



CUNDALL

Reflect Reconciliation Action Plan

January 2023 - December 2023

Cundall acknowledges the Cammeraygal, Whadjuk Noongar, Kaurna, Wurundjeri Woi Wurrung and Turrbal Peoples, the Traditional Owners of the lands where Cundall's offices are located. We also acknowledge the Traditional Owners and Custodians of the land of all locations where we live and work.

We recognise First Nations cultures and their valuable knowledge and appreciation of Country over thousands of years. We recognise their deep understanding of the complex interconnections between human, spiritual and natural systems, their care and custodianship of land, and their management of resources to meet the needs of current and future generations. We respect the engineering and ecological knowledge held by First Nations Peoples, which is the world's oldest, continuous human scientific tradition.

We recognise that we have so much more to learn to integrate authentic, inclusive, resilient and healing solutions in our projects for both people and nature. We enthusiastically embrace the opportunity to work closely with First Nations Peoples to learn, share and collaborate to deliver this. We commit ourselves to this journey of reconciliation and express our gratitude that we can all share this land today.

We recognise and support the 'Uluru Statement from the Heart' to achieve justice, recognition and respect for First Nations Peoples and accept the invitation to walk together with First Nations Peoples.

We pay our respect to the Elders past, present and future, and recognise their unique connection to lands, waters, sky and winds.

We would also like to extend that respect to all First Nations Peoples.

Foreword

In reflecting on how Cundall as an organisation can meaningfully engage with the reconciliation process, I recognise that Acknowledgement of this Country and its First Nations Peoples and histories is absolutely fundamental. For me, the process has been unfolding over recent years through working on projects that have begun to embed First Nations perspectives, needs, and a real connection to Country. This process of deepening my awareness and understanding has been humbling, eye-opening, emotional, and inspiring.

Australia has not until very recently understood, respected, or appreciated the stories, significance, and truth of this land. The lack of education about the histories of Aboriginal and Torres Strait Islander Peoples in Australia amounted to a stamping out of so much that is true, intrinsic, and meaningful, about this landscape and the places we inhabit.

As we engage in the reconciliation process outlined in this plan, I look forward to the opportunity for all our people and those we work with to grow in learning and respect for First Nations and the knowledge, stories, and practices that have evolved over millennia. Learning can only deepen our appreciation of this place and bring deeper meaning to our work, particularly in terms of the broader dimension of sustainability. We also look to the ways we can more effectively act to redress the historical imbalance by creating genuine opportunities for respectful and inclusive practices and partnerships.



“

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—
Julian Bott, Partner and APAC Managing Director
1 December 2022

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1. Who we are and what we stand for



24

Global offices



1976

Established



1000+

People worldwide



Projects delivered in

50+

Countries



500+

Awards won



All projects will be
net zero carbon by

2030

Our Story

Cundall is an international consultancy providing engineering and design advisory services with sustainability at our core. From our Australian offices in Adelaide, Brisbane, Melbourne, Perth and Sydney, we offer:

- Building services engineering
- Sustainable design
- Lighting design
- Acoustics design
- Smart buildings and BIM modelling
- ESG & Zero Carbon Advisory
- Digital Engineering
- Modelling Simulation

For 20 years, we have helped our clients exceed their project goals by blending clever strategies with practical proven technologies, materials, and design considerations.

We have worked on projects across Australia on Countries from Lutruwita (Tasmania) to Larrakia Country in the Northern Territory.

In Australia, we employ over 90 staff, and at present, there is one employee who identifies as an Aboriginal person. Cundall is committed to engaging in a culturally sensitive manner with current and future staff to understand how to increase the number of Aboriginal and/or Torres Strait Islander staff.

Leadership in Sustainable Engineering

Cundall is committed to providing knowledge, skills, and resources to make a difference across our four pillars of sustainability: our projects, industry leadership, homes & communities, and our workplace.

Our performance is publicly reported annually against our ambitious targets. Cundall is recognised globally as:

- Carbon neutral by Climate Active
- Compliant with Science Based Targets
- Founding signatories of the World Green Building Council's Net Zero Carbon Commitment

In recognition of our pioneering work leading sustainable design in the built environment, Cundall were named winner of the **Sustainable Business Leadership Award by the World Green Building Council for the APAC region in 2020.**

Together, we are on a mission to create places and buildings that have a positive impact on people, communities, and the environment.

ADVANCING NET
ZERO





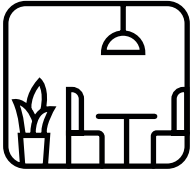
Our approach to sustainability incorporates the UN Sustainable Development Goals as a framework for benchmarking and guiding both our internal actions and how we work with clients, stakeholders and the communities in which we operate.

We recognise the interconnected nature of the environment and human society, and the value of holistic, regenerative approaches.

Ethics, good governance, diversity and inclusion are also core values that are fundamental to our business.

#Cundall's sustainability action plan includes making a difference outside of work, in our homes, and our communities. Cundall's Sustainability Roadmap

Projects



RMIT Our Place @QV

Kulin Nation Peoples Land

RMIT undertook extensive engagement with First Nations Traditional Owners from the Wurundjeri people of the Kulin Nations for the planning and design of its new consolidated office in the QV building.

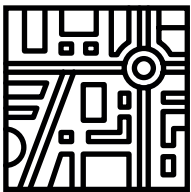
As sustainability consultants for the project, we worked closely with the RMIT Indigenous team throughout the delivery of the fit-out project which was completed in 2020.



Phillip Lane, Parramatta

Darug Peoples Land

Our concept for City of Parramatta's Phillip Lane revitalisation project is an equal collaboration with First Nations partners including Uncle James Carol and Supply Nation-certified lighting suppliers and installers. The concept began through Cundall Light4 engaging with Darug Elders and Traditional Owners to understand the significance of the area. The final design, Burra burawa birrung gili, reflects the importance of the Burra (eel) to the Darug People.



Hornsby Park

Darug and GuriNgai Peoples Land

Located on a site of significance for the Darug and GuriNgai Peoples, an important part of this masterplan for public space has become the collaboration with Traditional Owners.

The process has been a major learning and listening experience for Cundall's team as we come to understand the story of the place and its role in the living history of the local Aboriginal Peoples.



Bluescope Illawarra

Dharawal Peoples Land

Located on the Traditional lands of the Dharawal People, this masterplanning project is working to embed respect for Country on the deepest level.

It also aims to facilitate opportunities for social and community advancement by encouraging public experiences within a regenerating landscape and the facilitation of social enterprise.

People



2. Reconciliation Action Plan

Our Story

Three of the ten One Planet Principles relate directly to social issues:

- Culture and Community
- Equity and local economy
- Land use and Wildlife

While reviewing what we could do better, it became apparent that while we were committed to various community projects in Australia and overseas, we weren't doing enough related to raising awareness of First Nations cultures.

We are at the very start of the journey. We asked staff with an interest to help to develop our first Reconciliation Action Plan with the first task establishing the correct process to do so. At this stage, we have come up with some ideas but we are also seeking guidance on further engagement and education possibilities.

Some of our early ideas and actions include:

1. Formally recognising the Traditional Owners of the land on which each office is located as signage within our offices.
2. Inclusion of Acknowledgement of Country in all of our staff and client presentations, events, etc.
3. Providing staff with opportunities to learn more about First Nations cultures (e.g. guided bushwalks, talks).
4. Providing employment or training opportunities for First Nations students.
5. Donating our skills in sustainable design to help provide better facilities in remote Aboriginal communities.
6. Understanding what we can learn about sustainability from First Nations cultures and exploring how these principles could be applied to our business, our projects, and our homes.
7. Inclusion of traditional First Nations locations on all of our project descriptions and case studies, reinforcing the connection to sense of history and place.



RAP working group

With the full support of the business and all directions, we have started a RAP working group who have helped develop this Reflect document. The group consists of chairperson Natalie Cahill (Principal Sustainability Consultant), Hannah Morton (Associate Director), Willow Aliento (Corporate Journalist), Bettina Easton (Associate), Ric Navarro (Head of Clients and Marketing-APAC), and Elisa Pacheco Castillo (HR Manager).

RAP champions

In addition, our RAP champions from all our offices will promote our RAP and implement the proposed actions:

Adelaide

Lewis Hewton - Principal Sustainability Consultant

Brisbane

David Collins - Director

Melbourne

Ric Navarro - Head of Clients and Marketing-APAC
Simon Liley - Principal Sustainability Consultant
Willow Aliento - Corporate Journalist

Perth

Oliver Grimaldi - Associate Director

Sydney

Bettina Easton - Associate
Elisa Pacheco Castillo - HR Manager
Hannah Morton - Associate Director
Julian Bott - Director
Natalie Cahill - Principal Sustainability Consultant

Our partnerships and current activities

We are excited about our reconciliation journey and developing relationships, creating partnerships, and celebrating First Nations cultures in the future.

We introduced the RAP concept to staff during National Reconciliation Week (NRW) "Let's Take the Next Steps" with a presentation to all staff in June 2017. We celebrated NAIDOC Week "Our languages matter" in our offices in July 2017 by sharing First Nations words that we had heard through a discussion page on our intranet site, with their meaning and the language group it originated from. We also listened to First Nations artists in the office. For NRW 2018 we sent an email to all staff for "Don't keep history a mystery" summarising activists, farmers, warriors, families, land rights, heroes, inventors, stolen generations and trail blazers as well as detailing external events in each city. We also listened to First Nations artists in the office.

Throughout 2021 we worked with Murawin to further develop our Reconciliation Action Plan and to create our own Acknowledgement of Country through regular meetings, a nationwide virtual workshop, and a focus workshop with our RAP champions.

We bought tilt tables for our Sydney office breakout space from Aboriginal owned furniture company, Winya. We are also working to collaborate with First Nations artists for a commissioned light artpiece for our Sydney reception area and also a commission to develop a Cundall journey artwork to celebrate working together towards sustainability and Reconciliation.

3. Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with First Nations stakeholders and organisations	<ul style="list-style-type: none"> Compile a list of First Nations Peoples, communities, organisations, and networks for each office location that we could approach to connect with on our reconciliation journey 	January 2023	Human Resources Manager (lead) with Office Manager in each office
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with First Nations stakeholders and organisations 	June 2023	Human Resources Manager
2. Build relationships by celebrating National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Encourage and support our staff to attend a NRW event 	27 May – 3 June 2023	Sustainability Director
	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and Reconciliation materials to our staff 	May 2023	Marketing Executive
	<ul style="list-style-type: none"> Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW 	27 May – 3 June 2023	Sustainability Director
	<ul style="list-style-type: none"> Ensure email signature is updated for NRW and posters promoting NRW are displayed in our office 	May 2023	IT Support Engineer
	<ul style="list-style-type: none"> Host an internal event during NRW 	May 2023	Marketing Executive
3. Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> Communicate to all staff across the organisation about our Reconciliation Action Plan commitments 	February 2023	Corporate Journalist
	<ul style="list-style-type: none"> Hold an internal event with all staff to launch our endorsed Reconciliation Action Plan 	February 2023	Head of Marketing and Clients
	<ul style="list-style-type: none"> Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our Reconciliation Action Plan 	March 2023	RAP Working Group Chair
	<ul style="list-style-type: none"> Have at least one staff organised social club event related directly to our Reconciliation Action Plan 	June 2023	Social Committee Chair
	<ul style="list-style-type: none"> Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey 	April 2023	Human Resources Manager (lead) with Office Manager in each office
	<ul style="list-style-type: none"> Consider hosting an external event on reconciliation and the positive outcomes we have experienced so far to encourage others in our industry to also develop RAPs 	May 2023	Head of Marketing and Clients
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 	August 2023	Human Resources Manager
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs 	February 2023	Human Resources Manager

4. Respect



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value, and recognition of First Nations cultures, histories, knowledge, and rights through cultural learning	• Develop a business case for increasing awareness of First Nations cultures, histories, science, knowledge, rights, and achievements within our organisation	July 2023	RAP Working Group Chair
	• Capture data and measure our staff's current level of knowledge and understanding of First Nations cultures, histories, and achievements	December 2023	Human Resources Manager
	• Conduct a review of cultural awareness training needs within our organisation	March 2023	Human Resources Manager
	• Investigate holding quarterly cultural awareness workshops	July 2023	Human Resources Manager (lead) with Office Manager in each office
	• Implement staff subsidies for participating in Aboriginal cultural activities (e.g. guided bushwalks)	June 2023	APAC Financial Controller
	• Engage our First Nations stakeholders to determine how we can appropriately integrate local traditional customs within our workplace	September 2023	RAP Working Group Chair
6. Demonstrate respect to First Nations peoples by observing cultural protocols	• Explore who the Traditional Owners are of the lands and waters for each of our office locations in Australia	January 2023	Human Resources Manager (lead) with Office Manager in each office
	• Scope and develop a list of local Traditional Owners of the lands and waters within our organisation's sphere of influence	February 2023	Human Resources Manager (lead) with Office Manager in each office
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	January 2023	Corporate Journalist
	• Investigate holding a Cultural Protocols Workshop	September 2023	Sustainability Director
7. Build respect for First Nations cultures and histories by celebrating NAIDOC Week	• Introduce our staff to NAIDOC Week by promoting community events in our local area	June 2023	Head of Marketing and Clients
	• Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local First Nations Peoples and communities	July 2023	Head of Marketing and Clients
	• Ensure our RAP Working Group participates in an external NAIDOC Week event	July 2023	RAP Working Group Chair

5. Opportunities



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing recruitment, retention, and professional development of First Nations staff	• Collect information on our current First Nations staff to inform future employment opportunities	April 2023	Human Resources Manager
	• Develop a business case for First Nations employment within our organisation	April 2023	Human Resources Manager
	• Investigate relevant job seeking/recruitment agencies to support First Nations employment	July 2023	Human Resources Manager
	• Investigate First Nations media and employment agencies that can assist in future recruitment	July 2023	Human Resources Manager
	• Advertise employment opportunities through the First Nations media and employment channels	July 2023	Human Resources Manager
	• Advertise for RAP consultant through the First Nations media and employment channels that have been identified	October 2023	Human Resource Manager
9. Improve First Nations supplier diversity to support improved economic and social outcomes	• Develop an understanding of the mutual benefits of procurement from First Nations owned businesses	July 2023	APAC Financial Controller
	• Develop a business case for procurement from First Nations owned businesses	September 2023	APAC Financial Controller
10. Improve education opportunities for First Nations people	• Investigate running an annual artwork competition through local schools to decorate our Reconciliation Action Plan	November 2023	Associate – Head of Light 4 (Sydney)
	• Investigate two-way sustainability workshops for First Nations communities	July 2023	RAP Working Group Chair
	• Prepare a business case for offering a First Nations student support for higher education, such as a diploma or a degree, in sustainability or building services engineering or building science engineering	November 2023	Human Resources Manager



6. Governance and Tracking

Action	Deliverable	Timeline	Responsibility
11. Investigate opportunities for collaborative projects	• Investigate opportunities for pro bono or collaborative projects in Aboriginal communities	September 2023	Sustainability Director
	• Develop project initiatives that consider First Nations cultures and RAP actions	September 2023	Sustainability Director
12. Establish and maintain an effective RAP working group to drive governance	• Form a RAP working group to govern RAP implementation	January 2023	RAP Working Group Chair
	• Draft a Terms of Reference for the RAP working group	February 2023	RAP Working Group Chair
	• Establish First Nations representation on the RAP working group	September 2023	Human Resources Manager
13. Provide appropriate support for effective implementation	• Define resource needs for Reconciliation Action Plan development and implementation	January 2023	RAP Working Group Chair
	• Engage the leadership team in the delivery of RAP commitments and champion the Reconciliation Action Plan internally	February 2023	Sustainability Director
	• Define appropriate systems and capability to track, measure, and report on RAP commitments	June 2023	IT Support Engineer
14. Build accountability and transparency through reporting	• Update contact details with Reconciliation Australia	June 2023	RAP Working Group Chair
	• Request access to online questionnaire from Reconciliation Australia	July 2023	RAP Working Group Chair
	• Complete and submit the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia	September 2023	RAP Working Group Chair
15. Continue our reconciliation journey	• Liaise with Reconciliation Australia to develop a new Reconciliation Action Plan based on learnings, challenges and achievements	September 2023	RAP Working Group Chair
	• Register and submit draft Reconciliation Action Plan to Reconciliation Australia for review	October 2023	RAP Working Group Chair



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Reconciliation Australia welcomes Cundall Johnston & Partners to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Cundall Johnston & Partners 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.

This Reflect RAP enables Cundall Johnston & Partners 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 Cundall Johnston & Partners, 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



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