



Reconciliation Action Plan

January 2024–June 2025



RECONCILIATION
ACTION PLAN

REFLECT

Acknowledgement of Country

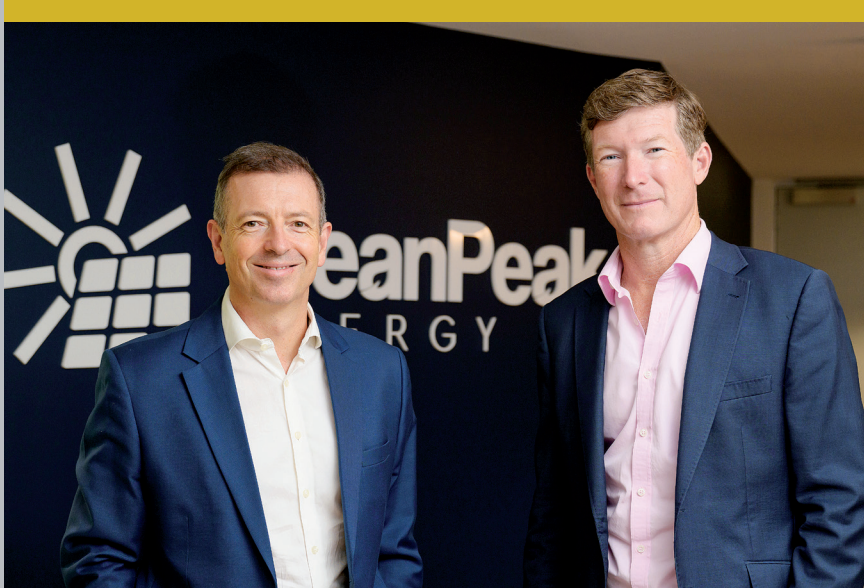
CleanPeak Energy acknowledges the Traditional Owners of the land on which we operate and the continuing connection of Aboriginal and Torres Strait Islander peoples to land, water and community. We pay our respects to Elders past and present.

CleanPeak Energy's over-arching goal with this Reflect Reconciliation Action Plan is to build capacity within our organisation to be an agent for change, conducting our business in a way that results in tangible positive outcomes for Aboriginal and Torres Strait Islander peoples as the clean energy transition unfolds.

Contents

3	CleanPeak Founders
4	Message from Reconciliation Australia CEO
5	Our Business
7	Our RAP
9	Our Partnerships/ Current activities
10	Actions and Deliverables
14	RAP Artwork

CleanPeak Founders



We are pleased to present CleanPeak Energy's first Reconciliation Action Plan (RAP). This Reflect RAP signifies our commitment to advancing reconciliation through meaningful engagement with Aboriginal and Torres Strait Islander peoples as we continue to develop our growing fleet of renewable energy infrastructure that will drive Australia's clean energy transition to net-zero.

For CleanPeak, meaningful engagement starts with deepening our understanding of Aboriginal and Torres Strait Islander cultures and histories, which is one of the key actions of this Reflect plan. It continues with building mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples based on open and transparent communication throughout the lifecycle of our renewable energy projects. Ultimately it results in identifying opportunities for capacity building, training, employment and business development for First Nations individuals and organisations. Through all these dimensions our aim is to continue the growth of renewable energy generation in a way that not only addresses the climate crisis but at the same time results in tangible positive outcomes for Aboriginal and Torres Strait Islander peoples.

We would like to thank Reconciliation Australia for their guidance in developing our Reflect RAP. We would also like to thank our CleanPeak Energy RAP working group for their dedication and commitment in bringing this RAP to fruition and leading us as an organisation to grow in our understanding and capacities when it comes to engaging with Aboriginal and Torres Strait Islander peoples. We look forward to their continued guidance in meeting our Reflect RAP deliverables over the course of the next 18 months.

At CleanPeak Energy we recognise that we are at the early stage of our reconciliation journey. As our company has grown, we have become more conscious of the role we can and must play in ensuring that the clean energy transition is both fair and equitable, with the rights and opportunities of First Nations peoples not just considered but actively promoted. This Reflect RAP will be a key platform for achieving this goal.

Philip Graham
Chief Executive Officer

Jon Hare
Chief Operating Officer

Message from Reconciliation Australia CEO

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

CleanPeak Energy joins a network of more than 2,500 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 CleanPeak 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 CleanPeak 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

Our Business

CleanPeak Energy is specialist renewable energy company. We build, own, and operate a portfolio of solar, battery, and thermal energy infrastructure – providing smart, reliable and cost-effective energy to our customers.

Our tailored solutions make us the trusted partner of major Australian corporations and governments seeking to become more sustainable, reduce their carbon emissions and reach net-zero faster.

Our mission is to rapidly decarbonise energy generation in Australia. Our integrated solar and battery assets, coupled with our efficient thermal energy systems, are transforming Australia's electricity industry, ensuring that the worst impacts of climate change are avoided and a sustainable future is created.

Established in 2017, CleanPeak Energy is an Australian-owned company with a national reach. Our commercial rooftop solar systems provide clean and reliable, renewable energy to large shopping centres and industrial complexes, and are located throughout NSW, South Australia, Queensland, Victoria and Western Australia.



We also own and operate a portfolio of ground-mounted solar farms – three in the ACT, one in WA and a further six under development in regional NSW and Victoria. The energy generated from our solar operations makes a significant contribution to decarbonising Australia's energy landscape and accelerating the path to net-zero.

A number of our solar sites are complemented by our growing fleet of battery energy storage systems ensuring CleanPeak delivers firm, reliable energy to our customers. Our batteries capture excess solar generation and discharge during periods of high demand, reducing the impact of the site's demand on the grid during these periods and improving overall grid stability.



Mugga Lane, ACT

In addition to our solar and battery operations, CleanPeak Energy owns and operates four iconic energy precincts. These energy precincts deliver a total package of sustainability solutions to our customers including embedded electricity networks, central thermal plant for heating and cooling, solar generation and battery storage, as well as recycled water infrastructure.



Mt Majura ACT



Our Team

CleanPeak Energy employs over 50 staff, most of whom are located in our head office in North Sydney on Cammeraygal Country. Additionally, we have operating teams in each of our sustainable energy precincts: Mascot, Central Park, and Barangaroo in NSW – all on Gadigal Country; and in Tonsley SA – on Kurna Country.

We are currently unaware of any staff who identify as Aboriginal or Torres Strait Islander people, however as part of this RAP we will develop a process to better understand and report on this.

Our Values

Our team live by our corporate values as we strive to accelerate the clean energy transition. We are:

- **Purpose Driven** – We act with purpose and a sense of urgency, committed to making a positive impact on people and the planet.
- **Innovative and Bespoke** – We deliver smart, innovative and bespoke renewable energy solutions tailored to the needs of our clients.
- **Thriving Partnerships** – We build lasting relationships with all our stakeholders based on trust, partnership and mutual success.
- **Act with Integrity** – We conduct business with the highest level of integrity and ethics, earning the respect of our customers and communities.
- **Safe and Inclusive** – We create a safe & inclusive environment where all stakeholders are empowered to contribute their unique talents and ideas.



Karratha solar farm



Our RAP

The rapid transformation of Australia's energy sector presents a unique opportunity to do energy differently and we believe that part of that difference should be how Aboriginal and Torres Strait Islander people's rights and opportunities are considered and promoted.

We see the development of our RAP as a key tool to deepen our understanding of Aboriginal and Torres Strait Islander peoples' histories, cultures and futures, which in turn, builds our capacity to develop respectful and mutually beneficial relationships with Traditional Owners in the planning and developing of our solar and battery projects.

Our RAP will enable us to:

- Better facilitate open and transparent communication with Aboriginal and Torres Strait communities throughout each project lifecycle.
- Ensure meaningful participation of Aboriginal and Torres Strait peoples in planning processes related to project development, operation, and benefits.
- Identify opportunities for capacity-building, training, employment, and business development for Aboriginal and Torres Strait individuals and organisations.
- Respect and preserve Aboriginal and Torres Strait cultural heritage and promote cultural awareness within our company and the communities in which we operate.
- Establish mechanisms for ongoing consultation and collaboration between our company and Aboriginal and Torres Strait stakeholders.

Our over-arching goal with this RAP is to build capacity within our organisation to be an agent for change, conducting our business in a way that results in tangible positive outcomes for Aboriginal and Torres Strait Islander peoples as the clean energy transition unfolds.

This will have benefits for our staff as they engage with the Traditional Owners of the lands on which we are developing and operating our solar farms, by ensuring culturally appropriate interactions with local Aboriginal and Torres Strait Islander communities based on respect and mutual benefit. It will also benefit Traditional Owners by fostering meaningful engagement, collaboration, and inclusion of Aboriginal and Torres Strait Islander communities in the development, operation, and benefits of our renewable energy projects throughout Australia.



Our RAP Working Group

We have set up a RAP Working Group (RWG) with strong representation across our operating teams and locations:

- **Stephanie Graham** – Head of ESG
- **Adrian Mitchell** – GM Legal, Safety & Compliance
- **Reece Davies** – Head of Finance
- **Faith Entwisle** – Head of HR
- **Roshen Singh** – Precinct Operations Engineer, Central Park
- **Neill Taylor** – Health, Safety & Environment Manager
- **Ben Morgan** – Senior Investment Analyst

Although our RWG does not currently include anyone who identifies as Aboriginal or Torres Strait Islander, we are committed to adding an external First Nations representative to our Working Group during the life of this RAP.

Outside of our RWG our CEO Philip Graham has taken on the role of our RAP champion, ensuring that CleanPeak's commitment to reconciliation is embedded at the highest levels of our organisation.

Our RWG meets regularly for the purpose of deepening our understanding of what reconciliation means for Aboriginal and Torres Strait Islander people and sharing that knowledge with the entire CleanPeak Energy Team. As part of this process we will engage with First Nations stakeholders for guidance and advice.

Our Working Group will provide regular updates to Executive Leadership and our broader workforce on our progress against our RAP commitments and targets.

In preparing this Reflect RAP we recognise that we are at the very beginning of our reconciliation journey. We look forward to listening and learning and embedding cultural awareness within all CleanPeak's operations.



Our partnerships/ current activities

Yalari

CleanPeak has been a corporate supporter of Yalari for the last three years. Yalari is an Indigenous-led, not-for-profit organisation that supports Aboriginal and Torres Strait Islander children from remote and regional areas of Australia to access a quality education through fully funded scholarships at leading Australian boarding Schools.

Yalari is creating generational change through the work that they do and CleanPeak is proud to support them in this mission.



Cultural Awareness Training

We have recently undertaken Cultural Awareness Training for a number of our staff as part of our learning journey to better understand Aboriginal and Torres Strait Islander peoples' history and experience.

We will continue to both broaden and deepen our knowledge of and connections with Aboriginal and Torres Strait Islander communities as our business continues to grow so that we can identify opportunities for advancing the path towards reconciliation.



Voice to Parliament

In the spirit of reconciliation, in the lead up to the 2023 national referendum on a Voice to Parliament, our CEO led a Town Hall meeting of all CleanPeak staff to raise awareness of, and support for, a Yes vote. As an organisation we recognise the important role that business must play in engaging with societal issues that will affect our current and future employees, customers, and shareholders. Our support for a Yes vote reflects our commitment to reconciliation and to positively impacting the broader landscape in which we operate. We took proactive steps to ensure our staff had access to credible sources of information regarding the Voice so they could make an informed decision. Although the outcome of the referendum did not result in the proposed constitutional change being implemented, this has only strengthened CleanPeak's commitment to advancing reconciliation through the actions we take in fulfilment of our Reflect RAP.

Actions and Deliverables

Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our sphere of influence, including: - Head office (North Sydney) - Renewable energy precincts (Mascot, Tonsley, Barangaroo, Central Pak) - Solar farm locations (ACT, NSW, VIC and WA)	June 2024	HSE Manager
	1.2 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2024	HSE Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	Head of ESG
	2.2 Ensure RAP Working Group members participate in an external NRW event.	27 May-3 June, 2024	Head of ESG
	2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June, 2024	Head of ESG
3. Promote reconciliation through our sphere of influence.	3.1 Continue to communicate our commitment to reconciliation to all staff.	June 2024	CEO
	3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2024	HSE Manager
	3.3 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2024	Head of ESG
4. Promote positive race relations through anti-discrimination strategies.	4.1 Research best practice and policies in areas of race relations and anti-discrimination.	May-September 2024	Head of HR
	4.2 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2024	Head of HR

Actions and Deliverables

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.	5.1 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2024	Head of Finance
	5.2 Conduct a review of cultural learning needs within our organisation.	March 2024	Head of HR
	5.3 Incorporate cultural awareness training into our new employee induction program.	March 2024	Head of HR
6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June 2024	Head of ESG
	6.2 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	January 2024	GM, Legal, Compliance and Safety
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2024	Head of ESG
	7.2 Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	Head of HR
	7.3 RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2024	Head of ESG



Actions and Deliverables

Opportunities



Action	Deliverable	Timeline	Responsibility
8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	8.1 Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2024	Head of HR
	8.2 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2024	Head of HR
9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2024	GM, Legal, Compliance and Safety
	9.2 Investigate Supply Nation membership.	September 2024	GM, Legal, Compliance and Safety
	9.3 Develop an artwork, in partnership with a First Nations supplier to act as a visual reminder of CleanPeak Energy's reconciliation journey.	January 2024	Head of ESG

Actions and Deliverables

Governance



Action	Deliverable	Timeline	Responsibility
10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	10.1 Maintain a RWG to govern RAP implementation.	December 2024	Head of ESG
	10.2 Maintain a Terms of Reference for the RWG.	December 2024	Head of ESG
	10.3 Establish Aboriginal and Torres Strait Islander representation on the RWG.	September 2024	Head of ESG
11 Provide appropriate support for effective implementation of RAP commitments.	11.1 Define resource needs for RAP implementation.	March 2024	Head of ESG
	11.2 Engage senior leaders in the delivery of RAP commitments.	January 2024	GM, Legal, Compliance and Safety
	11.3 Maintain a senior leader to champion our RAP internally.	June and December 2024	CEO
	11.4 Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2025	Head of ESG
12 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	12.1 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.	June annually	Head of ESG
	12.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Head of ESG
	12.3 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September annually	Head of ESG
13 Continue our reconciliation journey by developing our next RAP.	13.1 Register via Reconciliation Australia's website to begin developing our next RAP.	March 2025	Head of ESG

RAP Artwork



Kortney Glass

Artist Acknowledgement

Kortney Glass is the founder, contemporary digital artist and graphic designer behind Kourt.com.au.

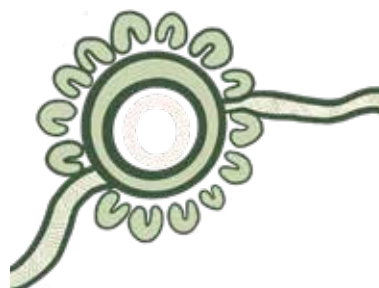
Kortney is originally from Katherine, Northern Territory and now calls Gadigal land in Sydney her home. Her creative journey is deeply rooted in her identity as a Dagoman, Wardaman, and Gurindji woman, drawing profound inspiration from her culture, family and the digital art medium.

Story Behind Artwork

This artwork is a contemporary design that celebrates the sun and its role in renewable energy, emphasising the need for effective, land-friendly use of nature. Kortney overlayed “meeting place” symbols to highlight people gathering to embody CleanPeak employees uniting for reconciliation, mindfulness and integration of Aboriginal and Torres Strait Islander culture and land knowledge in project development.

Colours

Infused earthy tones of yellow and green in the design, embody the renewable and solar sectors while echoing a profound connection to the land in Aboriginal culture. The colours not only represent sustainability but also symbolise the intrinsic link between the environment and Indigenous heritage.

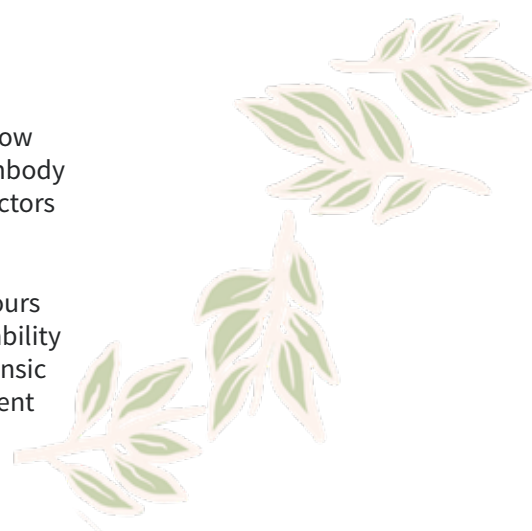


Meeting Place

Meeting spaces symbolise the harmonious collaboration between CleanPeak Energy and our Aboriginal and Torres Strait Islander community. Through shared reconciliation goals, these communities work together to achieve the common goal of reconciliation, uniting efforts for a sustainable and culturally respectful future.

Flora and Fauna

Plant, emu and kangaroo prints are incorporated to symbolise land connection, emphasising the imperative to mindfully care for and cherish the environment.







CleanPeak
ENERGY

Enquiries:

Stephanie Graham

Head of ESG

CleanPeak Energy

stephanie.graham@cleanpeakenergy.com.au