



REFLECT RECONCILIATION ACTION PLAN

February 2022 – February 2023





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WELCOME

We are pleased to present ISPT's inaugural Reflect Reconciliation Action Plan (RAP).

ISPT recognises and holds deep respect for Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of the land on which we live, work and socialise.

Our inherent link to land is not only central to our business, it also activates a strong connection to Country within ISPT's people and our broader business partnerships.

As we embark on our reconciliation journey, we recognise we have much to learn. This is one step on a long journey towards true reconciliation, and we're committed to doing the work.

This first Reflect RAP requires us to spend time reflecting on where we can step up, take action and make the most meaningful difference. Our Reflect RAP will be a framework to guide us as we build respectful relationships and identify opportunities to work with First Nations peoples.

Reconciliation is one of the focus areas of ISPT's *ESG Strategy*, and a natural extension of the diversity and inclusion principles that have been part of our culture for over 25 years. We have a target to embed reconciliation with First Nations Australians into all business processes and operations by 2025.

ISPT currently undertakes a range of activities across our properties, which will support our reconciliation aspirations. Development of the Reflect RAP has created greater strategic alignment and ensures we're capturing all the great work being done in the cities and communities in which we operate.

We would like to thank the RAP Working Group members for their time and commitment in bringing our Reflect RAP to fruition. Their passion and drive have set us up well and will continue to provide focus for our reconciliation efforts.

We look forward to and encourage involvement from the ISPT team, our business partners, customers, and communities in achieving the reconciliation actions outlined in this plan.

Rosemary Hartnett

Chair, ISPT Board

Daryl Browning

CEO, ISPT

A MESSAGE FROM RECONCILIATION AUSTRALIA

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

ISPT joins a network of more than 1,100 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 ISPT 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 ISPT, 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



INVESTED IN ALL, THE RICHER WE GROW

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The seed is planted, knowledge is shared, and connections are formed. As ISPT formally embarks on its reconciliation journey, its values and vision as an organisation are embedded into its Reconciliation Action Plan artwork.

At the centre, culture and diversity of your people are embedded. The concentric circles represent where ISPT is today and what your reconciliation journey aspires to achieve.

The vibrant colour palette represents sand, sun and water – elements integral for our communities.

Radiating out from the centre is our connection to, and recognition of, Aboriginal and Torres Strait Islander cultures and acknowledgement of its rightful place within this country. As ISPT employees and stakeholders connect and learn, this recognition becomes part of everyday life. Each circle represents this path to learning and increases as knowledge grows.

Our focus must always be on the future – ensuring we strive to do better and be better. Together, this is how we will thrive.

The artwork concept and narrative was developed by David Williams. David is a proud Wakka Wakka artist at Gilimbaa.



THE STATEMENT

“The truest meaning of reconciliation is that we reflect upon our history honestly so we can create a collective future together.”

by Brett Leavy, Virtual Heritage Jedi, resonates strongly with our RAP Group members and underpins our rationale for committing to a RAP.

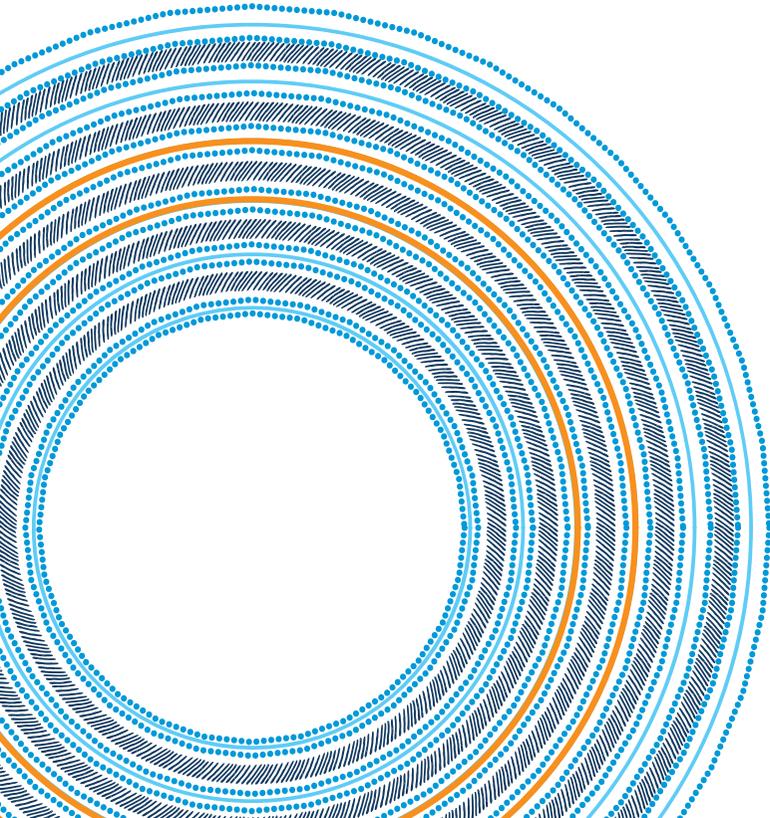
OUR BUSINESS

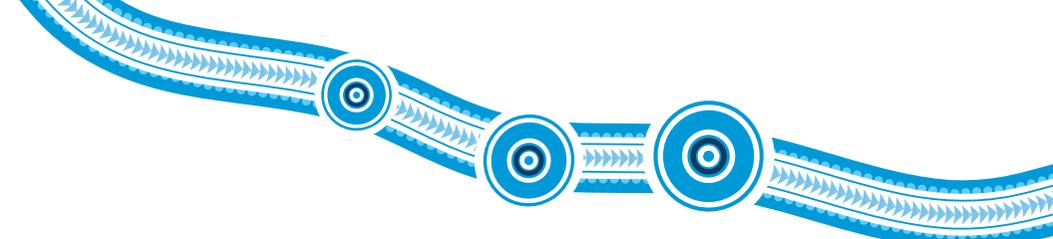
ISPT owns, develops and manages a diverse portfolio of commercial, retail, logistics, warehousing and residential property in Australia.

Our Investors are some of Australia’s largest industry superannuation funds, and ultimately the 50%+ of working Australians who have their retirement savings invested in ISPT property. For over 25 years our properties have been meaningful places for the retailers, companies, government departments and communities that use them.

ISPT has corporate offices in Melbourne, Sydney, Brisbane, Perth and Canberra. Our team of 181 people work together each day to help build the retirement savings of working Australians.

ISPT doesn’t currently profile whether any of our team identify as Aboriginal and/or Torres Strait Islander people, but we recognise this as an important part of our Reflect RAP. We’re developing a way for Aboriginal and Torres Strait Islander employees to self identify, through our recruitment and onboarding processes.





OUR RAP

At ISPT, everything we do is underpinned by our commitment to Environmental, Social and Governance (ESG) excellence. Our Reflect RAP has a natural alignment with the ISPT ESG Strategy and Framework and resonates strongly with our corporate values. As a responsible investor, ISPT participates in activities of greatest importance to our Investors, customers and communities. Our Reflect RAP is a natural extension of the ways we embed diversity and inclusion into our business and operations.

As part of our contribution to the United Nations Sustainable Development Goals, we focus on community wellbeing, inclusion and accessibility, reconciliation and community investment. We believe the RAP framework will further guide us in appropriate reconciliation actions that align with our strategic imperatives and values.

OUR INVESTORS

ISPT's *Investors* are some of Australia's largest industry superannuation funds, which means over 50% of working Australians have their super in our properties, including Aboriginal and Torres Strait Islander Australians. We believe it's crucial to recognise the Traditional Custodians of the land and pay our respects to those who protected it for over 60,000 years.

A genomic study has revealed that Aboriginal and Torres Strait Islander Australians are the oldest known civilization on Earth, with ancestries stretching back roughly 75,000 years. (Published in the Journal 'Nature' October 2016.)

OUR CUSTOMERS AND COMMUNITIES

Every day around Australia, ISPT properties are used by thousands of workers, shoppers and visitors. We all have a responsibility to honour the land and acknowledge its Traditional Owners. ISPT can play a part in broadcasting messages and stories from our First Nations people, educating our customers and community, and paying our deep respects to Aboriginal and Torres Strait Islander heritage of the land.

OUR TEAM

ISPT cultivates a *workplace* that is welcoming, respectful and embraces the diversity each team member brings. We want to be proactive in encouraging opportunities for Aboriginal and Torres Strait Islander employment.

Our reconciliation journey to date includes working with community groups and sponsoring activities, projects and events that demonstrate a commitment to reconciliation. We've also established a RAP Working Group with team members at every level who are actively researching and workshopping pathways to reconciliation goals. The Reflect RAP framework will support this group in undertaking appropriate, authentic and impactful activities to more deeply embed the principals of reconciliation into the heart of ISPT.

See page 15 for our RAP Working Group members.

OUR PARTNERSHIPS AND CURRENT ACTIVITIES

ISPT has built innovative and authentic partnerships, which create mutually beneficial activity that speaks to our commitment to Aboriginal and Torres Strait Islander peoples.

Our team has a desire to genuinely impact this community in a positive and sustainable way.

While the light shines on some of our more public community based partnerships, there are many uncollected stories of reconciliation in action taken by individual members in our team. We want to gather these experiences and share their learnings so we can further progress our reconciliation impacts, both within ISPT and with external business partners.

OUR FORMAL INITIATIVES

ISPT has invested in a number of initiatives that support First Nations peoples and groups, and provide a platform to respectfully share their stories, experiences and history.

ART AND CULTURE

ISPT has entered into a partnership with the National Gallery of Australia for the 4th iteration of the National Indigenous Art Triennial, titled Ceremony. Celebrating contemporary Indigenous cultures, the Triennial is Australia's first large scale recurring exhibition dedicated to contemporary Aboriginal and Torres Strait Islander art and artists. Running from 26 March to 31 July 2022, the event program will include several ISPT buildings across Australia, reaching our commercial audience and enriching the tapestry of our workplaces.

We've also commissioned a First Nations digital mapping of Canberra as a video wall installation at 7 London Circuit and curated an Indigenous art exhibition at 2 National Circuit. We hope these artworks encourage people to stop, reflect and celebrate Aboriginal and Torres Strait Islander cultures and history.

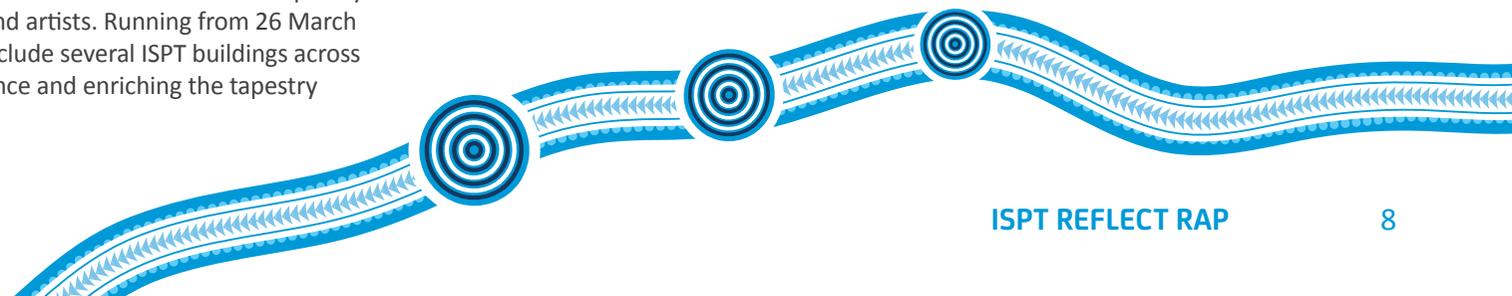
KARI

ISPT has been a supporter of KARI, Australia's largest Indigenous foster care agency, since 2016. KARI is an innovative and successful Aboriginal enterprise and their commitment to a better future for Aboriginal children, families and communities is at the centre of everything they do.

We sponsor the KARI Indigenous Leadership program, which helps raise the profile of Aboriginal leaders by closing the gap between Aboriginal and non-Aboriginal education and employment outcomes.

DREAM GALLERY, 2 CONSTITUTION AVENUE, CANBERRA

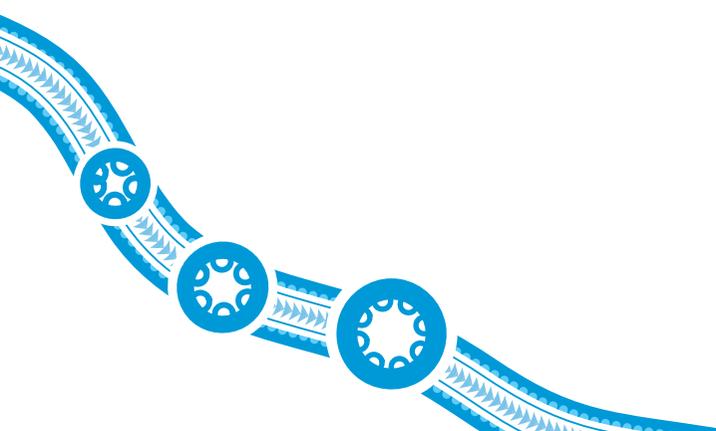
Dream Gallery was a collaboration with ACT Corrective Services to display artwork from Indigenous detainees at 2 Constitution Avenue, Canberra. Selected artworks were animated through augmented reality technology and others were available for purchase. A total 185 sales of artworks to a value of \$70,900 has resulted. Visitors to the exhibition could read rehabilitation stories from the artists, revealing the powerful connection between culture, community and the natural environment.



RELATIONSHIPS



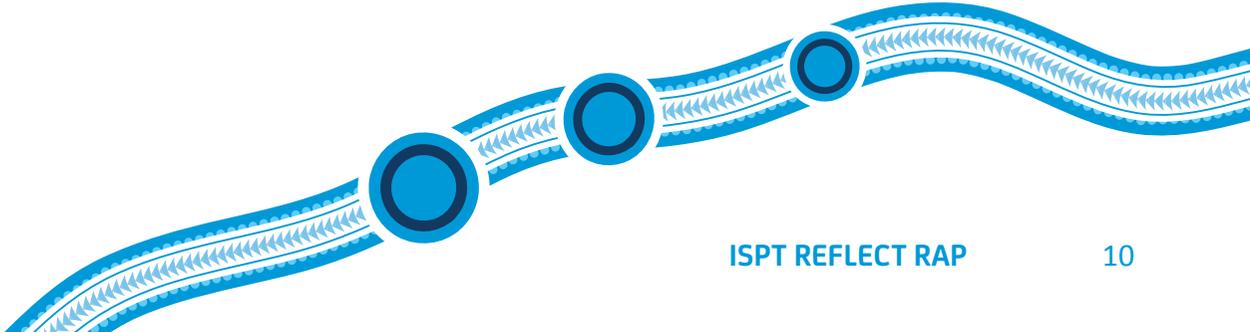
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations where our ISPT offices are located. 	February 2022	Leasing Coordinator
	<ul style="list-style-type: none"> Meet with KARI CEO and personnel to discuss ways we can strengthen our relationship. 	March 2022	General Manager, Sustainability & Technical Services
	<ul style="list-style-type: none"> Meet with the CEO of First Nations Foundation and Indigenous Super – https://indigenoussuper.com.au/ to consider ways of strengthening our relationship. 	May 2022	General Manager, Sustainability & Technical Services
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. Share the key points with the RAP Working Group and senior management. 	August 2022	Company Secretary
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia’s NRW resources and reconciliation materials to staff through internal communication channels. 	27 May – 3 June 2022	Social Impact Manager
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander representatives and/or Traditional Owners for story telling sessions with our team at our NRW event at each ISPT office. 	27 May – 3 June, 2022	Social Impact Manager
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. https://nrw.reconciliation.org.au/calendar 	27 May – 3 June, 2022	Social Impact Manager
	<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. 	27 May – 3 June, 2022	General Manager, Investor Solutions, Market Strategy and Engagement



RELATIONSHIPS



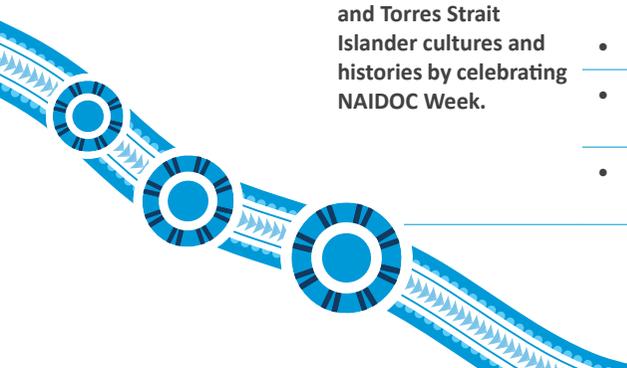
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	February 2022	CEO
	<ul style="list-style-type: none"> Direct staff to the Reconciliation Australia website as a source of information on reconciliation, days of cultural significance and protocols www.reconciliationaustralia.com.au 	March 2022	Social Impact Manager
	<ul style="list-style-type: none"> Create an internal source of sharing articles, information, event news and experiences that staff can access - 'RAP Chat'. 	March 2022	Social Impact Manager
	<ul style="list-style-type: none"> Identify and list any external stakeholders ISPT could engage with to share learnings on our reconciliation journey. 	April 2022	Portfolio Leasing Manager
	<ul style="list-style-type: none"> Invite key corporate and government customers to our RAP events and share any stories of engagement and reconciliation success. 	July 2022	Portfolio Leasing Manager
	<ul style="list-style-type: none"> Identify and create a list of RAP and other like-minded organisations we could approach to work with on our reconciliation journey, particularly industry partners who are further along in their RAP experience. 	April 2022	General Manager Operations
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	July 2022	People Operations Manager
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	September 2022	People Operations Manager



RESPECT



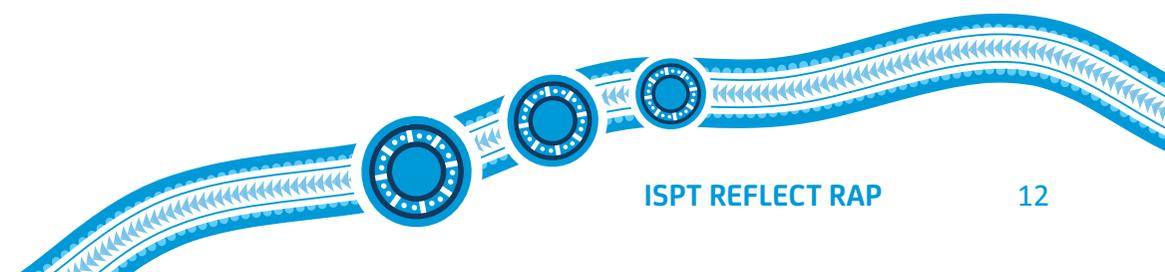
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within ISPT.	May 2022	People Operations Manager
	• Conduct a review of cultural learning needs within ISPT to guide our recommended Reflect RAP actions and inform a cultural awareness resource.	July 2022	Organisation Development Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within ISPT's operational areas and each office location.	June 2022	Leasing Coordinator
	• Develop an appropriate signature footer for all ISPT staff.	April 2022	Social Impact Manager
	• Consider plaques or signage acknowledging Traditional Owners, along with a process to authenticate this for each ISPT office location.	September 2022	Leasing Coordinator
	• Establish a process for gathering information about potential Traditional place names for office use (e.g. meetings rooms) and property locations.	September 2022	Leasing Coordinator
	• Research the resourcing required and present the proposal for place names to the Senior Leadership Group (SLG) for approval.	October 2022	Portfolio Leasing Manager
	• Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2022	Senior Manager, Brand & Communications
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst staff on the meaning of NAIDOC Week. Add NAIDOC Week to the corporate Intranet site and provide links to websites and other resources.	June 2022	Social Impact Manager
	• https://www.naidoc.org.au/get-involved/2021-theme		
	• Introduce our staff to NAIDOC Week by promoting local external events at each office.	June 2022	Social Impact Manager
	• RAP Working Group members to participate in an external NAIDOC Week event.	First week in July 2022	RAP Chair



OPPORTUNITIES



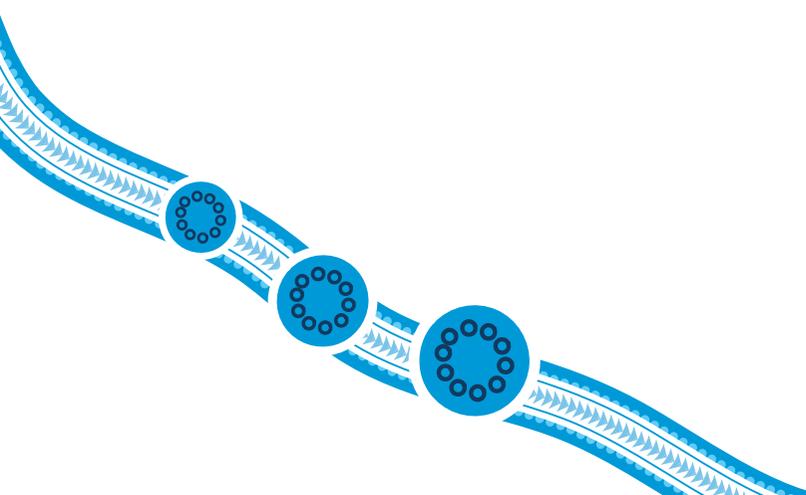
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for promoting Aboriginal and Torres Strait Islander employment within ISPT and to key stakeholders. 	April 2022	General Manager, People and Culture
	<ul style="list-style-type: none"> Identify key events, forums and networking opportunities with business partners where ISPT might participate in discussions to increase direct employment in their organisations. 	March 2022	General Manager, Operations
	<ul style="list-style-type: none"> Undertake analysis to: <ul style="list-style-type: none"> Understand the status of the companies we deal with (directly and via our managing agents) in relation to their RAPs and if they actively employ Aboriginal and Torres Strait Islander people. Talk with Construction companies and consider the joint opportunities for apprenticeships on ISPT projects. Explore the idea of Project Management Company internships. 	August 2022	General Manager, Operations
	<ul style="list-style-type: none"> Talk with Construction companies and consider the joint opportunities for apprenticeships on ISPT projects. 	July 2022	Development Manager
	<ul style="list-style-type: none"> Explore the idea of Project Management Company internships. 	October 2022	Development Manager
	<ul style="list-style-type: none"> Ensure the report on preliminary actions related to employment are the focus of a discussion at the RAP Working Group and at senior management level to generate proposed actions. 	October 2022	RAP Chair
<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities. 	August 2022	General Manager, People and Culture	



OPPORTUNITIES



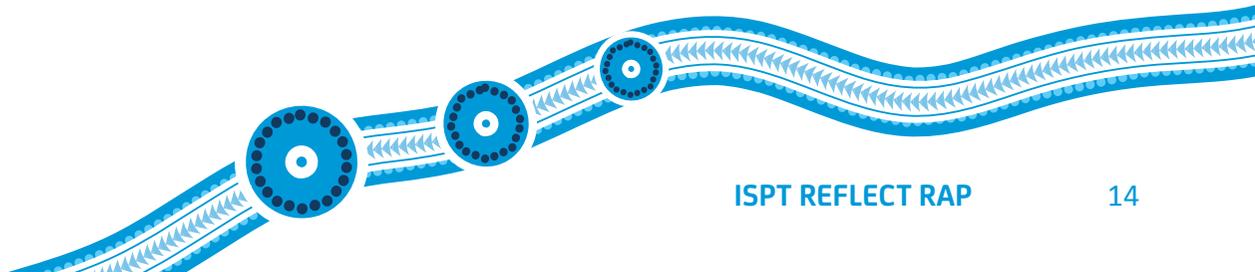
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	June 2022	Senior Procurement Manager
	<ul style="list-style-type: none"> Investigate Supply Nation membership and its value to ISPT. 	June 2022	Senior Procurement Manager
	<ul style="list-style-type: none"> Investigate our supply chain and establish current value of procurement from Aboriginal and Torres Strait islander businesses across ISPT. 	June 2022	Senior Procurement Manager
	<ul style="list-style-type: none"> Identify current Aboriginal and Torres Strait Islander business owners and informally discuss how ISPT might appropriately create greater support for their business activity and growth. 	June 2022	Senior Procurement Manager
	<ul style="list-style-type: none"> Encourage the procurement of products and services from Aboriginal and Torres Strait Islander owned companies in alignment with the approved business case. 	December 2022	Senior Procurement Manager
	<ul style="list-style-type: none"> Recommend that the 3 year plan for ISPT Procurement policy be updated to reflect a proactive consideration of Aboriginal and Torres Strait Islander owned companies or companies that support Aboriginal and Torres Strait Islander employment. 	December 2022	Senior Procurement Manager
	<ul style="list-style-type: none"> Ensure procurement staff are aware of Supply Nation and other state based 'Indigenous Chambers of Commerce' in alignment with the approved business case. 	June 2022	Senior Procurement Manager



GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain a RAP Working Group to govern RAP implementation.	February 2022	RAP Chair
	• RAP Working Group to meet quarterly.	February, May, August, November 2022	RAP Chair
	• Draft a Terms of Reference for the RAP Working Group.	February 2022	Company Secretary
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	March 2022	RAP Chair
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	April 2022	General Manager, Sustainability & Technical Services
	• Engage senior leaders in the delivery of RAP commitments.	May 2022	General Manager, Investor Solutions, Market Strategy and Engagement
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2022	RAP Chair
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022	Company Secretary
	• Share RAP actions and celebrate successes with stakeholders and staff.	September 2022	Company Secretary
	• Provide regular reporting to senior management and the PCC on RAP activity and outcomes.	May and October 2022	RAP Chair
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia’s website to begin developing our next RAP.	November 2022	RAP Chair



OUR RAP WORKING GROUP

Hazel Thurlow (Chair)	General Manager, People and Culture
Jane Falconer	RAP Champion, Social Impact Manager
Candice Longmire	Leasing Coordinator
Will Milnes-James	People Operations Manager
Warren Smith	General Manager Operations
Craig Blake	Portfolio Leasing Manager
Barbara Hutchinson	Company Secretary
Sean McGarrity	Development Manager
Liz De La Mette	Procurement Business Partner

CONTACT

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