

Reflect Reconciliation Action Plan

2023 - 2024



HATCH

Message from Hatch Australia Executive



Hatch is pleased to present its inaugural Reflect Reconciliation Action Plan (RAP). Our RAP details our commitment to Aboriginal and Torres Strait Islander peoples and reconciliation.

We strive to ensure the activities we conduct in mining, energy and infrastructure have a positive and enriching impact on the Aboriginal and Torres Strait Islander communities involved in or impacted by our projects. Our ambition is to ensure that all our projects are conducted with respect and integrity for these communities.

Hatch's Reflect RAP defines our approach and commitment to Aboriginal and Torres Strait Islander peoples through employment opportunities, education and supporting Supply Nation registered businesses.

Hatch's relationship with Aboriginal and Torres Strait peoples is based on the values of honesty, respect and transparency. Our ability

to deliver reliable, innovative solutions for our clients globally is enhanced by our knowledge and understanding of the histories, cultures, protocols, values, aspirations, and Elders and councils of Aboriginal and Torres Strait peoples.

Responsibility and accountability within Hatch in respecting Aboriginal and Torres Strait peoples begins with the Managing Directors, senior leaders, and project managers in Australia. Our vision for reconciliation is to achieve real and sustainable improvements in Aboriginal and Torres Strait Islander communities throughout all our business activities in Australia.

We encourage our employees to learn about and understand the traditions, values, and aspirations of Aboriginal and Torres Strait Islander peoples.

*Jan Kwak,
Managing Director, Australia-Asia*



Acknowledgement of Country

Hatch would like to acknowledge the Traditional Owners of the lands upon which our company operates and pay respect to their Elders past, present and emerging, and their enduring connection to land, waters and culture.

Further, Hatch is committed to ensuring our communities thrive sustainably, now and in the future, and we acknowledge the importance of the rich and diverse traditions and cultures held by Aboriginal and Torres Strait Islander peoples.

Awernekenhe Ayeye *(A-nuna-kun Aye-yee)*

Painted by Amunda Gorey 2022

Hatch has commissioned an Aboriginal artist to create an artwork that would be specific to Hatch Australia and represent our connection to the land, and relationship with the communities in which we and our clients operate. This unique design will be used for all Hatch Australia's Indigenous events; communications; signage; and Indigenous corporate wear range. The painting is the visual endorsement of our commitment to recognition of, and reconciliation with Aboriginal and Torres Strait Islander Peoples, among staff, clients and other office visitors.

Artist and proud Arrernte woman, Amunda Gorey, has incorporated the Hatch corporate colour palette, creating vibrancy and instant recognition. The orange closely resembles ochre, a natural clay earth pigment and more traditional indigenous art palette, that is not only symbolic of our respectful connection to heritage and country, but also exudes warmth and passion, reflective of the way we work.

Awernekenhe Ayeye illustrates the Hatch vision—articulated through our Manifesto—that we are passionately committed to the pursuit of a better world through positive change. The mission, values and personality of Hatch that

form the core of our Manifesto are depicted at the centre of the painting and guide all that we do. Hatch continues to evolve over time, but our Manifesto remains at the heart of who we are and how we move forward to meet the world's toughest challenges. Our exceptional people, represented by the U-shape symbols featured throughout the painting, are also central to our success. They are shown gathering in teams, interacting across groups and (where the U-shapes face in and out at the core) coming and going, yet always remaining a part of the Hatch story.

This notion of coming and going highlights how Hatch, and the way we operate, is made up of moving parts. This includes not only our internal teams, but also our clients, vendors, subsidiary companies and the broader communities in which we live and work. Circles—including sets of concentric circles—represent individuals, teams and groups coming together, whilst connections between them all are evident through the configuration of dots, lines, circles and waves. The pattern in the artwork is harmonious and deliberately symmetrical, but the subtle difference in the symbols within the circles reflects the diversity of our teams. Hatch values a diverse and inclusive

work environment because of the simple belief that it fosters a plurality of thought and perspective to solve challenging problems. Recognising, too, our commitment to ensuring we have a culturally safe workplace and achieve no harm, the collection of windbreaks and borders scattered across the painting signify protection and shelter.

Hatch would like to thank Amunda Gorey for her interpretation of our history and culture as told through this incredible artwork. As Amunda, herself, articulated: every dot has its place, like every person has their role to play, but it is only when they are all brought together, that the whole story—and the artwork—can be appreciated.

We are immensely proud of Awernekenhe Ayeye and so grateful for the thought and composition that Amunda has given to her work.



Amunda Gorey Artist Acknowledgement

Amunda is an Arrernte artist who was raised in the remote community of Santa Teresa, an hour Southeast of Alice Springs. Growing up in a time before all the crazy technology and the internet, Amunda and her family spent a lot of time going out bush.

Amunda experienced her introduction to art from her mother as a means of keeping her and her siblings busy. Some of the techniques Amunda experimented with included pottery, batik, sketching, painting, and drawing. After finishing boarding school in 2002 she took up painting with acrylics, which quickly became more than just a hobby as Amunda's art career took off.

Painting brings Amunda much joy and relaxation, she calls it her "me" time. The subjects of Amunda's paintings mainly include strong women, children, families, and flora and fauna. Amunda also draws on the fond memories of her childhood and she has passed her passion to her own three daughters, all of whom paint, with the older two also receiving commissions.

Amunda continues to reside in Alice Springs where she dedicates her time to community and family, her work as an experienced community health researcher, and her love of painting.



Hatch provided financial compensation to Amunda Gorey for the artwork and paid additionally for a commercial license.

Message from Reconciliation Australia CEO

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

Hatch joins a network of more than 1,100 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.

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 Hatch 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 Hatch, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

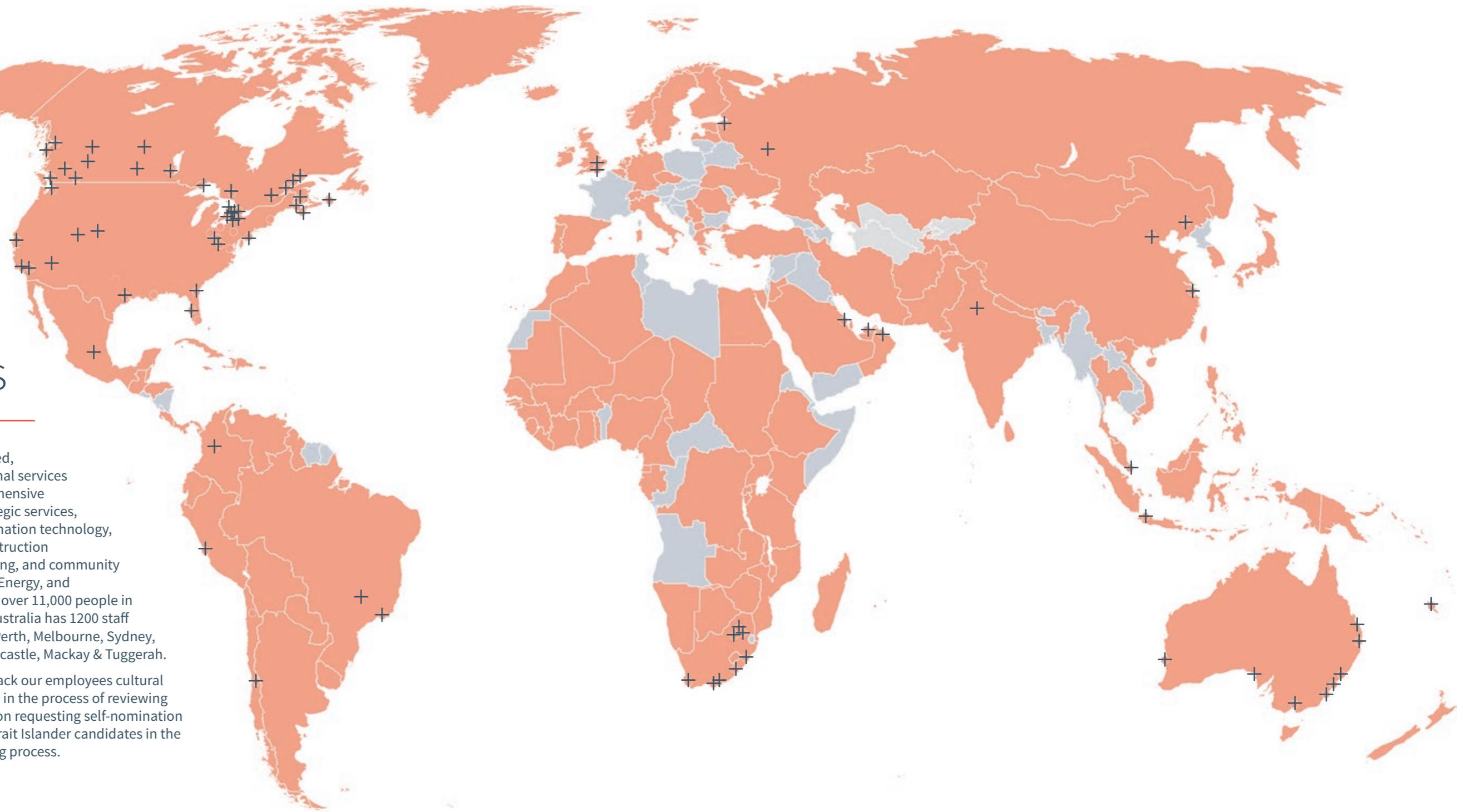
Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our Business

Hatch is an employee-owned, multidisciplinary professional services firm that delivers a comprehensive array of technical and strategic services, including consulting, information technology, engineering, project & construction management, urban planning, and community engagement to the Metals, Energy, and Infrastructure sectors. With over 11,000 people in 65 offices globally, Hatch Australia has 1200 staff across offices in Brisbane, Perth, Melbourne, Sydney, Adelaide, Wollongong, Newcastle, Mackay & Tuggerah.

Hatch does not currently track our employees cultural heritage. Hatch is currently in the process of reviewing our current global policies on requesting self-nomination by Aboriginal and Torres Strait Islander candidates in the recruitment and onboarding process.



Our Reconciliation Action Plan

Hatch's vision for reconciliation is to achieve real and sustainable improvements in employment and business opportunities for Aboriginal and Torres Strait Islander peoples throughout all our business activities in Australia.

We acknowledge the lead role the Australian Government play in improving the social and economic circumstances for Aboriginal and Torres Strait Islander peoples but understand that this work cannot be achieved by governments alone. Therefore, Hatch seeks to continue providing and improving current and future opportunities for Aboriginal and Torres Strait Islander peoples by exploring new ways of establishing synergy.

Hatch will provide real opportunities for Aboriginal and Torres Strait Islander peoples by developing and implementing strategies which include short, medium and long-term outcomes. Our dedication to create this change has only just begun, and we not only acknowledge but appreciate, that due to the specialised nature of the work we carry out, that our vision will not be achieved in the short-term.

We desire to build a foundation from where Aboriginal and Torres Strait Islander people can unfold their grand potential and invaluable knowledge of the land and

become engineers and designers who can participate professionally in Hatch whilst empowering our society. Hatch will focus on establishing a strong relationship with Aboriginal and Torres Strait Islander peoples to ensure our vision for reconciliation is collectively shared.

Hatch have nominated Robert Eiermann as our RAP Champion who will work with the RAP working group and be responsible for driving and championing internal engagement and awareness of our RAP throughout Hatch Australia.

Our Partnerships & Current Activities

Engaging **great** people who make a **difference**



CareerTrackers

Hatch has continued to engage in a partnership with CareerTrackers, which is an Australian not-for-profit organisation that creates internship opportunities for Aboriginal and Torres Strait Islander university students. Hatch has contributed to organisations focused on supporting Aboriginal and Torres Strait Islander community education and representation in the STEM fields with CareerTrackers, providing vacation internships in Hatch and STEM industry mentors.



QRC Sponsorship

Hatch was the 2022 sponsor for the Queensland Resources Council QMEA Student Award.

The Exceptional Indigenous Queensland Minerals and Energy Academy (QMEA) Student Award category recognises exceptional achievement/s by an Aboriginal or Torres Strait Islander student at a QMEA school who has shown significant promise and passion for a career in the Queensland resources sector. It also recognises their ability to network and mentor other Aboriginal and Torres Strait Islander students.

NAIDOC

Each year, during the first week of July, Hatch Australia commemorates and reflects upon the histories, cultures, and achievements of Aboriginal and Torres Strait Islander peoples throughout all of its Australian offices by participating in internal and external gatherings, panel discussions and traditional ceremonies.

We do this in order to acknowledge and honor the diversity and number of different cultures present within Australia.

Hatch is honoured to contribute to the conversations and observances that celebrate the dynamic and diverse histories of the Aboriginal and Torres Strait Islander peoples. The observances provides moments of reflection and opportunities to engage for a more inclusive world.



The Smith Family

Learn today, change tomorrow.

The Smith Family Indigenous Youth Leadership Program Gathering (IYLP)

45 Indigenous students from around the country in years 9 and 10 come together to plan and strategise their career paths.

In 2022, Hatch participated and presented at the StraightTalk workshop. The workshop presented students with the positive messages and stories from volunteers and corporate partners from a range of industries and sectors. The objectives of this workshop were to:

- raise students' awareness of the level of education that is required to enter their chosen field.
- motivate students to think about their future and commit to their education in order to get a job in a field they are passionate about; and
- introduce students to an array of individuals from a variety of occupations in order to broaden their understanding of what is possible.

The Smith Family Learning for Life program

CORPORATE SPONSOR

In 2022, Hatch supported The Smith Family's *Learning for Life* communities in Brisbane (QLD), Mirrabooka (WA), Collingwood (VIC), Auburn & Dapto (NSW), to support the education of Australian students. 3,522 students across Australia benefited from our \$50,000 investment in these *Learning for Life* communities. Of these, 426 identify as Aboriginal and/or Torres Strait Islander.

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Our Actions: Relationships

ACTION	DELIVERABLE	TIMELINE	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 Sphere of Influence.	Dec-23	Regional Director – Community Engagement & Social Performance (CESP) AUA
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May-23	Regional Director – CESP AUA
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.	May-23	RAP Officer
	RAP Working Group (RWG) members to participate in an external NRW event.	27 May – 3 June 2023	RAP Officer
	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	Regional Managing Director - AUA
Promote reconciliation through our Sphere of Influence.	Communicate our commitment to reconciliation to all staff (at quarterly town hall meetings).	Feb-2023	Regional Managing Director - AUA
	Support: Marketing & Communications	Ongoing (each NRW)	Marketing & Communications
	Use NRW to celebrate reconciliation focused initiatives, projects and successes across the organisation and within the Sphere of Influence.	27 May – 3 June 2023	Marketing & Communications Coordinator
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Jun-23	Regional Director – CESP AUA
Promote positive race relations through anti- discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Jun-23	HR Director - AUA
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Dec-23	HR Director - AUA

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Our Actions: Respect

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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.	Dec-23	Regional Director – CESP AUA
	Conduct a review of cultural learning needs within our organisation.	Jul-23	People Development Lead - AUA
	Investigate options for cultural awareness training across the business.	Jul-23	People Development Lead - AUA
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Amplify existing Acknowledgement of Country policy and practices, with a focus on kick off meetings and proposals.	Dec-23	RAP officer
	Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Jun-23	Regional Managing Director - AUA
	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area.	Jun-23	Regional Managing Director - AUA
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Create a ‘cultural profile’ for all Hatch office locations and major project sites, including Country, Traditional Owners, sites of significance, local history and stories.	Dec-23	RAP Officer Support: RAP Working Group
	Support: RAP Working Group	Dec-23	Regional Managing Director - AUA
	Raise awareness and share information amongst employees about the meaning of NAIDOC Week.	June-23	RAP Officer
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June-23	RAP Officer
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023	RAP Officer Support: RAP Working Group

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Our Actions: Opportunities

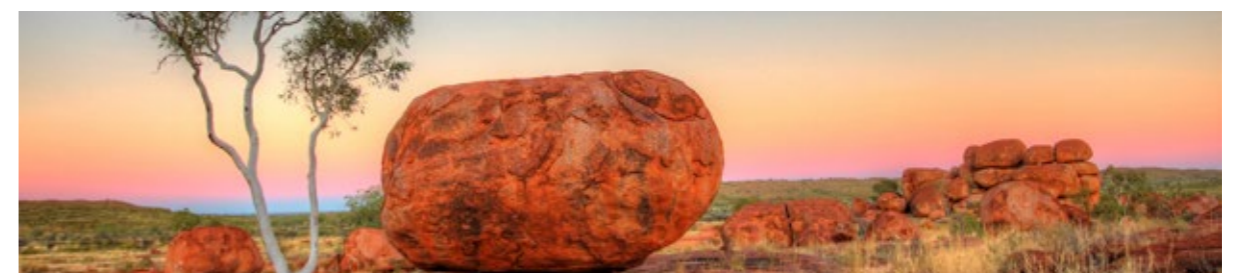
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Review current work, recruitment and employment processes to investigate opportunities to increase cultural safety'	Dec-23	HR Director - AUA
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional opportunities.	Dec-23	HR Director - AUA
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Dec-23	HR Director - AUA Support: RAP Working Group
	Identify an achievable target for Aboriginal and Torres Strait Islander employment.	Dec-23	HR Director - AUA Support: RAP Working Group
	Amplify existing CareerTrackers program participation.	Dec-23	HR Director - AUA Support: RAP Working Group
	Investigate options to build on current student mentoring and engagement initiatives with a focus on the engagement and support of Aboriginal and Torres Strait Islander students.	Dec-23	HR Director - AUA
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review procurement practices in relation to the existing processes and practices around Aboriginal and Torres Strait Islander peoples procurement.	Dec-23	Regional Manager – Procurement
	Develop policy for Aboriginal and Torres Strait Islander purchasing.	Dec-23	Regional Manager – Procurement
	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Dec-23	Regional Manager – Procurement
	Investigate Supply Nation membership.	June-23	Regional Manager – Procurement
	Identify appropriate target for procurement from Aboriginal and Torres Strait Islander businesses.	Dec-23	Regional Manager – Procurement
	Investigate opportunities for sponsorship or scholarship to develop and support Aboriginal and Torres Strait Islander businesses, aligned with project requirements and locations.	June-23	RAP Officer

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Our Actions: Governance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Jan-23	RAP Officer
	Engage senior leaders in the delivery of RAP commitments.	Mar-23	Regional Managing Director - AUA
	Appoint a senior leader to champion our RAP internally.	Mar-23	Regional Managing Director - AUA
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Jan-23	RAP Officer
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	Mar-23	RAP Officer
	Draft a Terms of Reference for the RWG.	Mar -23	RAP Officer
	Establish Aboriginal and Torres Strait Islander representation on the RWG .	June-23	Diversity & Inclusion Lead AUA
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 contact details are up to date, to ensure we do not miss out on important RAP correspondence.	1 June annually	RAP Officer
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	1 August annually	RAP Officer
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Sep, annually	RAP Officer
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January-24	RAP Officer





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