Compliance Projects Officer)
- Aref Taleb (Project Developer)
- Amy Steel (Senior Manager, Sustainability Solutions)
- Desrae Falk (Office Administrator)
- Oliver Wiczorek (Purchasing Officer)
- Jacqueline Niemand (Senior Manager, Community Engagement)
- Lauren Boland (Partnership Account Manager)
- Dante Santalucia (Digital Marketing Specialist)
- Krystin Dudley (Corporate Communications Manager)
- Alok Rajpal (Inbound Channel Manager)
- Bianca Isaacson (Manager, Accenture and Mitakoodi woman)

Our RAP Champion is ENGIE in Australia's CEO, Rik de Buyserie, who will be responsible for driving internal engagement and awareness of our RAP. Rik will be supported by the RAP Working Group, which will work closely together to ensure the delivery of all commitments made in our RAP.

Collaboration Partners

IPS MANAGEMENT CONSULTANTS: RAP DEVELOPMENT

ENGIE have partnered with IPS Management Consultants to design and deliver the Innovate RAP. IPS Management Consultants are guiding ENGIE through the RAP development process and will support implementation of the RAP with cultural competency training.



PREVIOUS PAGE: 'YELLOW PLAINS', ABOVE: 'BLUE WINDS'. ARTWORK BY EMMA JOHNSTON

Art by Emma Johnston, local Wiradjuri artist

ENGIE proudly commissioned local Wiradjuri artist, Emma Johnston to create two art pieces, to demonstrate the importance of ENGIE's relationship with local Indigenous communities and Traditional Owners of the land on which we are proposing for The Plains Renewable Energy Park.

ENGIE's Project Lead for The Plains project, Aref Taleb was introduced to Emma through the local Aboriginal Land Council and went on to commission Emma for the two works titled, Yellow Plains and Blue Winds, which represent the sun (solar) and wind, and celebrate the connection to culture and country.

"Yellow Plains represents the Sun shining over the Plains - the shades of red, orange and yellow represent the warmth that comes off the sun and the shade of brown represents the soils.

"In the soils, you can see a river connected with meeting places that is to show your rivers and how our towns all connect. The different shades of brown show the layers of soil.

"The lines and dots in the sky are to represent the light coming from the sun and the colour shows the heat," Emma said.

"Blue Winds represents the cool breeze that comes from the skies, the different shades of blue create a cold tone feeling of comfort and peace.

"Using different sized dots to create dimension and level to this piece. White shows the wind and the blue represents the cold feeling."

ENGIE is very proud to showcase Emma's meaningful and traditional art as part of our project materials and help form an important partnership with local Indigenous communities.



Artist & Artwork

The Artist - Mickey Kumatpi Marrutya O'Brien

I am a Senior Aboriginal Man. I am the 5th born Male of seven children, my Aboriginal name is The Impatient One.

I am a descendant of the Kurna (Adelaide Plains) and Narrunga (York Peninsula) peoples.

I have been, sharing cultural engagement for a number of years. It is a role handed to me by my Father, Uncle Lewis Yarlur Purka O'Brien. It is a position I honour and respect greatly.

I am a Foster Parent of nineteen years, to three beautiful children.

I have travelled all across Australia, living and working in a number of Aboriginal Communities, delivering programs and benefits.

I enjoy the opportunity to support the Aboriginal Community, sitting on boards and Advisory Panels.

I am a recipient of the Rotary Club Courtesy Award, for Community involvement working with youth. I am also an Australia Day Service Award recipient, for my work as a volunteer on advisory groups.

“ I enjoy sharing Cultural Knowledge and providing Welcome to Country, with people, not at people. “

My Father has told me “Aboriginal people have always welcomed people to this country, we just never told them to go home.



About the Artwork

The coolamon has the following purposes- carrying dish, large shovel, smoking ceremony vessel, carrying babies.

Gum leaves - represent connection to land, knowledge and wisdom of land and people, medicines, cleansing in ceremonies, no one person hold all the knowledge.

Stones represent the following:

- **Water symbol:** series of dots important to life of humans, animals, plants, and land.
- **Eye symbol:** importance of observation, knowing past, choice of alternate directions, seeing into the future.
- **Ear symbol:** enquiring ears gives greater knowledge, listening to the words of people, knowing the words to say to people.
- **Kangaroo symbol:** food - important to life - sharing - take what you need not what you want.



The Artefacts and Objects

- A Gum Leaf is placed in the coolamon collected from the area or region closest to workplace or home.
- ENGIE's Executive Management Team are the first to put a leaf in the empty coolamon.
- Each member will write a word or statement they see important or valued in the organisation, community, staff, family, etc.
- A leaf is a symbol of knowledge and wisdom, as it is connected to the land through the tree.
- Our DNA also becomes a part of the leaf therefore putting our own wisdom and knowledge on it, physically and in print.

The stones can be handled and tell the values of culture but also can be connected with ENGIE's values. One side displays the symbols, the other side of stone has the organisation values:

ENGIE is building better lives by energising people and communities. At ENGIE, our mission is to provide innovative sustainable energy solutions to households, businesses, communities and cities. This is supported by our key behaviours: being demanding, open, caring and bold.

The Reconciliation statement and written explanation of the artefacts and objects will accompany the purpose of the exchange. It reads:

ENGIE's core organisation values are represented by bringing culture and company values together to build better lives by energising people and communities.



The stones represent cultural and organisational values.

The leaf is the personal and corporate values we commit and exchange together to become one with culture and work

Kangaroo symbol

caring – knowing the needs of community

water symbol

being demanding – essential to people and company expectations - reliable

Eye symbol

bold – know where you have been to know where you need to go in the future

Ear symbol

open – listen to the customers – transparent on carbon and environmental impacts

- Team Members at head office are then asked to bring a leaf to work, they get the leaf from a gum tree closest to their home or work.
- They write a word or statement on the leaf before it is exchanged with a leaf from the coolamon. As each person exchanges a leaf from the coolamon we are sharing knowledge with someone else, as the leaves are placed in the coolamon.
- The leaf they take becomes a symbol of sharing knowledge and wisdom and the connection they make to the land through the leaf
- The word or statement written on the leaf also reminds staff the connection they make between each other.
- The coolamon is then taken to the next location. Team Members from the next location then bring a leaf, write on it and exchange it with a leaf in the coolamon,
- Therefore exchanging knowledge with people from previous locations where the coolamon was held.
- We will ask team members to post or share what leaf they receive and what value or meaning it has for them via our intranet



Relationships

Building robust, transparent, and trusting relationships creates inclusion and safety within decision-making processes, enabling mutual understanding built on shared core values. We embed these relationships in our projects and our core business from start to finish to empower one another, and to create sustainable and long-term outcomes for Aboriginal and Torres Strait Islander peoples.

	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1	Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement and involvement in the decision-making process.	June 2024	Senior Manager, Community Engagement
		• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2024	Senior Manager, Community Engagement
2	Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May-3 June 2024 & 2025	Internal Communications Manager
		• RAP Working Group members to participate in an external NRW event.	27 May-3 June 2024 & 2025	Senior Manager, Sustainability Solutions
		• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW and learn more about the culture and history of Aboriginal and Torres Strait Islander peoples, cultures, and histories.	27 May-3 June 2024 & 2025	Internal Communications Manager
		• Organise at least one NRW event each year.	27 May-3 June 2024 & 2025	Senior Manager, Sustainability Solutions
		• Register all our NRW events on Reconciliation Australia's NRW website .	27 May-3 June 2024 & 2025	Internal Communications Manager
3	Promote reconciliation through our sphere of influence.	• Implement strategies to engage our staff in reconciliation.	Feb 2024	Corporate Communications Manager
		• Communicate our commitment to reconciliation publicly.	Jun 2024 Jun 2025	Internal Communications Manager
		• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Dec 2024	Project Developer
		• Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	Dec 2024	Head of Procurement
		• Celebrate the launch of our Innovate RAP across our entire operational footprint and have Innovate RAP document highly visible on website and in the workplace.	Dec 2023	Internal Communications Manager
4	Promote positive race relations through anti-discrimination strategies.	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Feb 2025	Organisational Development Manager
		• Develop, implement, and communicate an anti-discrimination policy for our organisation.	Jun 2025	Organisational Development Manager
		• Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Dec 2024	Organisational Development Manager
		• Educate senior leaders on the effects of racism.	Jul 2024	Organisational Development Manager
EXTRA	Provide opportunities for ENGIE employees to support Aboriginal and Torres Strait Islander peoples and organisations.	• Provide volunteering opportunities for employees to engage with and support Aboriginal and Torres Strait Islander peoples, organisations, and individuals.	March 2024	Organisational Development Manager
		• Provide the opportunity and resources to educate our non-First Nations employees on how to appropriately support reconciliation in Australia.	Dec 2024	Organisational Development Manager



Respect

Respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights is a vital foundation for growing our understanding and relationships. Respect is key to appreciating the contribution and knowledge of Aboriginal and Torres Strait Islander peoples, and the deep value Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights hold for our core business, for our relationships with each other, and for the wider community.

	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation, and identify where increased training, understanding and competence is required. 	Sep 2024	Organisational Development Manager
		<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy. 	Jun 2024	Organisational Development Manager
		<ul style="list-style-type: none"> Develop, implement, and communicate a cultural learning strategy for our staff. 	Dec 2024	Organisational Development Manager
		<ul style="list-style-type: none"> Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. 	Dec 2024	Organisational Development Manager
		<ul style="list-style-type: none"> Where required provide training to employees and leaders to ensure confidence and capability to support Aboriginal and Torres Strait Islander employees in a culturally safe and appropriate way. 	Apr 2025	Organisational Development Manager
6	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	Dec 2024	Internal Communications Manager
		<ul style="list-style-type: none"> Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	Dec 2024	Internal Communications Manager
		<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. 	Review progress Dec 2023 & 2024	Internal Communications Manager
		<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	Sep 2023 Ongoing	Internal Communications Manager
		<ul style="list-style-type: none"> Provide additional support for Executive Leaders on personalising Acknowledgement of Country's and to understand why they are important and why we do them. 	Mar 2025	Internal Communications Manager
7	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2024 & 2025	Senior Manager Sustainability Solutions
		<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	Sep 2024	Organisational Development Manager
		<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	First week in July 2024 & 2025	Senior Manager Sustainability Solutions
EXTRA	Make ENGIE workspaces welcoming and culturally safe for Aboriginal and Torres Strait Islander employees and visitors.	<ul style="list-style-type: none"> Research best practice and principles that support cultural safety in all workspaces. 	Jun 2024	Organisational Development Manager
		<ul style="list-style-type: none"> Update HR policies and procedures Australia-wide to incorporate these findings. 	Jun 2025	Organisational Development Manager



Opportunities

We believe that creating opportunities for Aboriginal and Torres Strait Islander peoples allows the chance to build long lasting connections. Opportunities for Aboriginal and Torres Strait Islander peoples, organisations, and communities are important not only because we have mutual goals of keeping Country as safe and healthy as possible, but because in supporting Aboriginal and Torres Strait Islander suppliers, we know we're receiving the best suppliers possible.

	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.	Nov 2024	Organisational Development Manager
		• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy.	Nov 2024	Organisational Development Manager
		• Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Mar 2025	EGM HR
		• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Mar 2024	Organisational Development Manager
		• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Jun 2024	Organisational Development Manager
		• Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	Jun 2025	EGM HR
9	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Jun 2024	Head of Procurement
		• Maintain and renew Supply Nation membership.	Dec 2023	Head of Procurement
		• Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Jun 2024	Head of Procurement
		• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Jun 2025	Head of Procurement
		• Maintain and renew commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Dec 2024	Head of Procurement
		• Develop a standardised set of evaluation questions relating to First Nations engagement, for use in all tendering activities.	Jun 2024	Head of Procurement
EXTRA	Increase expenditure with First Nations-owned businesses	• Review addressable procurement spend and develop targets for spend with Supply Nation certified First Nations-owned businesses.	Jun 2024	Head of Procurement
		• Achieve these spend targets over a full 12 month period.	Jun 2025	Head of Procurement





Governance

At ENGIE, we always strive to achieve the best possible outcomes. Being able to report back to Reconciliation Australia will help us see how far we've come on this journey and what has been accomplished. Being accountable for actions and deliverables allows us to stay transparent, meeting the RAP requirements set out by Reconciliation Australia, but also knowing there is always room to improve.

	ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10	Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Feb 2024	Head of Procurement
		• Establish and apply a Terms of Reference for the RWG.	Dec 2023	Head of Procurement
		• Meet at least four times per year to drive and monitor RAP implementation.	Sep 2023 Dec 2023 Mar 2024 Jun 2024 Sep 2024 Dec 2024 Mar 2025 Jun 2025	Head of Procurement
11	Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	Dec 2023	Head of Procurement
		• Engage our senior leaders and other staff in the delivery of RAP commitments.	Dec 2023	Head of Procurement
		• Define and maintain appropriate systems to track, measure and report on RAP commitments.	Jun 2024	Head of Procurement
		• Maintain the appointment of an internal RAP Champion from senior management.	June 2023 June 2024 June 2025	Head of Procurement
12	Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 Sept 2023, 2024, & 2025	Head of Procurement
		• Report RAP progress to all staff and senior leaders quarterly.	Sep 2023 Dec 2023 Mar 2024 Jun 2024 Sep 2024 Dec 2024 Mar 2025 Jun 2025	Head of Procurement
		• Publicly report our RAP achievements, challenges, and learnings, annually.	Dec 2023 Dec 2024 Dec 2025	Corporate Communications Manager
		• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	Head of Procurement
		• 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	Head of Procurement
		• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Head of Procurement
		• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	July 2025	Head of Procurement
		• Register via Reconciliation Australia's website to begin developing our next RAP.	August 2025	Head of Procurement
13	Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	August 2025	Head of Procurement



**For enquiries about ENGIE ANZ's
Reconciliation Action Plan contact:**

Nicholas Soars
Head of Procurement
Phone +61 439 803 875
Email: nicholas.soars@engie.com

engie.com.au

