

Reconciliation Plan

August 2022 – August 2023



Cover Page Artwork

Artist: Andrew Binsiar

Artwork: Commencement of Reconciliation Journey

Zenith Energy invited artist, Andrew Binsiar, a Yamatiji elder to create an artwork to represent the commencement of our reconciliation journey. Andrew came to our offices and invited Zenith Energy employees to contribute to the artwork. Andrew describes the symbols and meanings in the artwork, "The old man represents the beginning because all our stories come from our old people. The handprints and the symbols for man and women around the campfire represents inclusion as everyone deserves to be included in Aboriginal culture".

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A MESSAGE FROM KAREN MUNDINE

CEO RECONCILIATION AUSTRALIA

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

Zenith Energy 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 Zenith Energy 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 Zenith Energy, 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

INTRODUCTION

Reconciliation Australia is a not-for-profit organisation that is the lead body in promoting and facilitating respect, trust and positive relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples. Accredited by Reconciliation Australia a Reconciliation Action Plan (RAP) is a tool which enables organisations to contribute to a reconciled Australia.

Zenith Energy Pty Ltd (Zenith) has committed to this vision, commencing Zenith's reconciliation journey with the development of a Reflect RAP. Zenith has utilised Reconciliation Australia's framework of relationships, respect and opportunities for implementing meaningful initiatives in the workplace.

Zenith's Reflect RAP is designed to provide its workplaces with a roadmap to begin the reconciliation journey.

OUR BUSINESS

Zenith specialises in tailored off-grid power generation and service models across Australia. Zenith integrates a complete range of renewable, thermal and sustainable fuel sources, together with innovative technologies, to deliver cost-effective and reliable solutions for its clients.

Zenith was founded in 2006 by Executive Chairman Doug Walker. Prior to establishing Zenith, Doug was the founding director and key Executive of StateWest Power Pty Ltd (StateWest). StateWest was one of Australia's largest privately owned energy companies, which was subsequently acquired by Wesfarmers Energy.

Zenith's service models include BOO and MOM with engineering, operations, procurement and construction teams within its Belmont facilities.

Zenith's first major contract was signed in 2008 with Chevron for the company's Barrow Island facilities. This contract was on a Build - Own - Operate (BOO) and Manage - Operate - Maintain (MOM) basis. The power was provided via hybrid gas turbines and gas reciprocating generators. Since that time, Zenith has continued to secure and deliver quality long-term contracts.

Zenith has offices located in Perth, Western Australia and Cairns, Queensland, with operations across remote mining sites in Western Australia and Northern Territory.

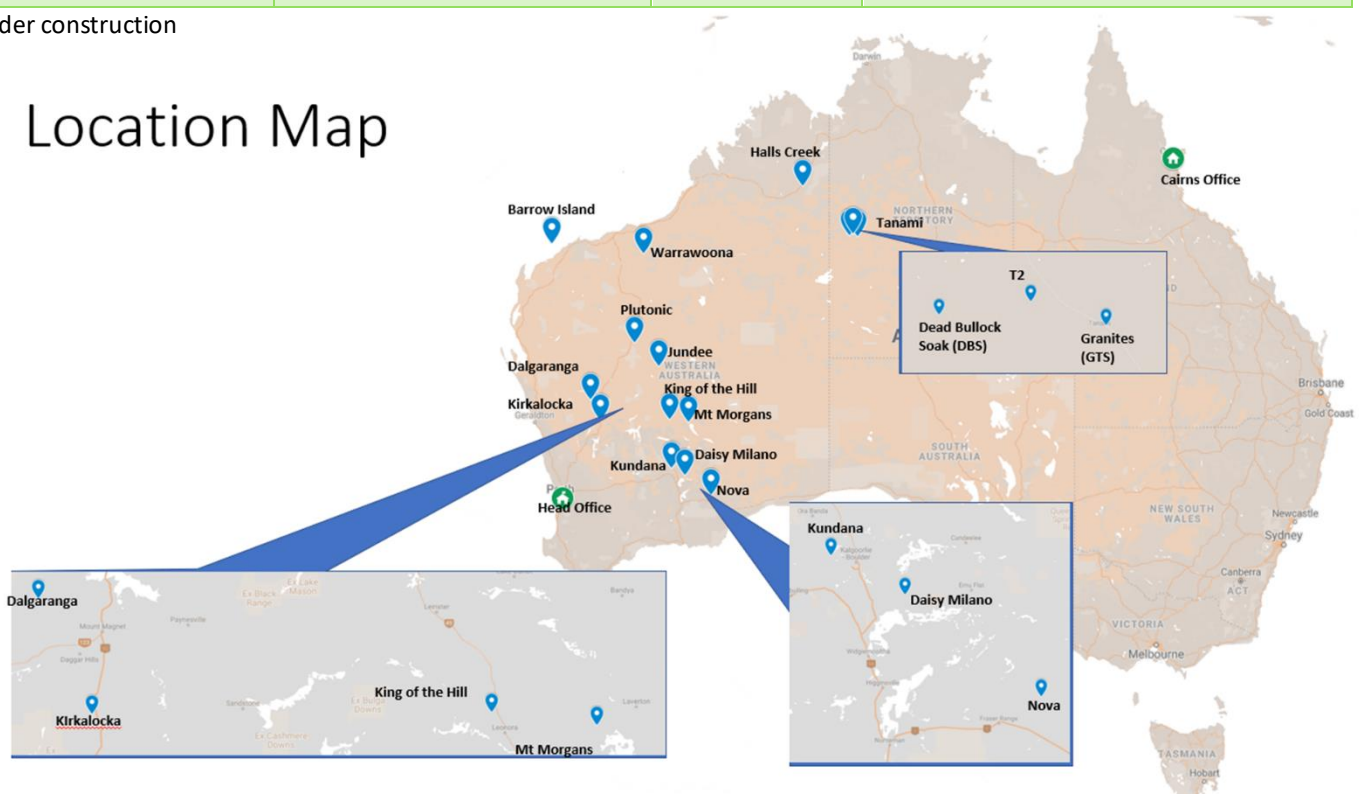
Zenith employs 163 staff which includes 80 Fly in Fly Out (FIFO) employees working on remote sites in Western Australia and the Northern Territory. Currently, Zenith employs 2 known staff that identify as Aboriginal and/or Torres Strait Islander people.

Zenith currently operates eleven power stations, with two under construction, for mining clients.

SITE	CLIENT	TRADITIONAL PLACE NAME	LOCATION
Barrow Island	Chevron Corporation	Martuthunira	88 km north of Onslow and 60 km off the northwest coast of W.A.
Daisy Milano Mine	Silver Lake Resources Limited	Malpa	50 km south-east of Kalgoorlie W.A.
Jundee Operations	Northern Star Resources Limited	Tjupany	45 km north-east of Wiluna approximately 520 kms north of Kalgoorlie W.A.
Plutonic Gold Mine	Superior Gold Inc	Ngalawangka	800km north-east of Perth W.A.
Halls Creek Project	Pantoro Limited	Jaru	35 Km south-west of Halls Creek W.A.
Kundana	Northern Star Resources Limited	Wangkathaa	25 km north-west of Kalgoorlie W.A.
Nova Ni-Cu-Co Operations	IGO Limited	Ngatjumay	160 km north-east of Norseman and 360 km south-east of Kalgoorlie W.A.
Dalgaranga Operations	Gascoyne Resources Limited	Badimaya	70 km north-west of Mt Magnet W.A.
Mt Morgans	Dacian Gold Limited	Wangkathaa	20 km west of Laverton and 750 km north-east of Perth W.A.
Tanami Gold Mine	Newmont Mining Services Pty Ltd	Warlpiri	540 km north-east of Alice Springs N.T.
Kirkalocka	Adaman Resources Pty Ltd	Kalaamaya	70 km south of Mount Magnet in W.A.
Warrawoona Gold Project*	Calidus Resources Limited	Nyamal	150 km south-east of Port Hedland and 25 km south-east of Marble Bar W.A.
King of The Hills Development Project *	Red 5 Limited	Kuwarra	28 Km north of Leonora W.A.

*Under construction

Location Map



OUR VALUES

Zenith's values set out the key principles and expected behaviours that govern Zenith's strategic direction, business practices and decision making and are represented in the acronym SPARK as detailed below.

Safety

SAFETY FOR PEOPLE AND THE ENVIRONMENT

A commitment to protecting the safety, health and wellbeing of our team, our contractors, our customers and the environment in which we operate.

Performance

DELIVERING SUSTAINABLE ENERGY SOLUTIONS

Dedicated to providing safe, reliable and sustainable solutions with real benefits to our customers and our shareholders.

Accountability

TAKING OWNERSHIP

Valuing the ability of our people and our organisation to work diligently and honour our commitments, responsibly and with integrity.

Reliability

CONSISTENCY IN THE SUPPLY OF ENERGY.

Inspiring confidence in our business model, our products and further enhancing our reputation in the market.

Knowledge

INNOVATIVE SOLUTIONS AND PEOPLE

A commitment to continuous technical development and innovation of our products, services and our team.



OUR JOURNEY

Zenith's Vision

Zenith aims to build a talented and diverse workforce that is representative of the communities it operates in. The RAP aims to develop relationships through a culture shift, using respectful and purposeful engagement and meaningful participation. Zenith commits to;

- **Building relationships** - Zenith commits to establishing and maintaining meaningful relationships with the local Aboriginal and Torres Strait Islander communities.
- **Building respect** - Zenith commits to developing an understanding and appreciation of Aboriginal and Torres Strait Islander peoples' cultures, and to building an organisational culture that is welcoming and inclusive of all people.
- **Creating opportunities** - Zenith commits to creating an environment where sustainable opportunities for Aboriginal and Torres Strait Islander peoples are available.



Hamish Moffat, Managing Director

RAP Working Group

Zenith's RAP champion is Senior Manager Operations, Jason Good. Jason established the RAP Working Group, consisting of representatives from across its sites, to assist in developing and supporting the RAP.



Jason Good, Senior Manager, Operations

"Zenith recognises our united role in creating opportunities and improving employment outcomes for Aboriginal and Torres Strait Islander people. It is Zenith's goal to promote awareness about the impacts of racism on Aboriginal and Torres Strait Islander people. The Action Plan provides a road map for fostering a culturally appropriate and inclusive workplace where Aboriginal and Torres Strait Islander peoples choose Zenith Pacific as an employer of choice because they feel welcomed, valued and are treated fairly and with respect".

Members of the RAP Working Group have attended an interactive cultural awareness workshop facilitated by Mr Danny Ford, a Noongar man and senior Custodian of Whadjuk Country. The workshop outcomes included:

- Raising awareness of Aboriginal and Torres Strait Islander cultural beliefs, customs, values and their role in Australian society
- Improving awareness of cultural differences
- Improving stakeholder relationships

Established Relationships

Zenith has established relationships with Aboriginal and Torres Strait Islander organisations who can support Zenith in its journey including:

- Keogh Bay (<https://keoghbay.com.au/>) – to provide support with community engagement and cultural awareness
- Carey Mining (<https://careymining.com.au/>) – to assist Zenith with its employment program which is initially focused on apprenticeship/traineeship employment pathways. Zenith anticipates the first Aboriginal and Torres Strait Islander apprentice and trainee will commence in 2022.
- Zenith is in partnership with Tjiwarl Contracting Services (TCS), working together to deliver low carbon power solutions for miners and communities on Tjiwarl native title determined lands. TCS is a not-for-profit Aboriginal owned social corporation supporting opportunities for investment in Tjiwarl Sustainability Goals.



**ZENITH ENERGY AND TJIWARL
CONTRACTING SERVICES**

WORKING TOGETHER TO DELIVER LOW CARBON SOLUTIONS ON TJIWARL NATIVE TITLE



**NET ZERO
BY 2035**

ZENITH'S REFLECT RAP

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 the local area or sphere of influence. Including pursuing Joint Venture and CSR relationships with Traditional Owners where Zenith operates power stations. 	August 2023	Senior Manager Operations and Executive - ESG and Stakeholder Engagement
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	September 2022	Senior Manager Operations
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. 	April and May 2023	Manager Human Resources
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	May/June 2023	Manager Human Resources
	<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. 	May/June 2023	Managing Director
3. Promote reconciliation through Zenith's sphere of influence.	<ul style="list-style-type: none"> Communicate Zenith's commitment to reconciliation to all staff. 	September 2022	Managing Director
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	December 2022	Executive - ESG and Stakeholder Engagement
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on Zenith's reconciliation journey. For example, Clients 	December 2022	Facilities Managers Executive Contracts Commercial and Procurement
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. 	October 2022	Manager Human Resources
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	October 2022	Manager Human Resources

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.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within the organisation. 	August 2022	Manager Human Resources
	<ul style="list-style-type: none"> Continue to conduct cultural awareness training program for all employees. 	December 2022	Manager Human Resources
	<ul style="list-style-type: none"> Investigate ongoing cultural awareness training options, models and costs for delivery of training. 	January 2023	Manager Human Resources
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	January 2023	Senior Manager Operations
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	December 2022	Senior Manager Operations
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	July 2023	Manager Human Resources
	<ul style="list-style-type: none"> Promote external NAIDOC Week events in our local area. 	July 2023	Manager Human Resources
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	July 2023	Manager Human Resources

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within the organisation. 	May 2023	Senior Manager Operations
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	May 2023	Senior Manager Operations
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	August 2022	Executive Contracts Commercial and Procurement
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	September 2022	Executive Contracts Commercial and Procurement

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"> Maintain a RWG to govern RAP implementation. 	January 2023	Manager Human Resources
	<ul style="list-style-type: none"> Review Terms of Reference for the RWG. 	January 2023	Manager Human Resources Senior Manager Operations
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	September 2022	Senior Manager Operations
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	August 2022	Manager Human Resources
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	September 2022	Manager Human Resources
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	August 2022	Manager Human Resources
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	August 2023	Manager Human Resources
	<ul style="list-style-type: none"> Contact Reconciliation Australia to ensure that Zenith's primary and secondary contacts are up to date to ensure we are receiving important correspondence. 	June 2023	Manager Human Resources
	<ul style="list-style-type: none"> Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire. 	August 2023	Manager Human Resources
13. Continue our reconciliation journey by developing next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	June 2023	Manager Human Resources

CONTACT

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