



REFLECT RECONCILIATION ACTION PLAN

April 2023 - April 2024





ACKNOWLEDGEMENT OF COUNTRY

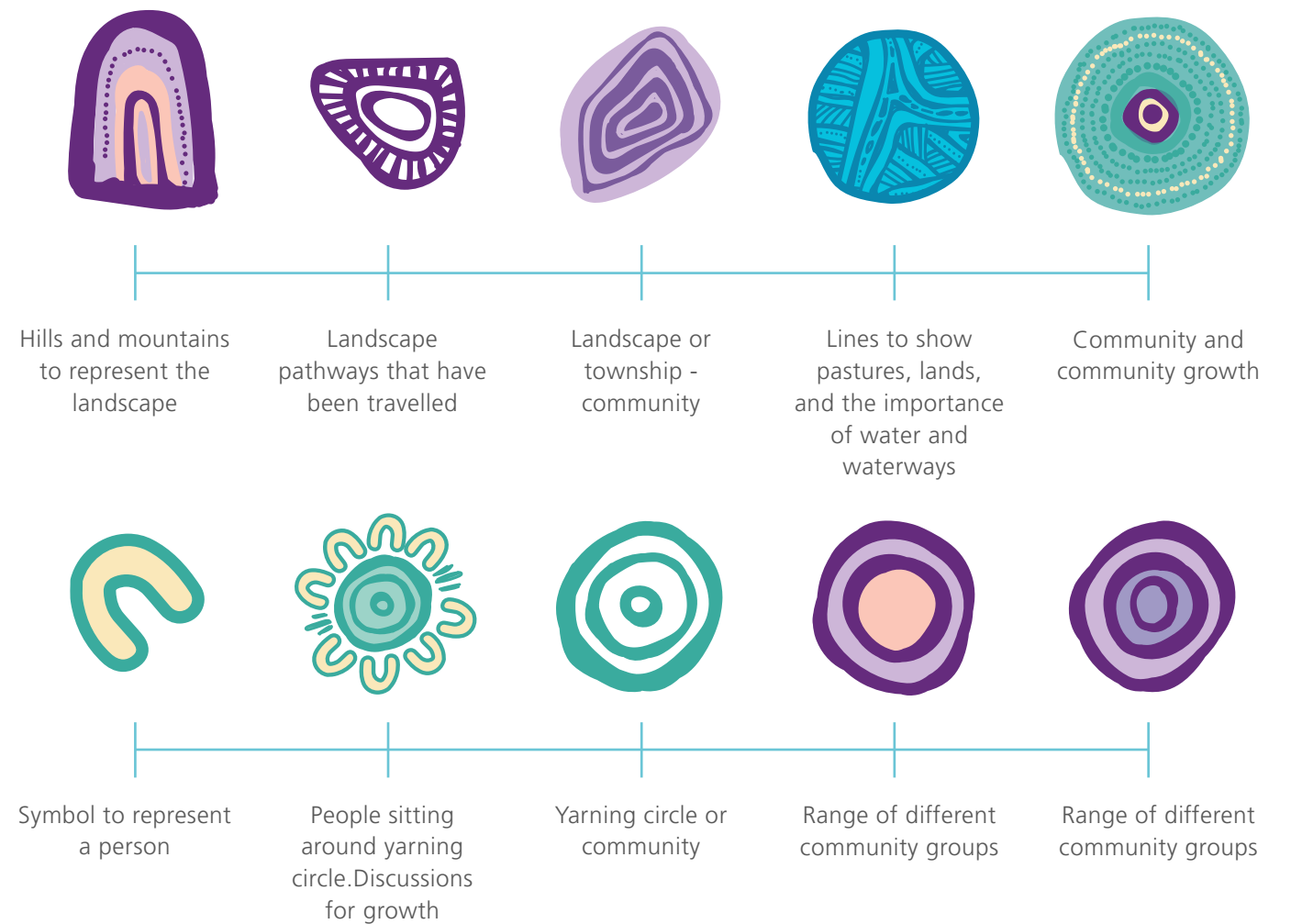
The a2 Milk Company (a2MC) acknowledges the Traditional Owners of the lands on which our business and dairy farmers operate.

As a business that is so closely tied to country we acknowledge and pay our respects to the First Custodians of this land and their Elders, past, present and emerging.



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RESPECTING TOGETHER ELAINE CHAMBERS

Respecting together, represents all of us coming together to respect the lands and waters to give us all a healthy product for our lifestyle.

I have chosen to create the centre piece representing a yarning circle and meeting place which reflects the central hub where ideas are generated, similar to our people's yarning circles.

This area leads out to different sections with the hills and mountains showing the landscape. The people located at the bottom area showcase pastoralists and waterways connecting smaller communities. Markings of our people are showcased across the areas on which The a2 Milk Company operates and pays respect to the Traditional custodians. This essentially ties into the significance of land and the waters in creating a healthy and nutritious product.

ABOUT THE ARTIST

My name is Elaine Chambers-Hegarty, and I am an Aboriginal Graphic Designer and Artist - with my cultural links to the Koa (Guwa), Kuku Yalanji, and Barada Barna people.

My parents were both born in Cherbourg Qld, after their parents were relocated there from their homelands, under 'the act' in the 1900's. Both my parents and my grandparents, are my inspiration! They have always encouraged me to have personal goals, and to always show respect and be proud of my heritage.

Their kind and nurturing ways have been a foundation in my life. Family is very important to me, and with my husband and our daughter, complete my

world! I was so blessed to inherit my Dad's creative genes. This artistic ability and my love of computers led me to pursue a career as a Graphic Designer straight after I had finished school. It has been such a wonderful profession and one I have thoroughly enjoyed for over 30 years. I've worked most of those years in News Media, and the last 10 years concentrating on my Aboriginal artwork. I enjoy the print part of Graphic Design.

I love to print on anything, from my designs for Indigenous Rounds for NRL and AFL, V8 SuperCar Championships, Health organisations, Building and Mining Companies who work with traditional owners and, the many Indigenous organisations I've designed for, I enjoy helping create something different and new for each of them.



A MESSAGE FROM OUR CEO



At The a2 Milk Company we recognise the importance of reconciliation and strengthening relationships between First Nations and non-Indigenous peoples and as such we have commenced our journey to develop a Reconciliation Action Plan (RAP) as our first step towards our reconciliation journey.

Developing a RAP sits at the intersection of our company purpose and community impact. We believe in 'pioneering the future of dairy for good' by being at the forefront of change and supporting the communities in which we operate. As a large proportion of our business operates within Australia, we understand we have a responsibility to raise our cultural understanding as well as address ways we can better support First Nations peoples through the core pillars outlined by Reconciliation Australia relating to relationships, respect and opportunities.

Fostering diversity and inclusion is an integral part of who we are. We recognise that our first RAP is underpinned by gaining a deeper understanding of what reconciliation means to First Nations peoples, while also exploring ways that we can contribute to making a greater positive impact to these communities. We have recently established a membership with the Diversity Council of Australia which we believe will complement the work we are undertaking on our reconciliation journey.

The a2 Milk Company has developed a community support framework which guides how we engage, invest in, and give back to our communities and act on relevant social issues. We have ongoing relationships in Australia with Landcare Australia and GIVIT, and we are particularly proud of our long-standing support of Foodbank Australia. In addition to supporting Foodbank and their work to address food scarcity, we have recently expanded our partnership to include Foodbank's School Breakfast Program. This support has allowed Foodbank to expand the program to an extra 47 schools in some of Australia's most remote First Nations communities with access to the School Breakfast Program. We are motivated by providing children with access to a nutritious breakfast to support their achievement of better learning outcomes. It's evident through our support of Foodbank that we can have a meaningful impact on First Nations communities, and we strive to do more over time.

Although we are only at the beginning of our reconciliation journey, we are committed to making meaningful impact in this area and are excited to see the positive outcomes we can help create, together.

David Bortolussi
Managing Director and CEO



A MESSAGE FROM RECONCILIATION AUSTRALIA



Reconciliation Australia welcomes The a2 Milk Company (a2MC) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The a2 Milk Company 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 The a2 Milk Company to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations to The a2 Milk Company, 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



WHO WE ARE

The a2 Milk Company is a dairy nutritional company, fuelled by its purpose to pioneer the future of dairy for good. The Company was founded in 2000 in New Zealand by scientist Dr Corran (Corrie) McLachlan and his business partner, Howard Paterson, who recognised that not all milk is the same.

Dr Corrie McLachlan joined Sir Robert (Bob) Elliot – who had earlier discovered that proteins in milk affect people differently – to pioneer research to understand these differences better. Originally all cows’ milk contained only the A2 protein type. The A1 protein arose through a genetic mutation over many years. Today, most regular milk contains a mixture of A1 and A2 proteins. Results of several published peer-reviewed human clinical trials have shown that A1 protein can cause digestion issues for some people. A scientific and proprietary way to identify cows that naturally produce A1 protein free milk was also discovered. Today, The a2 Milk Company continues to pioneer this science and research, bringing A1 protein free milk to the world, allowing more consumers to enjoy its unique digestive and other potential health benefits.

Australia is our most well-established market where we have had a continued strong focus since 2007 and are the market leaders in the fresh milk category. We have supplier contracts in place with a2 Milk® dairy farms that produce pure and natural a2 Milk® from specially selected cows across Australia. Each cow on these farms has been selected to produce milk with only the A2 protein and none of the A1 protein found in most regular cows’ milk.

Our purpose to pioneer the future of dairy for good talks to the positive impact The a2 Milk Company can have. We want to do better for people (including our consumers, community, farmers and team) and the planet (via animal welfare best practice, reduced GHG emissions, being nature positive and more sustainable packaging). Our goal is to create a safe, diverse, inclusive, and engaging place for our team to thrive, support our farmers and contribute to our communities.

The a2 Milk Company employs approximately 150 employees across Australia and over 450 globally with a continuously growing workforce. Our available people data does not capture whether we employ First Nations peoples across our business, however this is certainly an area we will be addressing throughout the duration of this Reflect RAP process to ensure we understand our people demographics more effectively.

We recognise our responsibility as an Australian business that we have a role to play in the reconciliation movement. We view this RAP as only the first step in a commitment to drive increased awareness of First Nations peoples, their histories and cultures and to collaborate on a more positive future for all.





OUR JOURNEY TOWARDS RECONCILIATION

The development of this RAP is the first formal step towards reconciliation that we have committed to as an organisation.

We believe the RAP framework provides a formalised approach to advancing reconciliation and we take this responsibility seriously and with upmost commitment. We believe it is appropriate to begin the process towards First Nations engagement with a formalised framework that involves First Nations peoples and one that will provide the pathway for genuine and authentic engagement and change.

To support our journey, we engaged Yarnnup, our Aboriginal consulting partner to assist with the mapping and development process for drafting and delivering this important strategic document as well as providing guidance for best approach to our deliverables in our first year. As we are early in our RAP journey we have not had any formal cultural awareness training or one-off initiatives. As we commence the process from a strengths-based approach, we believe this to be a positive as we navigate this journey with a genuine sense of curiosity and commitment. We will also be working with Yarnnup to deliver cultural awareness training to our Australia based team as we commence our journey in our Reflect RAP.

We are excited about the structure and direction a RAP provides which allows for the entire organisation to be engaged in the process. We see this as a powerful way to build momentum, having all our employees aware and contributing will create more profound and rewarding outcomes. Communication opportunities, such as the establishment of yarning circles for the sharing of thoughts and ideas will be essential for employee contribution and involvement creating meaningful collaboration through a unified approach.

We have made some positive impacts from a broader diversity and inclusion standpoint at The a2 Milk Company and are now looking to formally integrate a First Nations lens across this policy and framework. We are aware of the need for building cultural capability across our business which is critical to our success when looking to partner with First Nations businesses and communities as well as integrate First Nations employees into our team.

The process towards the development of this RAP has been organic, it has been a natural progression based on our evolution as a business and our corporate social responsibility. We have short term and long-term objectives and have been vocal about the long-term relationship we have started with Yarnnup as we look to embed First Nations capacity building throughout our business.

OUR VISION FOR RECONCILIATION

Having recently refreshed our purpose and vision internally and externally, we believe it is timely to develop a RAP that reinforces and complements our core values as well as focuses on our pillars of doing business the right way and supporting the communities in which we operate.

Our vision for reconciliation is to understand what reconciliation means to First Nations peoples, gain a deeper understanding of the significance of First Nations cultures and histories while beginning the process of understanding how we can contribute to positive outcomes through greater cultural awareness and capability.

One of our aspirations for reconciliation is to understand the significance of the relationship between First Nations peoples and the natural environment on which we operate.

As a dairy nutritionals company we recognise our reliance on nature to our success and the importance of creating a sustainable future for the environment. We believe there is vast potential for collaboration and engagement with First Nations peoples and communities in Australia. Our vision extends to the protection of the land upon where we live and work, engaging in sustainable practices and integrating the wisdom of First Nations peoples to learn and implement more effective land practices and management.

We envision a future where First Nations peoples form an integral part of our business model at a corporate level but also within our supply chain. The intention of this RAP is for it to form part of our broader diversity and inclusion framework. The RAP will integrate with our strategic plan, becoming a key part of our people and community focus.





OUR RECONCILIATION ACTION PLAN

This Reflect RAP demonstrates our formal commitment to reconciliation, building respect, trust and strengthening relationships for greater opportunities, both internally and externally with First Nations peoples.

As we progress with the implementation of this RAP we intend to build a workforce and an organisation that is reflective of the communities where we operate. We aim to do this through direct representation from First Nations peoples, we are also motivated to identify, develop and deliver opportunities within our sphere of influence for First Nations peoples indirectly. Having opportunities at both a corporate level as well as through our supply chain we are well positioned to have significant influence within a variety of communities across a wide landscape nationally.

Our operations span across Australia as well as New Zealand, China and the US and create a plethora of opportunities for potential engagement, employment and procurement.

With the RAP creating a link between The a2 Milk Company and First Nations communities, we aim to listen and engage with First Nations peoples to reflect on our own understanding of Australian history, to learn and build awareness, challenge existing beliefs and practices while identifying opportunities for a more positive and inclusive future.

Through our engagement with Yarnnup it is now evident to us the varying complexities of First Nations cultures and how nations differ in their cultural practices especially when engaging at a national level, so with the guidance of our consulting partner and other stakeholders, we aim to build our capacity to engage more effectively cross culturally, to use this as a stepping stone to more profound relationships built on trust and integrity.



THE OPPORTUNITIES

We have significant scope to increase the participation and representation of First Nations peoples and businesses across our organisation through direct and indirect channels.

We see the opportunities to create a thriving pipeline of relationships through employment, third party providers, farming relationships, supply chain and procurement.

There is also the capacity to build mutually beneficial business advisory partnerships. We see an opportunity for this through the engagement of relevant consultants that can advise us on specific land practices that can be applied to ensure sustainability and longevity of our business operations whilst also creating a positive impact on the planet.

The Company recognises that it has a responsibility to support and contribute to the communities in which it operates. a2MC strives to make a difference by helping communities thrive and supporting organisations that are helping to create a brighter future for children and families, and throughout communities. As such, the Company has developed a community support framework to guide how to engage, invest, and give back to the communities in which it operates, act on relevant social issues, and contribute to other programmes that are aligned to the Company's purpose and which employees are passionate about.

Through this community support framework, in FY22

we provided a \$100,000 cash donation to support Foodbank's School Breakfast Program. This has provided 47 schools in some of the Australia's most remote First Nations communities in the Northern Territory and South Australia access to the School Breakfast Program. We aim to continue our support for these types of initiatives to help provide better futures for those children and families in need.

There is a significant opportunity to build the cultural capacity of our business through the delivery of cultural awareness and capability training. This training can be the catalyst for leading conversations that instigate positive change. These sessions will be critical as we begin to engage First Nations peoples within our business and supply chain.

We will be embarking on a new talent acquisition model in which our recruitment provider will have the capacity to capture data as it relates to First Nations employees or sub-contractors. There is an opportunity to have a robust mechanism that allows individuals to self-identify, providing as little or as much information as they would like to share. This will be a vital tool towards understanding our employee demographics and metrics.

Our current Diversity Policy outlines our commitment to diversity, equal opportunity and zero tolerance of discriminatory behaviours or business practices.

We advocate 'respect @ work' and our People and Remuneration Committee are responsible for reviewing this policy periodically. The opportunity now presents

itself to formalise a First Nations lens within this policy and for it to form a considerable part of our broader Diversity and Inclusion strategy and roadmap.

We have a diverse workforce with offices across New Zealand, Australia, USA and China and promote diversity and inclusion within these offices. Our task is to now leverage this existing approach to have a strong First Nation focus where our employees are aware and understand the reason behind the reconciliation process, the objectives and how we will work to achieve similar outcomes to our broader diversity and inclusion success.

To date we haven't yet had the privilege and opportunity to leverage events such NAIDOC week and National Reconciliation Week, and we acknowledge there is an opportunity to use these events to raise awareness and the lead the RAP focussed initiatives in conjunction with these celebrations.

An opportunity presents itself to emphasise our connection with farmers and the land. The history of our business is deeply connected to the farmers and having strong ties to being disruptors and pioneers. We believe First Nations cultures and interpretation can add significant value to sustainable land practices and we are very interested to explore these opportunities to see where the synergies are and how we can capitalise on these for the benefit of First Nations communities across Australia and the individuals within them.





CHAMPIONING THE RAP WITHIN THE a2 MILK COMPANY

The commitment to begin this RAP journey has continued to be championed by our Chief People and Culture Officer Amanda Hart, along with Sustainability Associate Sophie Leitch. The internal RAP working group (RWG) has been carefully selected and represents a variety of business units that span the entire organisation. This diversity of representation was at the forefront when formalising the RWG, we were looking for a cross-section of the business to ensure the narrative and deliverables were implemented organisation-wide and will continue to engage relevant people across our organisation throughout our reconciliation journey. The goal was to maintain diversity of opinion, positions and departments to ensure the entire business was represented along this journey.

The RWG will consist of:

- Amanda Hart - Chief People & Culture Officer
- Sophie Leitch – Sustainability Associate
- Claire Alexander - Farm Services Manager
- Elyse Hargrave - Supply Chain Planning Manager - ANZ
- Catherine Williams – Supply Chain Co-ordinator
- Jarrad Linke - National Accounts Manager Fresh & Ambient
- Laura Cohalan - Senior Strategy Manager - Strategy
- Niall Darby - Cyber Security Analyst - IT

The RWG will be guided by an independent external advisory committee with First Nations representation and will be led by our consulting partner Yarnnup. This will form an integral component of our ongoing success and implementation to ensure the RAP is governed efficiently and in a culturally sensitive and appropriate manner.

When looking to engage with First Nations businesses, communities as well as new employees, having the external advisory committee to consult with will provide reassurance for our team to know that we have the appropriate guidance throughout these processes, we are respecting cultural protocols and engaging in a culturally effective manner, all while building our capability and capacity in the interim. This contribution by the external committee will also provide valuable insight, assessment, and independent unbiased feedback to ensure continuous improvement and progression on this reconciliation journey.



MOVING TOWARDS RECONCILIATION

One of the fundamental initiatives we need to action as an organisation is the delivery of cultural awareness training to provide a foundation for the implementation of the deliverables within this RAP.

Understanding perspectives, cultures, histories, and the current climate for First Nations peoples is essential to starting this journey effectively.

Diversity and inclusion has been a key metric for our business and we acknowledge that championing this concept is reliant on celebrating uniqueness of cultural heritage, lifestyle, families and life experiences. To be culturally adaptive we need be aware of our differences as people and the reasons for our actions, ways of being, understanding the cultural load of First Nations peoples and their commitments will be an eye opening and valuable experience for many of our employees.

Throughout our Reflect RAP we plan to deliver a series of cultural awareness training sessions to enable our team to deliver against our action plan.

As part of the RAP development process, we commissioned an Aboriginal artist to create a digital Aboriginal artwork that communicated the story of our business. We have discussed utilising elements of this artwork across the business to provide broad coverage and engagement internally and externally. The a2 Milk Company is excited to present this beautiful artwork and its elements within this document and for future use across our business

We have commenced initial discussions with Yarnnup about the potential employment pathways available within our business and how to best navigate this process, this will be a working progress and will form

a key component of our overall RAP objectives. The geographic diversity of our business provides a great starting point for this initiative to become a success, as a business with operations across Australia with a variety of career opportunities, we are hoping to provide avenues for long term career pathways.

Our farm services team are a real differentiator for our business, where significant opportunity exists from an employment, consultative and supplier perspective. Having a member of our farm services business team as part of the RWG provides valuable insight in to how we can navigate these opportunities and best capitalise on the geographic spread and opportunities available to engage with First Nations communities for a positive impact.

We also have two members of our supply chain unit on the RWG who will provide great insight into where opportunities are available for integration of First Nations businesses into our business model.

Initial conversations with our First Nations consultant have been positive, ambitious, yet realistic. We appreciate that we are at the Reflect phase of our RAP journey and are looking to understand our business more effectively before committing too broadly to initiatives.

Although, we are confident that with the representation available on our RWG and the support from the broader business, we can support our reconciliation aspirations adequately, working side by side with First Nations peoples towards a positive and prosperous future.



RELATIONSHIPS

Action	Deliverables	Timeline	Responsibility
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	1.1 Develop a list of Aboriginal and Torres Strait Islander organisations and peoples within our local community or sphere of influence	June 2023	Supply Chain Planning Manager
	1.2 Research and implement best practice approaches that support partnerships with Aboriginal and Torres Strait Islander peoples	July 2023	Supply Chain Co-ordinator
2 Build relationships through celebrating National Reconciliation Week	2.1 Introduce our team to National Reconciliation Week by circulating resources and materials	May 2023	Senior Strategy Manager
	2.2 Have RAP Working Group members participate in external National Reconciliation Week events	27 May – 3 June 2023	Chief People and Culture Officer
	2.3 Encourage all teams within Australia to attend at least one National Reconciliation Week event	27 May – 3 June 2023	Chief People and Culture Officer
3 Promote reconciliation and our RAP through our sphere of influence	3.1 Educate all staff on our reconciliation commitment and responsibilities within our RAP	April 2023	Chief People and Culture Officer
	3.2 Identity and connect with other RAP organisations to collaborate on our journey	August 2023	Supply Chain Planning Manager
	3.3 Amend People & Culture on-boarding documents to include reference to our RAP	September 2023	Chief People and Culture Officer
	3.4 Identify external stakeholders that our organisation can engage with on our reconciliation journey	October 2023	National Accounts Manager
	3.5 Publish our RAP on our intranet for easy access by our team	April 2023	Cyber Security Analyst
4 Promote positive race relations through anti-discrimination strategies	4.1 Conduct a review of current People & Culture policies and procedures to identify any anti-discrimination provisions and future needs	April 2023	Chief People and Culture Officer
	4.2 Research best practice and policies in areas of race relations and anti-discrimination	April 2023	Chief People and Culture Officer



RESPECT

Action	Deliverables	Timeline	Responsibility
1 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	1.1 Review current cultural learning and education to identify training needs required within the organisation	May 2023	Senior Strategy Manager
	1.2 Organise the delivery of workshops for internal cultural awareness	May 2023	Sustainability Associate
	1.3 Develop a formal cultural learning strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	May 2023	Chief People and Culture Officer
	1.4 Investigate and develop a better understanding of First Nations approaches to sustainable practises through mentorship and training initiatives	October 2023	Farm Services Manager
2 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	2.1 Recognise Aboriginal and Torres Strait Islander dates of significance	July 2023	Sustainability Associate
	2.2 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisations operational area	July 2023	Farm Services Manager
	2.3 Develop and implement a policy to increase understanding of the purpose and significance of cultural protocols. This includes understanding the significance and reason for Acknowledgement of Country and Welcome to Country protocols.	April 2023	Senior Strategy Manager
3 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	3.1 Raise awareness and share information about the meaning of NAIDOC Week	2 – 9 July 2023	Sustainability Associate
	3.2 Introduce staff to NAIDOC Week by promoting external events in our local area	June 2023	Sustainability Associate
	3.3 RAP Working Group to participate in external NAIDOC Week events	2 – 9 July 2023	Sustainability Associate



OPPORTUNITIES

Action		Deliverables		Timeline	Responsibility
1	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	1.1	Research best practice strategy approached for increasing Aboriginal and Torres Strait Islander employment within our organisation	September 2023	Chief People and Culture Officer
		1.2	Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and development opportunities	August 2023	Chief People and Culture Officer
2	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	2.1	Investigate Supply Nation membership	October 2023	Supply Chain Co-ordinator
		2.2	Research effective procurement strategies in similar organisations to understand best practise for our future First Nations procurement strategy	October 2023	Supply Chain Planning Manager



GOVERNANCE

Action		Deliverables		Timeline	Responsibility
1	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	1.1	Maintain a RAP Working Group (RWG) to govern and implement RAP	April 2023	Chief People and Culture Officer
		1.2	Establish Aboriginal and Torres Strait Islander representation on the RWG	April 2023	Chief People and Culture Officer
		1.3	Draft a terms of reference document for the RWG	April 2023	Sustainability Associate
2	Provide appropriate support for effective implementation of RAP commitments	2.1	Identify and define resource needs for RAP implementation	April 2023	Chief People and Culture Officer
		2.2	Engage senior leaders in the delivery of RAP commitments	April 2023	Chief People and Culture Officer
		2.3	Define appropriate systems and capability to track, measure and report on RAP commitments	April 2023	Cyber Security Analyst
3	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	3.1	Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia	30 September 2023	Sustainability Associate
		3.2	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 2023	Sustainability Associate
		3.3	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	1 August 2023	Sustainability Associate
4	Continue our reconciliation journey by developing our next RAP	4.1	Review RAP based on achievements, challenges and lessons learned	October 2023	Chief People and Culture Officer
		4.2	Register via Reconciliation Australia’s website to begin developing our next RAP	July 2023	Sustainability Associate



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