



• Reflect  
*Reconciliation*  
Action Plan

AUGUST 2023 – NOVEMBER 2024



Where *you* belong



Local custodian Derrek Nannup playing didgeridoo at the opening of new parkland at Yanchep Golf Estate WA that features traditional Indigenous play.



# Contents

<b>1</b>
<b>Acknowledgement of Country</b>
<b>2</b>
<b>Message from our Managing Director and Chief Executive Officer</b>
<b>3</b>
<b>Statement from Reconciliation Australia</b>
<b>4</b>
<b>About the Artwork</b>
<b>5</b>
<b>About the Artist</b>
<b>6</b>
<b>Our Business</b>
<b>7</b>
<b>Our Reconciliation Action Plan</b>
<b>10</b>
<b>Our Partnerships and Current Activities</b>
<b>12</b>
<b>Relationships</b>
<b>14</b>
<b>Respect</b>
<b>16</b>
<b>Opportunities</b>
<b>18</b>
<b>Governance</b>

# Acknowledgement of Country



**Peet acknowledges Aboriginal and Torres Strait Islander Peoples as the Traditional Owners of the lands and waters of Australia, and we pay our respect to their Elders past and present.**

**We recognise Aboriginal and Torres Strait Islander Peoples continued connection and relationship with Country and value the rich cultural contribution they make to the communities in which we live, work and play.**



# Message from our Managing Director and Chief Executive Officer



On behalf of the Peet Limited Board, I am pleased to present our *Reflect Reconciliation Action Plan (RAP)*.

Belonging, and feeling a sense of connection to where we live and come from, is important to all of us and essential to building an inclusive and thriving community.

At Peet, our purpose is *Defining future places of belonging*. This purpose is central to everything that we do and how we approach the development and delivery of communities around Australia. Our holistic approach to sustainability and driving positive social impact aligns with the commitments included in our Reconciliation Action Plan to foster community inclusion, embracing and celebrating cultural diversity and promoting community wellbeing.

We prioritise creating future-focused communities that provide a sense of belonging and in doing so, recognise that we are working with land which has been here for thousands of years.

With almost 130 years of experience in building master-planned communities nationally, we have a long history of consulting and collaborating with Aboriginal and Torres Strait Islander Peoples across the country for many years.

This approach reflects our values – *People Centric, Creative Intelligence and Unwavering Commitment* – that guide our everyday behaviours. The combination of this experience and our values gives us a deep appreciation of our role and responsibilities as an organisation who builds sustainable communities.

In June 2021, we commenced Peet’s formal reconciliation journey. This has been a time to listen, learn, and have conversations about how we can respect, recognise and celebrate Aboriginal and Torres Strait Islander culture and heritage within our operations and communities.

This is a journey that we haven’t taken alone. Throughout this period we have worked in close consultation with Dr Richard Walley OAM, our appointed Strategic Cultural Advisor, to provide guidance as we develop Peet’s Reconciliation Action Plan (RAP). Dr Walley has met and worked with senior leaders across every state in which Peet operates and been an active part of our RAP Working Group.

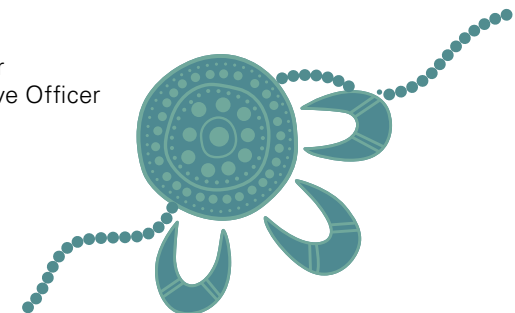
Working with our Cultural Advisor and consultants, we have outlined the principles to inform a framework for Peet’s ongoing cultural engagement. The framework will guide our people and organisation through continued cultural learning, which will feed into all we do across the Peet business. It also sets out an approach to building greater opportunities for Aboriginal and Torres Strait Islander Peoples in our communities, taking into consideration the uniqueness of each of our projects across Australia.

To complement Peet’s RAP, we commissioned Gubbi Gubbi-based woman, Chloe Watego, to produce a piece of art which represents our cultural engagement principles. The artwork shares the story of Peet’s purpose *Defining future places of belonging*, and the journey each person makes towards reconciliation through listening and engaging with Aboriginal and Torres Strait Islander Peoples. This piece is proudly displayed in each Peet office around the country.

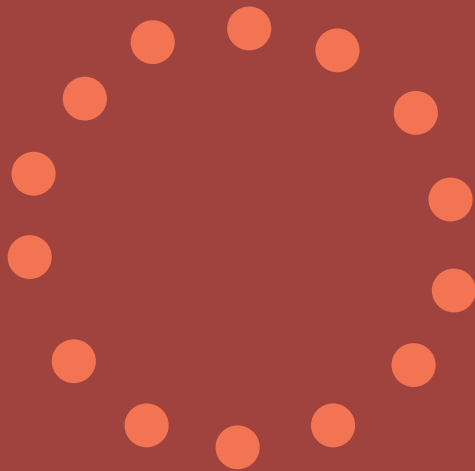
The RAP is an important formalisation of our commitment to this reconciliation journey and Aboriginal and Torres Strait Islander Peoples. It defines our approach moving forward to ensure we have consistent cultural engagement from Western Australia to Queensland. We understand that this is an ongoing journey, and we remain committed to respectfully engaging with Aboriginal and Torres Strait Islander Peoples.

Peet is only one organisation; we acknowledge that we have an important role to play and will continue to work closely with our communities, employees, and Aboriginal and Torres Strait Islander Peoples to move forward together as we build communities where we can all belong.

**Brendan Gore**  
Managing Director  
and Chief Executive Officer



# Statement from Reconciliation Australia



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

Peet 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.

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 Peet 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 Peet Limited, 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

# About the Artwork

## Place, Purpose, People.

This painting acknowledges Peet's commitment to working toward reconciliation by acknowledging and engaging with First Nations People through the development, implementation and ongoing work through its Reflect Reconciliation Action Plan.

Developed in consultation with respected Aboriginal Elder Dr Richard Walley, Peet's three cultural engagement principles – Place, Purpose, People – are represented in this piece using the three smaller green circle symbols.

The larger green symbol represents Peet's purpose of Defining Future Places of Belonging while the dot patterns around it represents Peet's vision - Imagine and realise future places where lives are enhanced by communities built on a sense of belonging. The blue mountains either side represent Peet's branding tagline – Where You Belong – the journey each person makes to find their place of belonging.

The circle symbols and patterns at the top of the piece represent Aboriginal and Torres Strait Islander culture and traditions, and the importance of engaging with, and listening to the stories and knowledge of First Nations Peoples to be able to achieve reconciliation.

The background of this piece symbolises sharing knowledge, connection, journey, and the lands of which we live, play and work.

*Always Was, Always Will Be.*





## About the Artist

Chloe Watego is a Gubbi Gubbi-based woman with a passion for sharing and celebrating her culture through art.

As a self-taught artist, Chloe uses painting for creative expression and to aid in healing as she continues to explore her family's heritage.

Born and raised on Yugambah land, Chloe is of South Sea Islander descent and through her Grandmother has ties to Torres Strait Island and the Bundjalung Nation.

Her Grandfather was removed from mob due to the Stolen Generations, causing a hurtful disconnection to heritage and culture for him and the following generations of his family.

It was while on this journey to identify her Grandfather's country, tribe and language that Chloe first started painting.

Chloe's artworks are a means to shine a light on her family's enduring ties to the land while also illuminating the path forward for her children and future generations of her family.

*I pay my respects to the Gubbi Gubbi people and their Elders, on whose land I reside with my family.*

*I acknowledge the ongoing sovereignty and custodianship of First Nations peoples throughout Australia and their enduring connections to country.*

*Chloe Watego*



# Our Business

The Peet Group is a national residential property developer that has been successfully operating in Australia for 128 years. Peet's business operations span the country with 200 staff located across five offices in Western Australia, Victoria, Queensland, Australian Capital Territory and South Australia.

While the number of Aboriginal and Torres Strait Islander staff is currently not known, we will work within this RAP to determine culturally appropriate ways to understand this.

Peet's success is built on the strength of its land bank; the third largest amongst ASX listed property groups which includes a pipeline of over 37,000<sup>1</sup> lots across 45 projects, with an end value of \$13.3 billion<sup>2</sup>.

Our focus is on delivering high-quality, master-planned communities, townhouses and apartment projects that attract and inspire homebuyers across Australia and make a valuable contribution to the fabric of the community.

Peet communities are designed to enhance people's lifestyles and create opportunities for social connection. Through a well-considered masterplan, we respect the natural landscape and heritage of the site, which seamlessly integrates with landscaped parklands and playgrounds, retail precincts, connectivity to transport links and community spaces for residents to meet and create lasting connections.

Peet has a clear vision, purpose and set of values that guide our business strategy, decision making and behaviours.

## Vision

Imagine and realise future places where lives are enhanced by communities built on a sense of belonging.

## Purpose

Defining future places of belonging.

## Values

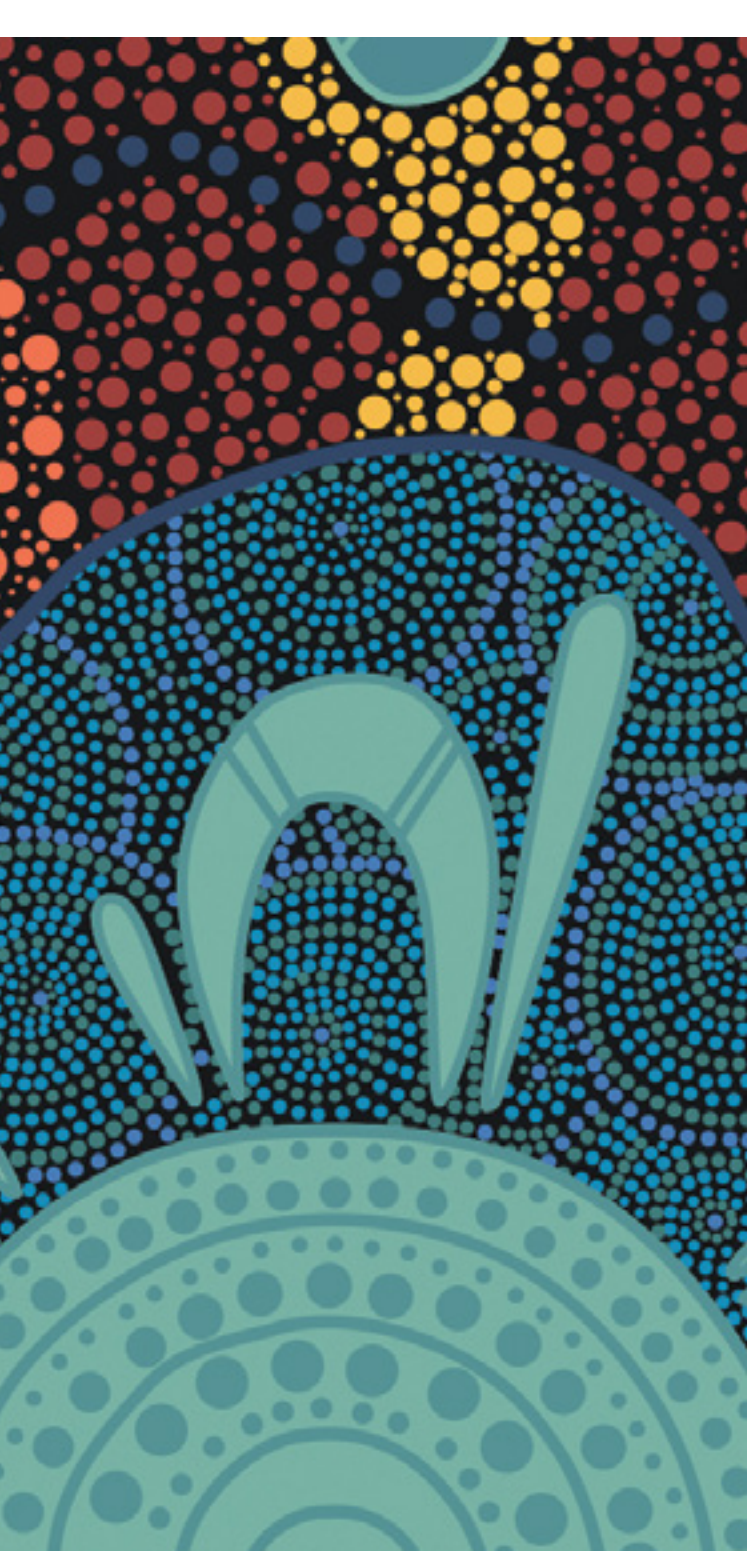
- People centric
- Creative intelligence
- Unwavering commitment

Through the creation of new developments with a strong connection to the land and community, Peet has a unique opportunity to make a positive and lasting contribution towards reconciliation across the communities in which we develop – a responsibility we take seriously and an opportunity we look forward to.

<sup>1</sup> Includes equivalent lots <sup>2</sup>As at 31 December 2022







# Our Reconciliation Action Plan

Peet has had ongoing engagement with Aboriginal and Torres Strait Islander Peoples through the planning and construction process of developing Peet communities over a long period, and the implementation of our Reflect RAP will formalise that engagement process providing a consistent national framework for the business.

Our ongoing objective is to have positive engagement with Aboriginal and Torres Strait Islander Peoples to identify proactive and appropriate opportunities to acknowledge and celebrate Aboriginal and Torres Strait Islander cultures and create an environment of continual learning within the Peet team.

As a national company with operations across six states and territories and direct connection to the land through development, we understand, acknowledge and respect Aboriginal and Torres Strait Islander histories and cultures and aim to make a meaningful contribution towards reconciliation.

Our purpose to *Define future places of belonging*, is brought to life through our focus on creating communities that are inclusive and welcoming where everyone can feel they belong. This promise is replicated within our ESG commitment which has a strong focus on creating a positive social impact in our communities and within our team. As a people centric business we embrace diversity, respect one another and value community collaboration to deliver the best outcomes that create shared value.

## Our Journey to Date

Peet's Managing Director and Chief Executive Officer (MD and CEO) commenced Peet's formal reconciliation journey in July 2021.

Our approach as we set out on this journey has been to take our time to be patient, listen and learn. We had a clear objective in our approach to this process to ensure it was meaningful and could form part of our ways of working.

Peet engaged experienced community consultants to assist us with facilitating the development of our RAP. We have formed our RAP Working Group which consists of nine Peet staff from around the country representing a variety of business units and locations. The RAP Working Group Chair is the Head of Brand and Communications, and the Working Group includes the Chief Operating Officer, State Manager WA, People and Culture Manager, Finance Manager, State Sales Manager SA, Senior Development Manager, Development Manager and Project Marketing Manager in addition to the Founder of Creating Communities Australia. The Head of Brand and Communications is responsible for driving internal engagement and awareness of Peet's Reconciliation Action Plan.

As we currently do not have an Aboriginal and Torres Strait Islander person sitting on the RAP Working Group, to ensure we receive and consider First Nations perspectives with the implementation of our RAP, an invitation was extended to Peet's Cultural Advisor to join meetings.

# Our Reconciliation Action Plan (continued)

In addition, three sub-committees have been formed to feed into the RAP Working Group, with focus on corporate initiatives, engagement with the local Aboriginal Peoples in the regions we operate and cultural events. The RAP Working Group utilise the sub-committees to provide further national and local context particularly with regards to operations, along with seeking a wider perspective on team engagement. This has been incredibly well-received as it has provided the opportunity for a greater number of staff to be involved in the process, share their learnings and contribute ideas. We believe this approach to date has created a network of advocates around the business to champion reconciliation and drive forward our commitments in each state.

In October 2021, Peet conducted two national surveys with its staff to provide a benchmark for us to measure progress moving forward. The first survey was conducted to understand Peet staff's current level of knowledge and engagement with Aboriginal and Torres Strait Islander cultures in Australia. The second survey was to understand the level of engagement with the local Aboriginal Peoples in the regions we operate across the country. The survey findings indicated that historically engagement has consistently occurred during the planning phases of a project as part of our legislated cultural heritage obligations. With the implementation of our RAP, our objective is to broaden this engagement with Aboriginal and Torres Strait Islander Peoples to identify proactive and appropriate opportunities over and above regulatory requirements.

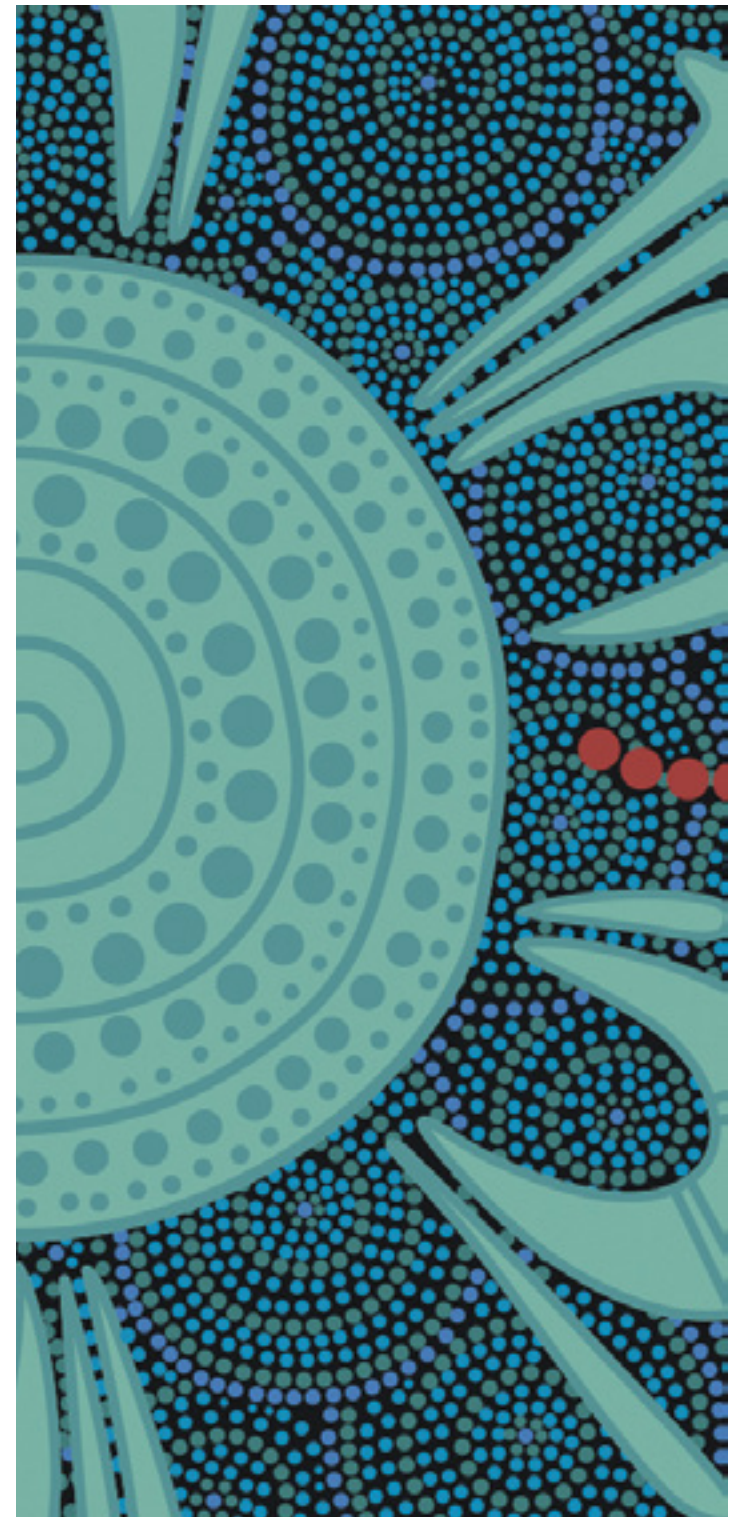
Since commencement of this process, Peet has had engagement with senior cultural advisors and in April 2022, Peet formally appointed respected Aboriginal Elder Dr Richard Walley OAM to provide strategic cultural advice to Peet as we continue our reconciliation journey. Cultural Advisors and community consultants have met with the Chair of the RAP Working Group and senior leaders at Peet responsible for operations in each state and through this engagement has worked with Peet to develop our Cultural Compact. The Peet Cultural Compact is a national commitment, endorsed by Peet's Board and Leadership Team, that guides the respectful engagement and acknowledgement of the Aboriginal and Torres Strait Islander Peoples and their histories on the lands in which we develop our projects.

The ongoing role of the Cultural Advisor is to provide strategic advice to inform the development of a national framework outlining engagement with Aboriginal and Torres Strait Islander Peoples and conducting Peet operations respectfully.

## Peet's Cultural Compact

- We recognise that Aboriginal and Torres Strait Islander Peoples are the Traditional Owners and ongoing Custodians of this land and its waters.
- We are committed to respectfully engage with the Custodians, while understanding the importance of knowing and recognising Aboriginal and Torres Strait Islander Peoples cultures and heritage within our everyday practices.
- We wish to move forward together as we listen, learn and share our knowledge with each other.
- We seek to find a sense of place in all our endeavours.
- Our relationship with Aboriginal and Torres Strait Islander Peoples will be built on trust, patience and integrity in an inclusive and respectful environment.
- We acknowledge the diversity of Aboriginal and Torres Strait Islander living cultures across this country in traditional and contemporary contexts.





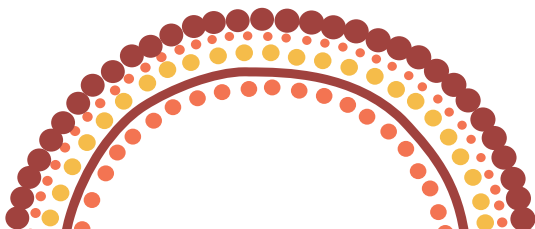
## Implementation Framework

Our intention for the implementation of our Reflect RAP is to have it seamlessly integrated into the operations of Peet projects and be an active part of how Peet operates both externally and internally. Peet is developing our RAP with the full support of the Peet Limited Board, MD and CEO and National Leadership Team.

Peet's RAP will be implemented across three tiers of the business:

- **Governance**
- **Projects**
- **Staff**

We believe by creating a framework across these three tiers it will ensure that we have a national framework to implement initiatives consistently across the business. Through consultation with our Cultural Advisor, Peet will approach cultural engagement by considering the following principles, ensuring a consistent, methodical approach.



### *Concept*

A national alignment that captures the spirit of what we are doing to provide shared value between Peet and Aboriginal and Torres Strait Islander Peoples.

### *Context*

A balanced and progressive approach over time to build opportunities within its business and projects with Aboriginal and Torres Strait Islander Peoples.

### *Content*

What Peet does within its operations.

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A further process will be followed to uncover the uniqueness of each project.

### *Place*

What are the characteristics and uniqueness of a particular place?

### *Purpose*

What occurred in that place in the past and present, and what will occur in the future?

### *People*

What was significant about the people in the past and present, and what will be created in the future?



# *Our Current Partnerships and Activities*

## Community partnerships

Peet has a proud history of engaging and supporting the community through corporate partnerships, our national community grants program in addition to our community development programs where we focus on building relationships with community groups and stakeholders which is critical to the sustainability and success of the community.

As we formalise our Reflect RAP, our engagement and support of Aboriginal and Torres Strait Islander Peoples will continue through these existing partnership and programs. Peet is proud to be a corporate partner of Black Dog Institute to support Australians living with mental illness and is Principal Partner of the Perth Scorchers men's and women's teams – both organisations have dedicated programs in place for Aboriginal and Torres Strait Islander Peoples and can provide guidance on how we can leverage these partnerships to support our RAP commitments.

The Peet Community Way is our framework for community engagement across the lifecycle of our projects. This document outlines Peet's approach to how, when and why we engage with the community to achieve outcomes that are of shared benefit. Our intention is for the outcomes from our Reflect RAP to be integrated within the Peet Community Way to outline a consistent approach to respectfully engage with the community.

Peet's national community grants programs provide opportunities that build capacity in our own communities and in the regions in which our residents

and their families become involved. Peet's grants program will be reviewed to ensure it allows for our cultural objectives to be met and for local Aboriginal Peoples in the regions we operate to have the opportunity to benefit from this program.

Within our communities, we have been fortunate to have local Aboriginal Peoples work with us on our projects to celebrate milestones. A recent example was the Smoking Ceremony held to mark the commencement of construction at our Jumping Creek project located in regional NSW. Another recent example was the implementation of traditional Indigenous games at a new parkland in Yanchep Golf Estate in Perth's northern suburbs. A significant engagement process was undertaken with local Aboriginal Elders to design and incorporate Indigenous Play based on the Yulunga Indigenous Play Guide. The park was launched in December 2022 with a Welcome to Country and an Aboriginal Elder educating the community on the various elements featured in the playground and their cultural history.

Through our Reflect RAP, we will formalise engagement with Aboriginal and Torres Strait Islander Peoples to build on these opportunities to recognise and learn more about the cultural history of the land and celebrate this heritage within our communities.

Through our operations, Peet works with a range of contractors around the country on our projects, some of which have Aboriginal and Torres Strait Islander Participation Plans in place to explore partnerships with local Aboriginal people and businesses and increase Aboriginal employment within their workplace.



## Internal activities and initiatives

Peet has been committed to actively communicating the progress of working towards our first Reflect RAP internally to the Peet team. This has included formal communications at key milestones from the MD and CEO, along with regular updates provided to staff via the Peet Intranet platform.

Our staff have been actively engaged on this journey since commencement and as indicated through surveys conducted, have a strong desire to learn and build our understanding of Aboriginal and Torres Strait Islander cultures, and proactively work towards reconciliation both personally and professionally.

The Peet team recognised National Reconciliation Week by attending a program of activities in each state designed to further build the Peet team's cultural awareness education. Through the Reconciliation Week sub-committee, the team coordinated a series of events including official activities hosted by the state Reconciliation body, as well as cultural exhibitions, watching cultural historical videos and presentations by guest speakers to talk about their experiences. A staff survey was conducted following the week to assess how the activities were received and to seek feedback for future activities.

Peet is the Principal Partner of the Perth Scorchers men's and women's teams, and is proud to support their Aboriginal and Torres Strait Islander cultural initiatives.



Dr Matilda House, a respected local Elder, led a private smoking ceremony recently, recognising the importance of the Traditional Custodians ongoing connection to the land at Jumping Creek NSW.



## Relationships

We value positive and meaningful relationships with Aboriginal and Torres Strait Islander Peoples and recognise that understanding and mutual respect when building strong relationships and partnerships will underpin our continued commitment to reconciliation.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area including identifying Traditional Owners in each area that Peet develops within.	December 2023	Lead: Chief Operating Officer Support: State Managers
	In consultation with our Cultural Advisor, develop a national cultural engagement framework that supports partnerships with Aboriginal and Torres Strait Islander stakeholders across Peet projects.	December 2023	RAP Working Group Chair Consult: Peet Cultural Advisor and Community consultant
<b>Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff via the Peet Intranet.	May 2024	Head of Brand & Communications
	RAP Working Group members to participate in an external NRW event.	27 May–3 June, 2024	RAP Working Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May–3 June, 2024	MD & CEO
<b>Promote reconciliation through our sphere of influence.</b>	Communicate our commitment to reconciliation and the successful endorsement of our Reflect RAP to all staff, development partners, contractors and key stakeholders.	August 2023	Lead: Head of Brand & Communications Support: State Managers
	Engage with local Aboriginal Peoples in the regions we operate to identify opportunities to respect, acknowledge and celebrate local cultural heritage in a meaningful way in our communities.	July 2024	Lead: Chief Operating Officer Support: State Managers
<b>Promote positive race relations through anti-discrimination strategies.</b>	Research best practice and policies in areas of race relations and anti-discrimination.	December 2023	Head of People & Culture
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2023	Head of People & Culture
	Review and update HR documentation to reflect Peet's commitment to reconciliation and how our core values are applied in the cultural context.	December 2023	Head of People & Culture



## *Respect*

We recognise and respect that Aboriginal and Torres Strait Islander Peoples are the Traditional Owners of the land on which we live, work and play, and are committed to continual listening and learning to grow our understanding of Aboriginal and Torres Strait Islander culture as we continue our operations nationally.






ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Conduct a review of cultural learning needs within Peet with a view to implementing a structured and consistent program of cultural awareness training for staff.	December 2023	Head of People & Culture
	Conduct a review of HR policies and procedures, recruitment and onboarding materials to ensure they reflect Peet’s commitment to reconciliation and to align with Peet’s cultural engagement framework.	December 2023	Head of People & Culture
	Develop a cultural resource hub on the Peet Intranet as a source of self-education for staff.	September 2023	Head of Brand & Communications
<b>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area and create a stakeholder communication map for Peet nationally.	December 2023	Lead: Chief Operating Officer Support: State Managers
	Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2023	Head of Brand & Communications
	Develop a cultural protocol document for the inclusion of Welcome to Country and Acknowledgement of Country at relevant public events and stakeholder meetings.	September 2023	Head of Brand & Communications
	Develop a communication framework outlining Peet’s RAP commitments for use in corporate communications such as new tender submissions and stakeholder communications.	September 2023	Head of Brand & Communications
<b>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2024	RAP Working Group Chair
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2024	RAP Working Group Chair
	RAP Working Group to participate in an external NAIDOC Week event.	July 2024	RAP Working Group Chair

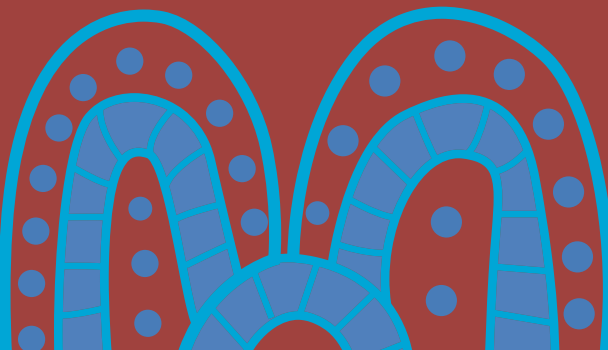


## *Opportunities*

We are committed to working collaboratively with Aboriginal and Torres Strait Islander Peoples to identify more opportunities to enhance economic and social outcomes for Aboriginal and Torres Strait Islander individuals and businesses in our workplace and across our communities.



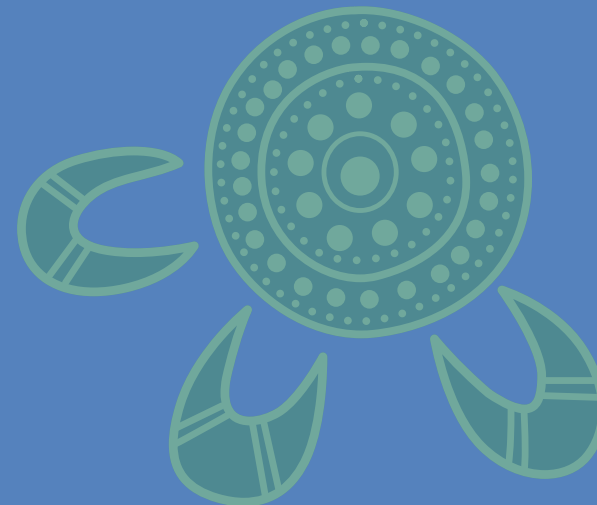
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	Explore opportunities to work with contractors and sub-contractors to create employment and training opportunities for Aboriginal and Torres Strait Islander people that will provide opportunities on Peet projects where appropriate.	December 2023	Lead: Chief Operating Officer Support: State Managers
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2023	Head of People & Culture
	Explore providing opportunities to nurture small Aboriginal and Torres Strait Islander enterprises through Peet's National Community Grants Program.	September 2023	Head of Brand & Communications
<b>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Explore opportunities for procurement from Aboriginal and Torres Strait Islander owned businesses.	December 2023	Lead: Chief Operating Officer Support: State Managers
	Consider Supply Nation membership.	December 2023	Head of Brand & Communications

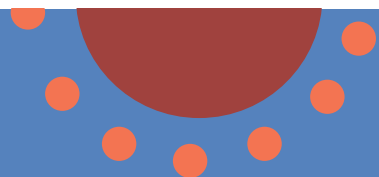




## *Governance*

We will measure and report on our RAP activities annually, celebrate our achievements, share our learnings and identify new opportunities on our journey towards reconciliation.

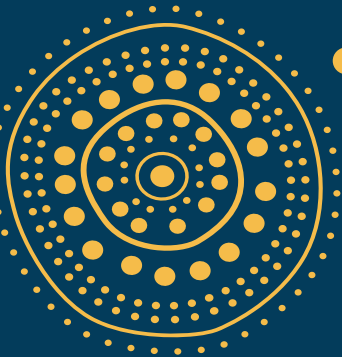




ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Establish and maintain an effective Reconciliation Action Plan Working Group (RWG) to drive governance of the RAP.</b>	Maintain a RWG to govern RAP implementation.	June 2024	RAP Working Group Chair
	Review and update a Terms of Reference for the RWG.	June 2024	RAP Working Group Chair
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	December 2023	RAP Working Group Chair
<b>Provide appropriate support for effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation.	August 2023	Lead: RAP Working Group Chair Support: Chief Operating Officer
	Engage senior leaders in the delivery of RAP commitments, including the National Leadership Team and each State Leadership Team.	August 2023	Lead: RAP Working Group Chair Support: Chief Operating Officer
	Appoint a senior leader to champion our RAP internally.	August 2023	MD & CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2023	Reconciliation Action Plan Working Group Chair
<b>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Head of Brand & Communications
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Head of Brand & Communications
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	Head of Brand & Communications
<b>Continue our reconciliation journey by developing our next RAP.</b>	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2024	Head of Brand & Communications

Peet Melbourne team visited the Indigenous Art from the NGV Collection during National Reconciliation Week 2022.





**RAP Contact:**

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Where *you* belong

**PEET**