



# C L I M A T E C H

Reconciliation Action Plan  
January 2022- January 2023



Climatech acknowledges the Traditional Owners and Custodians of the lands on which we work and live within Australia. We also pay our respects to their Elders - past, present and emerging - and acknowledge the ongoing connection that Aboriginal and Torres Strait Islander peoples have with Australia's land and waters.

*Artist: John Daylight-Lacey | Heritage: Garrawa & Waanyi / Barungamm & Wakka Wakka | Style: Rarrk*

# W E L C O M E T O O U R R A P



A handwritten signature in blue ink, appearing to read 'Joel De Stoop'.

Joel De Stoop  
Chief Executive Officer

Climatch Group

We are excited to present Climatch Group's first Reconciliation Action Plan.

While we have had an Indigenous Participation Policy in place for some time, we are relatively new to the formal Reconciliation Action Plan (RAP) process. This document outlines clear, achievable and measurable actions to realise and expand on our vision for reconciliation.

Our RAP is the result of consultation and assistance from a variety of stakeholders, both in our organisation and within our sphere of influence. This RAP is supported throughout our organisation – executive, management and project delivery - and I wholeheartedly thank those that have made this vision a reality.

It is my privilege to endorse our inaugural Reconciliation Action Plan.

# OUR BUSINESS



Climatech Group provide mechanical services (i.e. air conditioning) to clients throughout Australia and New Zealand. We are one of the largest mechanical services contractors within Australia. We employ over 300 staff across four offices and 80 live projects; 30% of our staff work in engineering, 40% project delivery, 15% estimating and 15% in administration. We currently employ two (2) First Nations staff members. Our offices are in Sydney, Brisbane, Canberra, Townsville, and Auckland.

# O U R R A P

We are beginning this journey with our first Reconciliation Action Plan: Reflect. Our RAP signifies our deep commitment to acknowledging past injustices, increasing First Nations employment, and raising cultural awareness within our organisation. It signifies our recognition of the success of various Aboriginal and Torres Strait Islander businesses within the construction sector; having worked with some already, we look forward to continue to working with them.

Climatech Group's impetus to develop our own RAP was the fact that – out of 300 employees – we have only two employees that identify as First Nations people. While this lack of First Nations representation is reflective of many Australian businesses, we acknowledge the building and construction sector constitutes the bulk of First Nations businesses. Consequently, we believe increasing our First Nations employment is an achievable goal. Our RAP and our vision of reconciliation is supported throughout our organisation – executive, management, and trades. Our designated 'RAP Champion' will be our Corporate Social Responsibility (CSR) Manager, who will be responsible for raising the profile of our RAP initiatives.

# OUR ACCOMPLISHMENTS

- Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence – we identified Redfern-based Tribal Warrior Aboriginal Corporation as a First Nations owned and operated business within our sphere of influence that aligns with our organisation’s goals (culturally aware workforce, employment and training opportunities).
- Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations – we developed our existing Aboriginal Participation in Construction Policy from our research of best practices and principles, aided by the experience and insights of Tribal Warrior Aboriginal Corporation.
- We hosted an internal staff event that attended the ‘Unsettled’ exhibit at the Australian Museum in honour of National Reconciliation Week.
- We communicated our commitment to National reconciliation monthly – we publish a ‘RAP UP’ newsletter and circulate to all staff monthly, detailing our commitments, achievements and First Nations-related news (local history, Supply Nation businesses).
- We have created a Joint Venture (JV) with Tribal Warrior Aboriginal Corporation and registered this business with Supply Nation as a 50% owned and operated Aboriginal business.
- Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.
- Formed a RWG to govern RAP implementation

# OUR PARTNERSHIPS

- Tribal Warrior Services (TWS) - a joint venture between Climatech Group and Tribal Warrior Aboriginal Corporation, registered with Supply Nation as a 50% owned and operated Indigenous business.
- Australian Indigenous Aviation Fund - a ACNC registered non-profit committed to training Indigenous cadets to fill roles with regional Australian airlines and similar organisation.
- Great Outback Trek - an annual classic car touring event held to recognise outstanding fundraising and support for the Royal Flying Doctor Service (RFDS). Climatech Group has attended every Trek hosted for the past four (4) years, as part of Team AV8. Team AV8 is one of the only teams in the Trek that includes a large minority of First Nations peoples from the Redfern community. Last year, we rose almost \$350,000 to assist the RFDS in providing aeromedical support to remote communities.



# RELATIONSHIPS

Relationships			
Action	Deliverables	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Develop an engagement plan for our organisation</li> </ul>	January 2022	CSR Manager
	<ul style="list-style-type: none"> <li>Engage with an Aboriginal and/or Torres Strait Islander organisation within our sphere of influence via an informal event (i.e., hosted breakfast)</li> </ul>	January 2022	CSR Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	May 2022	CSR Manager
	<ul style="list-style-type: none"> <li>Host an NRW BBQ for local Aboriginal and Torres Strait Islander community groups and site personal.</li> </ul>	May, June 2022	Construction Manager
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	May, June 2022	CSR Manager
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	May, June 2022	CSR Manager
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Continue to communicate our commitment to reconciliation to all staff.</li> </ul>	February 2022	CSR Manager
	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	September 2022	CSR Manager
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	January 2022	NSW Office Manager
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	March 2022	HR Manager
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	April 2022	HR Manager



# R E S P E C T

Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, <u>knowledge</u> and rights through cultural learning.	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, <u>knowledge</u> and rights within our organisation.</li> </ul>	January 2022	CSR Manager
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	August 2022	CSR Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Record events that highlight respect to Aboriginal and Torres Strait Islander cultures and activities</li> </ul>	February 2022	IT Manager
	<ul style="list-style-type: none"> <li>Continue to develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> </ul>	August, 2022	CSR Manager
	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	January 2022	CSR Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>	July 2022	CSR Manager
	<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> </ul>	June 2022	IT Manager
	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	First Week of July 2022	CSR Manager





# 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"><li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li></ul>	September 2022	<i>TWS GM</i>
	<ul style="list-style-type: none"><li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li></ul>	February 2022	<i>HR Manager</i>
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"><li>Develop an Aboriginal and Torres Strait Islander procurement strategy</li></ul>	January 2022	<i>Business Development Manager</i>
	<ul style="list-style-type: none"><li>Identify room for growth with existing Supply Nation businesses</li></ul>	February 2022	<i>CSR Manager</i>



# 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"> <li>Maintain an effective RAP Working Group.</li> </ul>	June 2022	CSR Manager
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the RWG.</li> </ul>	January 2022	CSR Manager
	<ul style="list-style-type: none"> <li>Establish additional (i.e., 2 or more) Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	June 2022	CSR Manager
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	January 2022	Office Manager
	<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	June 2022	CSR Manager
	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	July 2022	CSR Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to ensure that our primary and secondary contact are up to date to ensure we are receiving important correspondence</li> </ul>	June 2022 and annually	CSR Manager
	<ul style="list-style-type: none"> <li>Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire</li> </ul>	August 2022 and annually	CSR Manager
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	September 2022 and annually	CSR Manager
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP</li> </ul>	October 2022	CSR Manager

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