

Beon Reconciliation Action Plan

January 2022-2024





Acknowledgment of Country

Beon Energy Solutions acknowledge and pay our respects to Australia's Aboriginal and Torres Strait Islander Peoples and recognise them as the Traditional Custodians of this land.

We acknowledge the Wurundjeri People of the Kulin Nation as the Traditional Custodians of the land in Melbourne's CBD where our company's head office is located. We pay our respects to their Ancestors and Elders, past, present and future.

And we acknowledge and pay our respects to the different Traditional Custodians of the various regions throughout Australia where we work and the cultural and spiritual relationships that they have with the land, waters and seas.

About the artwork titled: 'Working Together for Environment'

Dave Widders is a very proud Anaiwan man from Armidale NSW. Dave has been painting for the last 10 years creating on canvas to capture stories for individuals and organisations. This painting for Beon Energy Solutions captures the relationship between Aboriginal communities, the environment and the work done by Beon.

The brown river system at the base of the painting represents the Yarra River where Beon is based in Melbourne. The symbol above the river at the bottom centre represents Beon the organization of people sitting around planning their projects.

The green represents that native vegetation and plants that Aboriginal people have looked after for thousands of years.

The blue represents the clean fresh river and creek systems that Aboriginal people have maintained for thousands of years.

The yellow sun represents the giver and re-newer of life.

All the white circles are a representation of the communities and projects across Australia that Beon has been a part of.

The silver lines represent the fields of solar farms and the wind farms captured in the landscape.

The symbol between the sun and solar fields represent Beon sitting down with Aboriginal communities negotiating opportunities and working together.

The kangaroo and emu tracks like our coat of arms represents moving forward. These two animals cannot go backwards, and it is the future of renewable energy moving forward to a cleaner future.

The symbolic story is about the oldest living culture in the world nurturing and looking after Mother earth for thousands of years, being a major partner in the future of renewable energy and improving our environment – Mother earth.

Message from the CEO – Reconciliation Australia

Reconciliation Australia commends Beon Energy Solutions 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 Beon Energy Solutions 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, Beon Energy Solutions 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. Beon Energy Solutions 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 Beon Energy Solutions' 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 Beon Energy Solutions on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia

Message from Beon Energy Solutions General Manager on behalf of all of our employees and contractors



I'm pleased and excited to present the Beon Energy Solutions' (Beon) Innovate Reconciliation Action Plan (RAP).

Reaching this milestone hasn't happened overnight. It's been a journey that has involved enormous learning within our organisation, as well as collaborating with the communities we operate in.

Over the past few years Beon has actively engaged Aboriginal and Torres Strait Islander Peoples in our training, employment and procurement programs on the large-scale solar farms we have built. We have also tried to better educate our workers and managers on these projects about the Aboriginal history and culture of the country they have been working on.

We are now strengthening and formalising this approach by creating and implementing our Innovate RAP and with it, our steadfast commitment to the reconciliation process.

The rapid transition to renewable energy in Australia will bring huge economic opportunities for regional Australia. As a leader in building and maintaining these important projects, Beon is committed to ensuring that Aboriginal and Torres Strait Islander women, men and businesses are given every opportunity to not only participate in, but to benefit from this transition.

We will do this by continuing to develop training, employment and business opportunities for First Nations Peoples in those regions and communities where we build large-scale solar farms.

We recognise that these opportunities can only be achieved by a proper engagement process that seeks to create meaningful and respectful relationships with local Traditional Owner Groups and communities.

Creating and investing in these relationships will be critical to our other key objective within our Innovate RAP – learning about Australia's First Nations Peoples' cultures, histories, and their ongoing struggles and achievements.

We have a lot to do collectively to deepen our understanding and appreciation of our relationships with First Nations Peoples. The implementation of our Innovate RAP is just one small part of this process; one small part of a national movement towards creating a more inclusive and richer Australia from which we all stand to benefit.

As we start out on this journey together, I would like to acknowledge all of the people that have helped bring this initiative to this point.

And finally, I strongly encourage our workforce, customers, contractors and suppliers to join us along the journey. Let it begin.

Glen Thomson
General Manager
Beon Energy Solutions

Our vision for reconciliation

An inclusive Australia, that learns from, embraces and celebrates the rich histories and cultures of Australia's First Nations Peoples and creates meaningful opportunities for First Nations Peoples to participate in and benefit from renewable energy projects on their lands and in their regions.

Beon commits to contributing to the realisation of this vision through:

- 1. Learning:** A process of ongoing learning in which we increase our understanding of and respect for Australia's First Nations Peoples' cultures, histories, and their ongoing struggles and achievements.
- 2. Opportunities:** The building of relationships with and the creation of employment and business opportunities for Australia's First Nations Peoples, particularly in those communities and regions where Beon are building large scale solar farms.

Our business

Beon is a leader in the deployment of large-scale renewable energy and energy infrastructure projects, with extensive expertise in engineering, procurement, design, construction and maintenance.

Operating for more than 5 years, with a workforce of over 100 permanent employees, Beon has delivered major renewable energy and infrastructure projects across Queensland, NSW, South Australia and Victoria. In delivering these projects Beon has consistently focused on making a positive contribution in the communities and regions where we work, through a targeted training, employment and procurement program. This has included the employment of well over 100 Aboriginal and/or Torres Strait Islander Peoples on recent renewable generation projects across multiple States.

Beon's sphere of influence includes sub-contractors that are engaged in the construction of large-scale solar farms, local councils and local TAFEs that are engaged to provide pre-employment training to our local workforce, many of whom are First Nations Peoples.

More broadly, as a member of the Clean Energy Council (CEC) and a participant in a number of the CEC's working groups, Beon has the opportunity to inform and influence the industry and other renewable energy companies in the way the industry engages and works with First Nations Peoples in the development and construction of Renewable Energy Projects.



Uncle Michael Lyons, a Wiradjuri elder, presents Beon General Manager, Glen Thomson with a traditional message stick, giving Beon permission to work in Wiradjuri Country.

Our RAP

Over the past few years Beon has been actively engaging Aboriginal and Torres Strait Islander Peoples in our training and employment programs on the solar farms we have built.

Beon has also involved Aboriginal businesses in our procurement processes and have engaged local Aboriginal Peoples to assist with delivering cultural awareness training. Beon is now strengthening and formalising this approach through the creation and implementation of this Innovate RAP.

Goals:

1. **Learning:** Our workforce increase their understanding of and respect for Australia's First Nations cultures, histories and their ongoing struggles and achievements.
2. **Opportunities:** Australia's First Nations Peoples participate in and benefit from renewable energy projects that Beon builds on their lands and in their regions.

Working Group:

The RAP working group will be made up of the following internal members:

1. Sophie Habel (Project Controller)
2. Kirsten Lee (Compliance, Sustainability and Stakeholder Lead)
3. Oana Cochrane (Project Lead)
4. Serena Jensen (Event Coordinator)
5. Richard Reynolds, Mark Whitehouse (Site representatives)
6. Glen Thomson (General Manager)
7. Justin Coburn (Community and Stakeholder Manager)

Sophie Habel is a member of the working group and identifies as an Aboriginal person.

Beon will also seek the voice and input from Aboriginal and Torres Strait Islander workers on our construction sites into the implementation of our RAP. Given the fact this work is project based and therefore short term, there is not one single person who can be nominated to participate across the two years of this plan.

This RAP will be championed by Beon's General Manager, Glen Thomson. The primary role of a RAP Champion will be to drive the overall momentum and enthusiasm of the RAP throughout the entire organisation. It is also to promote the RAP to external stakeholders and spearhead Beon's influence in the reconciliation space.

The Beon RAP champion will be supported in this role by Justin Coburn, Beon's Community and Stakeholder Manager. In addition to supporting Glen Thomson to Champion the RAP, Justin will also oversee and drive the overall implementation and compliance of this RAP with support and input from the Beon RAP Working Group.



Relationships

Beon wants to see and contribute to, an inclusive Australia that is, in the words of Reconciliation Australia, 'strengthened by respectful relationships between the wider Australian community and First Nations peoples.'

Beon believes that building positive and respectful relationships with Australia's First Nations Peoples is not only the right thing to do but is good for business.

Such an approach ensures that First Nations People are aware of the project and are given a voice in its implementation and an opportunity to participate in and benefit from the project. This will increase the likelihood of the project receiving community acceptance and a social licence to operate.

Focus area:

Improving Stakeholder Engagement: working with communities, Government and partners

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.	December, 2022	Stakeholder Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2022	Stakeholder Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2022 and 2023	Compliance Lead
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2022 and 2023	Lead: Compliance Lead Support: RAP Working Group Members (RWG)
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2022 and 2023	Stakeholder Manager
	Organise at least one NRW event each year.	27 May- 3 June, 2022 and 2023	Compliance Lead
	Provide an update on how our RAP is tracking against commitments at our NRW event – celebrating achievements and recognising where improvements can be made.	27 May- 3 June, 2022 and 2023	Compliance Lead
	Register all our NRW events on Reconciliation Australia's NRW website .	May 2022, 2023	Compliance Lead

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation.	June 2022 June 2023	Lead: Stakeholder Manager Support: RWG
	Communicate our commitment to reconciliation publicly.	June 2022 June 2023	Lead: Stakeholder Manager Support: RWG
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	June 2022 June 2023	Lead: Stakeholder Manager Support: RWG
	Collaborate with RAP and other likeminded organisations such as, Victoria Power Networks (VPN) to develop ways to advance reconciliation.	June 2022 June 2023	Lead: Stakeholder Manager Support: RWG
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.	April 2022 April 2023	Project Lead
	Develop, implement and communicate an anti-discrimination policy for our organisation.	April 2022 April 2023	Lead: Project Lead Support: Anti-Discrimination Committee
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	April 2022 April 2023	Lead: Project Lead Support: Anti-Discrimination Committee
	Educate senior leaders, including those who are site based, on the effects of racism.	April 2022 April 2023	Lead: Project Lead Support: Anti-Discrimination Committee
5. Build positive and respectful relationships with First Nations Peoples and businesses where we build our renewable energy projects.	Meet with local First Nations stakeholders and organisations early on in the engagement process of our renewable projects in order to develop relationships, increase our understanding of local history, culture and issues, and develop guidelines for working in the region.	June 2022 June 2023	Stakeholder Manager
	Work with local Traditional Owners and/or First Nations People/consultants to develop locally based and run cultural Awareness training for all Project managers, construction managers, site supervisors, leading hands and other key workers for every new region we develop a solar farm. Training is to cover local Aboriginal history, current situation for local Aboriginal People and any protocols we need to be aware of.	June 2022 June 2023	Compliance Lead



Respect

Respect for Aboriginal and Torres Strait Islander, cultures, histories, knowledge and rights is fundamental to Australia's identity and history. By equipping our workers to become more culturally competent and confident, we are making our sites a more culturally safe place to work. This in turn will make Beon an employee of choice, attracting a wider pool of workers, leading to greater productivity.

Focus area:

Succeed Together: We always act in a fair and responsible manner and show each other respect; act with integrity and treat others with dignity and respect.

Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	Dec 2022 Dec 2023	Lead: Compliance Lead Support: RWG
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	June 2022 June 2023	Compliance Lead
	Develop, implement and communicate a cultural learning strategy for our staff.	July 2022 July 2023	Lead: Stakeholder Manager Support: RWG
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	July 2022 July 2023	Lead: Stakeholder Manager Support: RWG
7. 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.	July 2022 July 2023	Stakeholder Manager
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	July 2022 July 2023	Compliance Lead
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	June 2022 June 2023	Compliance Lead
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Dec 2022 Dec 2023	Stakeholder Manager

Action	Deliverable	Timeline	Responsibility
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July, 2022, 2023	Compliance Lead
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	December, 2022	Compliance Lead
	Promote and encourage participation in external NAIDOC events to all staff.	July, 2022, 2023	Lead: Compliance Lead Support: RWG
	Organise a NAIDOC week event onsite at any active solar projects we are working on.	July, 2022, 2023	Compliance Lead
9. Demonstrate respect for the local Aboriginal and Torres Strait Islander Peoples, Cultures and Histories in the communities and regions where Beon are working.	Acknowledgement of Traditional Owners of the lands on which solar farms are being built in our site induction packs. Induction is to cover off local Aboriginal history, current situation for local Aboriginal People and any protocols we need to be aware of.	June 2022 June 2023	Compliance Lead
	Install plaques/signs on the entry all of our solar farm project sites acknowledging the Traditional Owners of the land we are working on.	June 2022 June 2023	Compliance Lead
	Engage a local Elder to undertake a smoking ceremony during the early stages of the construction of the solar farm, when appropriate and practical.	June 2022 June 2023	Compliance Lead



Workers at the Karadoc Solar Farm, on country of the Latji Latji and Ngintait, North Western Victoria, 2018.

Smoking Ceremony being carried out at the Bomen Solar Farm on Wiradjuri Country, Wagga Wagga, NSW.



Respect for Aboriginal and Torres Strait Islander, cultures, histories, knowledge and rights is fundamental to Australia's identity and history.



Opportunities

Beon is committed to ensuring that we make a positive impact in the communities and regions where we build solar farms. One of the most effective ways Beon can achieve this is by creating procurement, training and employment opportunities for First Nations Peoples and Businesses.

Such an approach will also bring benefits to Beon, such as greater acceptance of the project, that is, social licence. In terms of training and employment opportunities for First Nations Peoples, this will increase the talent pool to choose from while also resulting in a diversity of perspectives and ingenuity, leading to greater productivity.

Focus area:

Be customer and community minded

Action	Deliverable	Timeline	Responsibility
10. 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.	June 2022 June 2023	Project Lead
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	July 2022 July 2023	Project Lead
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Sept 2022 Sept 2023	Project Lead
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Sept 2022 Sept 2023	Project Lead
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	June 2022 June 2023	Project Lead
11. 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.	March 2022 March 2023	Procurement Manager
	Investigate Supply Nation membership.	Jan 2022 Jan 2023	Procurement Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	June 2022 June 2023	Project Lead
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	March 2022 March 2023	Procurement Manager
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	May 2022 May 2023	Project Lead

Action	Deliverable	Timeline	Responsibility
12. Ensure that First Nations Peoples participate in and benefit from the training and employment opportunities of Renewable Energy Projects that Beon builds in their regions.	Meet with local First Nations organisations, employment agencies and employment services to promote the opportunities available on the solar farms and how to get involved.	June 2022 June 2023	Stakeholder Manager
	Actively encourage First Nations People to participate in community information sessions to promote the employment opportunities available on the project and where possible, run information sessions specifically for potential First Nations workers in culturally safe spaces.	June 2022 June 2023	Stakeholder Manager
	Encourage the labour hire companies that Beon uses to advertise job vacancies on all of our solar farm projects that target and reach First Nations People.	June 2022 June 2023	Project Lead
	Work with local TAFES to develop pre-employment training programs that include and encourage the participation of First Nations Peoples.	June 2022 June 2023	Project Lead
	Develop a mentoring system whereby new First Nation employees are supported in the workplace and given development opportunities.	Oct 2022 Oct 2023	Project Lead
	Conduct meetings with all First Nations Peoples working on our projects to get feedback on how we are engaging and performing as a business in relation to our own Values Charter and RAP commitments.	June 2022 June 2023	Stakeholder Manager
13. Ensure that First Nations business and service providers participate in and benefit from the business opportunities of Renewable Energy Projects that Beon builds in their regions.	Actively promote business opportunities to relevant local First Nations businesses.	June 2022 June 2023	Stakeholder Manager
	Assist local Aboriginal business who may want to provide services, supplies or equipment on our solar farms, to understand the paperwork required and the Health and Safety requirements.	June 2022 June 2023	Project Lead



NSW Minister Alister Henkins at the opening of the Avonlie Solar farm, Wiradjuri Country, NSW, 2022.



Governance

Action	Deliverable	Timeline	Responsibility
14. 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.	December 2022	Stakeholder Manager
	Establish and apply a Terms of Reference for the RWG.	January 2022	Stakeholder Manager
	Meet at least four times per year to drive and monitor RAP implementation.	March, June, September and December 2022 March, June, September and December 2023	Lead: Compliance Lead Support: RWG
15. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February 2022	Stakeholder Manager
	Engage our senior leaders and other staff in the delivery of RAP commitments.	September 2022 September 2023	Stakeholder Manager
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	June 2022 June 2023	Compliance Lead
	Maintain an internal RAP Champion from senior management.	December 2022	Stakeholder Manager
16. 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	Compliance Lead
	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	Compliance Lead
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022, 2023 and annually	Compliance Lead
	Report RAP progress to all staff and senior leaders quarterly.	Jan, April, July, Oct, 2022 Jan, April, July, Oct, 2023	Compliance Lead
	Publicly report our RAP achievements, challenges and learnings, annually.	January 2022, January 2023	Compliance Lead
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Compliance Lead
17. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2023	Compliance Lead

Workers at the Karadoc Solar Farm, on country of the Latji Latji and Ngintait, North Western Victoria, 2018.



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