

Reflect Reconciliation Action Plan November 2017- November 2018



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This Reconciliation Action Plan may contain images or names of deceased Aboriginal and Torres Strait Islander peoples.

Acknowledgement

We **acknowledge** the Traditional Owners of the lands and waters where we operate our business.

We **celebrate** the First Australian peoples' unique cultural and spiritual relationship to the land, and their rich contribution to Australia.

We pay **respect** to ancestors and Elders past and present.



Robert Clancy Snr (Caruso). Source: Amy Brooks.

About OBE Organic

OBE Organic is Australia's oldest organic beef marketing supply chain. We were founded in the early 1990s by outback Australian grazing families with the foresight to have their vast, naturally organic properties certified by independent auditors as being organic.

We are still farmer-owned, and are run on cooperative principles to maximise returns to producers. We are based in Brisbane where we employ ten people; currently we have no Aboriginal and Torres Strait Islander staff.

From our Brisbane office, we buy cattle from certified organic cattle producers, predominantly in the Lake Eyre Basin in Queensland, New South Wales and South Australia. These producers run over 60,000 cattle across more than seven million hectares (that's about the size of Tasmania) of certified organic grasslands.

Our beef is sold to North America, Asia, the Middle East, and domestically.

Our mission is to provide safe food to families of the world.

About our Reconciliation Action Plan

We are developing a RAP because we think we can effect social change through our initiatives, and because we think a more deliberate focus on building relationships and respect will make us more aware of opportunities that can mutually benefit our business and Aboriginal and Torres Strait Islander people.

Our RAP is consistent with our values and aligned to our strategic priorities.

Social justice and encouraging diversity have long been central to OBE's values. Developing a RAP to increase understanding and respect of Aboriginal peoples is a natural extension of how we live these values.

Our RAP is consistent with our long-term strategic priorities. Our sustainability program, FLOURISH, manages many opportunities and risks. One opportunity FLOURISH has identified is to continue advocating for increased diversity, because we know encouraging a range of thinking and providing equal opportunities for everyone in our supply chain will benefit us. This RAP helps us to capture that opportunity. And by aligning our RAP to national and international goals as well, we are more likely to play our part in achieving real change.

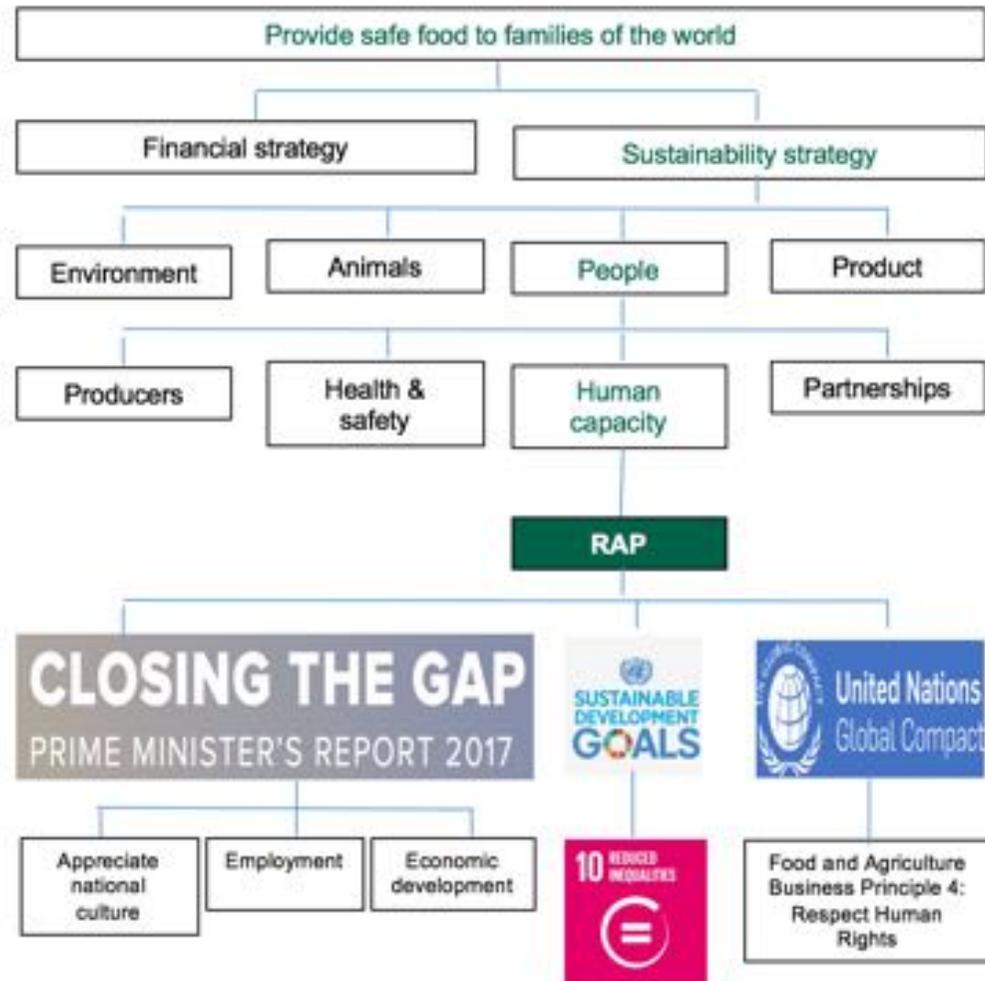
Information on our RAP personnel is in the Terms of Reference at the back of this document.

To achieve our mission...

... we need to deliver strategies ...

... and if everything we do is aligned, we are more likely to achieve our mission ...

... and contribute to something bigger at the same time.



We aim to leverage our strengths to make the biggest impact

Our RAP work is focused on the operations of OBE Organic, and aims to make a genuine contribution to Closing the Gap.

As a small business with limited resources but a relatively large sphere of influence, we think the Closing the Gap area we can make the largest initial impact is Appreciating our National Culture. This RAP shows how we aim to do that by:

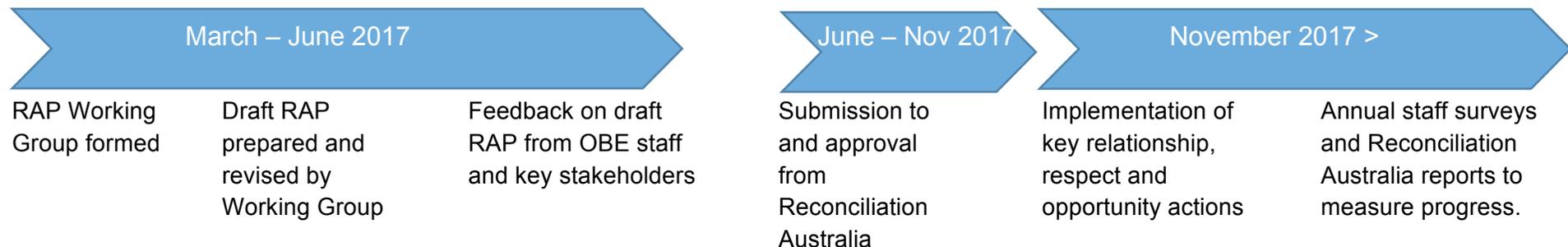
- Raising our employee's cultural awareness to increase respect for Aboriginal and Torres Strait Islander peoples and pride in their culture
- Building relationships with other organisations to share our RAP experiences and ideas
- Leveraging our communication platforms to show others outside our company the journey we are taking.

In time, we hope to make a meaningful contribution to two other Closing the Gap areas that are relevant to our core business: Employment, and Economic Development. This RAP includes actions to investigate opportunities for indigenous employment and procurement.

How our RAP was developed

We have used Reconciliation Australia's RAP framework to craft this practical plan of action built on **relationships, respect** and **opportunities**.

We are at the beginning of our RAP journey. We expect there will be challenges and expect we will learn a great deal. At all times though, our intentions will be positive. We trust our journey will allow us to make a genuine and tangible contribution to reconciliation in Australia. We currently have no formal partnerships or internal initiatives in place, but are looking to develop these as described in this RAP.



1. Relationships

Action	Measurable Target	Timeline	Responsibility
1.1. Establish a RAP Working Group	<ul style="list-style-type: none"> ○ Maintain and review an OBE Organic RAP Working Group, including external Aboriginal and Torres Strait Islander people, to support the implementation of our RAP. ○ RAP Working Group will meet every 3 months. ○ Aim for one other OBE staff member in the Working Group. 	November 2017 – November 2018	Managing Director
1.2. Build internal and external relationships	<ul style="list-style-type: none"> ○ Develop a database of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey ○ Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey 	December 2017	Sustainability Adviser and RAP Working Group
1.3. Raise internal awareness of our RAP	<ul style="list-style-type: none"> ○ Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. ○ Develop and implement a plan to engage and inform all staff of their responsibilities within our RAP. 	Develop by December 2017. Implement to November 2018.	Sustainability Adviser

<p>1.4. Participate in and celebrate National Reconciliation Week (NRW). 27 May – 3 June 2018.</p>	<ul style="list-style-type: none"> ○ Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff. ○ Encourage OBE staff to attend a NRW event to recognise and celebrate NRW ○ Ensure our Working Group participates in NRW week. 	<p>May 2018 May 2018 May 2018</p>	<p>Sustainability adviser Managing Director Managing Director</p>
<p>1.5. Choose one advocacy issue / organisation to support</p>	<ul style="list-style-type: none"> ○ Ask OBE staff for preferences for advocacy issues or organisations to support ○ Develop short list of organisations and conduct staff meeting to choose preferred organisation ○ Contact selected organisation to explore practical ways OBE can support it, eg via social media platforms or meetings with staff. 	<p>February 2018 March 2018 April 2018</p>	<p>Sustainability adviser All Sustainability adviser</p>

2. Respect

Action	Measurable Target	Timeline	Responsibility
<p>2.1. Investigate Aboriginal and Torres Strait Islander cultural learning and development</p>	<ul style="list-style-type: none"> ○ Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within OBE: articulate how a RAP continues OBE’s work of leading by example and doing the right thing, and how it benefits OBE. ○ Capture data and measure our staff’s current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements ○ Conduct a review of cultural awareness training needs within OBE. 	<p>January 2018 January 2018 March 2018</p>	<p>Managing Director Sustainability adviser HR Manager</p>

<p>2.2. Participate in NAIDOC Week and celebrate annually in July.</p>	<ul style="list-style-type: none"> ○ Introduce our staff to NAIDOC Week by promoting community events in our local area. ○ Email staff information about NAIDOC Week: what it is, information about the local Aboriginal and Torres Strait Islander peoples and communities, promote community events, and choose from NAIDOC Week website one external event to encourage staff to attend ○ Ensure RAP Working Group attends an external NAIDOC Week event 	<p>June 2018 July 2018</p>	<p>Sustainability Adviser Managing Director</p>
<p>2.3. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols</p>	<ul style="list-style-type: none"> ○ Explore who the Traditional Owners are of the lands and waters in our local area. ○ Scope and develop a list of local Traditional Owners of the lands and waters within our organisation's sphere of influence. ○ Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country (including any local cultural protocols) and develop a protocol for OBE to give Acknowledgement or Welcome to Country at major formal events. 	<p>January 2018 May 2018 April 2018</p>	<p>Sustainability Adviser Sustainability Adviser + Working Group Sustainability Adviser</p>
<p>2.4. Use our social media platforms to start to promote awareness and respect of Aboriginal and Torres Strait Islander peoples</p>	<ul style="list-style-type: none"> ○ At least one post per month on social platforms 	<p>From December 2017</p>	<p>Social media manager</p>

3. Opportunities

Action	Measurable Target	Timeline	Responsibility
3.1. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none"> ○ Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation, recognising that OBE is a small company with 10 employees, so the opportunities for employment may be limited ○ Create an Aboriginal and Torres Strait Islander recruitment strategy, and update our employment policy to include this strategy ○ Develop a list of Aboriginal and Torres Strait Islander employment service providers and services we can contact when recruiting, and encourage Aboriginal and Torres Strait Islander applicants to apply for positions. 	By March 2018, implement to November 2018	RAP Working Group Member
3.2. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> ○ Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. ○ Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses, recognising that the volume of materials OBE procures is extremely small, so the opportunities for procurement may be limited ○ Create a procurement policy and identify ways to engage with industry to increase Aboriginal and Torres Strait Islander employment. 	March 2018	Financial Controller
3.3. Investigate opportunities to promote Aboriginal employment on cattle properties	<ul style="list-style-type: none"> ○ Identify sources of trained Aboriginal stockmen, eg Indigenous Land Corporation ○ Identify opportunities to link or promote employment direct to cattle properties that supply OBE, or via other cattle industry channels. 	June 2018	Working Group

4. Governance and Tracking Progress

Action	Measurable Target	Timeline	Responsibility
4.1. Build support for the RAP	<ul style="list-style-type: none"> ○ Define resource needs for RAP development and implementation. ○ Define systems and capability needs to track, measure and report on RAP activities. ○ Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia 	December 2017 December 2017 30 September, 2018	Sustainability Adviser Sustainability Adviser Managing Director
4.2. Review and Refresh RAP	<ul style="list-style-type: none"> ○ Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. ○ Submit draft RAP to Reconciliation Australia for review ○ Submit draft RAP to Reconciliation Australia for formal endorsement. 	August 2018 September 2018 October 2018	Sustainability Adviser

RAP Working Group terms of reference

The OBE Organic RAP Working Group supports the implementation of our RAP. It is comprised of Dalene Wray (OBE Organic Managing Director); Joyleen Booth (a Wangkangurru woman and an OBE Organic producer from Murnpeowie Station in north east South Australia); Amy Brooks (a Wulli Wulli woman who has over ten years' experience in the Australian beef and food industry), and; Chris Cosgrove (OBE Organic sustainability adviser). In time, other OBE staff will be involved in the Working Group.

The following activities will be carried out by the RAP working group:

1. Develop a RAP within the context of our organisation's core business and in-line with over-arching strategic, corporate and business plans
2. Establish a collaborative/consultative process for engaging staff across the organisation so that they can provide:
 - Ideas for the RAP
 - Comment on drafts.
3. Develop a project plan and timeline to develop, launch and begin implementing the RAP, including consultation with Reconciliation Australia at regular intervals.
4. Regularly liaise with relevant business units and key stakeholders to review progress of RAP actions and:
 - Report RAP progress to Reconciliation Australia annually
 - Report RAP progress internally as per organisational requirements
 - Report RAP progress to relevant Aboriginal and Torres Strait Islander stakeholders
 - Reflect on key learnings in the development of new RAPs.
5. Consider RAP implementation issues and consult with relevant business units to find solutions.
6. Liaise with internal or external designers to finalise the RAP document, and register it on Reconciliation Australia's website.
7. Consider welcoming new members to the RAP working group from time-to-time. This is an important opportunity for employees and non-employees alike to gain professional experience in the development & maintenance of RAPs.
8. Develop a new RAP when the current plan expires.

Contact details for public enquiries about our RAP

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