

Total Eren Australia H2 (TEH2) REFLECT Reconciliation Plan

September 2023 – December 2024

Foreword



Reconciliation Australia welcomes Total Eren Australia H2 (TEH2) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

TEH2 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 TEH2 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 Total Eren Australia H2, 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

A message from our Managing Director, Mr Kam Ho

I am incredibly honoured to introduce the REFLECT Reconciliation Plan, a testament to Total Eren Australia H2 (TEH2) unwavering commitment to fostering genuine reconciliation between First Nations and non-Indigenous Australians. As the Managing Director of TEH2, I am deeply proud to stand at the forefront of this transformative initiative which is driven by our passionate team members.

At TEH2, we recognize that reconciliation is not a mere concept but a shared journey of healing, understanding, and unity. It is a journey that requires active participation, humility, and a genuine willingness to listen, learn, and collaborate. The REFLECT Reconciliation Plan embodies our dedication to these principles, underscoring our respect for the world's oldest living cultures and our determination to play a meaningful role in advancing social change.

Our journey towards reconciliation has been guided by the wisdom and insights of Indigenous elders, community leaders, and partners. Through meaningful engagement, we have deepened our understanding of the rich cultural heritage and the ongoing challenges faced by Indigenous communities. We are committed to acknowledging the past, learning from it, and actively contributing to a more equitable and inclusive future.

The REFLECT Reconciliation Plan outlines our actionable steps to embed reconciliation within our operations, culture, and relationships. It reflects our pledge to create opportunities for economic empowerment, to enhance educational pathways, and to ensure that our projects contribute positively to the well-being of Indigenous communities.

As we embark on this journey, we are under no illusion that the road ahead will be without its challenges. However, we firmly believe that the rewards of fostering understanding, unity, and shared prosperity far outweigh any obstacles we may encounter.

I extend my heartfelt gratitude to the entire TEH2 team for their dedication and enthusiasm in bringing this plan to fruition. I also extend my deepest appreciation to the First Nations communities and stakeholders who have entrusted us with the responsibility of being genuine partners in this journey, across the various projects in Territories and States we are active in.

The REFLECT Reconciliation Plan is not just a document; it is a living testament to our commitment to reconciliation. Together, we will create lasting change, forge meaningful connections, and contribute to a brighter, more inclusive Australia for generations to come.

Sincerely,

Mr. Kam Ho
Managing Director
Total Eren Australia H2

Reflect Reconciliation Action Plan September 2023 - December 2024

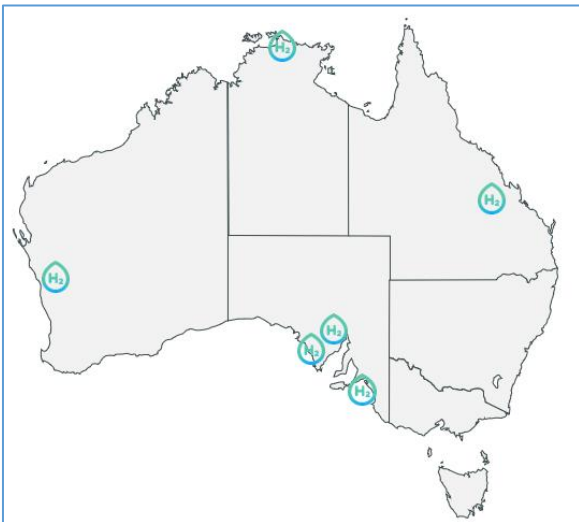
Our Vision

Our vision for our reconciliation journey is that through our partnership with First Nations people, we have gained a deep understanding and acknowledgment of the injustices that have occurred. We have actively supported the expression of culture and implemented culturally appropriate practices within our workplace.

Furthermore, we have actively engaged with First Nations people on our renewable energy projects using the Aboriginal and Torres Strait Islander Best Practice principles for Clean Energy projects.

Our Business

TEH2 Project Locations



Total Eren Australia H2 (TEH2) is a global renewable energy company that develops, builds, and operates renewable energy projects. It is a leading Independent Power Producer (IPP) specialising in renewable energy and green hydrogen, with vast experience and expertise in the development, financing, construction, and operation of wind and solar photovoltaic system (PV) projects globally. The organisation has 3.7 GW of renewable capacity in operation worldwide, and a solar, wind, hydro-electric and storage projects pipeline of over 10 GW in 30 countries.

TEH2's mission is to accelerate the Australian transition to renewable energy by providing clean and sustainable solutions for its customers moreover, it aims to:

- Build a diversified and profitable renewable energy assets portfolio.
- Target projects and/or countries where renewable energy is an economically viable response to growing energy needs.
- Develop, build, and operate renewable energy assets with a focus on using mature and reliable technologies (onshore solar PV and wind).
- Partner with local developers and rely on longstanding relationships with top tier suppliers and contractors.
- Secure funding of projects with no or limited recourse financing.

As a complete integrated Independent Power Producer (IPP) with capabilities to originate greenfield projects and bring them through investment, delivery and operations, it aims to deliver reliable, affordable, and accessible renewable energy to Australian communities; while also reducing carbon emissions and promoting sustainable development.

TEH2's core values include Safety, Mutual Respect, Entrepreneurial Spirit, Expertise, Collaboration, Diversity, Passion, and responsibility. The company is committed to upholding the highest standards of safety in all its operations, achieving outstanding performance in its projects, working collaboratively with its partners and stakeholders and taking responsibility for its environmental and social impact.

TEH2 employs approximately 16 people in its Australian operations out of offices in Melbourne, Adelaide and Perth. There are currently no Aboriginal and or Torres Strait Islander people employed in the organisation however, we have engaged an Aboriginal and Torres Strait Islander Cultural Adviser to join our Working Group.

Our RAP

At our workplace, we are developing a Reflect Reconciliation Action Plan (RAP) to actively contribute to the process of reconciliation between First nations and non-Indigenous peoples in our society. The decision to develop a RAP is derived from our recognition of the importance of acknowledging and addressing the historical injustices and ongoing inequalities experienced by Indigenous communities. We believe that as an organisation, we have a responsibility to engage in meaningful actions that promote reconciliation, foster respect, and contribute to positive change. Moreover, we acknowledge that developing an RAP is part of the best practice approach in relation to renewable energy projects on First Nations lands, contributing to our overall social licence to operate.

In approaching the implementation of our RAP, we intend to adopt a comprehensive and collaborative approach. We recognise that reconciliation is a collective effort that requires the involvement and participation of all stakeholders, including our employees, leadership, and Indigenous communities. Our approach will be guided by the principles of inclusivity, cultural competency, and mutual respect.

As a start, we have established the RAP Working Group, its members are drawn from across the organisation:

- Kam Ho - Managing Director (VIC)
- Meredith Anderson – Development Lead (National)
- Hannah Sellman – Development Officer (WA)
- Gordon Blakemore – Development Manager (QLD)
- Brad Nott - Stakeholder and Community Engagement Manager (National)

We have also appointed a senior leader to the position of RAP Champion:

- Michael Vawser - Chair of Total Eren Australia (SA)

Importantly, we have also engaged our First Nations representative to the Working Group:

- Garry Goldsmith - Cultural Adviser.

Garry is a proud Narungga Yardi (man) from Guuranda (Yorke Peninsula), South Australia.

Our journey towards reconciliation has been informal but significant. Within our organisation, employees have actively engaged in discussions and raised important questions about our involvement in the reconciliation movement. This internal dialogue had been fuelled by the growing awareness surrounding the Aboriginal and

Torres Strait Islander Voice to Parliament referendum, which has prompted us to consider our role and responsibilities in this important process.

Recognising the opportune moment, the leadership of TEH2 has made the decision to actively contribute to reconciliation efforts. As part of this commitment, we have chosen to undertake the development of a Reflect Reconciliation Action Plan (RAP). This signifies a pivotal step towards formalising our organisation's dedication to reconciliation and ensuring our actions align with meaningful and sustainable change.



RELATIONSHIPS

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 within our local area or sphere of influence. 	March 2024	Development Managers
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	December 2023	Lead: Cultural Adviser Support: RWG Coordinator
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 our staff. 	May 2024	RWG Coordinator
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May-3 June 2024	RWG Coordinator
	<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 2024	Managing Director
	<ul style="list-style-type: none"> Communicate our ongoing commitment to reconciliation to all staff. 	March 2024	Managing Director

3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	September 2023	Lead: Development Lead
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	September 2023	Support: Managing Director
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. 	October 2023	Development Lead
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	November 2023	HR Manager



RESPECT

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.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	December 2023	Cultural Adviser RWG Coordinator
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	February 2024	Cultural Adviser RWG Coordinator
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	March 2024	Development Managers
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	October 2023	Development Managers

7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	July 2024	RAP Champion Cultural Adviser
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	First week in July 2024	RWG Coordinator
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2024	Lead: Development Lead Support: Development Managers



OPPORTUNITIES

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"> Undertake research into the challenges/ barriers, opportunities for the recruitment, retention and professional development of Aboriginal and Torres Strait Islander people in the Total Eren (Total Energies) environment. Identify and list potential key organisations that can be partnered with in developing an approach. 	October 2024	HR Manager
	<ul style="list-style-type: none"> Provide a short report, of the research outcomes with recommendations, for review by the RWG. 	December 2024	HR Manager

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. 	March 2024	Lead: Development Lead Support: RWG Coordinator
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	September 2024	Lead: Development Lead Support: RWG Coordinator



GOVERNANCE

Governance			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RWG to govern RAP implementation. 	July 2024	Managing Director
	<ul style="list-style-type: none"> Review the Terms of Reference for the RWG annually 	February 2024	RWG Coordinator
	<ul style="list-style-type: none"> Review and maintain Aboriginal and Torres Strait Islander representation on the RWG. 	February 2024	RWG Coordinator
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	February 2024	RWG Coordinator
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	Ongoing to December 2024	Managing Director

	<ul style="list-style-type: none"> Maintain a senior leader to champion our RAP internally. 	Ongoing to December 2024	Managing Director
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	October 2023	Lead: Development Lead Support: RWG Coordinator
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. 	June annually	RWG Coordinator
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	1 August annually	RWG Coordinator
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September, annually	RWG Coordinator
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	September 2023	RWG Coordinator

Contact details:

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Stakeholder and Community Engagement Manager

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Definitions of First Nations Flags

Aboriginal Flag

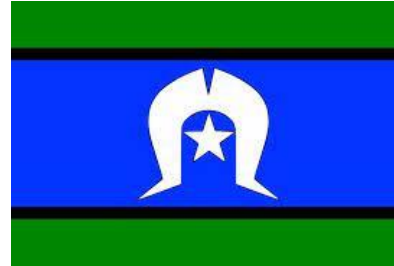


Black – represents the Aboriginal people of Australia.

Yellow circle – represents the Sun, the giver of life and protector.

Red – represents the red earth, the red ochre used in ceremonies and Aboriginal

Torres Strait Island Flag



Green panels at the top and the bottom of the flag symbolises the land

Blue panel in the centre represents the waters of the Torres Strait.

Thin black stripes between the green and blue panels signify the Torres Strait Islanders themselves.

White five-pointed star at the centre of the flag represents the five major island groups - the Western, Eastern, Central, Port Kennedy and (N.P.A.) Mainland.

White dhari (dancer's headdress) around it also symbolises the Torres Strait Islands people. White symbolises peace, while the star is a symbol for navigation.

A list of key dates in the Aboriginal and Torres Strait Island Calendar

13th February

Anniversary of National Apology Day

On 13 February 2008, Prime Minister Kevin Rudd delivered the National Apology to Australia's Aboriginal and Torres Strait Islander people for the injustices of past government policies, particularly to the Stolen Generations.

26th May

National Sorry Day

National Sorry Day provides an opportunity for people to come together and share the journey towards healing for the Stolen Generations, their families and communities.

27 May - 3 June

National Reconciliation Week

National Reconciliation Week celebrations commemorate two significant milestones in the reconciliation journey-the anniversaries of the successful 1967 Referendum and the High Court Mabo Decision.

16th March

National Close the Gap Day

National Close the Gap Day is an annual event that raises awareness and seeks to close the gap with respect to life expectancy, child mortality, educational and employment outcomes between Aboriginal and Torres Strait Islander people, and non-Indigenous Australians.

27th May

1967 Referendum

The 1967 Referendum was a landmark achievement following decades of activism by Aboriginal and Torres Strait Islander and non-Indigenous people, where more than 90 percent of Australians voted in favour of amending two sections of the Australian Constitution.

3rd June

Mabo Day

On June 3, 1992, the High Court of Australia overturned the principle of "terra nullius" or "nobody's land" as claimed by the British when they first arrived in this country. The decision has paved the way for Native Title legislation.

1st July
Coming of the Light

The Coming of the Light is celebrated annually by Torres Strait Islander people. It marks the adoption of Christianity through island communities during the late 19th century.

4th August
National Aboriginal and Torres Strait Islander Children's Day

National Aboriginal and Torres Strait Islander Children's Day is an opportunity for all Australians to learn about the crucial impact that community, culture and family play in the life of every Aboriginal and Torres Strait Islander child.

1st September
Indigenous Literacy Day

Indigenous Literacy Day is a national celebration of culture, stories, language and literacy. This day raises awareness of the disadvantages experienced in remote communities and advocates for more access to literacy resources.

2-9th July
NAIDOC Week

NAIDOC Week celebrations are held across Australia to celebrate history, culture and achievements of Aboriginal and Torres Strait Islander people.

9th August
International Day of the World's Indigenous Peoples

The United Nations' annual International Day of the World's Indigenous Peoples encourages people to spread the United Nation's message on the protection and promotion of the rights of indigenous peoples.

13 September
Anniversary of the UN Declaration on the Rights of Indigenous People

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) was adopted by the General Assembly on Thursday, 13 September 2007