

Reflect

Reconciliation

Action Plan

January 2023 - January 2024

LOCAL:



Acknowledgement of Country

In the spirit of reconciliation,
Local acknowledges the Traditional Custodians
of Country throughout Australia and their
connections to land, sea and community.
We pay our respects to their Elders past and present
and extend that respect to all Aboriginal
and Torres Strait Islander peoples today.

Message From The CEO's

We are pleased to present Local's Reflect Reconciliation Action Plan (RAP) for 2023-2024. This RAP outlines our public commitment to connect with and engage the Traditional Custodians of the land on which we strive to create safe, healthy, and sustainable communities.

As a developer, owner, and manager of housing projects, it is both our duty and our desire, to recognise and respect the Traditional Custodians of the land where we build homes for our residents. We aspire to embed a culture of reconciliation throughout every aspect of our business, setting a strong foundation of respect, collaboration and engagement from which our communities will flourish.

We welcome the opportunity to acknowledge our relationship with Country and to shape a positive future including Aboriginal and Torres Strait Islander peoples, communities, and cultures into what we do.

It has been both an honour to work with Jesse Sutton, a contemporary Indigenous artist from the Kalkadoon people on the artwork for our first Reconciliation Action Plan (RAP). It was important to us to support an emerging artist; Jesse is part of a family of artists who are passionate about their culture and history and want to share that with the rest of the world through their art.

Thank you Reconciliation Australia for supporting us with our first RAP, we look forward to the journey ahead and the opportunities that exist for our business to make a difference.

This is just the start of our journey towards reconciliation at Local, we look forward to using the learnings from this Reflect RAP to develop and implement opportunities for reconciliation in our business and wider communities.

Watch this space.

Matthew Berg & Dan McLennan
Co CEO's

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Message From Reconciliation Australia



Reconciliation Australia welcomes Local Residential (Local) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Local joins a network of more than 2,200 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.

This Reflect RAP enables Local to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions.

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 Local 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 Local, 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

Our Business

We're a Melbourne-born business that creates and manages apartments exclusively for rent, established in 2021 by Dan McLennan and Matt Berg, in conjunction with a joint venture managed by Macquarie Asset Management Real Estate. Our head office is in Richmond, Victoria and we have two buildings under active construction in Kensington, Victoria and South Melbourne, Victoria.

We believe in strengthening communities by using our homes to deliver positive social change.

We're keen to give Australians the chance to live and belong in places they want to, for as long as they like. Our buildings are designed with the climate in mind; they're fully electric, maximising renewable energy and minimising waste so we're operating at NetZero. No fossil fuels here, thanks very much.

Here seems like the right place to highlight our commitment to incorporate a targeted component of housing, to create positive social impact, into each of our communities. We call this 'impact housing' and it means that we will work directly with registered housing providers across three groups to supply homes to people who need them - women over 55 who are at risk of homelessness, key workers like nurses and teachers who are vital to our communities, and people in need of specialist disability accommodation who don't currently have suitable homes to live in.

With 16 full time employees, we're in the process of commissioning at least 5,000 homes by 2026 with our investment partners. We currently have close to 900 dwellings secured in Melbourne and a further pipeline under active negotiation around Australia.

The growth of our business gives us a unique opportunity to actively participate in reconciliation in Australia by embedding a culture of shared understanding from the outset, where we facilitate two-way conversations with Aboriginal and Torres Strait Islander Peoples to understand how we can work together to facilitate opportunities for cultural learning and employment for Aboriginal and Torres Strait Islander suppliers, artists and office based employees. Whilst we do not currently employ any Aboriginal and/or Torres Strait Islander people in any of these capacities, we will be working within this RAP to identify opportunities to change this.

With that in our sights, we're excited to become part of great neighbourhoods and thriving communities as we build opportunities for everyone to have a sustainable and socially conscious life and to live like a Local (see what we did there?).

Our RAP

We are at the start of our reconciliation journey, and of our journey as a business. By developing our Reflect Reconciliation Action Plan at this early stage, we believe that we will cultivate a culture of diversity, inclusion, and cultural awareness into the very fabric of who we are and how we operate as an organisation.

Our Reflect Reconciliation Action Plan will give us pause to reflect on the work that we need to do to take meaningful steps to advance reconciliation within our organisation, and in our sphere of influence by:

- Establishing and strengthening mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations
- Promoting reconciliation, anti-discrimination, diversity, and inclusion

- Increasing our understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning
- Cultivating a culture of respect by observing cultural protocols and celebrating NAIDOC week
- Improve Aboriginal and Torres Strait Islander Peoples employment outcomes and increase supplier diversity to support improved economic and social outcomes.

We understand that reconciliation is a long-term commitment, and we are dedicated to continuing our reconciliation journey beyond this Reflect Reconciliation Action plan to facilitate mutually beneficial relationships, respect, and opportunities.

We will build accountability and transparency through reporting our RAP achievements, challenges, and learnings internally via a quarterly report to our Board, Health, Safety, Environmental and Sustainability (HSE&S) Committee, and externally via our website and annual ESG Report.

The implementation of our RAP will be championed by our co-CEOs, supported by our RAP Working Group, which consists of the following employees:

- **Clare Tayt,**
Head of Corporate & ESG (Chair)
- **Megan Hondromatidis,**
Head of Marketing and Communications
- **Loren Thanyakittikul,**
Head of Design
- **Peter Smith,**
Senior Development Manager
- **Cara Clemente,**
Development Manager
- **Tim Bradbury,**
Assistant Development Manager

Our RAP Artwork



Jesse Sutton
Contemporary Indigenous artist
from the Kalkadoon people

My name is Jesse Sutton, a contemporary Indigenous artist from the Kalkadoon people. This painting is my interpretation of Local and its reconciliation journey.

In my painting, the largest community symbol in the centre of the artwork represents Local. The 11 yellow spears and digging sticks around Local's community symbol represents the current employees who will continue to grow with the business.

The three small community symbols connected by travelling lines to Local represent the three main groups Local have committed to for impact housing; young people living with a disability, women over the age of 55 who are at risk of homelessness, and key workers such as nurses and teachers whose careers make a significant contribution to our community.

The scattered U symbols in alternating colours are people, representing how Local scatters their apartments throughout their developments, with all tenants equal regardless of their financial status.

The handprints in the top right corner represent Local's support of its residents. The kangaroo and emu footprints represent Local's forward-focused reconciliation journey.

Above Local's buildings, the arrow represents Local's goal to be the leading ESG focussed Build to Rent provider in Australia. The leaves represent Local's ambition to be carbon neutral by 2030. The boomerangs represent returning customers and clients.

Finally, the two large U symbols with spears in the background represent founders, Matt Berg and Dan McLennan.

Our Plan

Relationships

Action	Deliverable	By Date	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	June 2023	Chair - RWG
	Research best practice principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2023	Chair - RWG
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia’s NRW resources and reconciliation materials to staff.	May 2023	Head of Marketing and Communications
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June	Chair - RWG
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June	Chair - RWG
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	November 2023	Co CEOs
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2023	Chair - RWG
	Identify RAP organisations and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	October 2023	Chair - RWG
Promote positive race relations through anti-discrimination strategies.	Research best practice policies in areas of race relations and anti-discrimination.	May 2023	Head of Corporate & ESG
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	May 2023	Head of Corporate & ESG

Respect

Action	Deliverable	By Date	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, history, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander culture, histories, knowledge and rights within our organisation.	March 2023	Chair - RWG
	Conduct a review of cultural learning needs within our organisation.	March 2023	Head of Corporate & ESG
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area(s).	December 2022	Chair - RWG
	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2022	Head of Marketing & Communications
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst staff about the meaning of NAIDOC week.	May 2023	Head of Marketing & Communications
	Introduce staff to NAIDOC Week by encouraging promotion of external events in their local areas.	June 2023	Head of Marketing & Communications
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023	Chair - RWG

Opportunities

Action	Deliverable	By Date	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2023	Head of Corporate & ESG
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2023	Head of Corporate & ESG
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2023	Chair - RWG
	Investigate Supply Nation membership.	August 2023	Head of Corporate & ESG

Governance

Action	Deliverable	By Date	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	November 2022	Chair - RWG
	Draft a Terms of Reference for the RWG.	November 2022	Chair - RWG
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2022	Chair - RWG
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	November 2022	Chair - RWG
	Engage senior leaders in the delivery of RAP commitments.	November 2022	Co CEOs
	Define appropriate systems and capability to track, measure and report on RAP commitments.	November 2022	Chair - RWG
	Maintain a senior leader to champion our RAP internally.	November 2022	Co CEOs
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contacts are up-to-date, to ensure we don't miss out on important RAP correspondence.	June 2023	Chair - RWG
	Contact Reconciliation Australia to request our unique code to access the online RAP Impact Measurement Questionnaire.	1 August 2023	Chair - RWG
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023	Chair - RWG
Continue our reconciliation journey by development our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2023	Chair - RWG



LOCAL:

Thank you

Clare Tayt
Head of Corporate & ESG

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