



TEM



RECONCILIATION
ACTION PLAN

REFLECT



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Tasman Environmental Markets Pty Ltd

Reflect Reconciliation Action Plan

June 2022 - December 2023

Our Business

Tasman Environmental Markets (TEM) partners with iconic brands to achieve their carbon neutral and net zero emissions goals through risk-managed carbon offset solutions and sophisticated, world-class technology. We have offices across Australia and New Zealand and service clients across the globe. TEM currently employs 25 staff who are based across three offices, Abbotsford, Mornington and Sydney. Currently none of our employees identify as Aboriginal and/or Torres Strait Islander people.

Our RAP

TEM is developing a RAP to encourage respectful relations with First Nations people by providing support and building mutual understanding. The RAP Champion will be the TEM Chief Executive Officer who will drive internal engagement and awareness. TEM is seeking to develop a deeper understanding of First Nations cultures for all TEM staff by engaging in cultural experience programs. TEM is seeking to engage with First Nations owned and operated businesses through changes to our procurement processes. TEM is also exploring employment opportunities for First Nations people internally.

Our Partnerships & Current Activities

ALFA (NT) Limited is an Australian Carbon Credit generator supporting 5 ranger groups practice Ancient Aboriginal Land Management techniques across Arnhem Land. TEM has supported ALFA (NT) Limited since 2014 through the sale of their Carbon Credits to large corporations across Australia, building awareness of the benefits to remote Aboriginal communities' investment in these projects can have. ALFA reports that Ranger groups offer the only employment opportunity in many homeland communities, they are seeing an increase in women working in the fire operations year on year. These Ranger groups also support the communities by giving access to harvest and teaching about bush tucker options.



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. 	June 2022	Partnerships Director
	<ul style="list-style-type: none"> Build on and deepen existing relationships with the Kimberly Land Council and WALFA, to transition from a commercial relationship to a learning relationship. 	December 2023	Partnerships Director
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	June 2022	Partnerships Director
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 2023	People Co-ordinator
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May – 3 June 2023	People Co-Ordinator

	<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 2023	Managing Director
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	June 2022	People & Impact Manager
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	June 2022	Partnerships Director
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	June 2022	People & Impact Manager
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. 	September 2022	People Co-Ordinator
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	September 2022	People Co-Ordinator



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. 	Sept 2022	Partnerships Director
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	Sept 2022	People & Impact Manager
	<ul style="list-style-type: none"> Research Cultural Awareness Courses for all staff members 	Sept 2022	People Co-ordinator
	<ul style="list-style-type: none"> Coordinate a team site visit to a First Nations-owned carbon project site so that staff have the opportunity to have an On Country experience, and initiate a dialogue with First Nations communities working directly on the carbon projects we support. 	May 2023	People & Impact Manager

6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Increase staff's understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	August 2022	People & Impact Manager
	<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. 	August 2022	People Co-ordinator
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. 	June 2022, 2023	People Co-ordinator
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June 2022, 2023	Creative Director
	<ul style="list-style-type: none"> RAP Working Group (RWG) to participate in an external NAIDOC Week event. 	First week in July, 2022, 2023	People Co-ordinator



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"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	Sept 2022	People & Impact Manager
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	Sept 2022	People & Impact Manager
	<ul style="list-style-type: none"> Research current Aboriginal and Torres Strait Islander employment pathways to support future recruitment campaigns. 	Sept 2022	People & Impact Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	December 2022	Finance Manager
	<ul style="list-style-type: none"> Research Aboriginal and Torres Strait Islander businesses we can utilise within our supply chain. 	December 2022	Finance Manager

economic and social outcomes.	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	December 2022	Finance Manager
	<ul style="list-style-type: none"> Promote Aboriginal carbon projects and the community benefits through our website and social media channels to increase investment into remote Aboriginal Communities 	June 2022	People & Impact Manager



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"> Form a RWG to govern RAP implementation. 	June 2022	People & Impact Manager
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	June 2022	People & Impact Manager
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	June 2023	People & Impact Manager
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	July 2022	People & Impact Manager
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	July 2022	People & Impact Manager
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	June 2022	People & Impact Manager

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 ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence. 	June 2022, 2023	People & Impact Manager
	<ul style="list-style-type: none"> Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire. 	1 August 2022, 2023	People & Impact Manager
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September 2022, 2023	People & Impact Manager
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. 	June 2023	People & Impact Manager



Contact details

Name: Gemma Bundy

Position: People & Impact Manager

Phone: 0404 738 221

Email: gemma@tem.com.au