

Reflect Reconciliation Action Plan

May 2020–May 2021



Letter from the CEO

On behalf of everyone at the Clean Energy Finance Corporation, I am pleased to introduce our first Reconciliation Action Plan, representing the Reflect phase of the RAP process.

We are a small organisation with a deep sense of purpose: to be at the forefront of Australia's successful transition to a low carbon world, investing on behalf of all Australians.

Our approach to our work is founded on our shared values: to make a positive impact; to collaborate with others to make a difference; to champion integrity by being open and honest; to embrace innovation by being open to new approaches and solutions.

As specialist investors and financiers, we have a clear focus on the sustainability impact of our investments, so that they deliver benefits for generations to come.

We appreciate that lowering emissions for sustainable communities will benefit from an inclusive society that recognises the rich histories, cultures and contributions of Aboriginal and Torres Strait Islander peoples. We are only too aware that Aboriginal and Torres Strait Islander peoples have successfully cared for this land for many thousands of years.

We also understand that climate change is impacting all communities in Australia, particularly those in vulnerable communities. By respecting and embracing the Traditional Custodians and Elders of Australia, we want to support the continuation of the cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

Our involvement in the RAP process has been led by our people, with CEFC staff members committing their own time and resources to raising our awareness and understanding of the RAP. Their efforts have been enthusiastically received by our Board, Executive and Staff. Among the various initiatives we have introduced, we are proud to now include an Acknowledgement of Country in our all staff meetings, and to offer Aboriginal and Torres Strait Islander cultural awareness and engagement as part of our staff development.

I was also proud to have signed a Statement of Reconciliation on behalf of the CEFC along with The Department of Industry, Science, Energy and Resources and agencies within the Industry, Science, Energy and Resources Portfolio which confirms our ongoing commitment to reconciliation.

We appreciate that the CEFC is at the start of our reconciliation journey, and there is much more we can do: in understanding Aboriginal and Torres Strait Islander cultures, in using our expertise to benefit communities and in providing meaningful career opportunities for Aboriginal and Torres Strait Islander peoples.

This Reflect RAP is an important first step. We look forward to deepening our ties with Aboriginal and Torres Strait Islander stakeholders and communities and making a positive contribution to the vision of national reconciliation.



Ian Learmonth
Chief Executive Officer, CEFC

The artwork

Artwork

Creating a sustainable future

Jordana Angus

Artwork Story

This artwork represents the CEFC's commitment to creating a more sustainable future for all Australians, by ensuring all communities have access to reliable, affordable and clean energy.

This is represented by the people symbols within the artwork accessing different sources of clean energy that CEFC is investing in. These sources of clean energy are represented by four circular designs within the artwork—representing (from left to right) solar generation, wind generation, bioenergy and energy storage.

The artwork background is made up of symbols that represent the land, sky and water that Aboriginal and Torres Strait Islander peoples have successfully cared for for many thousands of years. This element of the artwork acknowledges the contribution of Aboriginal and Torres Strait Islander peoples and recognises the need for an inclusive society to lower emissions for sustainable communities. By using symbols depicting the Indigenous landscape, the artwork represents the CEFC's support of the continuation of culture, and spiritual and educational practices of Aboriginal and Torres Strait Islander people.

The CEFC is represented by a circular design in the top right corner of the artwork, representing the CEFC as drivers of innovation, forward thinking and a catalyst for change. The people symbols surrounding this circular design are facing outwards to show their commitment to the community and their role as educators and leaders in facing in the climate change challenge.

Size: 70cm x 60cm

Medium: Acrylic on canvas

Date: June 2020

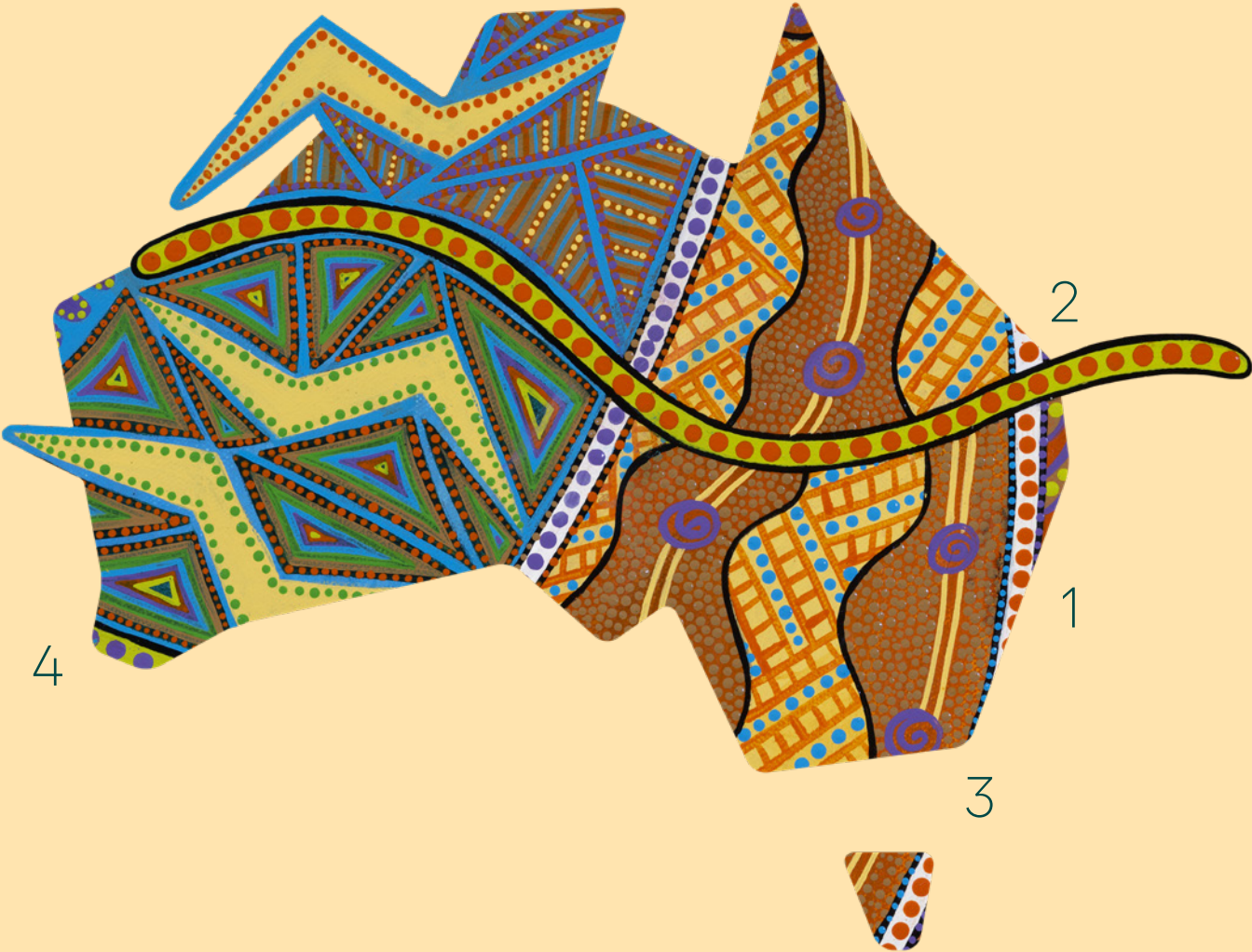


About the CEFC

The CEFC has a unique role to increase investment in Australia's transition to lower emissions. With the backing of the Australian Government, we invest to lead the market, operating with commercial rigour to address some of Australia's toughest emissions challenges – in agriculture, energy generation and storage, infrastructure, property, transport and waste. We're also proud to back Australia's cleantech entrepreneurs through the Clean Energy Innovation Fund, and invest in the development of Australia's hydrogen potential through the Advancing Hydrogen Fund. With \$10 billion to invest on behalf of the Australian Government, we work to deliver a positive return for taxpayers across our portfolio.



Where we operate



The CEFC operates Australia-wide with more than 110 staff, based in four locations:

- | | |
|---|---|
| 1 | Sydney - on the lands of the Gadigal peoples of the Eora Nation |
| 2 | Brisbane - on the lands of the Turrbul and Jagera peoples |
| 3 | Melbourne - on the lands of the Boon Wurrung and Wurundjeri peoples of the Kulin Nation |
| 4 | Perth - on the lands of the Whadjuk Noongar peoples |

What we do

Through the CEFC Act, the Australian Parliament has tasked the CEFC with increasing investment in clean energy solutions, as part of Australia's successful transition to a low emissions economy.

This is achieved by investing in eligible clean energy technologies, projects and businesses, where these involve renewable energy, energy efficiency or low emissions technologies.

We also use CEFC finance to attract additional investment from the private sector, and we actively share our experiences, insights and expertise with project sponsors, co-investors, public sector agencies, the energy sector and other industry bodies.

We are proud to support cleantech entrepreneurs in commercialising the technologies and business solutions that can help reduce emissions.

Our impact

As a specialist organisation, investing on behalf of the Australian community, we have a clear focus on the impact of our activities. In our latest Annual Report, for the period to 30 June 2019, we reported:

Economic impact

We have deployed more than \$5 billion to investments and projects Australia-wide, of which some \$718 million was repaid or returned to 30 June 2019.

Clean energy impact

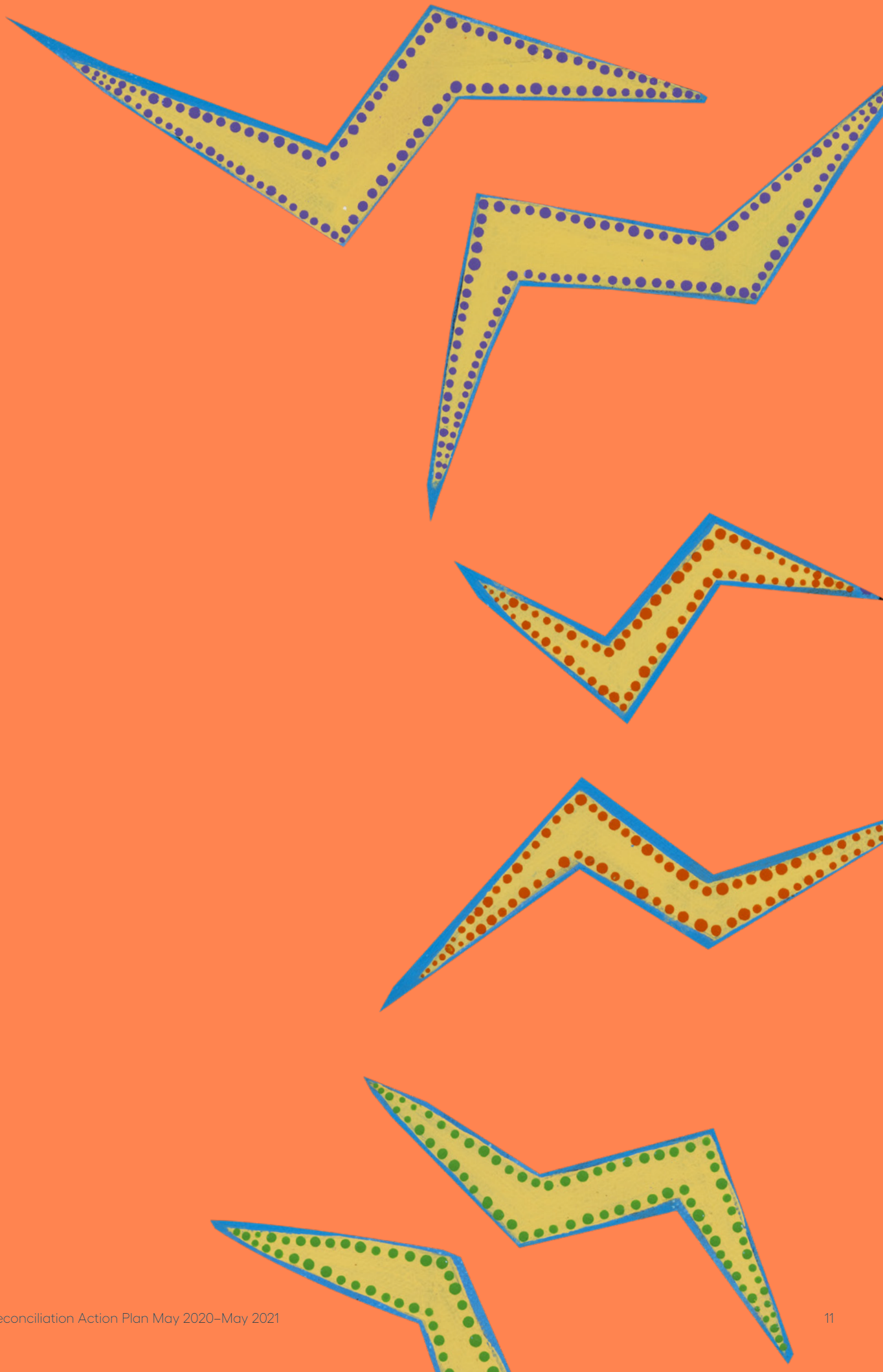
CEFC finance has helped drive \$24 billion of investment commitments to clean energy projects, supporting significant growth in large-scale renewables in particular.

Investment impact

Each dollar of CEFC commitments has been matched by more than \$2 in private sector finance, demonstrating our ability to attract additional private sector finance into lower emissions.

Emissions impact

Our commitments are targeting lifetime emissions abatement of more than 260Mt of CO₂-e, reflecting the combined efforts of the CEFC and our co-investors.



Aboriginal and Torres Strait Islander employment opportunities

The CEFC does not have any permanent staff who identify as Aboriginal and/or Torres Strait Islander people.

In 2019, we commenced a partnership with CareerTrackers, a national non-profit organisation working to create pathways and support systems for Indigenous young adults so they can attend and graduate from university, with high marks, industry experience and bright professional futures.

Through CareerTrackers, we welcomed our first Aboriginal and Torres Strait Islander intern in November 2019. We are looking forward to building on this first step as part of our RAP.

In parallel, we are examining our approach to recruitment to help ensure we attract Aboriginal and Torres Strait Islander candidates. In particular, we have identified Indigenous Employment Australia as a important recruiting tool, and will post suitable employment opportunities on the Indigenous Employment Australia website.

As a specialised financier, the CEFC recruits experienced, senior practitioners which is reflected in our employee profile. We also recognise the value of diversity and inclusivity across all levels of our organisation.

Why we are developing a RAP

We are developing a RAP because we recognise that our objective of lowering emissions for sustainable communities will benefit from an inclusive society that recognises the rich histories, cultures and contribution of Aboriginal and Torres Strait Islander Australians.

The CEFC formed a RAP Working Group in 2018 in response to interest from staff and the recognition that as an organisation we can do more to encourage and build relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations.

Our RAP Working Group includes staff across all offices and business units, including two members of the Executive team. We believe that having representation from across the business and the endorsement of senior leadership is vital to embedding the RAP across our organisation. Within our organisation our RAP is championed by our CEO, Ian Learmonth, to help drive enthusiasm and deliverables for the RAP.

Reflect RAP goals

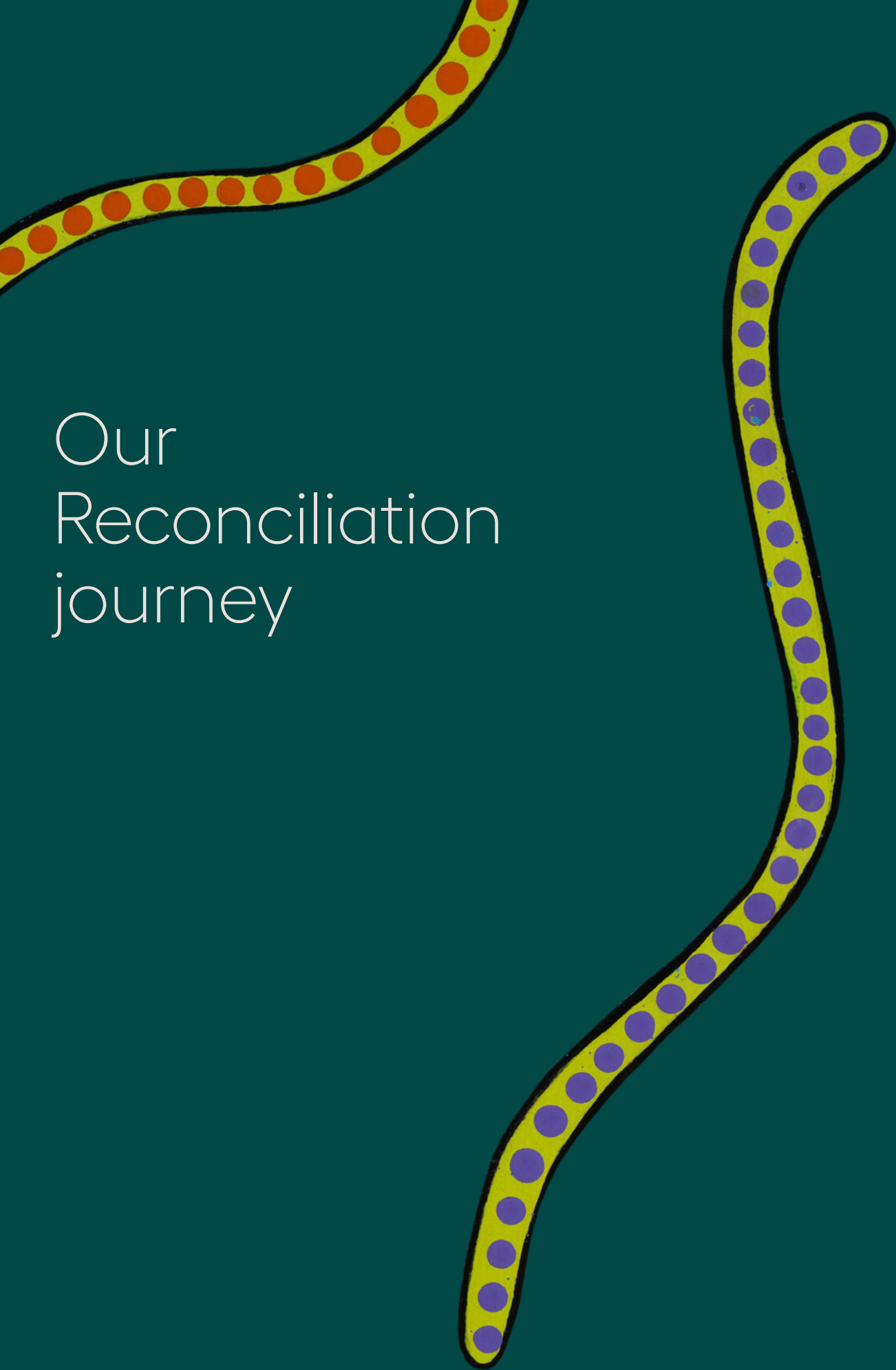
In our first Reflect RAP, we acknowledge that we must set a solid foundation and understanding of our relationships and role within reconciliation.

We have approached the implementation of our RAP by setting out objectives for what we would like to achieve in our Reflect RAP:

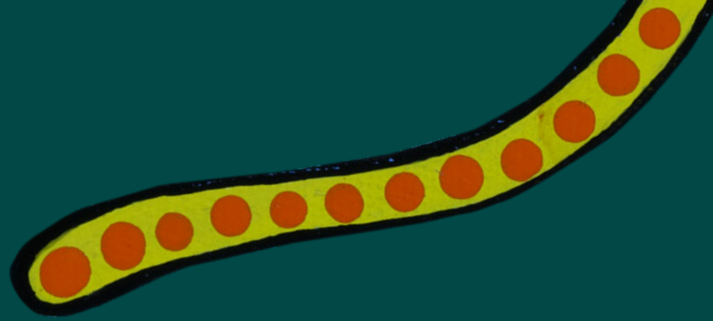
- Understand and improve our level of awareness of Aboriginal and Torres Strait Islander histories, cultures and peoples
- Know and understand the Traditional Custodians and Aboriginal and Torres Strait Islander stakeholders
- Examine how we can contribute to better outcomes from the perspectives of an employer, procurer, responsible investor and industry leader.

CEFC Staff participate in activities to increase their awareness and understanding of Aboriginal and Torres Strait Islander peoples.





Our Reconciliation journey



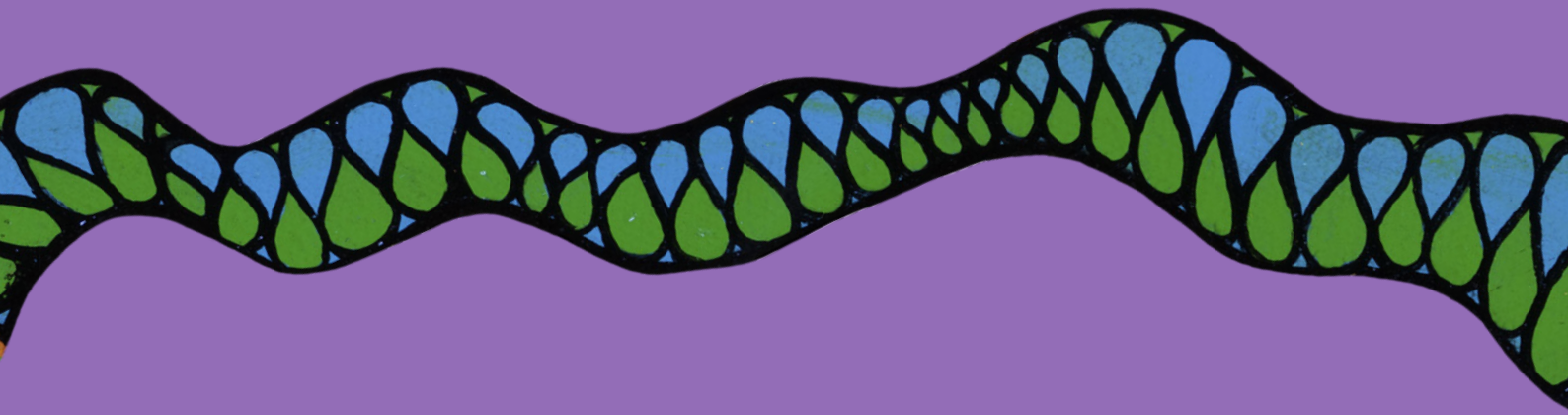
Although we are at the beginning of our Reconciliation journey, the CEFC's RAP Working Group has already launched several initiatives including:

- The celebration and recognition of National Reconciliation Week and NAIDOC Week
- The introduction of protocols for the Acknowledgement of Country and Welcome to Country at CEFC events
- A staff survey to determine baseline knowledge and attitudes about cultural awareness
- Cultural awareness activities, such as walking tours of local areas of Aboriginal and Torres Strait Islander significance
- Face to face cultural awareness training sessions for staff
- The creation of an online portal to provide staff with resources and information about Aboriginal and Torres Strait Islander histories, cultures and achievements
- Stationary procurement from a Supply Nation certified business
- Posting of specific employment opportunities on the Indigenous Employment Australia website as a means of recruiting Aboriginal and Torres Strait Islander peoples
- A partnership with CareerTrackers to provide internship opportunities for Aboriginal and Torres Strait Islander university students
- Adoption of a Statement of Reconciliation with The Department of Industry, Science, Energy and Resources which confirms our ongoing commitment to Reconciliation

In addition to the above, we continue to develop relationships with Aboriginal and Torres Strait Islander stakeholders and organisations to explore ways in which we can work together.



Relationships

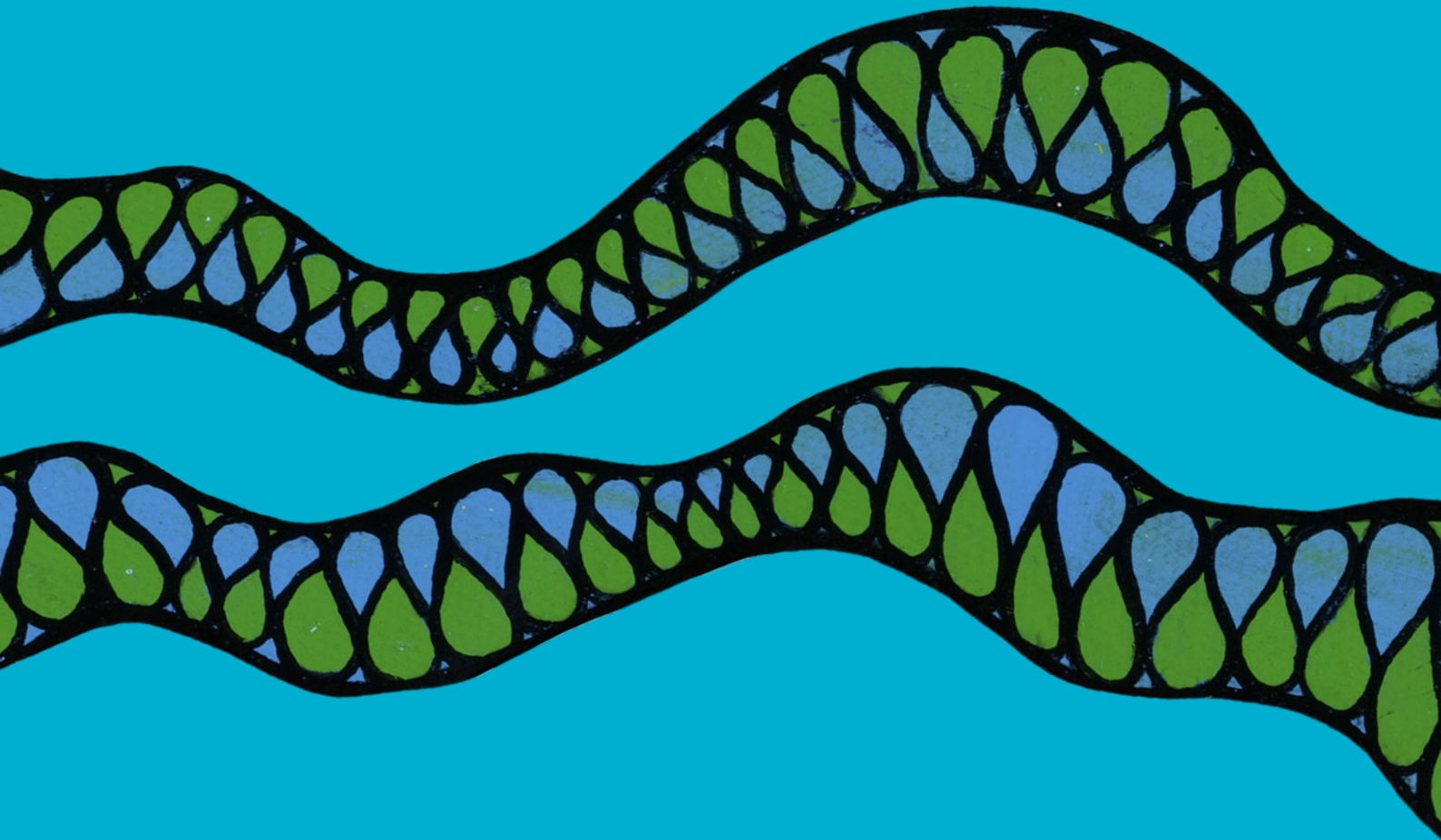


Relationships

Action	Deliverable	Timeline	Responsibility
1. 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.	July 2020	Head of Government and Stakeholder Relations
	– Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2020	Head of Government and Stakeholder Relations
	– Identify and engage best practice relationships with Aboriginal and Torres Strait Islander stakeholders from the viewpoint of our roles within the clean energy sector (this may include our role as a government agency, debt and equity investor or project developer).	January 2021	Head of Government and Stakeholder Relations
2. Build relationships through celebrating National Reconciliation Week (NRW).	– Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May–3 June 2020	Head of Government and Stakeholder Relations
	– RAP Working Group members to participate in an external NRW event.	27 May–3 June 2020	Head of Government and Stakeholder Relations
	– Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May–3 June 2020	Head of Government and Stakeholder Relations
3. Promote reconciliation through our sphere of influence.	– Communicate our commitment to reconciliation to all staff.	June 2020	Head of Government and Stakeholder Relations
	– Identify external stakeholders that our organisation can engage with on our reconciliation journey.	July 2020	Head of Government and Stakeholder Relations
	– Identify like-minded organisations that are also committed to a RAP which we could approach to collaborate with on our reconciliation journey.	August 2020	Head of Government and Stakeholder Relations
	– Communicate what we are doing/what our plans are to those within our sphere of influence e.g. external stakeholders.	August 2020	Head of Government and Stakeholder Relations
4. Promote positive race relations through anti-discrimination strategies.	– Research best practice and policies in areas of race relations and anti-discrimination.	June 2020	Head of Government and Stakeholder Relations
	– Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2020	Head of Government and Stakeholder Relations
	– Recognise and promote Harmony Day 21 March (United Nations International Day for the Elimination of Racial Discrimination) to CEFC staff.	March 2021	Head of Government and Stakeholder Relations



Respect

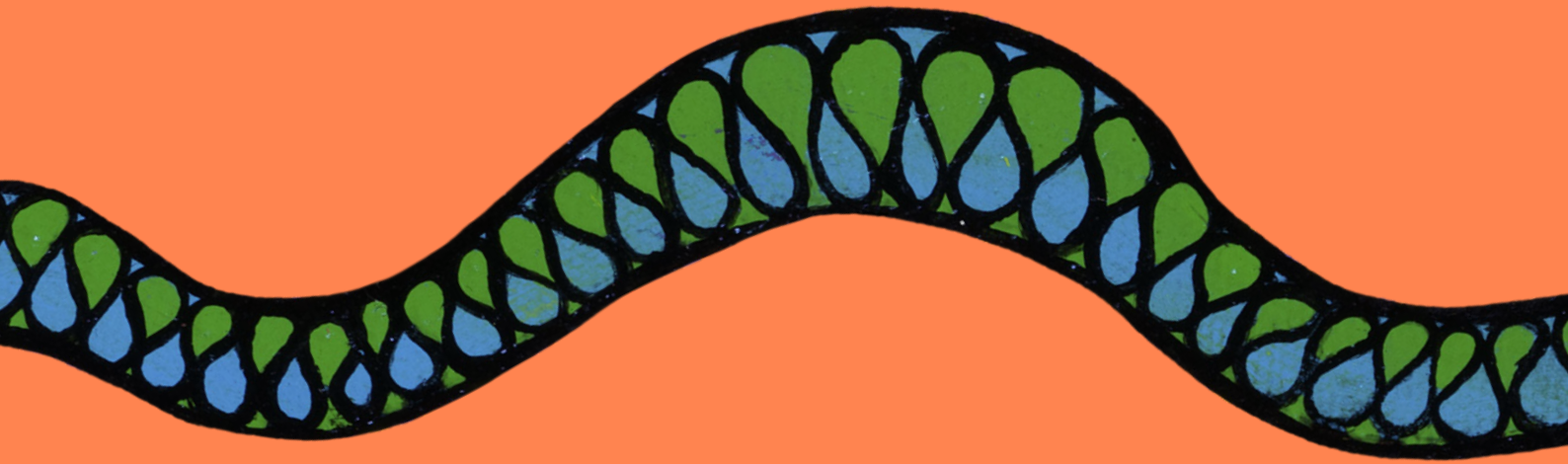


Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	– Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	August 2020	Associate Director, Clean Futures Team
	– Conduct a review of cultural learning needs within our organisation.	July 2020	Associate Director, Clean Futures Team
	– Develop a plan to meet cultural learning needs based on the staff survey results.	August 2020	Associate Director, Clean Futures Team
	– Communicate information (via the intranet, email and staff events) about Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights with staff including sharing significant events.	May 2020	Associate Director, Clean Futures Team
6. 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.	May 2020	Associate Director, Clean Futures Team
	– Develop and implement a system (initially, via an appointed employee) for identifying the local Traditional Owners or Custodians of the lands and waters of our project sites.	June 2020	Associate Director, Clean Futures Team
	– Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2020	Associate Director, Clean Futures Team
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	– Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2020	Associate Director, Clean Futures Team
	– Introduce our staff to NAIDOC Week by promoting external events in our local areas.	July 2020	Associate Director, Clean Futures Team
	– RAP Working Group to participate in an external NAIDOC Week event.	July 2020	Associate Director, Clean Futures Team



Opportunities

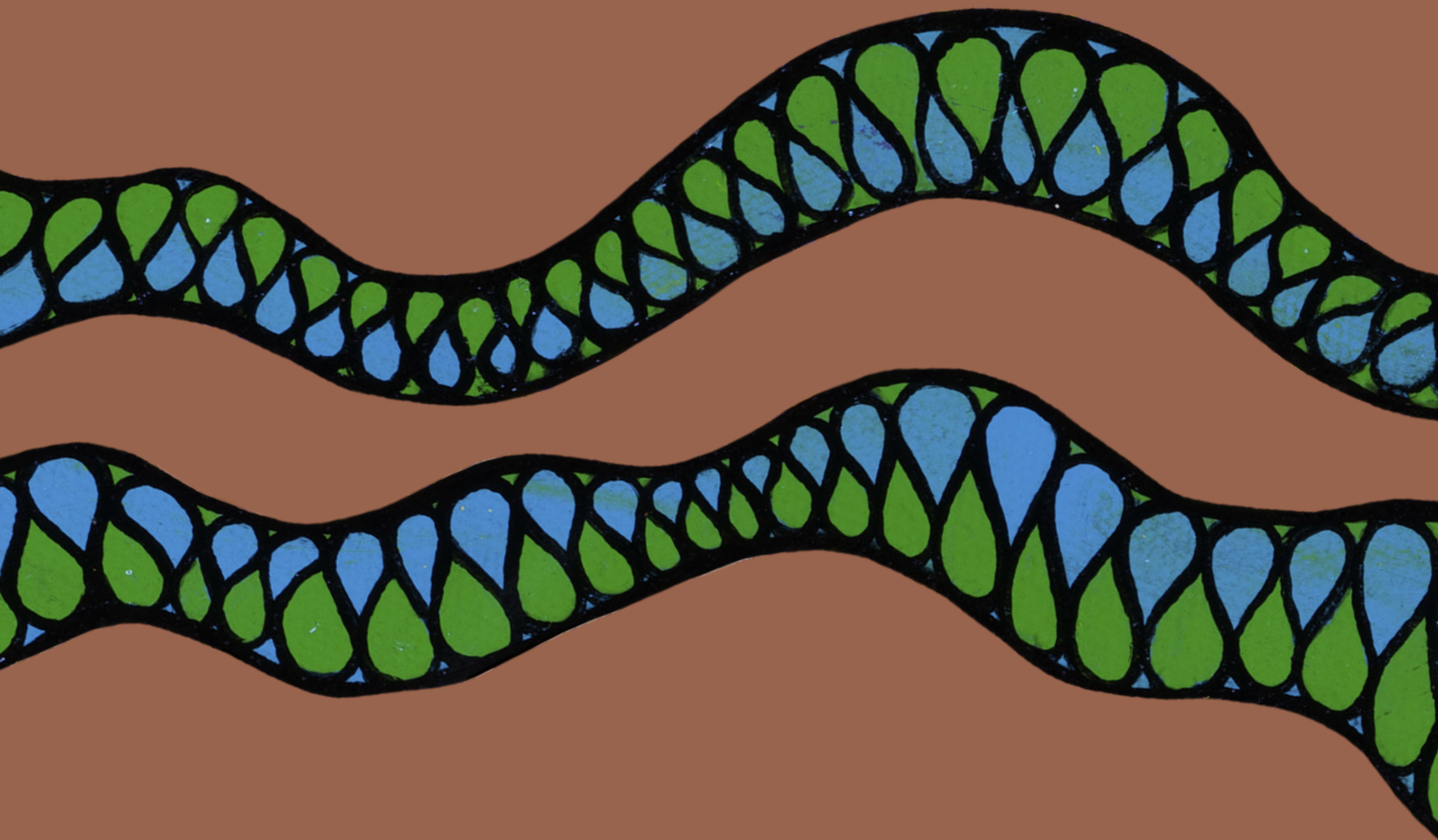


Opportunities

Action	Deliverable	Timeline	Responsibility
8. 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 2020	Chief Risk Officer
	– Identify partnering opportunities with other relevant institutions who can assist with improving employment outcomes.	June 2020	Chief Risk Officer
	– Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2020	Chief Risk Officer
9. 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 2020	Chief Risk Officer
	– Maintain Supply Nation membership.	May 2020	Chief Risk Officer
10. Promote Aboriginal and Torres Strait Islander businesses and communities' involvement in the clean energy sector.	– Build understanding of how Aboriginal and Torres Strait Islander businesses and communities currently participate in the clean energy sector and existing hurdles or barriers to participation.	September 2020	Chief Risk Officer
	– Investigate ways in which the CEFC could increase participation of Aboriginal and Torres Strait Islander businesses and communities in the clean energy sector.	September 2020	Chief Risk Officer



Governance



Governance

Action	Deliverable	Timeline	Responsibility
11. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	– Maintain a RWG to govern RAP implementation.	May 2020, 2021	Associate Director, Marketing and Communications
	– Draft a Terms of Reference for the RWG.	May 2020	Associate Director, Marketing and Communications
	– Establish Aboriginal and Torres Strait Islander representation on the RWG.	June 2020	Associate Director, Marketing and Communications
	– Establish a RWG Advisory committee with external Aboriginal and Torres Strait Islander representation.	May 2020	Associate Director, Marketing and Communications
12. Provide appropriate support for effective implementation of RAP commitments.	– Define resource needs for RAP implementation.	June 2020	Associate Director, Marketing and Communications
	– Engage senior leaders in the delivery of RAP commitments.	May 2020	Associate Director, Marketing and Communications
	– Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2020	Associate Director, Marketing and Communications
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	– Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2020	Associate Director, Marketing and Communications
14. Continue our reconciliation journey by developing our next RAP.	– Register via Reconciliation Australia's website to begin developing our next RAP.	January 2021	Associate Director, Marketing and Communications



Contact details

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