

GREEN INDUSTRIES SA Reflect Reconciliation Action Plan

January 2025 - January 2026



RECONCILIATION
ACTION PLAN

REFLECT



Government
of South Australia

Green Industries SA

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ACKNOWLEDGEMENT OF COUNTRY

We acknowledge and respect the Traditional Custodians whose ancestral lands we live and work upon and we pay our respects to their Elders past, present and emerging. We acknowledge and respect their deep spiritual connection and the relationship that Aboriginal and Torres Strait Islanders people have to Country. We extend our respect to all Aboriginal and Torres Strait Islander people and their nations in South Australia and across Australia.

ARTWORK DESCRIPTION

OUR CIRCULAR ECONOMY

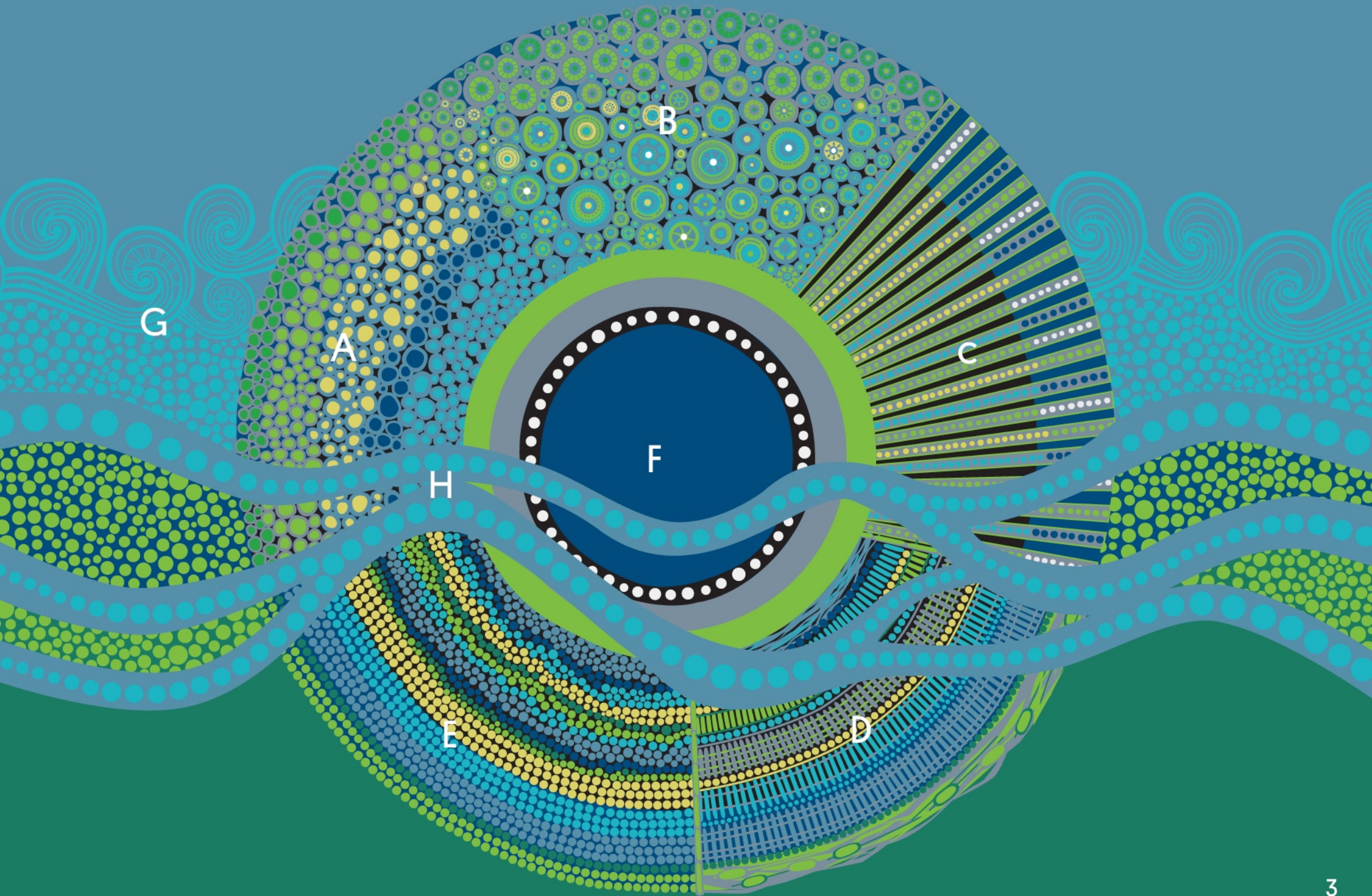
This artwork represents the transition into a circular economy by the cultural knowledge that First Nations people bring to the South Australian economy. In the spirit of Reconciliation, Green Industries SA is committed to embed new initiatives through partnerships, supporting procurement, and providing employment opportunities for recycling, repair, reuse, and remanufacturing, to businesses that improve economic and social outcomes of First Nations peoples.

A) Represents people recycling, the different colours represent the stages of recycling for creating a sustainable future. **B)** The elements in the centre of the artwork graduating changing into another elements, representing production and remanufacturing of goods which in turn reduces waste. **C)** Coming out of the circle are thick travelling lines with the smaller dots symbolising items for sale before being distributed across South Australia. **D)** One of the most beautiful examples of reuses materials in First Nations culture is the technology of basket weaving produced from plants, which can be repaired, these items are used in everyday activities. **E)** The different coloured grouped dots represent the household behaviour changing through collecting items and materials, with the colours on the outer edge sorted in their groups for other uses, diverting them from landfill will reduce waste. **F)** The large circle located at the centre of the artwork represents the community working towards improving outcomes in our environment across the country of South Australia. Moving through the artwork are elements of **G)** wind and **H)** water, representing efficiency and renewable energy to create a sustainable environment in harmony with country using resources and materials from First Nations people.

ABOUT THE ARTIST

Karen Briggs is an illustrator, graphic and digital designer, and contemporary First Nations artist. A Yorta Yorta woman from Northeast Victoria, she enjoys visiting schools and libraries as a published illustrator. In these visits, Karen reads stories from her books about First Nations culture and conducts art workshops, helping to impart cultural elements and values to the younger generation. Currently, she illustrates from her home in the Adelaide Hills while running her own freelance design business.

Artwork and layout of this RAP was produced by Karen from KLB CREATIVE



RECONCILIATION AUSTRALIA CEO STATEMENT

Reconciliation Australia welcomes Green Industries SA to the Reconciliation Action Plan [RAP] program with the formal endorsement of its inaugural Reflect RAP.

Green Industries SA 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 Green Industries SA 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 Green Industries SA, 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

FROM THE PRESIDING MEMBER AND CHIEF EXECUTIVE

On behalf of the Board and agency Green Industries SA (GISA), we are pleased to present GISA's first Reconciliation Action Plan (RAP), which signals the beginning of our enduring commitment to the goal of a reconciled Australia. Our Reflect RAP for 2025 provides a framework for us to take the first steps in our reconciliation journey and to build a strong foundation for embedding reconciliation in our organisation's values, programs and initiatives.

Reconciliation is part of a just and inclusive transition to a circular economy in which humanity can thrive without exceeding our planetary limits. In our work developing and driving this transition in South Australia, we acknowledge that environmental, social, and economic sustainability objectives cannot be separated nor managed independently. Our work will be strengthened by platforming and listening to the voices of Australia's First Peoples, who have been effectively and sustainably caring for this country for more than 60,000 years.

Through building our understanding of First Nations cultures, and strengthening our relationships with First Nations stakeholders, we have an opportunity to establish meaningful ongoing partnerships based on our shared values of regeneration of natural systems, and respect and care for our lands and environment.

In the next 12 months, our agency will embark on the journey of reconciliation and commit to completing the actions outlined in our Reflect RAP.

By doing so we hope to:

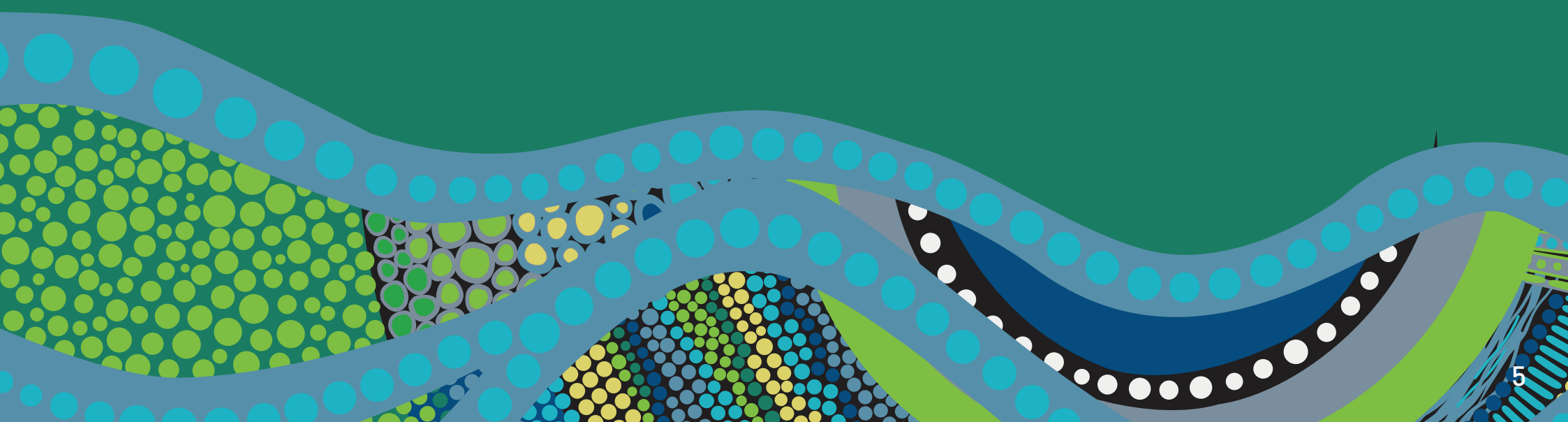
- increase our individual and collective understanding of the rich histories, cultures and contributions of Aboriginal and Torres Strait Islander peoples to the places and communities we share today;
- build and strengthen our relationships with Aboriginal and Torres Strait Islander people.

Our Reflect RAP is strongly supported by our staff, who will deliver on the actions within the plan, and by the Board of GISA, who will receive regular reports on progress.

Thank you to GISA's RAP Working Group for leading the development of our inaugural RAP, and to Reconciliation Australia for its guidance through the process.

Nikki Govan
Presiding Member
Board of Green Industries SA

Josh Wheeler
Chief Executive
Green Industries SA



OUR BUSINESS

Green Industries SA (GISA) is a South Australian Government agency, established under the *Green Industries SA Act 2004*. Through the work of GISA, South Australia is known for its leadership in waste management, recycling, resource recovery and the circular economy.

Our vision is to create a sustainable future through a green economy, focusing on the value of materials in a circular economy and providing economic, social and environmental benefits.

Our purpose is to maintain SA's leadership in advancing a circular economy through supporting innovation, collaboration and excellence that:

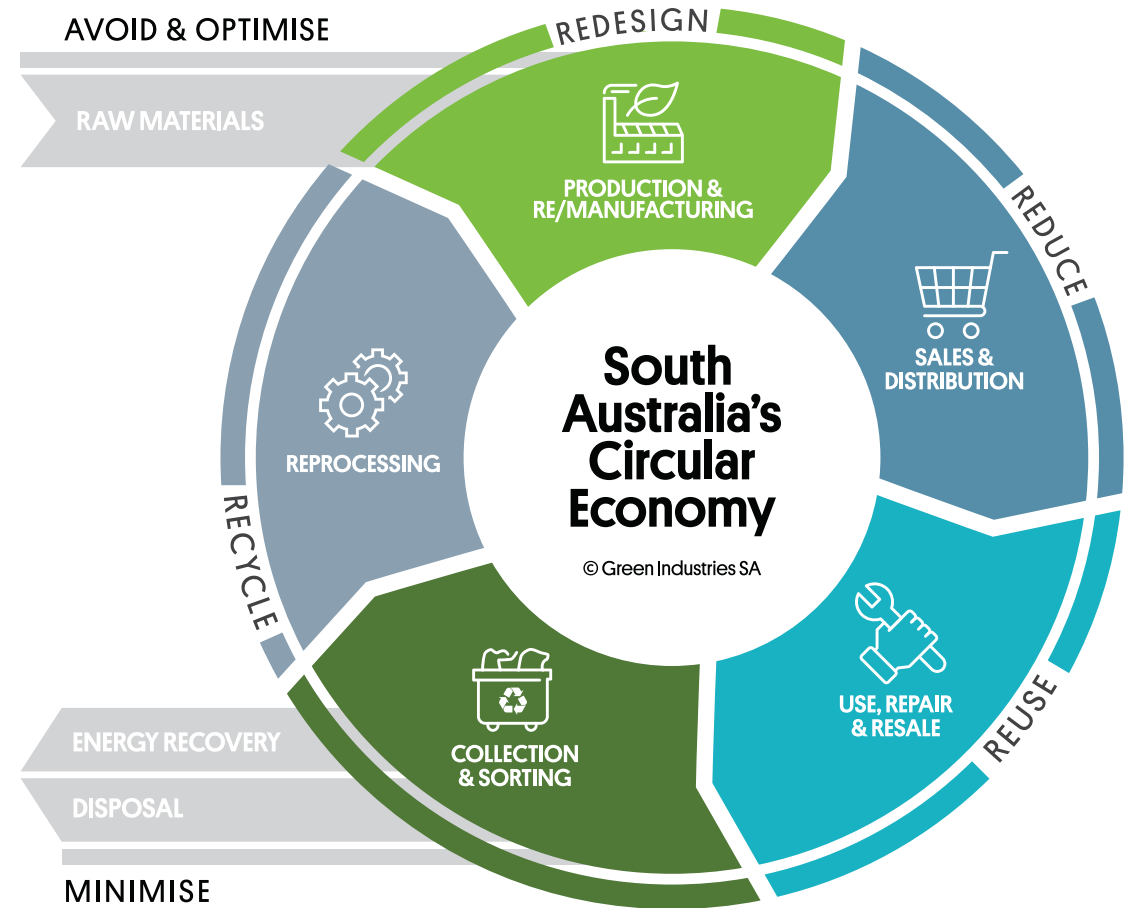
- improves our environment and well-being
- creates economic growth and prosperity
- values our resources and reduces pollution and waste.

It delivers on its vision and purpose by leveraging the following drivers for change:

- Leadership and advocacy
- Policy and regulation
- Incentives and support
- Innovation and technology
- Education, behaviour change and capacity building

GISA's main office is located on Kurna land, 81-95 Waymouth Street, Adelaide. GISA works for the benefit of all South Australians and frequently collaborates with partners ranging across the entire state. There are 6 non-staff members of the Green Industries SA Board, one Chief Executive, and 35 staff members who are employed by GISA.

At the time of writing, GISA does not employ any staff who identify as Aboriginal and/or Torres Strait Islander people.



OUR RAP

GISA and its governing Board are committed to developing and delivering on this RAP to support an inclusive society that recognises the rich histories, cultures and contributions of Aboriginal and Torres Strait Islander Australians. We acknowledge that environmental, social and economic sustainability objectives cannot be separated. The transition to a circular economy needs to be just, and our objective of advancing a just transition to a circular economy will be strengthened by platforming the voices of Australia's First Peoples in this change. GISA has formed a RAP Working Group 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. The RAP Working Group comprises GISA representatives from each of the organisation's business units (Economic Growth and Sustainability, Policy and Evaluation, Engagement and Communications, Governance and Business, and People and Culture.) The GISA RAP Champion is the Chief Executive.

The RAP Working Group has developed this Reflect RAP to help us to engage with Aboriginal and Torres Strait Islander peoples and communities, develop new relationships with First Australian organisations, embed new initiatives across the organisation that support procurement and employment opportunities, and to broaden our knowledge of Australia's rich cultural heritage. Since endorsement by Reconciliation Australia of our Reflect RAP in October 2024, the plan has been reviewed and updated by our RAP Working Group to incorporate refreshed commitments to 2025 deadlines and changes to key agency personnel. Our commitment to reconciliation and the objectives that underpin this plan remain unchanged.

We will establish key organisational frameworks for meaningful and ongoing work to be done towards reconciliation, including the formalisation of the reconciliation working group which will be broadened beyond our organisation to include Aboriginal and Torres Strait Islander representation.

We will seek to develop and strengthen our relationships with Aboriginal and Torres Strait Islander peoples through an exploration of identifying key Aboriginal and Torres Strait Islander stakeholders to our work, and growing our networks by empowering our staff to participate in reconciliation events and activities including National Reconciliation Week.

We will explore and promote learning and development opportunities for our staff that increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights. This knowledge will build the foundations for ongoing respect for Aboriginal and Torres Strait Islander peoples and cultures that will be fostered through observation of appropriate cultural protocols and celebration of NAIDOC Week.

We will develop business opportunities for GISA that can also support improved employment, economic and social outcomes for Aboriginal and Torres Strait Islander peoples.

We will use our voice and influence to demonstrate our commitment to reconciliation and anti-racism.

This RAP a critical step on a journey of reconciliation and outlines practical action within our sphere of influence that we are committed to over the next 12 months.



Paper and cardboard recycling SA



Replace the Waste - Statewide single-use plastics reform



RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	April, 2025	Manager - Disaster Waste
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. [Other RAPs & organisations] 	September, 2025	Manager - Disaster Waste
2 Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	27 May - 3 June, 2025	Manager - Disaster Waste
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May - 3 June, 2025	Associate Director People and Culture
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May - 3 June, 2025	Associate Director People and Culture
3 Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	February, 2025	Chief Executive
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	April, 2025	Manager - Disaster Waste
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	May, 2025	Manager - Disaster Waste
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. 	September, 2025	Associate Director People and Culture
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	September, 2025	Associate Director People and Culture



GISA staff in attendance at the 2023 National Reconciliation Week Breakfast. Adelaide SA.



Oliver Lovat with Aunty Elaine Magias at The Circle First Nations Business Showcase, 2024



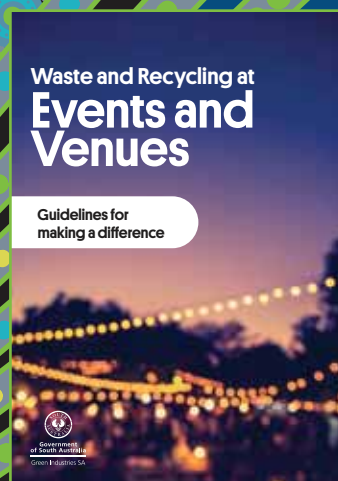
GISA Disaster Waste team collaborated with traditional custodians and Aboriginal Affairs and Reconciliation to manage and protect Aboriginal Cultural Heritage throughout the River Murray Flood Clean-Up Program.





OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	<p>May, 2025</p> <p>May, 2025</p>	<p>Associate Director People and Culture</p> <p>Associate Director People and Culture</p>
<p>9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. Investigate Supply Nation membership. 	<p>July, 2025</p> <p>March, 2025</p>	<p>Administration Officer</p> <p>Associate Director People and Culture</p>





Waste and renewable energy



Construction and demolition recycling



GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. Draft a Terms of Reference for the RWG. Establish Aboriginal and Torres Strait Islander representation on the RWG. 	February, 2025 February, 2025 August, 2025	Associate Director People and Culture Associate Director People and Culture Associate Director People and Culture
11 Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. Engage senior leaders in the delivery of RAP commitments. Define appropriate systems and capability to track, measure and report on RAP commitments. 	January, 2025 January, 2025 February, 2025	Associate Director People and Culture Associate Director People and Culture Associate Director People and Culture
12 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence. Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	June, 2025 (and annually) 1 August, 2025 (and annually) 30 September, 2025 (and annually)	Associate Director People and Culture Associate Director People and Culture Associate Director People and Culture
13 Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	November, 2025	Associate Director People and Culture

GREEN INDUSTRIES SA

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