



Atmos Renewables

Reflect Reconciliation Action Plan (RAP)

January 2025 to January 2026





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Acknowledgement of Country

Atmos acknowledges the Aboriginal and Torres Strait Islander peoples as Traditional Custodians of Australia, and the oldest continuing culture in human history.

We pay respect to Elders past, present and emerging and we are committed to respecting the lands we walk on and the communities we walk with.



About the Artwork & Artist

➤ About the artist

Bayadherra is founded by proud Aboriginal Yorta Yorta brother and sister Luke and Siena Tieri. As descendants of the James Family, their cultural origins are embedded in Yorta Yorta Country; Shepparton Victoria. Luke and Siena's grandfather Glenn James OAM is a respected Elder within community and is recognised as the first Indigenous man to umpire Australian rules football in the AFL.

As emerging artists with an Aboriginal business, their purpose is to advance reconciliation and promote cultural awareness, education and understanding by reflecting their traditional storylines and Indigenous heritage in contemporary art pieces designed for your home or office space. 'Bayadherra' in Yorta Yorta language means 'turtle', the spiritual animal totem of the Yorta Yorta clan: a name reflective of Luke and Siena's Aboriginal identity and connection to community and Country.

Community, authenticity and respect is at the heart of Bayadherra; Luke and Siena pride themselves on their collaborative attitude and unique ability to provide culturally meaningful art and design services to support clients and community.

Bayadherra is 100% Aboriginal owned and operated and is a registered member of Supply Nation Australia, Kinaway Chamber of Commerce Victoria, the Indigenous Art Code and the Aboriginal Art Association of Australia (AAAA).



➤ About the artwork

Galnyan yakurrumdja woka – “Respect for Country” in Yorta Yorta language Galnyan yakurrumdja woka depicts cultural connection and engagement with Aboriginal and Torres Strait Islander peoples and the beginning of Atmos Australia's reconciliation journey. The artwork features two large yarning circles; the central one representing Atmos Australia and the other representing Aboriginal and Torres Strait Islander communities. Extending from the central yarning circle are green lines of communication that connect with three smaller circles depicting the 3 pillars of reconciliation; Relationships, Respect and Opportunities.

The elliptical design is reminiscent of a wind turbine's movement and symbolises the sustainability cycle and ongoing commitment to Reconciliation. Yellow rays represent solar energy and extend outwards to meeting places along the elliptical journey line depicting the accumulation of cultural knowledge and understanding with communities.

The diversity of landscapes and natural environmental elements are captured within the design – the brown ochre of Country and blue waterways are surrounded by a flock of birds and grey linear detail creating the movement of wind.

➤ About the designer

Lani Balzan, is a proud Aboriginal woman from the Wiradjuri people of the three-river tribe. Though her family roots lie in Mudgee, she grew up traversing various regions of Australia, finally finding her home in Queensland, Australia.

Lani is an Aboriginal artist and graphic designer specialising in designing Indigenous canvas art, graphic design, logo design, Reconciliation Action Plans Design and document design.





Statement from CEO of Reconciliation Australia

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

Atmos joins a network of more than 3,000 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 Atmos 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 Atmos, 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 Business

Atmos Renewables (Atmos) is a leading Australian renewable energy business with interests and ownership in 15 wind and solar assets across Australia.

Atmos develops and invests in renewable energy projects at all stages of their lifecycle and is a long-term owner and operator of clean generation and storage assets.

Our mission is to be part of the solution to decarbonising Australia's electricity network by building and operating a portfolio of renewable energy generation assets whilst achieving positive environmental outcomes and lasting relationships with local communities.

Our company values, integrity, safety, courage and humility, were developed by our team and reflect what is most important to us. These values form the basis of our interactions with partners, regulators, communities and landholders.

We employ over 30 people within Australia and operate two offices in Melbourne and Sydney. Our renewable energy projects are located in regional areas of Australia and are distributed across all the Australian states as shown in Table 1

Currently, we have no known staff that identify as Aboriginal or Torres Strait Islander peoples.



Our Business

Table 1 - Location of our operating renewable energy projects

Project	Closest Regional Town/State
Cherry Tree Wind Farm	Seymour, northern Victoria
Lal Lal Wind Farm*	Elaine, western Victoria
Macarthur Wind Farm*	Macarthur, southwest Victoria
Hornsedale Wind Farm*	Jamestown, South Australia
Granville Harbour Wind Farm*	Zeehan, west coast Tasmania
Kiata Wind Farm	Horsham, western Victoria
Childers Solar Farm	Bundaberg, Queensland
Daydream and Hayman Solar Farms	Collinsville, Queensland
Susan River Solar Farm	Hervey Bay, Queensland
Nevertire Solar Farm	Dubbo, New South Wales
Karadoc Solar Farm	Mildura, northwest Victoria
Coonooer Bridge Wind Farm	Bendigo, north Victoria

* Shared ownership of asset





Our RAP

Atmos acknowledges that Aboriginal and Torres Strait Islander peoples have occupied and cared for the land on which we develop and operate our projects for more than 65,000 years. We respect their deep connections to land and waters and the traditional knowledge and experience they have caring for Country.

Our vision for reconciliation is a more sustainable and equitable future where our renewable energy projects not only deliver clean energy, but build stronger and more resilient communities for generations to come. We recognise that the transition to renewable energy presents an opportunity to collaborate with Aboriginal and Torres Strait Islander communities and establish partnerships that empower First Peoples to participate in the social, economic and environmental benefits of projects.

The focus of our first RAP (Reflect) is to share and celebrate Aboriginal and Torres Strait Islander peoples histories and cultures within our business, to ensure Atmos is recognised as an inclusive, culturally competent, and culturally safe organisation. Secondly, we aim to build strong partnerships with the Aboriginal and Torres Strait Islander peoples, communities, and organisations, in the areas in which we are developing and operating projects, to progress our vision for greater involvement and shared benefits with First Peoples.

➤ Our RAP Working Group

Atmos' RAP working group was established in December 2023 and comprises five team members from different divisions within the organisation and area of influence across the business. It is our intent to engage Aboriginal and Torres Strait Islander representatives to guide our working group and provide us with ongoing advice and support.

The RAP Champion within Atmos is the General Manager, Development, Allison Hawke.

Table 2 - RAP working group members

Name	Title	Role
Kate Munro	Senior Development Manager	RWG Chair
Conor Doherty	Development Engineer	Member
Natasha Chin	Commercial Manager	Member
Alan Wightman	Grid Connections Manager	Member
Zach Mytkowski	Asset Performance Analyst	Member
Paul Henderson	Strategic Asset Manager	Member
Mark Mooney	Financial and Planning Analyst	Member



Our partnerships/Current activities

Atmos is in the early stages of building relationships with Aboriginal and Torres Strait Islander peoples and communities that belong to Country in which we develop and operate our projects.

Some of the internal activities we have undertaken to date:

- 🕒 Cultural awareness training for all staff conducted by Corporate Culcha
- 🕒 Acknowledgement of Country included in presentations and email footers
- 🕒 Sharing of different perspectives pertaining to Australia Day and providing opportunities for staff to celebrate this national day on a different date
- 🕒 Screening of Aboriginal and Torres Strait Islander film 'In my blood it runs' and discussion during National Reconciliation Week 2024
- 🕒 Gamilaroi author and educator, Kylie Caption, invited to be our Keynote speaker at Atmos mid-year function in July 2024







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.	Mar 2025	Development Engineer
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Mar 2025	Development Engineer
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Grid Connections Manager
	RAP Working Group members to participate in an external NRW event.	27 May- 3 Jun, 2025	GM Development
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 Jun, 2025	GM Development
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Mar 2025	Grid Connections Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Mar 2025	Development Engineer
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Mar 2025	Development Engineer
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Aug 2025	GM Development
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Aug 2025	GM Development





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.	Conduct a review of cultural learning needs within our organisation.	Mar 2025	Snr Manager Development
	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, 2025	Snr Manager Development
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Apr 2025	Asset Performance Analyst
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Apr 2025	Asset Performance Analyst
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week within CEO update.	Jun 2025	CEO
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	Jun 2025	Asset Performance Analyst
	RAP Working Group to participate in an external NAIDOC Week (7-14 July) event.	First week in Jul 2025	Asset Performance Analyst





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.	Oct 2025	Development Engineer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	GM Operations	Development Engineer
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.	Oct 2025	Commercial Manager
	Investigate Supply Nation membership.	Oct 2025	Commercial Manager





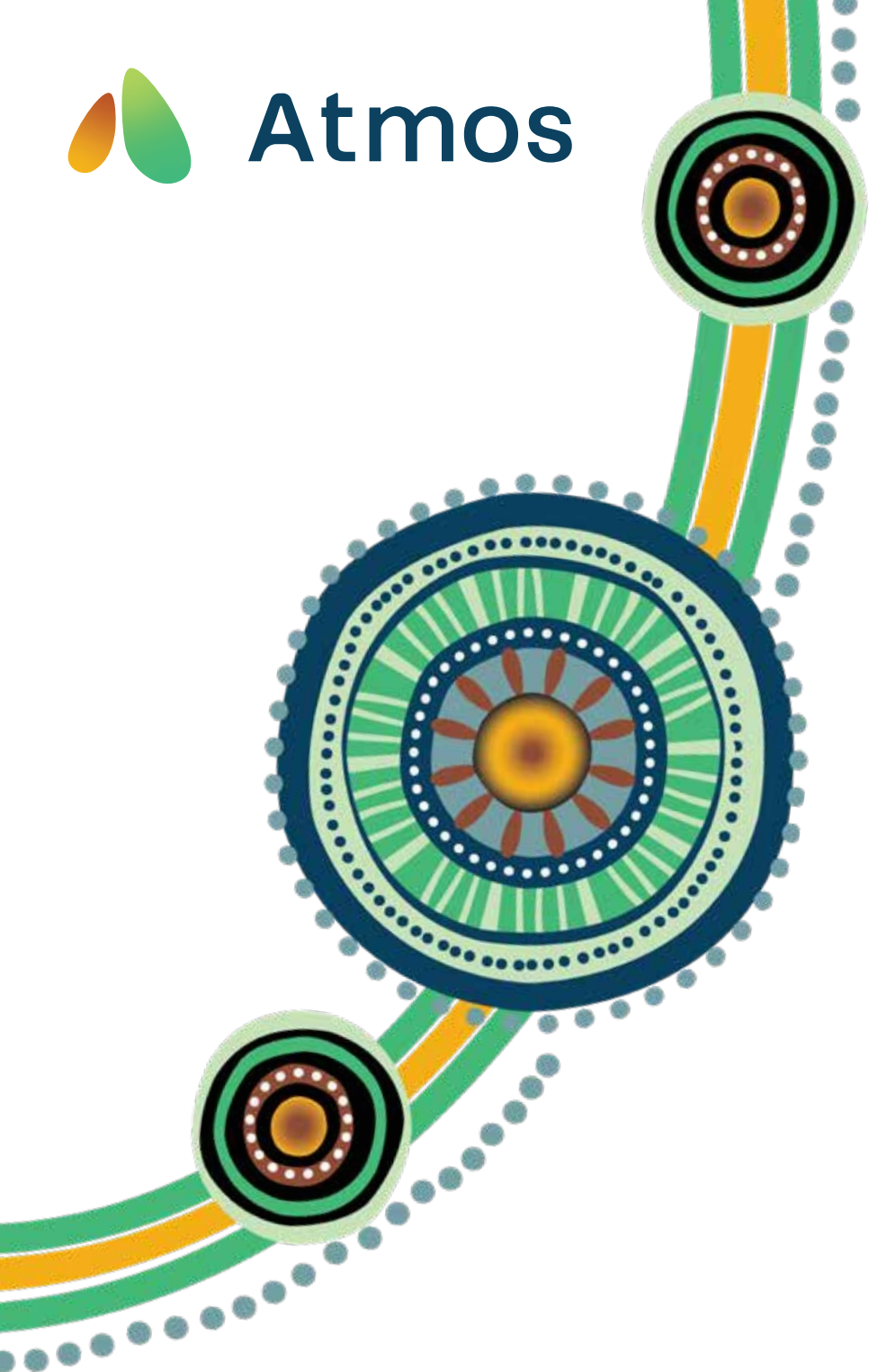
GOVERNANCE

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.	Jan 2025	Snr Manager Development
	Draft a Terms of Reference for the RWG.	Jan 2025	Snr Manager Development
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Apr 2025	Snr Manager Development
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Jan 2025	Snr Manager Development
	Engage senior leaders in the delivery of RAP commitments.	Feb 2025	GM Development
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Feb 2025	Snr Manager Development
	Maintain a senior leader to champion our RAP internally.	Jan 2026	GM Development
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.	Jun annually	Snr Manager Development
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 Aug annually	Snr Manager Development
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sept annually	Snr Manager Development
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Oct 2025	Snr Manager Development





Atmos



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