



Innovate Reconciliation Action Plan
July 2025 – June 2027





Acknowledgement of Country

At Beon Energy Solutions, we acknowledge and pay our respects to Australia's Aboriginal and Torres Strait Islander Peoples and recognise them as the Traditional Custodians of the lands and waterways on which we work and live. We also acknowledge that they have occupied and cared for these lands and waterways for tens of thousands of years.

We acknowledge the Wurundjeri Woi Wurrung 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 and present.

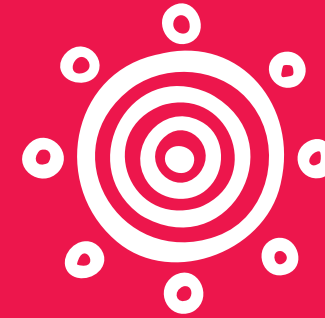
Beon acknowledges and pays respect to the different Traditional Custodians of the various regions throughout Australia where we work.



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Our vision for reconciliation

Beon's vision for reconciliation is of an inclusive and unified Australia, in which Aboriginal and Torres Strait Islander peoples participate in and benefit from the energy transition.

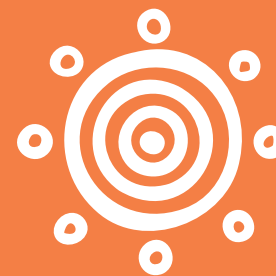
We aim to contribute to the realisation of this vision by achieving the following goals as outlined in our RAP.

1. Relationships: To build positive, respectful and mutually beneficial relationships with Aboriginal and Torres Strait Islander communities where we work.
2. Respect: To increase knowledge, understanding and respect within our workforce of Aboriginal and Torres Strait Islander cultures, histories, heritage, connection to Country, spirituality and rights.
3. Opportunities: To create training, employment and business opportunities for Aboriginal and Torres Strait Islander peoples and organisations, on those projects where Beon operates.



Beon's Reconciliation Action Plan stems from the work of a special individual that helped Beon learn, grow and understand Aboriginal and Torres Strait Islander lived experiences, histories and cultures. We acknowledge her contribution to Beon and to the communities where Beon has worked, and have sought permission from the family to share stories and images of their loved one.

Beon advises Aboriginal and Torres Strait Islander peoples that this document contains the name and images of a deceased person.



General Manager's Foreword

Engagement with Aboriginal and Torres Strait Islander people has been an integral part of our delivery model, from the time Beon built its first solar farm.

As an Engineering, Procurement and Construction (EPC) business, the best way that Beon can maximise impact and benefit local Aboriginal and Torres Strait Islander peoples, businesses, organisations and communities is to provide training, employment and procurement opportunities.

We believe providing employment opportunities to Aboriginal and Torres Strait Islander peoples in the regions of Australia where we work – is not only the right thing to do, but also good for business.

By supporting local Aboriginal and Torres Strait Islander peoples to work on our solar farms, we are getting more local workers. This decreases the cost of having to bring in as many people from outside the project area, reducing impact on accommodation availability and bringing greater benefits to the local community.

One of the main reasons we have been so successful in the space – evidenced by best practice recognition from the Clean Energy Council four times in the past five years – is because of the partnerships we have developed with local Aboriginal and Torres Strait Islander organisations and communities.

Building these partnerships will continue to be a key feature of our delivery model. Key to the success of these partnerships, are the Aboriginal and Torres Strait Islander people we have engaged as community engagement coordinators on our projects. As such, we dedicate our second Innovate Reconciliation Action Plan to Shaurntae Lyons, a proud Wiradjuri and Yorta Yorta woman, whose passion and dedication to her community has touched the lives of many and has left a lasting legacy at Beon. The positive and ongoing impact that Shaurntae has had on her own community, and many others, is described in the case studies of two of Beon's solar farm projects, Avonlie and Girgarre.

As part of this process, we will continue to provide employment, training and procurement opportunities for Aboriginal and Torres Strait Islander peoples, alongside cultural awareness training for our workforce to ensure we are creating and maintaining a culturally safe workplace for Aboriginal and Torres Strait Islander employees.

By continuing along this path, Beon is confident that our business will contribute to the realisation of our vision for reconciliation: an inclusive and unified Australia, in which Aboriginal and Torres Strait Islander Peoples participate in and benefit from the energy transition.

We are proud of our efforts to date in this space and look forward to building on these in the future.

Kieren Lewis
General Manager



A Message from Reconciliation Australia

Reconciliation Australia commends Beon Energy Solutions on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

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

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 continues to be part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types - Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Beon Energy Solutions will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Beon Energy Solutions using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Beon Energy Solutions to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Beon Energy Solutions will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Beon Energy Solutions future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Beon Energy Solutions on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia







About the artwork

CENTRAL MEETING PLACE: The central meeting place represents the community at Beon Energy Solutions, focusing on the main office in Naarm on Wurundjeri Country. Highlighting the power of working together as one with the common aim of protecting Country through renewable energy.

RED SWIRLY LINES & CROSS HATCHING: The red swirly lines & cross hatching represent the ongoing journey of Beon Energy Solutions staff gaining knowledge of First Nations cultures, history, stories and the importance of understanding our ongoing connection to Country and the impact it has on our lives and overall health both mentally and physically.

ORANGE LINEWORK: The orange linework symbolises Country, acknowledging the ongoing spiritual connection First Nations peoples have to all of the elements of Country. Honouring those that walked these lands before us and all the stories embedded into Country since time immemorial.

HANDPRINTS: The handprints symbolise healing Country through the work Beon Energy Solutions do but also the partnerships and collaborations with First Nations people, staff and communities.

GREY DIAMOND LINEWORK: The diamond linework is a symbol of strength and resilience, acknowledging the ongoing fight to protect Country for the future generations to come.

YELLOW MEETING PLACES & WHITE LINES CONNECTING THEM: The yellow meeting places symbolise the solar farms the Beon Energy Solutions create. The meeting places also honour the sacred land the solar farms are placed on, acknowledging the traditional owners of those areas. The white lines represent the opportunities that are created through these projects.

About the artist

Ky-ya Nicholson-Ward has created Beon's Reconciliation Action Plan artwork. Ky-ya is a proud Wurundjeri, Dja Dja Wurrung, Ngurai illum Wurrung, German and Irish woman based in Naarm (Melbourne).

Ky-ya owns Djirringu Art and specialises in acrylic painting, digital works, public art, murals and jersey/shirt designs.





Our business

Beon is a leader in the development of large-scale renewable energy and energy infrastructure projects, with extensive expertise in engineering, procurement, design, construction and maintenance. We have been in operation since 2016 from our head office in Naarm, Melbourne, Victoria and currently have a workforce of over 170 permanent employees. Beon has delivered major renewable energy and infrastructure projects across Queensland, New South Wales, South Australia, Victoria and New Zealand. In delivering these projects, we have consistently focused on making a positive contribution to the communities and regions where we work predominantly through targeted training, employment, and procurement programs.

Although Beon currently has no direct employees who are First Nations, the business does employ many Aboriginal and Torres Strait Islander peoples on our projects. This has included the employment of well over 180 Aboriginal and/or Torres Strait Islander peoples and the engagement of Aboriginal businesses on our renewable energy projects across multiple states.

Beon's stakeholders include our workforce, sub-contractors, local councils, TAFEs and the clients who engage us to construct their energy projects.

Our reconciliation action plan

Beon recognises that reconciliation is not just a government responsibility, but the collective responsibility of all Australians. Our business has developed and will deliver this RAP for three interconnected reasons:

1. It is the right thing to do.

All of our projects are delivered on the traditional lands of Aboriginal and Torres Strait Islander peoples across Australia and therefore it is right and fair that they are given meaningful opportunities to participate in and benefit from these projects.

2. It is consistent with our values.

A core value of our business is to be 'customer and community minded.' Providing training, employment and business opportunities for Aboriginal and Torres Strait Islander people and organisations where we work, is consistent with that value.

3. It is good for business.

Engaging in a meaningful way with Aboriginal and Torres Strait Islander communities, organisations and people through our projects will increase the number of local people we can employ on our projects and create a more diverse and localised supplier base. It will also assist to build social licence, which in turn will improve project delivery.



Our reconciliation journey to date

Over the past seven years, Beon has been actively engaging Aboriginal and Torres Strait Islander peoples in our training and employment programs on our projects. We have also involved Aboriginal businesses in our procurement processes and have engaged local Aboriginal and Torres Strait Islander peoples to assist with delivering cultural awareness training.

In 2022 we launched our Innovate RAP which had the specific goal of ensuring that Aboriginal and Torres Strait Islander peoples participate in and benefit from energy projects on their lands and in their regions.

As part of this commitment, for the Avonlie solar farm, which was on Wiradjuri Country, Beon employed a local Wiradjuri woman, Shaurntae Lyons, as the Aboriginal Community Engagement Coordinator. Over 30 local Aboriginal women and men received training and employment on that project. As a thank you to the local community, Beon funded the installation of solar panels on the local Aboriginal community centre and on five homes that the Aboriginal Corporation owns.

At our Girgarre Solar Farm project on Yorta Yorta Country, Victoria, Beon partnered with the Algabonyah employment program which is part of the Rumbalara Football and Netball club, to promote Yorta Yorta employment. Subsequently, over 30 Yorta Yorta women and men were employed on the project. In addition to this, Beon also engaged the services of two Aboriginal businesses on this project.

In 2024, Beon was nominated for the Clean Energy Council's Best Practice First Nations Engagement Award for both these projects. The Clean Energy Council Awards recognise the outstanding contribution businesses and individuals are making to clean energy in Australia. Beon won the award in 2024 for the Girgarre Solar Farm project.

The lessons learned during the delivery of these solar projects, which took place during the life of our previous RAP, include:

1. The importance of partnering and working with local Aboriginal and Torres Strait Islander peoples and organisations to improve outcomes. We had great employment outcomes on both the Avonlie and Girgarre solar farm projects which was largely due to the partnerships developed with local Aboriginal and Torres Strait Islander peoples and organisations.
2. The importance of creating a culturally safe workplace to ensure higher retention rates and greater productivity. Undertaking workshops is crucial in building the capacity of team managers to work with the Aboriginal and Torres Strait Islander employees onsite and create a better and more productive workplace.
3. Spreading the responsibility of the RAP deliverables beyond the RAP Working Group. One of the positive outcomes of Aboriginal and Torres Strait Islander engagement of these projects is the way that Beon employees themselves have undertaken their own initiatives to improve outcomes for the Aboriginal and Torres Strait Islander communities where we work. This includes the construction team seeking out and engaging Aboriginal business in the construction of the farm.

In terms of improvement, we have recognised that if we are going successfully spread the responsibility of the RAP deliverables beyond just the RAP Working Group, we need to undertake more cultural awareness training across the entire workforce. As such we have engaged a provider who will assist to roll out this training during the implementation of this RAP.

Implementation of our RAP

A RAP Working Group has been established to help to drive the implementation of our RAP made up of a diverse cross-section of employees from across Beon Energy Solutions.

Three Aboriginal people provide strategic advice to the RAP Working Group in relation to the successful delivery of the RAP. Beon will also seek advice from Aboriginal and Torres Strait Islander employees and communities engaged in our projects.

This RAP will be championed by Beon's General Manager, Kieren Lewis. The primary role of a RAP Champion will be to drive the overall momentum, buy-in, and support of the RAP throughout the entire organisation. The Beon RAP Champion will be supported in this role by the RAP Working Group. This team will work collaboratively to ensure that the RAP commitments are delivered, and that we achieve Beon's vision for reconciliation of an inclusive and unified Australia, in which Aboriginal and Torres Strait Islander peoples participate in and benefit from the energy transition.





RELATIONSHIPS

Goal: To build positive, respectful, and mutually beneficial relationships with Aboriginal and Torres Strait Islander communities in the places where we work.

Beon believes that building positive and respectful relationships with Aboriginal and Torres Strait Islander peoples where we work is not only the right thing to do but is good for local communities and good for business.

Building these relationships requires early engagement with local Aboriginal and Torres Strait Islander organisations to provide them with clear, timely, and accurate information on the construction schedule of our projects including impacts on roads and local accommodation, as well as the potential opportunities in terms of employment and business.

This early engagement process also requires listening and learning from local Aboriginal and Torres Strait Islander peoples to better understand their histories and culture, community values, challenges, needs, and achievements. Most importantly, it requires a deeper understanding of their experiences and what their concerns, expectations, and aspirations are in relation to the project. From this process we will learn if and how they want to participate in and benefit from the project, and how they would like to be engaged going forward.

Relationship building requires trust. Beon commits to do this by working with integrity, transparency, and consistency. Central to this will be doing what we say we will do, which in turn increases the likelihood of the project receiving community acceptance and a social licence to operate.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. 	September 2025	First Nations Engagement Lead
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander communities and organisations. 	September 2025	First Nations Engagement Lead
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate and promote Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2025 and May 2026	Executive Assistant
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	Planning April to May 2025 and 2026	Executive Assistant
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	Planning April to May 2025 and 2026	Executive Assistant
	<ul style="list-style-type: none"> Organise at least one NRW event each year 	Planning April to May 2025 and 2026	Community Engagement Coordinator
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website. 	1 May 2025 1 May 2026	Community Engagement Coordinator
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. 	July 2025 to December 2025	Community Engagement Coordinator
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. 	July 2025 to coincide with RAP launch and July 2026	Executive Assistant
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	July 2026 and July 2027	Community Engagement Coordinator
	<ul style="list-style-type: none"> Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. 	July 2026 and July 2027	Community Engagement Coordinator

Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	December 2025	Community Engagement Coordinator
	<ul style="list-style-type: none"> Develop, implement, and communicate an anti-discrimination policy for our organisation. 	December 2026	Community Engagement Coordinator
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	December 2026	Community Engagement Coordinator
	<ul style="list-style-type: none"> Educate senior leaders on the effects of racism. 	December 2026	Community Engagement Coordinator
5. Build positive and respectful relationships with Aboriginal and Torres Strait Islander peoples and businesses where we build our renewable energy projects.	<ul style="list-style-type: none"> Meet with local Traditional Custodians and organisations early on in the engagement process of our projects in order to develop relationships, increase our understanding of local history, culture and issues, listen to and understand their expectations and aspirations in relation to the project, and develop guidelines for working in the region. 	July 2027	First Nations Engagement Lead
	<ul style="list-style-type: none"> Undertake cultural awareness training delivered by Traditional Custodians or local Aboriginal community members as part of the early engagement process. 	July 2027	First Nations Engagement Lead
	<ul style="list-style-type: none"> Develop a project specific Aboriginal and Torres Strait Islander Engagement Plan for all large-scale renewable energy projects. 	July 2027	Team Lead Community & Sustainability
	<ul style="list-style-type: none"> Ensure any information in relation to cultural heritage on our project sites is included in our induction packs, following guidance from cultural heritage custodians about what information should be included. 	July 2027	Team Lead Community & Sustainability



Girgarre Solar Farm

In 2023, Beon was awarded the contract by Enel Green Power to construct the Girgarre Solar Farm, a 100-Megawatt solar farm, located on Yorta Yorta Country, 40 kilometres east of Shepparton, in Victoria.

To maximise the employment opportunities on the Girgarre Solar farm for the local Yorta Yorta community, Beon engaged early with the Rumbalara Football and Netball Club.

From this engagement process, it was agreed to form a partnership with the Algabonyah Employment Program, a program run by Rumbalara.

As part of this partnership, Beon worked closely with Algabonyah to assist local Yorta Yorta women and men through the employment process. Many of these people had been long term unemployed.

As a result of this partnership, 31 Yorta Yorta women (7) and men (24) were employed in the mechanical build of the solar farm, representing 27% of the mechanical workforce.

In addition to the Aboriginal and Torres Strait Islander employment program, Beon also actively sought to engage two Aboriginal businesses. The traffic management and drone services for the project were both awarded to Aboriginal businesses, one of which provided further employment for one male and one female Yorta Yorta community members.

Both of these engagements further increased Aboriginal and Torres Strait Islander participation and benefit sharing from this project.



RESPECT

Goal: To increase knowledge, understanding, and respect within our workforce of Aboriginal and Torres Strait Islander cultures, histories, heritage, connection to Country, spirituality and rights.

Beon recognises that a precursor to respect for Australia's Aboriginal and Torres Strait Islander cultures, histories, knowledge, heritage and rights is understanding.

We will increase our understanding by working with local Traditional Custodians to deliver cultural awareness training.

By equipping our workers to become more culturally competent and confident, we will not only increase their knowledge and understanding, but in the process, make our sites a more culturally safe place to work.

In addition to project specific cultural awareness training, Beon is committed to developing and delivering a broader learning and development strategy that will seek to provide learning opportunities for the entire workforce.

Another way in which our business can show respect for Australia's Aboriginal and Torres Strait Islander cultures and histories is to ensure we work with Traditional Custodians to protect and preserve all cultural heritage on our project sites. In doing so we will build closer relationships with Traditional Custodians, learn more about Aboriginal and Torres Strait Islander cultures and reduce the possibility of project delivery delays.

Action	Deliverable	Timeline	Responsibility
6. 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. 	August 2025 and August 2026	Community Engagement Coordinator
	<ul style="list-style-type: none"> Consult local Traditional custodians and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. 	October 2025	First Nations Engagement Lead
	<ul style="list-style-type: none"> Develop, implement, and communicate a cultural learning strategy document for our staff. 	Develop December 2025, implement December 2026	Community Engagement Coordinator
	<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. 	December 2026 (as per Cultural Learning Strategy)	Team Lead Community & Sustainability
	<ul style="list-style-type: none"> Work with local Traditional Custodians to develop locally based and run cultural awareness training for project managers, construction managers, site supervisors, leading hands and other key workers on our renewable energy project sites. 	July 2027	First Nations Engagement Lead
	<ul style="list-style-type: none"> Engage a qualified Aboriginal trainer to develop and deliver organisational wide cultural awareness training. 	December 2026 (as per Cultural Learning Strategy)	Team Lead Community & Sustainability
7. 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. 	December 2026 (as per Cultural Learning Strategy)	Community Engagement Coordinator
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	July 2025	Community Engagement Coordinator
	<ul style="list-style-type: none"> Invite a local Traditional Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. 	July 2027	First Nations Engagement Lead
	<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	July 2027	General Manager
	<ul style="list-style-type: none"> Acknowledgement of the Traditional Custodians of the lands on which our projects are being built in our site induction packs. 	July 2027	Team Lead Community & Sustainability
	<ul style="list-style-type: none"> Seek permission and guidance to place an Acknowledgement of Traditional Custodians of the lands on which our solar farms are being built. 	July 2027	Team Lead Community & Sustainability
	<ul style="list-style-type: none"> Engage a local Elder to undertake a smoking ceremony during the early stages of the construction of our solar farms, when appropriate and practical. 	July 2027	First Nations Engagement Lead

Action	Deliverable	Timeline	Responsibility
8. 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. 	Planning June 2025 for NAIDOC Week 6 - 13 July 2025	Executive Assistant
	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	December 2025	First Nations Engagement Lead
	<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	June 2025	Executive Assistant
	<ul style="list-style-type: none"> Organise a NAIDOC week event onsite at any active large-scale solar projects we are working on. 	Planning June 2025 for NAIDOC Week 6 - 13 July 2025	First Nations Engagement Lead



OPPORTUNITIES

Goal: To create training, employment and business opportunities for Aboriginal and Torres Strait Islander people and organisations on those projects where Beon operates.

Beon is committed to ensuring that we make a positive impact in the communities and regions where we work. We will engage early with Traditional Custodian groups to listen and learn about their aspirations and priorities. As part of that process, we will explain how the construction process will work and what training, employment, and business opportunities will be available on the project.

On large-scale projects, we will work with local Aboriginal and Torres Strait Islander peoples facing barriers to employment to assist them through the application process and provide ongoing support once they are employed.

Beon will also actively work to ensure that Aboriginal and Torres Strait Islander businesses and service providers participate in and benefit from the business opportunities of the projects that we build in their regions. This will include working with and supporting potential suppliers through the procurement process.

Creating training, employment and business opportunities for Aboriginal and Torres Strait Islander people and organisations will also bring benefits to Beon such as increasing the talent pool to choose from for local employees and increasing options for the supply of business goods and services. This will not only assist to improve project delivery but also build social licence.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	Ongoing as per project schedules	Team Lead Community & Sustainability
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. 	July 2026 and July 2027	First Nations Engagement Lead
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	July 2027	Team Lead Community & Sustainability
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander peoples. 	July 2027	Team Lead Community & Sustainability
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	July 2027	Community Engagement Coordinator
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	July 2027	Community Engagement Coordinator
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	January 2025 and January 2026	Community Engagement Coordinator
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	July 2027	Community Engagement Coordinator
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	July 2027	Community Engagement Coordinator
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. 	July 2027	Community Engagement Coordinator
	<ul style="list-style-type: none"> Support and build the capability of Aboriginal and Torres Strait Islander businesses to participate in Beon's procurement processes. 	July 2027	Community Engagement Coordinator

Action	Deliverable	Timeline	Responsibility
11. Ensure that Aboriginal and Torres Strait Islander Peoples participate in and benefit from the training and employment opportunities of Renewable Energy Projects that Beon builds in their regions.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander organisations, employment agencies and services to understand the local context, aspirations and expectations and to promote the specific project opportunities available. 	July 2027	Project Workforce Lead
	<ul style="list-style-type: none"> Encourage the labour hire companies that Beon uses to advertise job vacancies on all of our solar farm projects that target and reach Aboriginal and Torres Strait Islander peoples. 	July 2027	Project Workforce Lead
	<ul style="list-style-type: none"> Run community information sessions for Aboriginal and Torres Strait Islander peoples, in their communities, to promote project employment opportunities. 	July 2027	Project Workforce Lead
	<ul style="list-style-type: none"> Provide assistance to Aboriginal and Torres Strait Islander women and men who are facing barriers to employment through the employment process. 	July 2027	Project Workforce Lead
	<ul style="list-style-type: none"> Conduct meetings with all Aboriginal and Torres Strait Islander Peoples working on our projects to get feedback on how we are engaging and performing in relation to our RAP commitments. 	July 2027	First Nations Engagement Lead

"This project has brought around generational change. Because not a lot of our women have ever been employed before ... we've built self-esteem from zero to twenty ... the impacts have been huge." - Shaurntae Lyons, Beon Community Engagement Coordinator

Best practice engagement: Beon Energy Solutions and Iberdrola Australia

Avonlie Solar Farm, Narrandera, NSW

During construction of the Avonlie Solar Farm, Beon and Iberdrola committed to developing a working relationship with the Wiradjuri community, plus employment and skill development opportunities. This commitment helped generate long-lasting community support for the Avonlie project and resulted in the employment of more than thirty local Aboriginal People.

Prior to construction Beon engaged extensively with the local Wiradjuri community, led by local Wiradjuri and Yorta Yorta woman Shaurntae Lyons, Beon's community engagement coordinator. Beon established a respectful relationship between key staff and local Wiradjuri Elders, introducing themselves to the community through community meetings and barbecues.

This engagement uncovered the barriers to employment for the Wiradjuri community. Many community members, particularly women, had limited prior experience of formal employment; others did not have the official documents needed to secure it. Beon assisted them to gain this documentation, and also provided pre-employment training. These efforts were key to securing a local Aboriginal construction workforce. On-the-job mentoring and support by Beon's community engagement coordinator helped retain them, as did Beon's efforts to make the workplace culturally safer for First Nations employees: smoking ceremonies, participation in traditional events and celebrations, and cultural awareness training for managers.

When construction concluded, Beon helped its Wiradjuri employees secure new jobs with other local solar projects. Based on their experience gained at Avonlie, some employees were able to find work with other local employers, such as the local Council.

The Avonlie project has been described by Narrandera's Wiradjuri community as bringing generational change. Project employment enabled individuals to better provide for their families and extend support to the wider community. Other benefits included the installation of rooftop solar on the local Aboriginal Corporation's Gundyarri building and five community-owned homes, resulting in permanently reduced electricity bills for these households. The Wiradjuri community is proud of their involvement in the project, which is often expressed in comments made to their children as they drive by the solar farm.



"The way Beon have engaged the local Aboriginal community, is a great model for future renewable energy projects." - George Cowan, GM, Narrandera Shire Council

"The Avonlie Solar Farm has been a great example of how projects like these and proper Aboriginal engagement based on trust and respect, can not only benefit Aboriginal communities, but also benefit the projects themselves by getting good workers and community support." - Gundyarri Aboriginal Corporation



GOVERNANCE

Goal: To ensure the objectives, commitments and all reporting requirements of the RAP are met in an open, transparent, and inclusive manner.

Beon recognises the importance of a sound governance structure to ensure we deliver on the commitments made in this RAP. We also know the value and importance of having Aboriginal and Torres Strait Islander voices included in the design, delivery, monitoring and evaluation of the RAP and associated activities. As such we will draw on the advice of Aboriginal and Torres Strait Islander peoples with whom we work, particularly on our projects as well as engaging Aboriginal and Torres Strait Islander consultants when appropriate.

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG. 	March 2025 (DONE)	Community Engagement Coordinator
	<ul style="list-style-type: none"> Meet at least four times per year to drive and monitor RAP implementation. 	Monthly from July 2025	Community Engagement Coordinator
	<ul style="list-style-type: none"> Establish and apply a Terms of Reference for the RWG. 	March 2025 (DONE)	Community Engagement Coordinator
13. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	June 2025, June 2026 and June 2027	Community Engagement Coordinator
	<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments. 	July 2027	General Manager
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	July 2027	Community Engagement Coordinator
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	April 2025 (DONE)	Community Engagement Coordinator
	<ul style="list-style-type: none"> Embed key RAP actions in performance expectations of key personnel. 	July 2027	General Manager

Action	Deliverable	Timeline	Responsibility
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> 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 2025, June 2026 and June 2027	Community Engagement Coordinator
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	June 2025, June 2026 and June 2027	Community Engagement Coordinator
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Survey to Reconciliation Australia. 	30 September 2025 and 30 September 2026	Community Engagement Coordinator
	<ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly. 	January, April, July and October 2025 and 2027	Community Engagement Coordinator
	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings, annually 	July 2026 and July 2027	Community Engagement Coordinator
	<ul style="list-style-type: none"> Participate in Reconciliation Australia's biennial Workplace RAP Barometer. 	May 2026	Community Engagement Coordinator
	<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	August 2027	Community Engagement Coordinator
15. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	August 2027	Community Engagement Coordinator



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