

# LandCorp's 2014-2016 RAP Progress Report

## January 2014– June 2016

- Target Exceeded
- Target Behind Schedule
- Target Achieved
- Target on Track to be Achieved
- Target at Risk

### 1. RELATIONSHIPS: Working together to build better relationships

We work closely with Aboriginal communities to make sure our developments are of the highest standard. Through partnership and engagement with Aboriginal and Torres Strait Islander staff, contractors, consultants and people, we together create communities that can be vibrant and prosperous into the future.

| Action  | Target   | Target Date         | Progress   |   |
|---|--|---------------------|--|---|
| 1.1 Executive support of implementation of Reconciliation Action Plan   | RAP developed collaboratively with Aboriginal and Torres Strait Islander and other LandCorp Staff.   | July 2014           | RAP developed with engagement of staff and external stakeholders.<br><br>Executive approved subject to further inclusions June 2014. Completed.  | <span style="color: green;">●</span>      |
| 1.2 Establish an Internal RAP Working Group to actively monitor RAP development, including implementation of actions and tracking progress. | Working Group identified.<br><br>At least two RAP working group meetings per year.   | Sept 2014           | RAP Working Group established October 2014.<br><br>First meeting was held on 1 December 2014. Subsequent meetings held 22 April, 29 June, 14 July, 21 September, 15 December 2015, 16 February 2016, 24 May 2016   | <span style="color: blue;">●</span>       |
| 1.3 Celebrate National Reconciliation Week with a staff event on building relationships with Aboriginal and Torres Strait Islander people   | A National Reconciliation Week event to be held.<br><br>All staff are encouraged to participate in at least one event during National Reconciliation Week. | 27 May- 3 June 2014 | A bush tucker staff morning tea was held on 29 May 2014 with a cultural performance incorporated into a Welcome to Country by Uncle Ben Taylor and representatives from HALO Leadership and Development Agency   | <span style="color: lightgreen;">●</span> |
|   |  | 2015                | A bush tucker staff morning tea was held on 28 May 2015 with Shaun Nannup providing a Welcome to Country and Prof. Marion Kickett talking about Aboriginal resilience. Key stakeholders were invited from the Blackmore Park Estate RAP initiative. Marion's presentation was later shared with all staff via email. |   |
|   |  | 2016                | 2016 Reconciliation Week was celebrated with a presentation to staff by Troy Bennell who told the stories of the Land by the Ocean. An   |   |

| Action   | Target  | Target Date              | Progress   |
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| 1.4 Recognise and pay respects on Sorry Day  | Acknowledgement through LandCorp internal communications (intranet and email)<br><br>Staff encouraged to participate in events to hear stories of those affected by the stolen generations. | May 2014<br><br>May 2015 | <p>electronic copy of the stories and associated artwork was distributed to all staff.</p> <p>May 2014 - Sorry Day recognised via staff email and promoted on iLand (Intranet). Local Perth Sorry Day event promoted to staff.</p> <p>May 2015 – Sorry Day recognised via email to all staff and local Perth Sorry Day events promoted to staff</p> <p>May 2016 – Sorry Day recognised via email to all staff and local Perth Sorry Day events promoted to staff</p>   |
| 1.5 Work with Traditional Owners on implementing current Native Title Agreement commitments. | All requirements of Native Title Agreements are met.  | Report as at June 2016   | <p><b>Broome Road Industrial Estate ILUA (Yawuru):</b> letter sent to Yawuru regarding seed collecting and tender criteria included in Stage 1 Civil Works as required under ILUA.</p> <p><b>Internal Processes:</b> LandCorp has conducted an assessment of all Native Title Agreements, located all Native Title and Future Act agreements and stored them in its e-filing system. Analysis of compliance with Agreement conditions and payments is complete. Financial payment reconciliations with the claimant groups has commenced.</p> <p>The Department of Lands presented a detailed briefing to staff of the Notice of Intention to Take processes and Native Title and Land Administration Act obligations that LandCorp would need to manage/navigate.</p> <p>Briefings have been provided by Department of Premier and Cabinet on the South West Settlement processes.</p> <p>Native Title processes are now included in the Opportunity Assessment and High Level Business Cases of the LandCorp procedures manual.</p> <p><b>Exmouth Land Agreement</b> (Gnulli Claim Group): executed on 24 May 2014. It is the first Native Title agreement of its kind, enabling the State and LandCorp to proceed with development prior to a Favourable Final Determination being made. The Native Title benefits will be held in trust and paid to the Native Title Holders once a Favourable Final Determination has been made.</p> <p><b>Browse ILUA (Waardi):</b> the State Government has transferred to Waardi, 31 residential lots. An agreement is in place with Department of Housing to build houses on 6 of those lots.</p> |

| Action   | Target   | Target Date                   | Progress   |
|--|--|-------------------------------|--|
| <p>1.6 Consulting with Traditional Owners on all LandCorp's future development sites</p> | <p>Five sites have undertaken discussions with Traditional Owners including:</p> <ul style="list-style-type: none"> <li>• McLarty Site, Collie (Gnaala Karla Booja)</li> <li>• Newman Expansion Lands (Karlka Niyaparli Aboriginal Corporation)</li> </ul> | <p>Report as at June 2016</p> | <p>There remains to be transferred 1 x light industrial lot (which has been delayed at the request of the Waardi people) and 15ha of englobo land in 3 tranches. In May 2015, 18 of the transferred lots were repurchased by LandCorp at the request of the Waardi people to facilitate construction of houses on the lots remaining in Waardi ownership.</p> <p><b>Newman LIA (Karlka Niyaparli):</b> Presented at a Karlka Niyaparli meeting (Nov 2014) to discuss proposed Native Title agreement over Stage 4 of the Light Industrial Area in Newman. No agreement has yet been reached.</p> <p><b>Burrup SIA (Ngarluma, Yindjibarndi, Wong-Goo-Tt-Oo, Yaburara Mardudhunera):</b> Where required leases include obligations of the Burrup and Maitland Industrial Estates Agreement (such as employment undertakings and payments).</p> <p><b>South West Settlement:</b> LandCorp has signed this agreement and has been working with the South West Land and Sea Council on agreeing and implementing the Noongar Standard Heritage Agreement from the South West Settlement.</p> <p><b>Anketell SIA (Ngarluma):</b> Consulted with Traditional Owners on the planning of the Strategic Industrial Area</p> <p>Ten sites have undertaken discussions with Traditional Owners including:</p> <p>Late 2013 - Met with Gnaala Karla Booja to provide a summary of the Cabinet Decision to relocate the State Explosives Reserve to the McLarty State Forest. Summary included detail on the statutory processes required to relocate the facility including the Notice of Intention to Take and also review of Aboriginal Heritage matters. LandCorp was well received and thanked for providing the summary. Prior to going to tender, LandCorp will consult with the Gnaala Karla Boodja regarding fencing, road works and paving opportunities.</p> <p>Ongoing – LandCorp has kept Karlka Niyaparli Aboriginal Corporation updated on progress with BHP on the Newman Expansion.</p> |

| Action | Target                                     | Target Date | Progress   |
|--------|--|-------------|--|
|        | • Wyndham Residential Infill (Balanggarra) |             | Ongoing – consultation with the Traditional Owners is being led by the Department of Premier and Cabinet to resolve the ILUA process.  |
|        | • Broome North LDP3 (Yawuru)               |             | Structure plan prepared in conjunction with Yawuru over LandCorp and Yawuru land holdings is now approved.   |
|        | • Broome Road Industrial Estate(Yawuru)    |             | LandCorp and Nyamba Buru Yawuru have signed a Deed to Licence for LandCorp to undertake minor construction works within their adjacent land holding. Employment targets have been met with just under 15% Yawuru content (excluding materials)   |
|        | <b>NEW INITIATIVES:</b>                    |             | <p><b>Anketell SIA (Ngarluma):</b> LandCorp met with Traditional Owners to discuss the improvement scheme initiation and invite formal feedback.</p> <p><b>Beverley (Ballardong):</b> LandCorp consulted with and agreed an Indigenous Land Use Agreement with Ballardong Elders on land development in Beverley.</p> <p><b>Styles Road, Port Hedland (Yamatji Marlpa Aboriginal Corporation):</b> LandCorp is working with the Yamatji Marlpa Aboriginal Corporation regarding future development at Syles Road, Port Hedland</p> <p><b>Batavia Coast Marina (Yamatji Marlpa Aboriginal Corporation):</b> LandCorp provided an overview of the Batavia Coast Marina and have requested information on local Aboriginal businesses to share with our suppliers and investigate further economic development opportunities.</p> <p><b>Alkimos (Whadjuk):</b> In conjunction with partner, Lend Lease, commenced discussions with Whadjuk Elders on development surrounding Karli Springs at Alkimos</p> <p><b>Internal Processes:</b> LandCorp has worked with Wangamarra Consulting to develop a simple guide on appropriate communication protocols with Aboriginal people. These highlight culturally appropriate practices.</p> |

## 2. RESPECT: Recognise and promote Aboriginal and Torres Strait Islander Culture and Heritage

We recognise and support Aboriginal and Torres Strait Islander cultures and heritage. Our tangible appreciation and demonstration of respect for Aboriginal and Torres Strait Islander peoples helps to support positive relationships that are mutually rewarding, assisting us in our work to create strong communities and supporting Aboriginal and Torres Strait Islander peoples to be visible and involved community members.

## Focus area: Heritage

| Action   | Target   | Target Date                      | Progress   |
|--|--|----------------------------------|--|
| 2.1 Meet Heritage statutory requirements on all projects   | All heritage statutory requirements met.   | Report as at June 2016           | <p><b>Karratha City Centre:</b> Engaged with Ngarluma to ensure all artefacts were removed and safely stored from Karratha Health Campus site. Monitors were also used during initial ground disturbing activity as per conditions in the approved section 18 notice.</p> <p><b>Newman Mixed Business:</b> LandCorp undertook a desktop and options analysis for the site.</p> <p><b>Swanbourne High School:</b> LandCorp completed a heritage compliance report to meet the conditions of the Section 18 Approval.</p> <p><b>Mangles Bay Marina:</b> Section 18 Approval granted for the Tourist Precinct with conditions. Actions are being implemented to address conditions.</p> <p><b>Noongar Standard Heritage Agreement:</b> is in the final stages of negotiation with the South West Land and Sea Council. Two briefings have been provided to operational staff on steps for compliance with the Noongar Standard Heritage Agreements.</p> |
| 2.2 Work with Traditional Owners to recognise Aboriginal heritage, culture and history at a local level within projects. | <p>Nine sites have achieved heritage recognition targets including:</p> <p><b>Oakajee Industrial Estate:</b> Create an Aboriginal reburial area within the Oakajee buffer zone to re-bury ancestral remains which may be disturbed during the development of the Oakajee Industrial Estate. Also to act as a transfer station for the return of remains to the Geraldton region currently held in other locations until suitable reburial areas in ancestral homelands can be created.</p> <p><b>Batavia Coast Marina Stage 2 (Geraldton):</b> investigate opportunities for appropriate recognition and interpretation of local Aboriginal culture.</p> | <p>Dec 2014</p> <p>June 2015</p> | <p>Thirteen sites are in the process of working towards achieving heritage recognition targets, with progress against targets and new initiatives detailed below:</p> <p>Discussions for a reburial site occurred with Department of Aboriginal Affairs and Yamatji Marlpa Aboriginal Corporation. LandCorp decided to transfer a suitable and agreed portion of land from the Oakajee Industrial Estate to the Yamatji Marlpa Aboriginal Corporation for this purpose.</p> <p>LandCorp with the Mid West Aboriginal Organisations Alliance and provided an overview of Stage 2 at this early phase. The Alliance is keen to be involved in the Aboriginal interpretation and history of the site. Further consultation to take place with Aboriginal groups as part of the community consultation process.</p>  |

| Action | Target   | Target Date | Progress   |
|--------|--|-------------|--|
|        | <b>Nimitz Residential, Exmouth:</b> develop a Cultural Heritage Management Plan in conjunction with the Gnulli Working Group.  | April 2015  | LandCorp is progressing its obligations under the Exmouth Land Agreement with the Yamatji Marlpa and the Gnulli working group. This includes identifying Aboriginal names for streets and the preparation of a Cultural Heritage Management Plan and Cultural Awareness Training.  |
|        | <b>Halls Creek:</b> work with the Kija and Jaru through the Land Housing and Heritage Advisory Board on land development planning.                                   | Dec 2014    | Ongoing  |
|        | <b>Broome:</b> work with the Mabu Yawuru Ngan-ga language centre to develop a name and branding for Local Development Plan 3 area.                                   | Dec 2014    | This process is ongoing.   |
|        | <b>Broome:</b> work with the Yawuru on co-branding and potential for indigenous re-naming of Broome Road Industrial Estate   | Dec 2014    | The Yawuru have agreed to a co-branding of Broome Road Industrial Estate as "Warrgamburu Birragan".  |
|        | <b>Newman Town Centre:</b> identify opportunities to recognise Niyaparli culture through the development of a detailed Town Square concept.                          | June 2015   | LandCorp is facilitating discussions with the Niyaparli and Martu peoples to provide relevant artwork and interpretation that speaks specifically for Newman Country. Among other consultations, a two day workshop has been held with Traditional Owners, the Niyaparli and Traditional Custodians, the Martu people regarding the artwork. The significance of this opportunity is that it reunites traditional cultural management stories that were handed from Traditional Owners (Niyaparli) to Traditional Custodians (Martu) at the time of people being dispersed through Country. The world-renown Martu artists have their old ones working with the Niyaparli old ones to develop the public works for proud display in the Newman Town Square. In addition, this process is being documented by film which will be displayed in the town square's digital screen at the opening and during other community and civil occasions. |
|        | <b>Kwinana Educational Precinct:</b> development of a community garden, involving Aboriginal and Torres Strait Islander students at Gilmore College through Clontarf | July 2014   | Workshops held and garden design completed. Works commenced in May 2014 and a formal opening of the Gilmore Native Garden was held in September 2014 and included a Welcome to Country delivered by local Elder Charlie Kickett.   |

| Action | Target | Target Date | Progress |
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Academy, to recognise local Aboriginal culture.

**Alkimos Beach** – in collaboration with our partner Lend Lease and Traditional Owners, commence development of a conservation plan to ensure the long term protection, interpretation and recognition of Karli Spring as an area of significance.

Nov 2014

LandCorp's partner Lend Lease will be holding workshops (proposed early in 2016) to engage with the Aboriginal representatives in relation to desired design and community outcomes for Karli Springs and other events / interpretative elements that may be incorporated into some of the parks. High level discussions have already commenced with Traditional Owners in preparation for these Workshops.

**NEW INITIATIVES**

**Kununurra** - Lakeside and foreshore - Gravity Sewer Works Area Reserve 41812 - LandCorp, at the request of MG Corporation, facilitated the planning for the installation of a bilingual plaque to commemorate and raise awareness about the historical significance of the site (previously a traditional camping ground for the Miriuwung people). The plaque will be developed with the Mirima Dawang Woollab-geering Language Centre.

**Alkimos Beach** – An “Evening Under the Stars” celebrated the Traditional Stories associated with the place; this will be an annual free community event.

**Alkimos Beach** – Interpretive cards that build on the ‘sense of place’ will be included into residents’ Welcome Pack. The first 6 stories will be included in the July welcome.

**Alkimos Beach** – Park F is to include interpretive elements. The park opened in September 2015.

**Cockburn Coast** - Approval of the public realm guideline for the Robb Jetty (now Shoreline) and Hilltop Precinct identifies areas for Aboriginal heritage interpretation through various methods - public art, way finding and street naming. Site specific areas for Cockburn Coast include the foreshore and Hilltop areas.

**Koorilla Primary School:** recognition of Aboriginal Heritage and the mythological significance of the Ceremonial Tree Site known as Coolbellup Wardang (Crow) Tree in the North Western Corner of Packham Reserve.


| Action   | Target  | Target Date             | Progress  |
|--|---|-------------------------|---|
| 2.3 Offer Traditional Owners 'monitoring' of works on projects likely to detect an cultural material disturbed on development sites. | Identify sites for monitoring. Report on the number of sites monitored during each reporting period and the name of the Traditional Owners monitoring each site | Report as at: June 2016 | <p><b>Kununurra Lakeside and Foreshore:</b> a bilingual plaque has been installed to commemorate and raise awareness about the historical significance of the site which was previously a traditional camping ground for the Miriuwung people.</p> <p><b>Karnup:</b> appointed Kamarang Services to provide a summary of the traditional stories and knowledge of the Karnup site.</p> <p><b>Karratha City Centre Project:</b> Monitors from Ngarluma were engaged during initial ground disturbing activity at the Karratha Health Campus site as per condition in the Section 18 approval.</p> <p><b>East Port Hedland:</b> One Kariyarra Monitor was engaged for one day to monitor geotechnical test pit works for Stage 3 (Aug 2014).</p> <p><b>Buckingham Way, Collie:</b> Monitors from Gnaala Karla Boodja were engaged for initial ground disturbing works from July-August 2014</p> <p><b>The Springs Rivervale:</b> LandCorp conducted an archaeological excavation in January 2015. The excavation had Aboriginal monitors and consultants present to advise on any findings, who were actively involved in the physical archaeological digging. The site contains a Registered Site.</p> <p><b>Broome Road Industrial (Warrgamburu Birragun):</b> Yawuru Cultural Monitors have been engaged in heritage monitoring throughout the civil works of Stage 1.</p> <p><b>Broome North:</b> Yawuru Cultural Monitors have been engaged in heritage monitoring on the dual use pathway</p> <p><b>Januburu Six Seasons (Broome):</b> Yawuru Cultural Monitors have been engaged on new drainage outlet installation at Januburu Six Seasons</p> |


#### Focus area: Culture

| Action  | Target   | Target Date            | Progress  |
|---|--|------------------------|---|
| 2.4 Work with local Aboriginal communities to identify Aboriginal names for streets and parks in selected LandCorp estates. | <p>Four projects with Aboriginal naming initiatives:</p> <p>Names are selected in consultation with the local Aboriginal community including in:</p> | Report as at June 2016 | <p>Eight projects with Aboriginal naming initiatives:</p> <p>A number of Thalanyji and European street names have been endorsed by local Aboriginal</p> |



| Action  | Target   | Target Date | Progress  |
|---|--|-------------|---|
|   | Onslow Residential (Barrada Estate) with the Thalanyji                       |             | people and the Shire of Ashburton for use at Barrada Estate. All names will have to be approved by the Geographic Names Committee.  |
|   | Nimitz Residential, Exmouth with the Yamatji Marlpa and Gnulli Working Group |             | LandCorp is progressing its obligations under the Exmouth Land Agreement with the Yamatji Marlpa and the Gnulli working group. This includes identifying Aboriginal names for streets and the preparation of a Cultural Heritage Management Plan and Cultural awareness training.                                   |
|   | Broome North Gujara Estate and LDP3 with Yawuru                              |             | <i>To be commenced</i>  |
|   | Broome Road Industrial Estate with Yawuru                                    |             | <b>Broome Road Industrial Estate:</b> the Estate is now named "Warrgamburu Birragan". The main street in the Estate has also been named Warrgamburu Drive.  |
|   | <b>NEW INITIATIVES</b>   |             | <b>Kwinana Education Precinct:</b> Three road names approved in Kwinana Education Precinct with Aboriginal heritage reference, being Mundabiddi Drive, Yardie Lane and Meelup Lane.   |
|   |  |             | <b>Kalgoorlie GreenView at Karlkurla Estate:</b> Six road names taken from the two prominent languages in the Goldfields. Names used are local flora and fauna.   |
|   |  |             | <b>Carnarvon North Water Stage 4:</b> Adopted two Aboriginal street names – Parnaa View and Yaburru Loop – as per the Carnarvon Land Agreement obligations.   |
|   |  |             | <b>White Gum Valley:</b> Two Aboriginal names were submitted - "Cower" - the name of the Purple Crown Lorikeet and "Karak" - the name of the Red Tailed Black Cockatoo. Both names received approval from the South West Aboriginal Land and Sea, Whadjuk Working Party and the City of Fremantle in November 2014. |
|   |  |             | <b>Neerabup:</b> Maintained the entry road name of Neerabup Road which is thought to come from the Aboriginal word <i>Neerimba</i> which means pelican.   |
|   |  |             | <b>Girrawheen:</b> Installed interpretive signage in the landscaping to provide traditional Noongar words for some plants within the landscaping.   |
| 2.5 Development and delivery of Aboriginal public art projects. | Installation of art in Coolibah Estate, Kununurra through Waringarri Arts.   | July 2014   | Artwork created and was due for installation July 2014. However this was delayed to late 2015 due to concerns of the Shire over maintenance costs. These concerns have now been resolved and installation is scheduled.   |

| Action  | Target   | Target Date            | Progress   |
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|   | Investigate opportunities for public art in the Newman Town Centre development.  | June 2015              | The Shire endorsed the Town Centre concept plan in August 2014. LandCorp is facilitating discussions with the Nyiyaparli and Martu peoples to provide relevant artwork and interpretation that speaks specifically for Newman Country. The world-renown Martu artists have their old ones working with the Nyiyaparli old ones to develop the public works for proud display in the Newman Town Square. In addition, this process is being documented by film which will be displayed in the town square's digital screen at the opening and during other community and civil occasions. |
|   | Inclusion of public art in Karratha Town Centre (Karratha Quarter project)   | June 2015              | Ongoing  |
|   | <b>NEW INITIATIVES:</b>  |                        | <p><b>South Hedland Town Centre:</b> In July 2015, Yurra Pty Ltd (75% owned Aboriginal business with over 44% Aboriginal employment) and LandCorp undertook a yarn bombing exercise with the South Hedland Primary School (which is majority Aboriginal and Torres Strait Islander students). This involved the children yarn bombing tree guards that will be installed in the South Hedland Town Centre</p> <p><b>Batavia Coast Marina:</b> the tender for public art contained a heavy weighting towards Aboriginal Artists.</p>  |
| 2.6 Cultural awareness training and development for staff – raise awareness and increase knowledge of staff in relation to Aboriginal and Torres Strait Islander culture. | 100% of staff who have been employed by LandCorp for six months or more have cultural awareness training.                    | Report as at June 2016 | 95% of staff employed more than 6 months have completed CAT training. A training session will be run once there is enough new staff to make it viable. This training session will bring it up to 100%.    |
|   | Develop and implement an 'online' cultural awareness training module as a refresh for staff to reinforce cultural awareness. | Sept 2014              | Originally implementation of on-line learning module was proposed for February 2015 and cultural awareness refresher training to be established by July 2015. However there are now no plans to roll out an online course as we believe there is more value in doing this training face to face via more interactive workshops.  |
|   | <b>NEW INITIATIVE:</b> Site Specific Cultural Awareness Training   |                        | <p>The Metropolitan Division launched its plan in September 2014 in Alkimos. A talk was given to the group by Danny Ford of Kambarang Services about how the lives of the Aboriginal people had been affected in the early years and what is needed to help improve the lives of the Aboriginal people of today and the generations to come.</p> <p>Three Development Managers attended a weekend cultural awareness camp run by Yawuru Elders and Law bosses. This provided</p>   |

| Action  | Target  | Target Date            | Progress  |
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|   |   |                        | a more detailed understanding of Yawuru culture and has improved our relationships.<br><br>The Manager Pilbara and Regional Manager Karratha attended a cultural awareness camp run by a Ngarluma-Yindjibandi man. This provided a more detailed understanding of connection to country and has improved understanding of Aboriginal culture.   |
|   | <b>NEW INITIATIVE:</b> Learning Circles   |                        | Thirty-five employees have attended three intimate group learning circles where they are encouraged to ask questions and discuss correct protocols to build confidence when working with Aboriginal people. Positive feedback has been received from staff about this initiative.   |
| 2.7 Recognise Traditional Owners of the land at corporate and regional events by following our established protocols. | Conduct an Acknowledgement of Country at all significant events and staff briefings.            | June 2016              | Acknowledgement conducted at staff all briefings.    |
|   | Three significant events will have Traditional Owner provide a "Welcome to Country"             | Report as at June 2016 | Welcome to Country undertaken by local Aboriginal Elder Charlie Kickett at the formal opening of the Gilmore Native Garden (September 2014).<br><br>Welcome to Country undertaken by Elder Revd Sealin Garlett at the Allara development project in Eglinton in (November 2014)<br><br>Welcome to Country undertaken by Elder Revd Sealin Garlett at a smoking ceremony at Cockburn Central West (October 2014) prior to commencement of works.<br><br>Welcome to Country undertaken by Shaun Nannup at staff morning tea for Reconciliation Week (May 2015)<br><br>Welcome to Country undertaken by Ingrid Cumming at the Residents Welcome Event at The Playground Coolbellup |
|   | Review, update and circulate list of key contacts for organising a Welcome to Country protocol. |                        | Document has been completed February 2015. Marketing and Communications Team have been Briefed on the procedures.   |
|   | CEO and Executive personally reply to a Welcome to Country ceremony when delivered at events.   |                        | CEO responded to Welcome to Country during Reconciliation Week staff morning tea (May 2014).<br><br>GM Metro responded to Welcome to Country at the formal opening of the Gilmore Native Garden (September 2014)<br><br>CFO Responded to a Welcome to Country at Reconciliation Week Morning Tea (May 2015)   |

| Action  | Target   | Target Date | Progress  |
|---|--|-------------|---|
| 2.8 Recognise and celebrate significant Aboriginal and Torres Strait Islander events including NAIDOC Week. | Celebrations acknowledged through LandCorp internal communications (intranet and email)                                | July 2014   | July 2014 - NAIDOC week recognised via staff email and promoted on iLand (Intranet).  |
|   | Staff encouraged to participate in celebratory events.   | July 2015   | May 2015 – Reconciliation week recognised via staff email and morning tea.  |
|   | Support Aboriginal and Torres Strait Islander staff to engage with their culture and community throughout NAIDOC Week. |             | July 2014 - Local Perth NAIDOC week events promoted to all staff.   |
|   |  |             | May 2015 – Local Reconciliation Week events promoted to all staff.  |
|   |  |             | July 2015 - Local Perth NAIDOC week events promoted to all staff.   |
|   |  |             | May 2016 – Reconciliation Week was celebrated with a morning tea of Troy Bennell telling the Alkimos songline stories and a staff trip to an Aboriginal Art display |

### 3. OPPORTUNITIES: creating and encouraging education, employment and economic development opportunities in partnership with Aboriginal and Torres Strait Islander people.

We recognise the importance of creating opportunities for Aboriginal and Torres Strait Islander peoples through economic participation, including the need to invest in and promote leading edge skills. This investment also boosts our capacity and helps to foster important local relationships.

#### Focus Area: Internal Opportunities

| Action   | Target  | Target Date           | Progress   |
|--|---|-----------------------|--|
| 3.1 Enhance the recruitment and retention of Aboriginal and Torres Strait Islander employees.  | Achieve and maintain or exceed an internal employment target of 3%.   | June 2016             | Internal employment currently at 2% of total workforce.  |
|  | Retention (as in years of service) of Aboriginal and Torres Strait Islander staff is on par with that of other staff.   | June 2016             | Retention rate for Aboriginal Australians at 4.2 years, compared with 6.6 years for non-Aboriginal Australians   |
|  | Explore the options for expanding pathways to employment for Aboriginal and Torres Strait Islander people (ie Traineeship, cadetship, graduate program) within LandCorp's Diversity Strategy. | Dec 2014              | LandCorp has scoped possibilities with CCI and sought Aboriginal and Torres Strait Islander candidates through its graduate recruitment program in November 2014.                |
| 3.2 Review LandCorp's Aboriginal and Torres Strait Islander Employment and Retention Strategy. | Review completed.<br>Recommendations implemented.   | July 2014<br>Nov 2014 | EEO and Diversity Plan reviewed and amended in November 2015 and endorsed by the Public Service Commission. LandCorp has reviewed its relationship with key supporting agencies. |

#### Focus area: Working through our Suppliers

| Action   | Target  | Target Date | Progress  |
|--|---|-------------|---|
| 3.3 Aboriginal and Torres Strait Islander supplier diversity – increase opportunities for businesses owned by Aboriginal and Torres Strait Islander people to supply their goods and services to LandCorp. | Develop and implement a Supplier Diversity Strategy to streamline LandCorp's procurement processes and provide direction for the next 3 – 5 years. Strategy to consider measures to increase direct and non-direct procurement activity.      | Dec 2014    | In June 2015, Waanga Marra Consulting was engaged to assist procurement develop an Aboriginal business register and deliver cultural training. The Framework has been developed and the implementation plan is currently being structured. A pilot program was undertaken in Karratha in mid 2015 and findings were incorporated for Geraldton and into the implementation plan. These initiatives will have an impact on weighted criteria, evaluation processes and business mentoring programs.  |
|  | Identify and commit to at least five Aboriginal and Torres Strait Islander business through the Aboriginal Business Directory WA, or other appropriate sources, for procuring goods and/or services relevant to LandCorp's business activity. | Dec 2015    | <p>Gunadar Contracting Services (<b>Roebourne</b>) engaged to assist with cyclone preparation and ongoing landscape maintenance. This is a new business and the first time they have undertaken work for LandCorp.</p> <p><b>Madigan Estate:</b> LandCorp approached a local indigenous business operator to undertake landscaping maintenance of our demonstration home at Madigan Estate.</p> <p><b>South Hedland Town Centre:</b> In March 2015, LandCorp appointed Yurra Pty Ltd, who is a 75% Indigenous owned business. Yurra has an Aboriginal employment rate of over 44%. Yurra is undertaking the landscaping work in the town centre.</p> <p><b>Broome Road Industrial Estate:</b> Yawuru businesses have been engaged through the civil contractor for works on the site, with over 15% Yawuru content, excluding materials and over 25% average Aboriginal workforce participation during construction.</p> <p><b>Generally:</b> LandCorp has developed a register of local Aboriginal owned businesses that it can work with in various locations. LandCorp has obtained ACCC approval to implement contracting documents that allow for exclusive dealings in relation to subcontracting works. Two models for implementing this new approach will be trialled under the next Reconciliation Action Plan</p> |
|  | Explore how LandCorp can provide small business mentoring for at least one Aboriginal and/or Torres Strait Islander business by way of in-kind support with the intention of supporting business skill and capacity.                          | June 2016   | <p>LandCorp held an introductory meeting with business development representatives from the Karlka Nyiyaparli Aboriginal Corporation in December 2014 who outlined a range of local Aboriginal small businesses and will look to engage with LandCorp further in 2015 to consider any mutually beneficial opportunities.</p> <p>LandCorp is mentoring a staff member from the property section of Nyamba Buru Yawuru, who</p>   |

| Action  | Target  | Target Date | Progress  |
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|   |   |             | has attended local site meetings and is learning from LandCorp's land development experience.   |
|   | Implement AS2124 Standard Contract which includes weighted criteria for Aboriginal and Torres Strait Islander participation.  | April 2014  | Contract implemented April 2014.<br>Over 50 contracts have been offered to market with weighted criteria.   |
|   | Conduct a review of AS2124 Standard Contract Weighted Criteria for Aboriginal Participation in the evaluation of procurement contracts.<br>Recommendations implemented.         | June 2015   | A review was undertaken in April 2015 which revealed the majority of contracts contained a weighting, however the weighting in each contract did not have a strong effect on the final selection. Development Managers advise that it is often difficult to assess two competing economic development outcomes in tenders which might provide economic development in two different ways. |
|   | <b>NEW INITIATIVE:</b>  |             | <b>Wedgfield:</b> provided LandCorp's Aboriginal register of local company to tenderers. The preferred proponent has partnered with two of these Aboriginal owned businesses.<br><b>Alkimos Beach:</b> Lendlease is partnering with Conservation Volunteers Australia to provide Indigenous employees with dune rehabilitation and coastal management experience.                         |
| 3.4 Implement the LandCorp – Civil Contractors Federation Guidelines for Aboriginal Participation in WA Civil Construction and Landscaping Industries.                      | Conduct a review of the Guidelines and make recommendations to LandCorp Executive and CCF Board as to their improvement.  | June 2014   | Review of Guidelines completed June 2014, with input from CCF's Land Advisory Group. Minor changes adopted by Executive May 2014. Updated Guidelines published June 2014.   |
|   |   | June 2015   | The June 2015 review will occur once feedback from the Civil Contractors Survey has been received.  |
|   | In conjunction with Civil Contractors Federation (CCF) conduct a survey of CCF members and LandCorp prequalified contractors on Aboriginal employment, training and engagement. | Dec 2014    | The survey conducted through the Civil Contractors Federation has been undertaken with over 100 companies being interviewed, including LandCorp's prequalified contractors. Results are currently being analysed.   |
| 3.5 Support the Civil Contractors Federation as per our three year agreement to provide Aboriginal and Torres Strait Islander civil construction trainees across the State. | Agreement commitments met.  | Dec 2014    | 124 people were trained through the Civil Start Program with 88 placed in employment. Uncertainty about changes to the VTEC federal funding rules has seen a decline in the demand for Civil Start courses. LandCorp and CCF are investigating other ways of supporting industry with these initiatives.  |
|   | Agreement targets reviewed quarterly.   |             | Governance meetings held in March, July, October and December 2014. From July 2014 the Civil Start program became sustainable (self-funding) it was agreed to divert Civil Start  |

| Action   | Target  | Target Date | Progress  |
|--|---|-------------|---|
|  |   |             | <p>funding for the period July - December 2014 for CCF to develop and implement an Indigenous Engagement and Sustainability Strategy.</p> <p>A formal review of Civil Start was conducted and LandCorp is working with CCF WA to identify future opportunities. The industry survey is being used to identify some of these potential opportunities.</p> <p><b>NEW INITIATIVE:</b> Aboriginal Engagement Guide – LandCorp and the Civil Contractors Federation WA have partnered to develop an industry specific guide to Aboriginal engagement which provides case studies, advice and how to get assistance with Aboriginal employment, business partnerships and subcontracting arrangements. This will be launched in late 2016.</p>  |
| 3.6 Embed reconciliation related criteria into prequalification of suppliers                         | Reconciliation related criteria embedded into the engineering prequalification process  | June 2015   | <p>Consultant panels relating to engineering, tax, accounting and GST services and environmental services included reconciliation related criteria.</p>   |
| 3.7 Develop and implement Aboriginal Participation Plans and other Aboriginal engagement initiatives | <p>Develop and implement a new Aboriginal Participation Plan and explore engagement initiatives for:</p> <ul style="list-style-type: none"> <li>• Claremont on the Park.</li> <li>• Cockburn Central West.</li> </ul> | June 2016   | <p><b>Claremont on the Park:</b> Weighted criteria for Aboriginal and Torres Strait Islander participation included in stage 3 civil contract. This contract engaged two Aboriginal employees on labour hire. Further to this an additional employee has been engaged to work on the extensive traffic management contract implemented for the stage 3 works and a commitment has been obtained with the traffic management subcontractor to increase the on site Aboriginal employment opportunities. Discussions are now occurring with the landscaping contractor as to further potential Aboriginal engagement initiatives.</p> <p><b>Cockburn Central West:</b> further civil contracting opportunities will be explored in following stages.</p> <p><b>Cockburn Coast:</b> LandCorp's standard RAP clauses were included in the Stage 1 contract. Wormald were awarded the stage 1 civil and landscape contract in April 2015 and directly employed 1 full time indigenous employee on site who was trained to progress his career from labourer to leading hand and to undertake quality assurance assessments.</p> <p><b>South Hedland:</b> The civil works contract for construction of a pump station had a contestable amount the contractor could use for Aboriginal employment and training. The appointed contractor, Downer, used this</p> |

| Action   | Target   | Target Date | Progress  |
|--|--|-------------|---|
|  |  |             | funding to upskill an Aboriginal staff member in civil construction   |
|  |  |             | <b>Forrestdale:</b> the Civil works contract contained weighted RAP criteria.   |
|  | Explore options with our contractors for Aboriginal engagement on Metropolitan projects including: <ul style="list-style-type: none"> <li>• Girrawheen;</li> <li>• Jane Brook.</li> </ul>                                  | June 2016   | <b>Alkimos:</b> Indigenous workforce development planning workshop was held in December 2015 with Lendlease, LandCorp, Wirrapunda Foundation, FMG, Georgiou and Kambarang Services. An Action Plan will be delivered by mid-January 2016.   |
|  | <b>NEW INITIATIVE:</b>   | June 2014   | <b>Jane Brook:</b> This project has been deferred due to market conditions and therefore no initiatives have been instigated.   |
|  |  |             | <b>Carnarvon – NorthWater:</b> the civil works construction contractor for Stage 4 of NorthWater achieved on average 50% indigenous employment (~3 people) throughout the four-month construction period.   |
| 3.8 Create land development or other business opportunities to partner with Aboriginal companies | Complete Due diligence investigations with Bunuba Developments on identified land parcels in Fitzroy Crossing by way of a State Government supported Indigenous Public Partnership (subject to Government funding).        | June 2015   | Although Native Title has now been determined, the Indigenous Land Use Agreement is incomplete and therefore there is no Government funding available for this initiative.  |
|  | Undertake Geotechnical research for Local Development Plan 3 in Broome with Yawuru, through a joint funding arrangement.   | June 2014   | Geotechnical research undertaken in May 2014 with the Yawuru.   |
|  | Finalise Local Development Plan 3 in Broome with Yawuru and obtain statutory approvals over the development site (including Yawuru land holdings)  | Dec 2014    | Structure plan was approved in December 2015.   |
|  | Work with Waardi Ltd to provide land development advice and fulfil obligations under the BLG Precinct Project Agreement, including development of house and land packages within Waranyjarri and Gujarra estates (Broome). | July 2015   | The land for the house and land packages has been transferred and a building agreement signed with Department of Housing for the construction of the homes. However 18 lots were subsequently re-purchased by LandCorp to enable Waardi to commence construction on their first lots. The first two houses are now complete and generating an income stream for the Waardi. |
|  | Facilitate the due diligence process (as part of developing a Business   | July 2014   | LandCorp and Department of Lands are working to finalise a way to facilitate the sale of the land. Department of Housing is proposing   |



| Action  | Target   | Target Date | Progress   |
|---|--|-------------|--|
|   | Case) with the Karlka Nyiyaparli Aboriginal Corporation for a mixed use development in Newman Town Centre, with State Government approval agencies.            |             | to purchase units within the development. LandCorp is continuing to work with Karlka Nyiyaparli to finalising the sale of the land.  |
|   | Assist Murujuga and Ngarluma Yindjibarndi Foundation Limited investigate options for commercial investment in the Karratha Town Centre.                        | June 2015   | Ongoing  |
|   | <b>NEW INITIATIVES:</b>  |             | Ongoing discussions with Karlka Nyiyaparli Aboriginal Corporation over potential development opportunities within Newman where LandCorp may be able to partner with Karlka Nyiyaparli.<br><br>Discussions with Murujuga Aboriginal Corporation (MAC) over its intention to acquire a site in the Bulky Goods development under the BMEIA agreement. MAC propose to operate a business from here.<br><br>Due to delays in development of the Tambrey Neighbourhood Centre site with our private partner, LandCorp has brought forward the process to deliver Murujuga Aboriginal Corporation a site under its BMIEA entitlements. They propose to operate a car was business from this site. Conditional approval was received 29 October 2014. |
| 3.9 Partner with Miriuwung Gajerrong (MG) Corporation on implementation of relevant parts of the Ord Final Agreement's Aboriginal Development package, with aims to improve the financial and social well-being of the local Aboriginal communities by providing education, training and employment and direct ownership opportunities. | Facilitate the land allocation to MG for the Goomig Farm (formerly known as Weaber Plains) area development as per the entitlements of the Ord Final Agreement | Dec 2014    | Deposited plans have been prepared. The land allocation will not be finalised until various conditions precedents with the Goomig Developer & MG are closed out.   |
|   | Monitor and support (as required) MG Corporation in meeting its requirements for the MG Legacy Business.   | Dec 2014    | MG Corporation has commenced a Building maintenance business. MGC Building & Maintenance Pty Ltd has been successful in obtaining several minor contracts. This mentoring is no longer a requirement.  |
|   | Monitor and support (as required) MG Corporation in the arrangements for the MG Services Transition.   | Sept 2014   | The Ord SALT group and MG Corporation have agreed to close the MG Services transition as it has served its purpose (June 2014). Completed.   |
| <b>Focus area: Sponsorship Opportunities</b>  |  |             |  |
| 3.10 Identify and implement sponsorship opportunities for regional  | \$30,000 of opportunities supporting Aboriginal and Torres Strait Islander participation sponsored.  | June 2014   | \$40,500 of sponsorship opportunities supporting Aboriginal and Torres Strait Islander Participation including:  |

| Action   | Target  | Target Date | Progress  |
|--|---|-------------|---|
| activities supporting Aboriginal and Torres Strait Islander Participation. |   |             | <ul style="list-style-type: none"> <li>• Barramundi Concert in Kununurra (May 2014) \$3,000</li> <li>• Clontarf Academies in WA \$30,000</li> <li>• HALO Leadership and Development Agency \$7,500</li> </ul> |
|  | \$60,000 of opportunities supporting Aboriginal and Torres Strait Islander participation sponsored. | June 2015   | Over \$60,000 of sponsorship supporting Aboriginal and Torres Strait Islander Participation including: <ul style="list-style-type: none"> <li>• Clontarf Academies in WA</li> </ul>                           |
|  | \$60,000 of opportunities supporting Aboriginal and Torres Strait Islander participation sponsored. | June 2016   | \$30,000 sponsorship to Clontarf Academies across the State. The remainder of this target was not met due to austerity measures.  |
|  | All sponsorship commitments met.  | June 2016   | All sponsorship commitments to date have been met.  |
| 3.11 Pilot a volunteer program with HALO Leadership and Development Agency | Staff participation in HALO's Deck Chair Reading Program.   | July 2014   | LandCorp identified volunteers for the Deck Chair Reading Program, however it did not proceed due to HALO winding up. This target will not be achieved.   |

#### 4. Tracking progress and reporting

| Action   | Target  | Target Date            | Progress   |
|--|---|------------------------|--|
| 4.1 Publish the 2014/2016 Reconciliation Action Plan on the Reconciliation Australia and LandCorp websites | RAP endorsed by Reconciliation Australia and published on Reconciliation Australia's and our websites.              | August 2014            | First draft submitted to Reconciliation Australia May 2014. Feedback incorporated. Final Version submitted to Reconciliation Australia July 2014 with final endorsement received early September 2014. |
|  | Launch and promote the 2014/16 Reconciliation Action Plan   | August 2014            | New RAP published September 2014 on iLand, LandCorp and Reconciliation Australia's public website.   |
| 4.2 RAP Working Group to meet to review progress against actions   | General Manager Finance & Strategy to chair meetings and report progress to the Executive General Management Group. | Report as at June 2016 | General Manager Finance and Strategy or her proxy chaired Working Group meetings and reported progress to the Executive Group.   |
|  | Executive General Management Group and Board review of RAP progress and targets every six months.                   |                        | Executive and Board considered RAP progress every six months.  |
|  | Six monthly reports published on the Intranet   |                        | Six monthly reports published on LandCorp's intranet, RAP Page.  |
| 4.3 Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual  | Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia                            | Sept 2014<br>Sept 2015 | RAP Impact Measurement Questionnaire submitted to Reconciliation Australia for periods:  |

| Action   | Target   | Target Date                         | Progress  |
|--|--|-------------------------------------|---|
| Impact Measurement Report.   | annually for the periods covering:<br>1 July 2013 – 30 June 2014<br>1 July 2014 – 30 June 2015<br>1 July 2015 - 30 June 2016 | Sept 2016                           | - 1 July 2013 – 30 June 2014<br>- 1 July 2014 – 30 June 2015  |
| 4.4 Communication of the outcomes of the RAP to internal and external stakeholders | Promote at least three RAP stories on the LandCorp Intranet and internal staff publication per financial year.               | Report as at June 2016              | <p>Three RAP related stories published in LandCorp's internal staff publication (February, March, June 2014)</p> <p>RAP stories promoted on iLand noticeboard as follows:</p> <ul style="list-style-type: none"> <li>- July 2014 - NAIDOC Week activities</li> <li>- August 2014 - RAP Barometer Survey participation</li> <li>- October 2014 - RAP Internal Working Group promoted</li> <li>- November 2014 - Cockburn Central West Smoking Ceremony</li> <li>- March 2015 Reconciliation WA Seeking Volunteers</li> </ul> <p>RAP successes of</p> <ul style="list-style-type: none"> <li>- camping on country cultural awareness training shared with staff via staff briefings;</li> <li>- Alkimos booklet of local Aboriginal stories distributed via email.</li> </ul> |
|  | Publish at least two RAP stories in LandCorp's external e-publication (Focus) per financial year.                            | June 2014<br>June 2015<br>June 2016 | <p>Four RAP related stories published in LandCorp's external publication In Focus (February, May, October and November 2014).</p> <p>LandCorp's (GRI) Sustainability Report was released in November 2014, referencing LandCorp's RAP and providing statistics and case studies. This document was placed on a web site and the link sent to over 700 people on LandCorp's database.</p> <p><b>NEW INITIATIVE:</b></p> <p>Reconciliation Australia invited LandCorp to participate in the 2014 RAP Barometer Survey. The Report was provided to the RAP Internal Working Group at its December 2014 meeting. A gap analysis to identify further opportunities has been undertaken and considered by the RAP Working Group.</p>  |
| 4.5 Review and refresh Reconciliation Action Plan                                  | 2014/16 Reconciliation Action Plan Report published on our website.  | June 2016                           | To be commenced   |
|  | Develop a new Reconciliation Action Plan for July 2016 onwards.  | June 2016                           | Planning a new Reconciliation Action Plan for July 2016 has commenced.  |