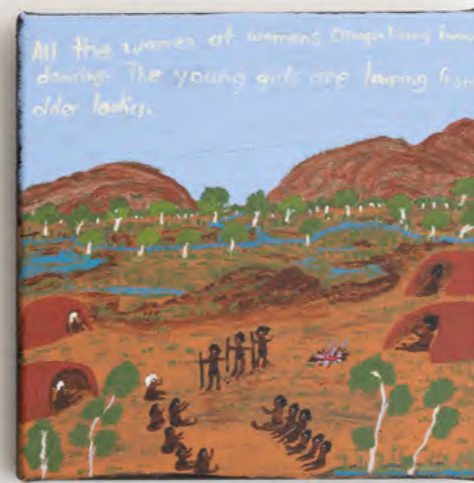
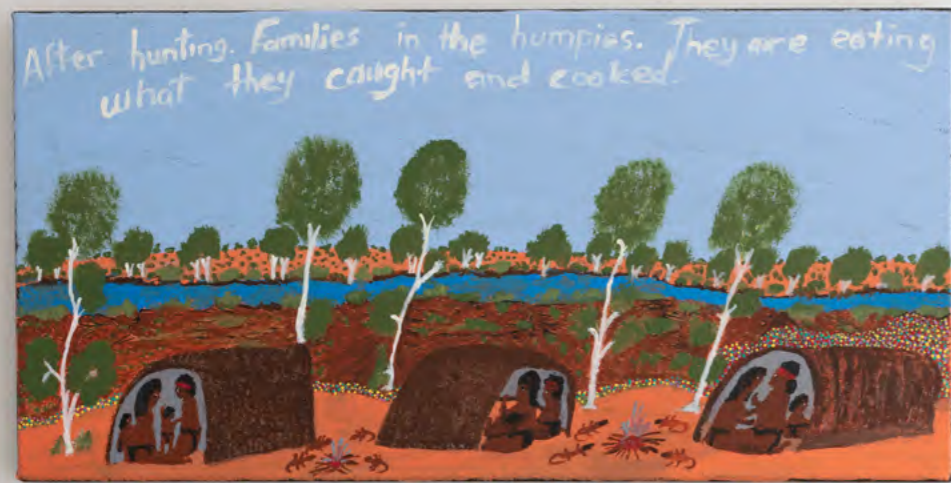


slattery



Reconciliation Action Plan
Progress Report

July 2024



“We acknowledge the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the Traditional Custodians of the lands where we work and live. We pay our respect to Elders, past and present. We are committed to a positive future for Aboriginal and Torres Strait Islander communities.

In particular, we recognise the Traditional Owners of the land on which we are privileged to have our offices occupy and work within – the Boon Wurrung and Woiwurrung (Wurundjeri) peoples of the Kulin Nation in Melbourne, the Jagera and the Turbal people in Brisbane, the Gadigal people of the Eora Nation in Sydney and the Whadjuk Noongar people in Perth.”



Relationships

Slattery is committed to fostering and creating enduring connections with Aboriginal and Torres Strait Islander peoples, communities, and businesses. To effectively work together, we must nurture our existing relationships and better understand the challenges faced by First Nations peoples.

Action: Invite key clients and peers to at least one of our First Nations four presentations per year.

1. Launch of Slattery Naarm Collection

In February 2024, we were delighted to welcome Thea Anamara Perkins and Kyra Mancktelow, two of the First Nations artists featured in the Slattery Naarm Collection, to speak at our official launch. The opportunity to hear their stories and learn about their craft in person ensured that our guests enjoyed a stimulating and informative evening.

2. Championing First Nations talent at PayPal Melbourne Fashion Festival

For the third consecutive year, Slattery proudly supported PayPal Melbourne Fashion Festival's First Nations program. Alongside our industry partners Architectus and MPA, we provided bursaries to First Nations talent through the Mob in Fashion Pathways Program. A group of Slattery staff attended the festival's official Welcome to Country and Smoking Ceremony, and hosted key clients at the Emerging Mob in Fashion Runway x Fujitsu.

3. Supporting the Australia Pavilion at the Venice Biennale 2024

Sarah Slattery was thrilled to attend this year's Venice Biennale in support of Archie Moore who represented Australia at this key event. Even more thrilling was Archie being awarded the Golden Lion for his "Kith and Kin" installation, depicting the history of First Nations peoples in the purpose built Australian Pavilion. The installation will be brought back to the Queensland Gallery of Modern Art in early 2025 at which time Slattery will host an event for key clients and offer staff the opportunity to visit the Gallery to view the installation in person.





Relationships

Action: Ensure that all staff understand the meaning of First Nations dates of importance, through ongoing cultural awareness training.

First Nations dates of importance are included in Slattery's Cultural Protocol document and along with other cultural dates and celebrations, are highlighted and celebrated during our National virtual Monday Meeting.

Slattery has also invested in Cultural Awareness Training modules which will be completed in the months to come and included in our induction program ongoing.

Both the Melbourne and Sydney Teams have benefited from presentations and discussion with Yemma Egan, our First Nations advisor, regarding the importance of education pathways for First Nations students.

Action: Build relationships through celebrating National Reconciliation Week (NRW).

The theme for this year's NRW was 'Now More than Ever'. This prompted us to consider our NRW staff event as an opportunity to educate and be in informative. To continue building on the positive reception to our film screening in 2023, we held a film screening in each Slattery office of *Living Black: Never Meant to Happen* — an SBS documentary part of the Reconciliation film club. This was registered as a private event on the NRW calendar.

In addition to the film screening, representatives from Slattery attended several events held around NRW.

- Property Council Australia QLD | Diversity Equity & Inclusion Breakfast: Positive Impact of Reconciliation Commitments (2 May 2024)
- Now More Than Ever – NRW Panel DesignInc Sydney (29 May 2024)
- ClarkeHopkinsClarke x Melbourne University | Adventures in Designing with Country panel (30 May 2024)
- Deadly Djurumin Yarn: Indigenising Biodiversity (7 June 2024)



▲ Sydney office National Reconciliation Week film screening on 31 May.





Respect

Slattery has committed to participating in external and internal activities and personal development opportunities to increase our knowledge of First Nation peoples' history and culture. We recognise that in order to be a culturally intelligent business that positively influences appreciation and respect for First Nations peoples culture, we must increase our own awareness.

Action: Continue including an Acknowledgment of Country or other appropriate protocols at the commencement of important meetings, rotating the responsibility to ensure the approach is organisation-wide.

1. Acknowledgement of Country

The minimum expectation is to include an Acknowledgment of Country at the commencement of our National virtual Monday Meeting.

2. Acknowledge This! training

All members of the RAP Working Group and all Slattery Directors have either attended or will shortly attend training.





Respect

Action: Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.

1. Welcome to Country

Wurundjeri Man, Colin Hunter Jnr Jnr attended our Slattery Collection launch to provide the Welcome to Country and meet our featured First Nations artists.

2. Staff attendance at Welcome to Country

Several Slattery team members attended the formal opening event for PayPal Melbourne Fashion Week and took part in the Welcome to Country and Smoking Ceremony.



▲ Smoking ceremony at PayPal Melbourne Fashion Festival 2024



Next steps/improvements needed /lessons learnt:

- Our Cultural Protocol document is currently under review and will be re-published shortly, and included as part of our induction process.
- Recently appointed RWG members will attend Acknowledge This! training together with Directors that are yet to complete the training.
- All staff to complete 3 modules of SBS Cultural Awareness Training which will be included in the Slattery Induction Program ongoing.
- Boost participation at external NAIDOC events.



Opportunities

An integral part of Slattery’s diversity strategy, we committed to creating opportunities to provide First Nations peoples with increased agency in fulfilling their own goals and dreams. Slattery’s objectives encompass education, mentoring and employment, as well as procurement and supply chain reviewing. Slattery is investigating and engaging with First Nations enterprises to source products and services which are relevant to our business.

Action: Refresh our Aboriginal and Torres Stait Islander recruitment, retention and professional development strategy, based off our 2021-23 learnings.

Slattery continues to engage with Universities and tertiary education institutions in the cities in which we operate. With the assistance of our First Nations advisor, we offered two scholarships in 2023 and a further two in the last quarter.

We have recently been approached by a local council in Victoria which is keen to introduce students to our scholarship program.

We are currently in discussions with a First Nations quantity surveyor around a potential mentor arrangement for our existing First Nations students.

Action: Maintain and strengthen commercial relationships with First Nations businesses.

Through the agendas of our RAP Working Group and our Team Green, we’ve developed a strong focus on collaborating with First Nations and sustainable businesses.

Our RAP Cultural Protocol document and more recently, our Slattery Collection brochure, were designed and printed by First Nations businesses - Cause/Affect and IndigPrint.



▲ Our First Nations Scholarship recruitment flyer



Governance

Slattery wants to demonstrate our commitment to Aboriginal and Torres Strait Islander Peoples by delivering on our promises. We pledge to build accountability and transparency by reporting RAP achievements, challenges and learnings.

Action: Meet at least four times a year to drive and monitor RAP implementation

- The RAP Working Group is well established and has new representation from nipaluna, as well as replacements for some of the roles that became available. These roles have been filled via expressions of interest, vetted and approved by the RAP Chair.
- February, May and June meetings have been held with strong attendance.
- An online RAP commitment tracker has been created so that Working Group members can easily track and update actions that support our commitments.



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