The Adamantem RAP Journey

"Journey of Growth" RAP Artwork © Amy Allerton, Contemporary Aboriginal Artist of the Gamilaroi, Gumbaynggirr and Bundjalung Nations

'The Journey of Growth' tells the story of the rich and far-reaching connections and collaborations that grow from deep roots planted firmly in Country, culture and community. The seeds of change have been nurtured and embedded with respect and understanding, allowing them to flourish into a vibrant network of relationships, connections and influence'.

As we proudly launch our Innovate Reconciliation Action Plan, Adamantem looks back on our reconciliation journey, reflects on lessons learned and shares insights for corporate Australia.

In the spirit of reconciliation Adamantem acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today. We also accept the invitation in the Uluru Statement from the Heart to walk together with Aboriginal and Torres Strait Islander peoples in a movement of the Australian people for a better future.

What is a Reconciliation Action Plan[1]?

Reconciliation is about repairing and strengthening the relationships between First Nations peoples and non-Indigenous peoples, for the benefit of all Australians. It is about understanding and accepting the wrongs done to First Nations peoples, raising awareness of our history and our national identity, reducing prejudice and inequalities and building institutional integrity. Reconciliation is everyone's business to build a stronger, more united Australia. One of the ways in which organisations can foster reconciliation is through a Reconciliation Action Plan (**RAP**).

A RAP provides a framework and sets out actions that support an organisation's reconciliation commitment both internally and externally. It includes practical actions that contribute to respectful relationships and create meaningful opportunities for First Nations peoples through a structured approach to advance reconciliation. Reconciliation Australia's Workplace RAP Barometer shows that employees within RAP organisations are consistently more aware of the reality and impacts of racism, of the consequences of European colonisation and government policies for First Nations peoples today and support truth telling in regards to that history.[2]

There are four types of RAPs; Reflect, Innovate, Stretch and Elevate, each reflecting the different stages of an organisation's journey towards reconciliation.[3] Working with Reconciliation Australia, organisations can develop RAPs tailored to their own needs, capacities, size and core business and continuously develop their reconciliation commitments.

Adamantem Capital and Melior Investment Management (**Adamantem**) are proud to be part of a network of more than 2,000 corporate, government and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

1 The terms 'Reconciliation Action Plan' and 'RAP' are trademarks of Reconciliation Australia and organisations that are interested in developing a RAP should contact Reconciliation Australia.
2 https://www.reconciliation.org.au/raps-delivering-tangible-benefits-for-a-reconciled-future/
3 https://www.reconciliation.org.au/the-rap-framework/

Why did Adamantem adopt a RAP?

As an investment business, our stated ambition is to deliver outstanding financial returns to investors alongside positive contributions to social and environmental impacts. We do this by integrating our three pillars of responsible investing into all our core business activities:

ENVIRONMENTAL SUSTAINABILITY

Reduced impact on the natural environment and contribution to climate solutions to avoid deterioration of natural resources

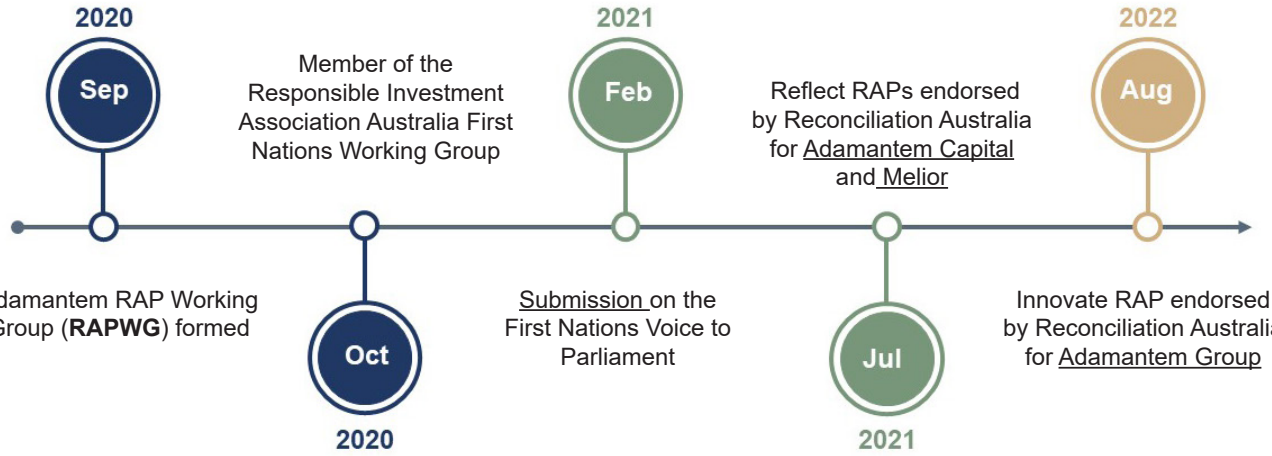
SOCIAL INCLUSION

Increased opportunities for positive social and economic inclusion and engagement for stakeholders groups and the community

GOVERNANCE AND TRANSPARENCY

Enhanced relationships of trust with all stakeholders

At Adamantem, we strive to create a sense of belonging and provide the freedom to our staff to participate in a safe environment, no matter what background or beliefs people may have. We recognise that diversity and inclusion is an integral part of our successful business, but also our broader community. Developing a RAP is part of our commitment to social inclusion, as it provides a framework for us to explore ways we can support reconciliation through creating opportunities for positive social and economic inclusion and engagement of First Nations peoples within our operations, our portfolio companies and our broader stakeholder groups.



What have we achieved?

We are proud of the work undertaken in our reconciliation journey to date. By delivering on the commitments set out in our RAPs, Adamantem hopes to work together with First Nations peoples to create an Australia which accepts and seeks to understand the past, reflects our collective heritage and flourishes as a nation with a proud and shared identity.

Key achievements include:

RAPWG with strong senior support and First Nations representation

Our RAPWG is made up of 15 employees across all areas of our business. The RAPWG meets monthly and is supported by our RAP Champion and members of our senior leadership team. Our actions have benefited from the insights we have obtained through the participation of Ash Walker, a Dharawal/Dhurga man belonging to the La Perouse Aboriginal Community in Coastal Sydney, who joined our RAPWG in September 2021.

Partnership with Gujaga Foundation

GUJAGA FOUNDATION

We have formed a strong partnership with the Gujaga Foundation who supported us to develop a staff cultural awareness survey, which has provided us with a detailed baseline assessment of the cultural learning needs and desires of our staff. We are using this data driven approach to design and implement future cultural awareness training initiatives across our organisation, embedding them into company events.

Raising cultural awareness across our employees

Raising cultural awareness across our employees has been key to building broad staff engagement and mainstreaming RAP activities. Acknowledgements of First Nations peoples' insights, perspectives and connections to Country have now become comfortable and habitual in the way we work. This has been achieved through cultural awareness training and events such our twice yearly offsites, which include cultural awareness excursions and discussion of our RAP, and our new office opening, which combined interactive training around Welcomes to Country & Acknowledgements of Country and local Country history and culture.

We now include an Acknowledgement of Country in staff email signatures, on our website and in our formal publications, as well as in our investor reporting, and developed a Welcome to Country and Acknowledgment of Country protocol for staff.

Research and Advocacy

Finally, we have deepened our understanding of areas such as best practice principles for engaging with First Nations organisations, and best practice approaches to race relations and anti-discrimination in organisations, through focused research tasks. We have also developed detailed business cases for First Nations procurement and employment which will form the basis for action in our Innovate RAP.

Sharing our commitment to reconciliation more broadly with the portfolio companies we invest in, our investors and the broader investment community is an important way we have been able to deepen our impact through our spheres of influence as well as learn from how others are approaching their reconciliation journeys.

Our vision for reconciliation

An Australia with strong bonds of trust, respect and understanding between Aboriginal and Torres Straight Islander peoples and the wider Australian community, laying the foundations for a proud and shared national identity that drives sustained equality and equity of opportunity for all Australians

Our journey has just begun, and while we look forward to continuing to learn and grow through our Innovate RAP, we acknowledge that there is still much work to be done to create a more just and equitable society.

We believe that greater engagement throughout corporate Australia is required to create meaningful impact and long term change for First Nations peoples and to build a stronger, more cohesive nation, an issue that we expect will be further highlighted in the coming months with the consideration of a First Nations Voice to Parliament enshrined in the Australian Constitution.

Adamantem is a proud public supporter of the Uluru Statement from the Heart[4] and is pleased to see the new Labor Government's commitment to support its implementation in full. Successful implementation will require the education of all Australians and broad national engagement with the process and benefits of reconciliation so that we can flourish as a nation. Adamantem believes that corporate Australia can play a key role, leveraging our collective influence to increase awareness. Working within our sphere of influence, Adamantem intends to engage with our employees, portfolio companies and investors about the importance of this matter and spend time with our investor and investee communities further sharing our experiences.

A true understanding of the spiritual connection First Nations peoples have to this land makes us all better Australians. Hopefully, one day, all Australians will understand the true story of our First Nations Peoples, respect their ongoing connection to Country and be proud of the opportunities we have created for all Australians to share.

4 https://ulurustatement.org/the-statement/view-the-statement/