



# **Wespine's Reflect Reconciliation Action Plan**

## **2023 - 2024**





# Acknowledgment of Country

*Kaya Wanju*

*We acknowledge the Traditional Custodians of the lands on which we  
live and work, the Wardandi people.*

*We acknowledge the continuing culture and contribution to the  
country of the Aboriginal and Torres Strait Islander peoples,  
and pay our respects to Elders past and present.*

## Statement from CEO of Reconciliation Australia

### Inaugural Reflect RAP

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

Wespine Industries joins a network of more than 2,200 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 Wespine Industries 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 to Wespine Industries, 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







## CEO or Company Message

### Kaya

Wespine strives to be an organisation that is representative of the community in which we operate, with diversity and inclusion an important part of how we operate as a business and interact with our community.

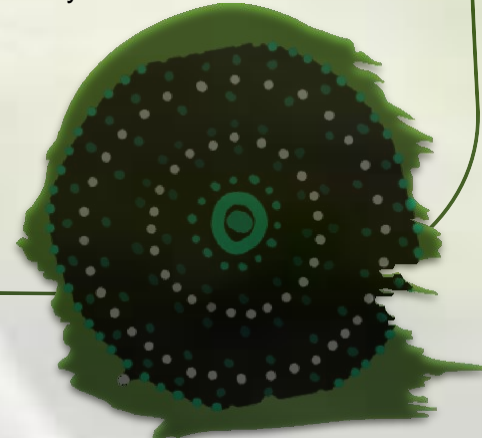
Wespine wants Aboriginal and Torres Strait Islander peoples to feel welcome to join and be part of our team, and importantly be represented through all levels of our business. Wespine has six core values that underpin our business that will help us achieve our goal. Our values are: Being One Team; Caring For Each Other; Having Integrity; Striving to Excel; Courage to Innovate and Taking Action.

We are very pleased to have begun our Reconciliation Action Plan journey through our leadership team attending a cultural awareness immersion at the Roelands Village. Those who attended came away from the immersion wanting to do more at Wespine, to work with Aboriginal and Torres Strait Islander peoples, to do more for our community, and to be a truly diverse and inclusive business. We know from experience that having diversity within our business provides new and fresh ideas that leads to innovation and achieving great things together. We look forward to developing strong relationships with Aboriginal and Torres Strait Islander Elders, organisations and businesses to assist us as we work together to achieve the goals set out in our Reconciliation Action Plan.

We are proud to be in a sustainable and renewable industry that connects so strongly to the land, the water and the trees. At Wespine we believe that the timber industry offers many opportunities for local Aboriginal and Torres Strait Islander peoples to continue to connect to the land on which we all live and work.

Wespine is proud to have completed our first Reconciliation Action Plan and we look forward to engaging further with our local Aboriginal and Torres Strait Islander peoples community to make our vision and our goals for the Reconciliation Action Plan key pillars of Relationships, Respect, Opportunities and Governance a reality.

**Patrick Warrand,**  
Managing Director





## Our Business

At Wespine, our core business revolves around supporting the community through the provision of sustainable and renewable products. We take immense pride in our substantial workforce, which comprises over 230 dedicated individuals contributing to our mission within Australia. Emphasising our commitment to diversity and inclusivity, we are pleased to have three Aboriginal and / or Torres Strait Islander peoples staff members as an integral part of our workplace. Our organisation's geographical reach is national, but our sawmilling operation is based in Dardanup Western Australia.

### *Wespine Values*

#### **Being One Team**

- Working as one for Wespine
- Collaborative and inclusive in our style
- Communicating widely and regularly

#### **Caring For Each Other**

- Safety first in everything we do
- Supporting and respecting each other

#### **Having Integrity**

- Being honest and accountable
- Doing the right thing
- Keeping our promises

#### **Striving To Excel**

- Seeking excellence in our business processes
- Right product on time
- Learning from mistakes

#### **Courage To Innovate**

- Trialling new ideas
- Not afraid of failure

#### **Taking Action**

- Being positive
- Making it happen





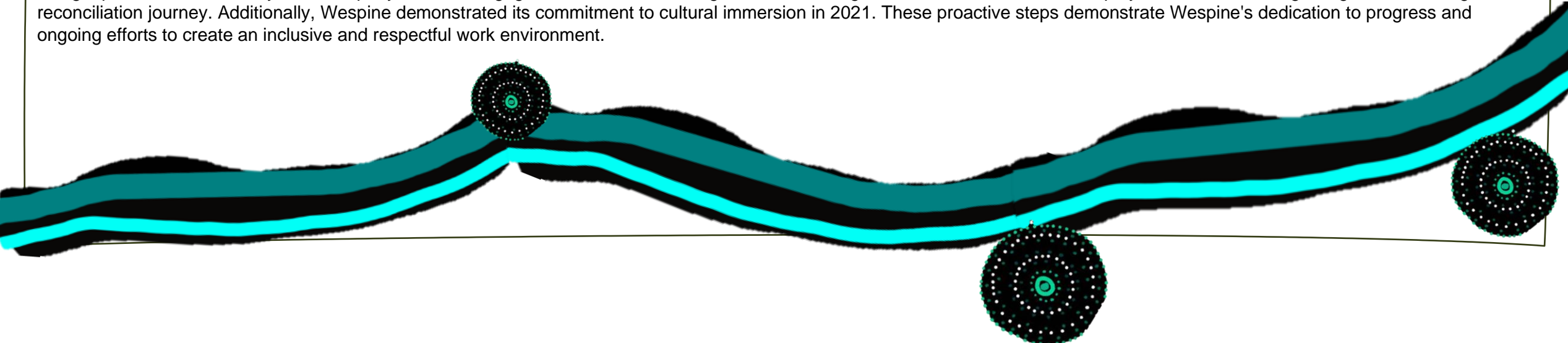
## Our RAP

Wespine continues to look at ways to increase inclusion and diversity within our business with the goal of being a workforce that reflects the community in which we operate. In November 2021, the Wespine Senior Leadership Team attended a two-day cultural immersion program at Roelands Village. The program was the start of a journey recognising that Wespine can play an important role by being an inclusive employer within the South West. This program was facilitated by IPS Management Consultants, Australia's leading independent Aboriginal and Torres Strait Islander peoples owned consultancy, based in Bunbury.

To continue Wespine's journey towards an inclusive workforce, in February 2023, Wespine announced to the workforce that Wespine was about to embark on our Reflect Reconciliation Action Plan (RAP), stating the development of the RAP will embrace and grow our understanding of the importance of reconciliation in Australia. It will enable us to take meaningful action sustainably and strategically. Based around the core pillars of relationships, respect and opportunities, Wespine's RAP will provide tangible and substantive benefits for local Aboriginal and Torres Strait Islander peoples, increasing economic equity and supporting Aboriginal and Torres Strait Islander peoples self-determination.

To effectively implement the RAP, Wespine has established a dedicated Working Group. This group will lead various initiatives, including employee communications to raise awareness and engagement, workshops, and events to promote cultural understanding, and comprehensive training to foster an inclusive and culturally sensitive workplace. Additionally, the organisation will actively identify procurement opportunities with Aboriginal and Torres Strait Islander peoples suppliers, prioritise employment opportunities for Aboriginal and Torres Strait Islanders peoples, and form partnerships with Aboriginal and Torre Strait Islanders recruitment organisations. These collective efforts will ensure that Wespine's RAP translates into practical and impactful actions.

As part of its reconciliation journey, Wespine has made significant strides. The organisation initiated the establishment of a Working Group, providing a dedicated platform for driving reconciliation efforts. Engaging with local activities and initiatives, such as the Bridge Walk and South West NAIDOC Week awards, showcases Wespine's commitment to supporting and being a part of the community. The company has also engaged in numerous meetings with IPS Management Consultants, who have played a crucial role in guiding and facilitating the reconciliation journey. Additionally, Wespine demonstrated its commitment to cultural immersion in 2021. These proactive steps demonstrate Wespine's dedication to progress and ongoing efforts to create an inclusive and respectful work environment.



## **Our Partnerships / Current Activities**

### **Our Partnerships**

Our partnerships are integral to our core business and help to deliver our business needs. Below is a list of these partnerships:

- Danju Rangers contracted for forest management activities.
- Sponsorship for three Aboriginal rangers to complete chainsaw and weed spraying courses in 2023.
- Organised for Danju Rangers to complete firefighting training.
- Partnership with IPS Management Consultants for the development of our Reflect Reconciliation Action Plan.
- Visited Roelands Village for events (Recruitment expo and Aboriginal businesses day).
- Sponsorship of the South West NAIDOC week awards.

### **Current Internal Activities / Initiatives**

Our organisation is currently engaged in numerous activities and initiatives that foster and embed reconciliation, inclusivity, and diversity within our workplace. We will be scheduling cultural immersion training, a cultural safety program, using local Aboriginal and / or Torres Strait Islander peoples names for facilities, including local Aboriginal and / or Torres Strait Islander peoples artwork as part our brand, and attending NAIDOC Week events.



## Our RAP Working Group

We have appointed a RAP Working Group, encompassing a diverse team from all areas of the business. While we currently don't have any members on the RAP Working Group who identify as Aboriginal and / or Torres Strait Islander peoples, this is something we seek to establish as part of our Reflect RAP in the future.

Below is a list of the Working Group member and their roles within the organisation.

***Patrick Warrand, Managing Director***

***Julie Pelliciari, Risk and Social Responsibility Manager***

***Brad Barr, Resource Manager***

***Addison Fell, Timber Processor***

***Sharon Garner, People and Culture Business Partner***

***James Nash, IT Systems and Security Superintendent***

***Sharon Upston, ESG Senior Advisor***

***RAP Champion: Julie Pelliciari, Risk and Social Responsibility Manager***





## Artwork and Artist



### About the Artist

Western Australian artist, Melissa Riley, is a proud Noongar woman from the Gnaala Karla Booja Region in the state's South West.

### About the Artwork

Melissa's story behind the artwork:

*"My art is of modern contemporary design, and the meaning of my Pine Notes design is my interpretation of a microscopic image of a Pine Tree."*

*Aboriginal/Noongar art is always a healing and connection to country process. And I wanted this design to be meaningful when it came to these beautiful Pine Trees. Designing my interpretation was such a natural flow of colour and meaning. As we are aware that the Pine tree timber is utilised for building production and sustainability for our future, so having a true understanding that the Pine trees are multicellular organisms, made up of millions of complex cells, full of organelles, which allows the Pine trees to regrow and heal when cut or damaged. So my connection to this design is knowing that the creation of this natural Pine Tree can heal, is a healing to itself and us."*

Melissa created her beautiful artwork after visiting Wespine to tour the operations and meet with the RAP Working Group members.



Relationships (building strong relationships)			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples stakeholders and organisations.	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander peoples stakeholders and organisations within our local area or sphere of influence.</li> </ul>	May, 2024	Information Technology Systems and Security Superintendent
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander peoples stakeholders and organisations.               <ul style="list-style-type: none"> <li>Receive assistance from IPS Management Consultants. Work with our business owners to collaborate and learn from their experience.</li> </ul> </li> </ul>	March, 2024	Risk and Social Responsibility Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	May, 2024	People and Culture Business Partner
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	27 May - 3 June, 2024	Timber Processor
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May - 3 June, 2024	Managing Director
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>	November 2023 (launch)	Managing Director
	<ul style="list-style-type: none"> <li>Explore ways to utilise our business directory of external stakeholders that our organisation can engage with.</li> </ul>	January 2024	Risk and Social Responsibility Manager
	<ul style="list-style-type: none"> <li>Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.</li> </ul>	June 2024	Environmental, Social and Governance Senior Advisor
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	February 2024	People and Culture Business Partner
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs that are specific to Aboriginal and Torres Strait Islander peoples.               <ul style="list-style-type: none"> <li>Policy review.</li> <li>Develop a specific policy that reflect Aboriginal and Torres Strait Islander peoples unique and lived experiences.</li> </ul> </li> </ul>	April 2024	People and Culture Business Partner



<b>Respect</b> (strengthening respect for histories, cultures and peoples)			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander peoples cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Research effective cultural learning strategies in similar organisations to understand best practise for our future cultural learning strategy.</li> </ul>	February 2024	Resource Manager
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	February 2024	People and Culture Business Partner
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our operational area.               <ul style="list-style-type: none"> <li>Dardanup-specific Elders.</li> </ul> </li> </ul>	February 2024	Environmental, Social and Governance Senior Advisor
	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.               <ul style="list-style-type: none"> <li>2024 employee updates.</li> <li>Video to launch the RAP.</li> <li>Use employee newsletter to promote protocols.</li> </ul> </li> </ul>	June 2024	Managing Director
7. Build respect for Aboriginal and Torres Strait Islander peoples cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.               <ul style="list-style-type: none"> <li>Timing to be the last employee update before NAIDOC week.</li> </ul> </li> </ul>	June 2024	Managing Director
	<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.               <ul style="list-style-type: none"> <li>Email, notice(s), regarding events happening in the region.</li> </ul> </li> </ul>	June 2024	Environmental, Social and Governance Senior Advisor
	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.               <ul style="list-style-type: none"> <li>Schedule a Wespine Leadership Team and / or Supervisor workshop meeting at the Bunbury Regional Art Gallery during the Noongar Country exhibition.</li> </ul> </li> </ul>	First week in July, 2024	IT Systems and Security Superintendent / Timber Processor

Opportunities			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander peoples recruitment, retention and professional development.	Research best practice strategy approached for increasing Aboriginal and Torres Strait Islander peoples employment within our organisation. <ul style="list-style-type: none"> <li>• Opportunity means to reflect or be representative of the community in which we operate.</li> </ul>	April 2024	People and Culture Business Partner
	<ul style="list-style-type: none"> <li>• Build understanding of current Aboriginal and Torres Strait Islander staffing for future employment and professional development opportunities.               <ul style="list-style-type: none"> <li>○ Question included in annual employee survey.</li> <li>○ Potentially a pulse survey.</li> </ul> </li> </ul>	Annually in May	People and Culture Business Partner
9. Increase Aboriginal and Torres Strait Islander peoples supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>• Develop a strategy for procurement from Aboriginal and Torres Strait Islander peoples owned businesses.               <ul style="list-style-type: none"> <li>○ Liaise with owners to garner learnings.</li> <li>○ Investigate non-contracted suppliers where we have discretion to change.</li> </ul> </li> </ul>	March 2024	Resource Manager
	<ul style="list-style-type: none"> <li>• Investigate Supply Nation membership.               <ul style="list-style-type: none"> <li>▪ Benefits, cost, details provided to RAP WG.</li> <li>▪ Develop a local Aboriginal and Torres strait Islander peoples business list.</li> </ul> </li> </ul>	November 2023	Environmental, Social and Governance Senior Advisor



Governance (embedding accountability into all our actions and deliverables)			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain a RWG to govern RAP implementation.	June 2024	Risk and Social Responsibility Manager
	• Draft a Terms of Reference or Charter for the RWG.	March 2024	Risk and Social Responsibility Manager
	• Maintain and strengthen Aboriginal and Torres Strait Islander peoples representation on the RWG.	June 2024	Risk and Social Responsibility Manager
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	December 2023	Environmental, Social and Governance Senior Advisor
	• Engage senior leaders in the delivery of RAP commitments.	December 2023	Risk and Social Responsibility Manager
	• Continue to engage our RAP Champion in the delivery of our RAP commitments.	July 2024	Risk and Social Responsibility Manager
	• Continue to utilise appropriate systems and measures to report on RAP commitments.	January 2024	Environmental, Social and Governance Senior Advisor
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually from 2024	Risk and Social Responsibility Manager
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually from 2024	Risk and Social Responsibility Manager
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually from 2024	Risk and Social Responsibility Manager
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	August 2024	Risk and Social Responsibility Manager
Contact details: Name: Julie Pellicciari Position: Risk and Social Responsibility Manager Phone: 08 9725 5719 Email: <a href="mailto:juliepellicciari@wespine.com">juliepellicciari@wespine.com</a>			