



Reconciliation Action Plan

Reflect

December 2022 to May 2024

floth



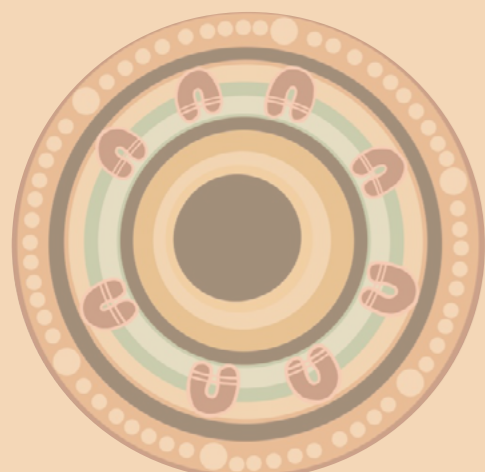
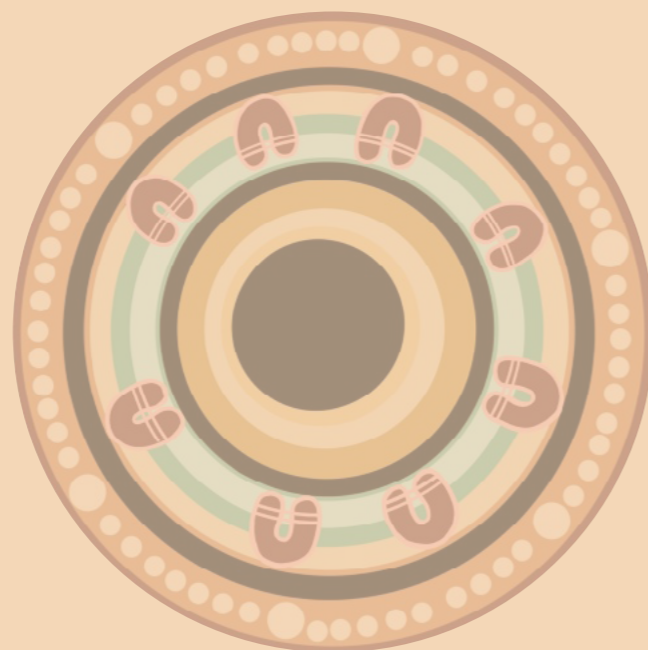
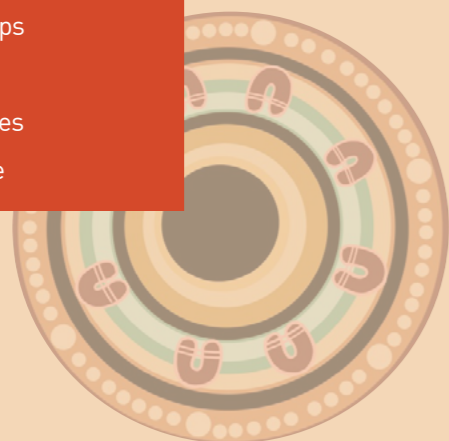
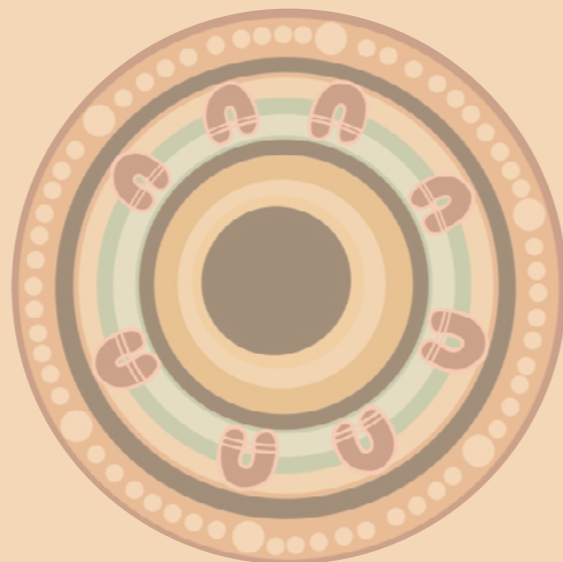
RECONCILIATION
ACTION PLAN

REFLECT



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Acknowledgement of Country

In the spirit of reconciliation, Floth Pty Limited acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and emerging and extend respect to all Aboriginal and Torres Strait Islander peoples today.



ARTIST STATEMENT - ALKINA EDWARDS

My name is Alkina Edwards.

I live on Yorta Yorta Country and have my whole life. From my Mother's side, my Mobs include Yorta Yorta, Mutti Mutti, Wiradjuri, Wemba Wemba, and from my Father's side, I am Bunjalung and Wakka Wakka woman.

From the beginning my family brought me up with strong cultural beliefs and values, which is why I started creating art at such a young age. I have always had a strong connection with my culture, country and community and I have used the appropriate Aboriginal Art styles from my connections to share my stories with the world. The body of works I create are about self-expression, self-determination, identity, country, culture, family, community and bringing awareness to different issues.

The artwork I have created for Floth's Reconciliation Action Plan symbolises the commitment and connection Floth has with Aboriginal and Torres Strait Islander peoples and the countries they reside on.



Within the middle of the artwork, I have put a symbol that represents our waters which represents all water within the countries Floth offices reside on. I also wanted to incorporate the water within the artwork as water is a big factor within the Aboriginal Culture. Our waters are our healing places and where so many of us practice our culture and use for resources.

I have also placed Meeting/Yarning circles representing the connection, yarning, and sharing of country between Floth and Aboriginal people. The smaller details symbols represent the ground/land (Woka) we stand on. Within those detailed symbols I have put Kangaroo footprints, Elders, Oven Mounds, Connection Paths, and Gum Leaves.



A MESSAGE FROM OUR GROUP MANAGING DIRECTOR

On behalf of Floth, it is my pleasure to present our first Reconciliation Action Plan (RAP).

At Floth, saying “we care” has always been the foundation stone of our business. We pride ourselves on the consistency and quality of our service, and we genuinely care about the outcomes we achieve, including developing and strengthening our relationships with First Nations peoples.

After 37 years in operation, we recognise that we’re still striving to learn, innovate, and improve, for our clients, our employees, and especially for our First Nations Country.

In 2022, we are focused more than ever on our journey to reconciliation. Our vision — to communicate our commitment to reconciliation, to improve our education, understanding and respect of Aboriginal and Torres Strait Islander peoples, and to actively promote and empower our employees to join us on this long overdue journey.

Our reconciliation journey started with a group of employees who were committed to Floth acknowledging its connection to Country, and who understood the importance of reconciliation in Australia, especially for those in the construction industry.

Floth, just like every other firm in the property and construction sector, has a deep connection to Country, and we believe this should be promoted, celebrated and respected, and become a guiding principle of our business. Our RAP will ensure we look for opportunities to strengthen the inclusion of our First Nations within our projects, business and relationships.

Our RAP is an essential part of our reconciliation journey, and I would like to thank Reconciliation Australia for their feedback and guidance during the creation of this much-needed document, as well as all the Floth employees joining us on this journey to reconciliation.

It is my privilege to endorse our Reconciliation Action Plan. Thank you to all who have made this vision a reality.



R. Glenn Ralph

R. Glenn Ralph

Group Managing Director,
Partner & Group Principal
Mechanical Engineer

A MESSAGE FROM RECONCILIATION AUSTRALIA

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

Floth 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.

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.



Karen Mundine

Chief Executive Officer
Reconciliation Australia

This Reflect RAP enables Floth 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 Floth, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



+ KEY STATS

OUR BUSINESS

Floth Pty Limited is one of Australia's leading independent engineering consultancies delivering sustainability and building services engineering. At Floth, saying "we care" means something – because it's the foundation stone of our business. We pride ourselves on the consistency and quality of our service, and we genuinely care about the outcomes we achieve. This process starts with our team – it's their skill and technical excellence that set the standard for our business. This gives Floth a competitive advantage that makes all the difference.

Floth employ 90 staff in Australia across our offices in Brisbane, Sydney, Melbourne and Perth and also 15 staff in Jakarta Indonesia. We have a strong and established presence across Australasia, built over 37 years.

Currently Floth do not have any employees who identify as Aboriginal and Torres Strait Islander, however Floth have employed Aboriginal and Torres Strait Islander peoples in the past and actively support and encourage future employment opportunities.



+++++
5 GREEN STARS
+++++



+++++
6 GREEN STARS
+++++



+++++
NUMBER OF AUSTRALIAN FIRSTS
+++++



+++++
5 STAR NABERS ENERGY RATINGS
+++++



+++++
5½ STAR NABERS ENERGY RATINGS
+++++



+++++
6 STAR NABERS ENERGY RATINGS
+++++



1,360,058
+++++
TOTAL SUSTAINABLE COMMERCIAL OFFICE TOWER NLA TO DATE
+++++



+++++
DELIVERD AND OPERATIONAL TRI-GENERATION AND CO-GENERATION PLANTS
+++++

OUR RECONCILIATION ACTION PLAN (RAP)

At Floth, we are committed to creating, promoting and maintaining a diverse culture and inclusive workplace where employees feel valued, respected, supported, have access to opportunities and resources, and can contribute their perspectives, ideas and talents to improve our organisation. Our leaders play a critical role in this commitment including promoting and empowering our employees to participate in this journey with us.

Authenticity is equally as important; we want our employees to feel comfortable coming to work as their "True Self" and not repressing themselves to feel that they fit in.

As part of our commitment to Diversity and Inclusion, our aim is to be a true representation of the diverse Australian community so our business not only matches the expectations of our clients but the community as a whole. We have undertaken a diversity gap analysis which has identified a number of gaps we need to improve. One of importance to us is the lack of representation of Aboriginal and/or Torres Strait Islander people in our business both internally as employees and also externally with business partnerships.

We are excited to start our Reconciliation journey and communicate our commitment to Reconciliation. We believe the Reflect RAP is the perfect framework to help us start our journey to improving our relationships, education, understanding and respect of the Aboriginal and Torres Strait Islander people.

Our RAP will be implemented and championed by our RAP Working Group consisting of staff across various levels of our organisation such as our Group Managing Director, Group HR Manager, Sustainability Engineering team, Marketing Co-ordinator and administrative staff members. Our RAP working group members are committed to our reconciliation journey and are already working on meeting our Reflect deliverables, with meetings held once a month to discuss our progress.

To help promote and encourage the participation and commitment of our staff, regular updates on our reconciliation journey are provided monthly via our internal newsletters.

PARTNERSHIP & CURRENT ACTIVITIES

Starting our reconciliation journey and raising our cultural awareness:



Community Participation

- + Attended and celebrated our first National Reconciliation Week (NRW) on 27th May 2022 by attending 'The Unveiling of the Aboriginal and Torres Strait Islander Dedicated Memorial Queensland' event.
- + Attended our first NAIDOC week event on 11th July 2022 with a presentation by Naomi Moran the General Manager of the Koori Mail.

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- + Registered with Reconciliation Australia on 18th February 2022.
 - + Acknowledgement of Country was officially used for the first time in May 2022.
 - + Participation in AHRI Diversity & Inclusion Conference on 27th April 2022, in particular a session with Aunty Munya Andrews on "How to create a culturally safe and inclusive workplace for Indigenous Australians".



Knowledge & Respect

- + Attended a Property Council of Australia – Diversity & Inclusion Breakfast in May 2022 to learn from First Nations' business owners, on how to create an environment that is culturally safe for First Nations' people, raise positive awareness, break down barriers and promote engagement of First Nations' culture within your organisation.
- + Attended a Property Council of Australia Reconciliation Event on 13th July 2022 to learn about the four pillars that underline all Reconciliation Actions Plans and how to provide tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples, increasing economic equity and supporting First Nations self-determination.



Internal Participation

-
- + RAP Working Group was formed and held their first meeting on 11th May 2022.
 - + Reconciliation Action Plan submitted for review in September 2022.

+

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.	February 2023	Group Managing Director
	+ Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2023	Human Resources Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	+ Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Human Resources Manager
	+ RAP Working Group members to participate in an external NRW event.	May, June 2023	RAP Working Group
	+ Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May, June 2023	Group Managing Director
3. Promote reconciliation through our sphere of influence.	+ Communicate our commitment to reconciliation to all staff.	October 2022	Group Managing Director
	+ Identify external stakeholders that our organisation can engage with on our reconciliation journey.	February 2023	Principal Sustainability Engineer
	+ Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	February 2023	Principal Sustainability Engineer
4. Promote positive race relations through anti-discrimination strategies.	+ Research best practice and policies in areas of race relations and anti-discrimination.	November 2022	Human Resources Manager
	+ Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	November 2022	Human Resources Manager



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. + Conduct a review of cultural learning needs within our organisation. 	<p>October 2022</p> <p>December 2022</p>	<p>Human Resources Manager</p> <p>Human Resources Manager</p>
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> + Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. + Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	<p>January 2023</p> <p>February 2023</p>	<p>Sustainability Team</p> <p>Sustainability Team</p>
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. + Introduce our staff to NAIDOC Week by promoting external events in our local area. + RAP Working Group to participate in an external NAIDOC Week event. 	<p>June 2023</p> <p>July 2023</p> <p>July 2023</p>	<p>Marketing Co-ordinator</p> <p>Marketing Co-ordinator</p> <p>RAP Working Group</p>



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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.	January 2023	Group Managing Director
	+ Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January 2023	Human Resources Manager
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.	March 2023	Principal Sustainability Engineer
	+ Investigate Supply Nation membership.	October 2022	Office Administrator

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GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	+ Form a RWG to govern RAP implementation.	March 2024	Human Resources Manager
	+ Draft a Terms of Reference for the RWG.	March 2024	Principal Sustainability Engineer
	+ Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2022	Human Resources Manager
11. Provide appropriate support for effective implementation of RAP commitments.	+ Define resource needs for RAP implementation.	November 2022	Marketing Co-ordinator
	+ Engage senior leaders in the delivery of RAP commitments.	October 2022	Group Managing Director
	+ Appoint a senior leader to champion our RAP internally.	October 2022	Group Managing Director
	+ Define appropriate systems and capability to track, measure and report on RAP commitments.	November 2022	Human Resources Manager
12. 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.	June 2023	Human Resources Manager
	+ Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August 2023	Human Resources Manager
	+ Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2023	Human Resources Manager
13. Continue our reconciliation journey by developing our next RAP.	+ Register via Reconciliation Australia's website to begin developing our next RAP.	January 2024	Marketing Co-ordinator



CONTACT DETAILS

Yvette Kapor

Group HR Manager

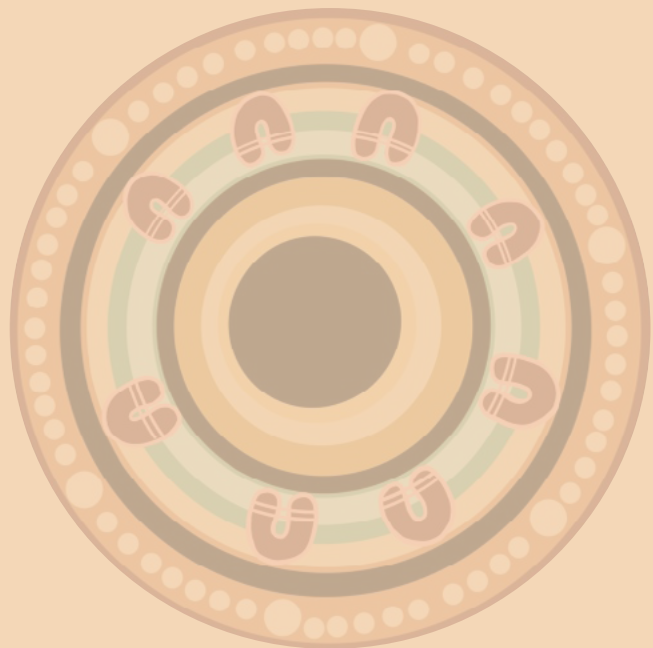
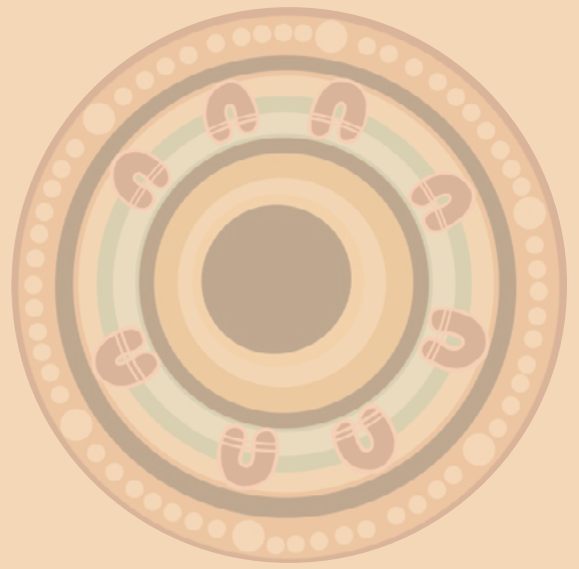
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