



# reflect reconciliation action plan

**may 2023 - april 2024**

energy  
**renaissance**



**RECONCILIATION  
ACTION PLAN**

**REFLECT**





## acknowledgement of country

Energy Renaissance respectfully acknowledges Aboriginal and Torres Strait Islander peoples, Traditional Owners, and the Custodians of the land on which it works, and pays its respects to Elders, past, present and future.

**Millers Point: Cadigal territory**

**Tomago: Worimi nation**



# message from the ceo

At Energy Renaissance we believe reconciliation with Aboriginal and Torres Strait Islander peoples is core to Australia's national identity. Reconciliation Action Plans (RAPs) have enabled organisations to sustainably and strategically take meaningful action to advance reconciliation and Energy Renaissance are committed to providing tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples, increasing economic equity and supporting First Nations self-determination.

Energy Renaissance's mission is "Clean stored energy everywhere. We manufacture batteries that are safe, affordable and optimised for hot-climates using Australian people and natural resources for a better economy, society and the environment". It is our mission and vision to engage local people, communities and businesses to achieve our businesses outcomes, and we are committed to achieving this through the commitments we've made in our Reconciliation Action Plan.

Our Reflect Reconciliation Action Plan May 2023 – April 2024 is our inaugural Reconciliation Action Plan, and it details our commitment to developing long-term, beneficial, and reciprocal partnerships with Aboriginal and Torres Strait Islander peoples and communities in the areas in which we work.

It is our first Reconciliation Action Plan (RAP) and is an all-inclusive document that will support and guide Aboriginal and Torres Strait Islander engagement at Energy Renaissance in the future. It focuses on four core elements that underpin our approach to reconciliation – Relationships, Respect, Opportunities and Governance.

I encourage all of our employees, community members and partners to join us as we play our part in bringing about reconciliation in Australia and improving employment, career pathways and opportunities for Aboriginal and Torres Strait Islander peoples.

**Brian Craighead**  
CEO, Energy Renaissance



# reconciliation australia

## chief executive officer

### statement



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

Energy Renaissance 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 Energy Renaissance 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 Energy Renaissance, 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**





## our business

Energy Renaissance create and make lithium-ion batteries and technology, powered by Australian people and resources. Our superStorage™ systems are delivered from our advanced manufacturing facility in Tomago, NSW. The superStorage™ platform is engineered and designed for security, safety and simplicity for Stationary and Transport applications.

Energy Renaissance currently engages 18 employees, and we currently engage 0 Aboriginal and Torres Strait Islander staff.

We have a National geographical reach and have 2 offices. Our Head office is based in Sydney and Manufacturing Facility is based in Tomago. We also engage team members in Brisbane.



## our rap

Energy Renaissance is wanting to develop a RAP as a strategic document that supports our business plan and Diversity & Inclusion strategic plan. It will include practical actions that will drive our contribution to reconciliation both internally and in the communities in which we operate.

Energy Renaissance's RAP Champion has been identified as Danielle Crossan – HR Director. They will be the senior leader responsible for driving and championing internal engagement and awareness of the RAP.

Energy Renaissance will develop the RAP with the Executive and Management Team and the Diversity & Inclusion working group. Once developed and approved, we will launch it internally and engage the broader business on the initiatives and actions.

Energy Renaissance have engaged a number of Aboriginal & Torres Strait Islander Companies to partner with the Company to provide Cultural Awareness training, we are yet to engage a Company to partner with. We haven't yet developed or implemented a RAP.

## our partnerships/ current activities

**We have initially engaged the following Community Partners to discuss longer term strategic partnerships and will continue to keep the conversations going regarding opportunities:**

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Saretta Art & Design Pty. Ltd

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JB Aboriginal Strategy & Consulting

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Speaking in Colour

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Yarn'n Aboriginal Employment Services

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Nutrition Plus Ltd

Energy Renaissance have communicated the significance and importance of NAIDOC week and National Reconciliation Week to the Companies employees. We have also implemented an Acknowledgment of Country to commence all meetings both internal & external including for all Board & Shareholder meetings.

**Energy Renaissance respectfully acknowledges Aboriginal and Torres Strait Islander peoples, Traditional Owners, and the Custodians of the land on which it works, and pays its respects to Elders, past, present and future.**



# relationships

action	deliverable	timeline	responsibility
<b>1</b> Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	May 2023	HR Director / Talent Specialist
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2023	HR Director / Talent Specialist
<b>2</b> Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May - 3 June, 2023	Marketing, Technology & Office Administrator / HR Director
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2023	MD / HR Director / Talent Specialist
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2023	MD / HR Director
<b>3</b> Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Sept, Nov 2023 (NRW / NAIDOC) Re-launch during NRW or NAIDOC Week	MD
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2023	HR Director / Talent Specialist
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2023	HR Director / Talent Specialist
<b>4</b> Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	End of July 2023	HR Director
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2023	HR Director



action	deliverable	timeline	responsibility
<b>5</b> Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Sept 2023	HR Director / Talent Specialist
	Conduct a review of cultural learning needs within our organisation.	Oct 2023	HR Director / Talent Specialist
<b>6</b> Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Strengthen and embed our understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June 2023	MD / Operations Supervisor
	Identify new and innovative ways to embed staff's understanding of the purpose and significance behind cultural protocols.	July 2023	MD / HR Director / Talent Specialist
<b>7</b> Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	HR Director / Talent Specialist
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	Marketing, Technology & Office Administrator
	RAP Working Group to participate in an external NAIDOC Week event.	July 2023	MD / HR Director / Talent Specialist





# opportunities

action	deliverable	timeline	responsibility
8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Sept 2023	HR Director / Talent Specialist
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Sept 2023	HR Director / Talent Specialist
9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Sept 2023	CFO / Procurement & Contract Advisor
	Investigate Supply Nation membership.	June 2023	CFO / Procurement & Contract Advisor



action	deliverable	timeline	responsibility
<b>10</b> Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	May 2023	HR Director / Talent Specialist
	Draft a Terms of Reference for the RWG.	May 2023	HR Director / Talent Specialist
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	July 2023	HR Director / Talent Specialist
<b>11</b> Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Define resource needs for RAP implementation.	Oct 2023	HR Director / Talent Specialist
	Engage senior leaders in the delivery of RAP commitments.	Oct 2023	HR Director / Talent Specialist
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Oct 2023	HR Director / Talent Specialist
<b>12</b> Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	Oct annually	HR Director / Talent Specialist
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	1 Dec, annually	HR Director / Talent Specialist
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Jan annually	HR Director / Talent Specialist
<b>13</b> Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Feb 2024	HR Director / Talent Specialist





# contact

for public enquiries  
about our RAP

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