

PORT OF NEWCASTLE RECONCILIATION ACTION PLAN

NOVEMBER 2022 - NOVEMBER 2023



ACKNOWLEDGMENT OF COUNTRY

Port of Newcastle operates within the Muloobinba area, named as such from an indigenous plant and meaning the place of sea ferns. Daily, commercial vessels visiting the Port pass by Whibayganba (Nobby's Headland) and travel along the Coquun (Hunter River) to their berth destination.

At Port of Newcastle, we acknowledge the Traditional Custodians of the land and waters on which the Port operates, the Awabakal and Worimi people, and pay our respects to all Elders past, present and emerging. For those reading our Reconciliation Action Plan (RAP) from other areas, we also pay tribute to the Traditional Custodians of the lands on which they join us from, their Elders past, present and emerging.

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ABOUT THE ARTIST



Saretta Fielding is an award-winning Aboriginal artist of the Wanaruah and Awabakal Nations located in the Hunter Valley.

Saretta's unique art style combines traditional symbolism and storytelling alongside contemporary artform and colour palettes. Her flair for interpreting natural elements and mediums demonstrates her passion for country and invites the viewer to savour, connect and share in the rich culture of Aboriginal Australia.

Alongside her passion for art and culture, Saretta is committed to seeing First Nations communities advance towards economic and social inclusion. She has been supporting Reconciliation Action Plans since their inception and believes in their power in creating shared understanding and meaningful reconciliation.

More of Saretta's original artworks can be viewed at her online gallery, www.saretta.com.au.

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ABOUT THE ARTWORK

The artwork depicts the Newcastle Harbour entrance flowing into the Port and the Hunter River Conquun (Awabakal Language).

The yellow to the left of the artwork depicts our beaches at both the harbour entrance and our Newcastle coastline on Awabakal land to the south side of the Port entrance. Nobbys Headland and the beach line is reflected by the shape of the country at the harbour mouth. The yellow on the bottom depicts Worimi sand dunes on the north side of the harbour entrance.

The earthy tone within the waterhole/gathering circles highlights the people of Newcastle and a welcome to visitors, while the overall design is focused from the entrance of the harbour to welcome ships.





CRAIG CARMODY CEO

I am pleased to present Port of Newcastle's inaugural Reflect Reconciliation Action Plan (RAP), which outlines our contribution and commitment to building stronger relationships with Aboriginal and Torres Strait Islander peoples.

For Port of Newcastle, this Reflect RAP represents a significant milestone in our journey as an organisation towards meaningful, impactful action. Reconciliation to us means recognising and understanding Australia's Traditional Owners in what we have done, what we will do and the role we play in our community.

Port of Newcastle has a rich heritage of commercial shipping dating back more than 220 years. However, we acknowledge that it was the Awabakal and Worimi people who first called Muloobinba (Newcastle), the foreshore and surrounding area home and who continue to have special connection with the land and waters. As the custodians of the region's critical asset, we are committed to doing more to celebrate and embrace our local First Nations communities.

In 2021 we launched our Environmental, Social and Governance (ESG) Strategy as well as our first Diversity and Inclusion Plan, which set out clear goals for achieving greater equality and diversity in the workplace. Our Reflect RAP is a key part of this commitment and outlines our plan for reconciliation, economic and social participation and identifies practical actions to support Aboriginal and Torres Strait Islander peoples within our community.

I would like to take this opportunity to thank everyone who has been a part of Port of Newcastle's RAP journey to date, including our RAP Working Group and external contributors. Your support, passion and expertise has been invaluable.

We understand this is a step in what is an ongoing journey, but we are excited to be part of this journey and for the opportunity to play a role in reconciliation in Australia.

Craig Carmody
Chief Executive Officer
Port of Newcastle



A MESSAGE

FROM RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Port of Newcastle to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural reflect rap.

Port of Newcastle 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 Port of Newcastle 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 Port of Newcastle, 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 VISION

Reconciliation to Port of Newcastle means the understanding and recognition of Australia's Traditional Owners in what we have done, what we will do and the role we play in our community. It is about creating a safe place for past, present and emerging Traditional Owners who work with and for the Port, and ensuring that future generations are set up for success.

It is recognising our connection to the local First Nations people and our connection to the land and waters on which we operate.

A reconciled Australia looks like an Australia that is unified in its commitment to inclusiveness, acknowledges and celebrates differences of all Australians, and recognises Aboriginal and Torres Strait Islander cultures and heritage proudly.

A reconciled Australia feels connected, supported, genuine and meaningful. Through our role as a community and industry leader, Port of Newcastle is able to meaningfully engage stakeholders across the Newcastle/Hunter region, and the

wider NSW regional areas. We are committed to engaging with our local Land Councils, and with the Land Councils on the lands that Port of Newcastle supports through its operations, to build relationships and meet the needs of the Traditional Owners and their communities.

We will engage with critical employers in our region, including our tenants, other industry leaders and the Newcastle City Council to support Port of Newcastle's reconciliation efforts and actions. We will engage with education providers at all levels, including schools, TAFE and the University of Newcastle. By engaging with local First Nations leaders, we aim to provide opportunity for meaningful and long-lasting impact.

We will share our journey with and be accountable to our stakeholders.

OUR BUSINESS

Port of Newcastle is Australia's deepwater global gateway, the largest on the nation's East Coast.

Port of Newcastle is more than a port. It exists to build Australia's prosperity with responsible, integrated and innovative supply chain solutions.

With trade worth about \$37 billion to the national economy each year, Port of Newcastle enables Australian businesses to successfully compete in international markets.

The port currently handles around 4,600 ship movements and 166 million tonnes of cargo annually. As custodians of the region's critical asset, Port of Newcastle is diversifying its trade as it strives to create a safe, sustainable and environmentally and socially responsible future.

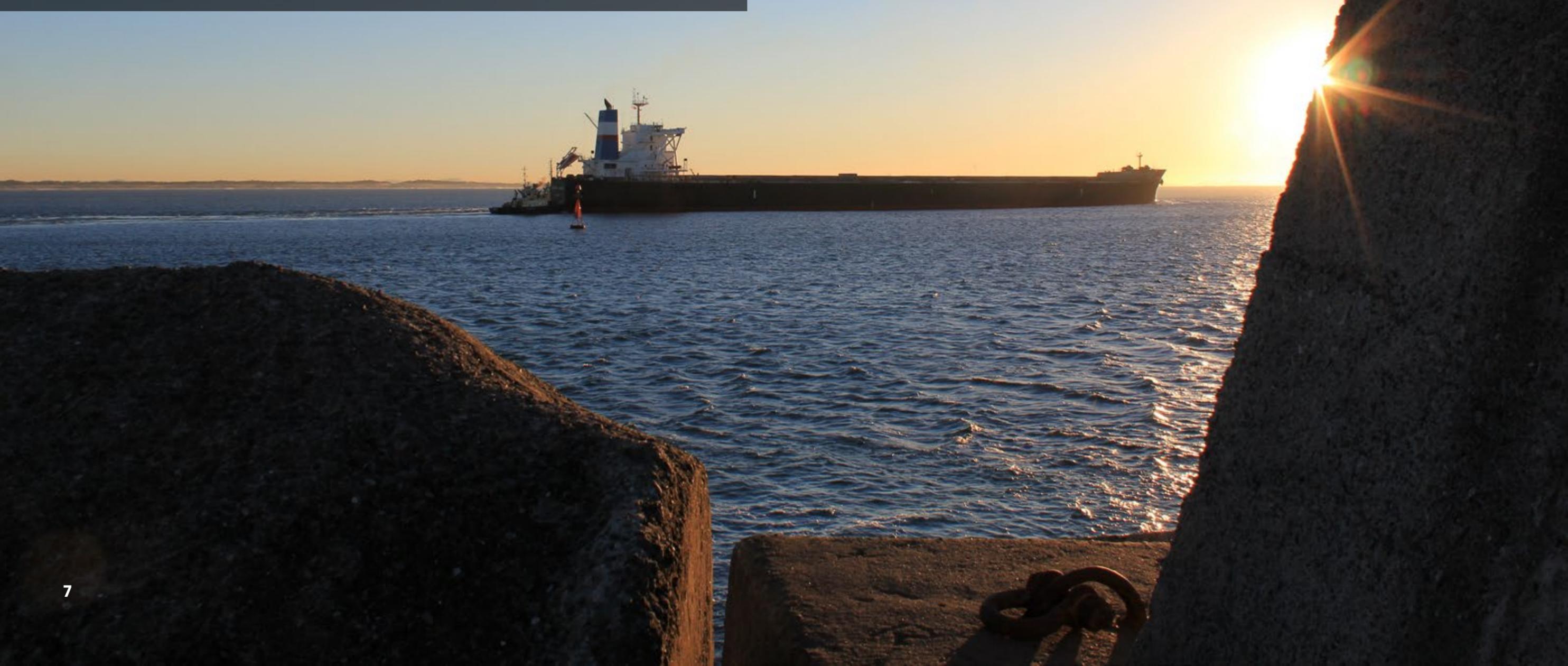
The Port of Newcastle is a critical employer with its offices and key operational areas located in the heart of Newcastle, employing more than 125 people directly, and facilitating work for thousands of others through contracting and flow on employment.

OUR PURPOSE:

More than a Port. Australia's deepwater global gateway.

OUR VISION:

Build Australia's prosperity with responsible, integrated and innovative supply chain solutions.



OUR RECONCILIATION ACTION PLAN

Port of Newcastle has been committed to recognising and celebrating our local Aboriginal community through a number of individual initiatives. The development of the Reflect RAP is an opportunity for Port of Newcastle to build on those initiatives already in place and to identify new actions to make a meaningful and lasting impact on our communities.

In 2021, Port of Newcastle developed its first strategic Diversity & Inclusion Plan. This plan outlined the Port's commitment to identify and address any gaps or opportunities across all areas of diversity. This plan identified our local Aboriginal and Torres Strait Islander community and broader reconciliation as critical areas of focus where we will be able to have true and lasting impact in the coming years.

The development of a RAP will allow Port of Newcastle to demonstrate its commitment to reconciliation, economic and social participation and identify practical actions to support First Nations communities.

We also recognise that a RAP will allow Port of Newcastle to better support Aboriginal and Torres Strait Islander employees and ensure that we are putting in place provisions for success for both current and future employees.

Port of Newcastle's RAP journey will reflect our corporate values of Community, Wellbeing, Integrity and Curiosity. We will implement actions that have meaningful and long-term impact, consulting with Land Councils and the broader Aboriginal and Torres Strait Islander communities to ensure that we are meeting current and future needs.

We will collaborate and listen to those who have walked this journey before us and be held accountable by our communities and stakeholders. We recognise that success will only come from each employee at Port of Newcastle having a part to play in implementing this and future RAPs.

Port of Newcastle is at the beginning of its formal reconciliation journey. While there have been a number of individual initiatives that Port of Newcastle has put in place, the Reflect RAP demonstrates Port of Newcastle's long-term commitment to reconciliation. Below are a number of initiatives that have been undertaken in the past two years that we will continue to build on through the formal RAP process.

Marie Omark, our Executive Manager - Corporate Services has been appointed as the Port of Newcastle RAP Champion.



COMMUNITY

We are engaged with our communities and proud of the Port's role in the region.



WELLBEING

We support and invest in our people and their wellbeing.



INTEGRITY

We are genuine, open and respectful in everything we do.



CURIOSITY

We challenge the status quo by questioning if there is a better or safer way.

OUR RECONCILIATION ACTION PLAN

<p>2020 Cultural Awareness Training</p>	<p>In partnership with Supply Nation organisation Speaking in Colour, Port of Newcastle rolled out Cultural Awareness training to all staff in 2020-2021.</p>
<p>2020 Welcome Sign</p>	<p>Newcastle's biggest and most prominent harbour-fronting billboard was given a new look thanks to local Aboriginal artist Saretta Fielding. The new design, which acknowledges the Awabakal and Worimi peoples as the Traditional Owners of the Land, was installed on the iconic blue shed at Dyke Point in Carrington to welcome seafarers as they enter the channel. The sign can also be seen from the Newcastle Harbour foreshore and as far away as Nobbys Lighthouse.</p>
<p>2020 Indigenous STEM Scholarship</p>	<p>Port of Newcastle's Indigenous STEM Scholarship is open to Aboriginal and Torres Strait Islander students who plan to complete a Science, Technology, Engineering or Mathematics (STEM) related degree at The University of Newcastle. Launched in December 2020, the partnership with The University of Newcastle aims to enhance the Hunter Region's capacity in meeting future technology-led jobs and to support tertiary education pathways for Aboriginal and Torres Strait Islander students.</p>
<p>2020 Indigenous Smoking Ceremony</p>	<p>An Indigenous Smoking Ceremony was held on Port of Newcastle lands in December 2020 and represented an opportunity for us to come together in person and to respectfully acknowledge the Port's Traditional Land Owners. As custodians of such an economically and culturally significant asset, it is important that we engage with our local First Nations community to build a relationship based on mutual respect and understanding.</p>

<p>2021 Acknowledgement of Country</p>	<p>In 2021, Port of Newcastle introduced the Acknowledgement of Country to organisation meetings.</p>
<p>2021 Diversity & Inclusion Strategy</p>	<p>Throughout 2021, Port of Newcastle engaged with both internal and external stakeholders through surveys and focus groups to develop an overarching Diversity & Inclusion Strategy which outlines critical actions for Port of Newcastle to undertake over the coming year. Of note, opportunities to further engage and support the local First Nations communities were identified.</p>
<p>2021 Indigenous Internship Program</p>	<p>Through the newly developed Diversity & Inclusion Strategy, and our Environmental Social Government commitments, Port of Newcastle has identified opportunities to support future First Australians leaders of business through an Indigenous Internship Program. The Indigenous Internship Program was officially launch in 2022, in which Port of Newcastle works closely with CareerTrackers and The University of Newcastle's Wollotuka Institute to deliver at least two Aboriginal and Torres Strait Islander internships per year.</p>

OUR COMMITMENTS

ACTION		DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	RELATIONSHIPS	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Mar 2023	Senior Manager, People & Culture
		Develop consultation and engagement program with local Aboriginal and Torres Strait Islander stakeholders to ensure success of this Reflect and future RAPs of Port of Newcastle.	Mar 2023	Senior Manager, People & Culture
		Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Jul 2023	Senior Manager, People & Culture
		Develop a social enterprise panel by identifying organisations with whom Port Of Newcastle can partner/engage.	Jan 2023	Senior Manager, People & Culture
		Dedicated Staff Update to NRW including information and awareness session by Aboriginal and Torres Strait Islander representative (to be determined).	27 May 2023 to 3 Jun 2023	Senior Manager, People & Culture
2. Build relationships through celebrating National Reconciliation Week (NRW)	RELATIONSHIPS	Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials to our staff.	May 2023	Executive Manager, Corporate Services
		RAP Working Group members to participate in an external NRW event.	27 May 2023 to 3 Jun 2023	Executive Manager, Corporate Services
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May 2023 to 3 Jun 2023	Executive Manager, Corporate Services

3. Promote reconciliation through our sphere of influence	RELATIONSHIPS	Develop a meaningful connection between RAP and PON Values – Community, Wellbeing, Integrity & Curiosity – to be promoted and used as measure of RAP success.	Aug 2023	Senior Manager, People & Culture
		Identify other like-minded organisations to collaborate with on our reconciliation journey.	Feb 2023	ESG Manager
		Communicate our commitment to reconciliation to all staff	Dec 2022	Executive Manager, Corporate Services
4. Promote positive race relations through anti-discrimination strategies	RELATIONSHIPS	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Jun 2023	Executive Manager, Corporate Services
		Research best practice and policies in areas of race relations and anti-discrimination.	Sep 2023	Executive Manager, Corporate Services
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	RESPECT	Conduct a review of cultural learning needs within our organisation.	Mar 2023	Executive Manager, Corporate Services
		Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Mar 2023	Executive Manager, Corporate Services
		Identify preferred providers to deliver cultural competency training and develop organisation-wide implementation plan.	Mar 2023	Executive Manager, Corporate Services
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	RESPECT	Develop training plan including cultural competency training for Managers, P&C and other identified stakeholders to support internship program.	Jan 2023	Executive Manager, Corporate Services
		Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	May 2023	Senior Manager, People & Culture
		Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Jan 2023	Senior Manager, People & Culture

7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	RESPECT	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week	Apr 2023	Executive Manager, Corporate Services
		Introduce our staff to NAIDOC Week by promoting external events in our local area	Apr 2023	Senior Manager, People & Culture
		RAP Working Group to participate in an external NAIDOC Week event	Jul 2023	Executive Manager, Corporate Services
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	OPPORTUNITIES	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	Jun 2023	Executive Manager, Corporate Services
		Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	Mar 2023	Executive Manager, Corporate Services
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	OPPORTUNITIES	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	May 2023	Procurement and Contracts Manager
		Investigate Supply Nation membership	Jan 2023	Procurement and Contracts Manager
		Identify existing relationships with Supply Nation organisations	Jan 2023	Procurement and Contracts Manager
10. Provide opportunities for professional development to local Aboriginal and Torres Strait Islander students	OPPORTUNITIES	Develop Aboriginal and Torres Strait Islander student internship program in partnership with University of Newcastle	Nov 2022	Executive Manager, Corporate Services
		Successfully deliver minimum two Aboriginal and Torres Strait Islander internship opportunities	Dec 2022	Executive Manager, Corporate Services

11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	GOVERNANCE	Form a RWG to govern RAP implementation	Nov 2022	Executive Manager, Corporate Services
		Draft a Terms of Reference for the RWG	Nov 2022	Executive Manager, Corporate Services
		Establish Aboriginal and Torres Strait Islander representation on The RWG	Dec 2022	Executive Manager, Corporate Services
12. Provide appropriate support for effective implementation of RAP commitments	GOVERNANCE	Define resource needs for RAP implementation	Nov 2022	Executive Manager, Corporate Services
		Appoint a senior leader to champion our RAP internally	Dec 2022	Executive Manager, Corporate Services
		Engage senior leaders in the delivery of RAP commitments, including awareness and engagement sessions, Board education sessions	Mar 2023	Executive Manager, Corporate Services
		Define appropriate systems and capability to track, measure and report on RAP commitments	Dec 2022	Executive Manager, Corporate Services
		Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	Dec 2022	Executive Manager, Corporate Services
		Register via Reconciliation Australia's website to begin developing PON's next RAP	Dec 2022	Executive Manager, Corporate Services
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	GOVERNANCE			
14. Continue reconciliation journey by developing PON's next RAP				

