



REFLECT

RECONCILIATION ACTION PLAN August 2023 - August 2024



SENTIENT IMPACT GROUP WOULD LIKE TO ACKNOWLEDGE THE TRADITIONAL CUSTODIANS OF THE LAND AND WATERS FROM WHERE WE WORK AND LIVE AND PAY OUR RESPECTS TO THEIR ELDERS, PAST, PRESENT AND EMERGING.

ACKNOWLEDGEMENT OF COUNTRY

WE RECOGNISE the continued connection of First Nations peoples to the land and waters that they have cared for and lived in harmony with for tens of thousands of years. Through our land-based funds we recognise that meaningful inclusion of First Nations people and their knowledge of Country will be critical to efforts to protect and heal the land.

WE ACCEPT the invitation from the Uluru Statement from the Heart to walk with Aboriginal and Torres Strait Islander Australians to support a more equitable future for all Australians.

THE

ARTWORK

DJET NOONGAR BOODJAR

During the Noongar Season of Djilba (August/Sept) and Kambarang (October/November), the Boodja (country) is blanketed by masses of wild flowers of all kinds. This painting depicts the orchids.

The tracks amongst them show how you must walk carefully across the country during this time as the land holds rare orchids and walking without being careful could cause damage to them.

"Djet Noongar Boodjar" by Roni Kerley, © Roni Kerley 2023



THE

ARTIST

RONI KERLEY is a Menang Ngadju Noongar woman currently living in Geraldton. Roni was born in Wyndham and spent most her childhood in Port Hedland, before moving to Geraldton as teenager. Roni comes from a very creative family, so it was only time before she became inspired and followed a creative path herself.

Roni first started experimenting with writing poetry in her later teens, then with painting whilst raising her children.

Roni favours creating 3D work such as weaving, installations, acrylic on canvas and public art, specifically street art. Roni draws on her love of her family, Country and current issues impacting Aboriginal people in Australia as her inspiration for her work.

Having worked primarily in various government roles full time, as well as raising a family, she is only now finding the time to explore her artistic passions since becoming immersed in the arts world.

The Noongar people, including Roni's family, are the Traditional Custodians of the land where one of Sentient's Biodiverse Carbon Fund projects is located. The Fund recognises and respects their continuous connection to Country and appreciates the opportunity to learn and work together to heal and protect the land.



WELCOME

FROM RECONCILIATION AUSTRALIA



RECONCILIATION AUSTRALIA welcomes Sentient Impact Group to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Sentient Impact Group 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 Sentient Impact Group 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 Sentient Impact Group, 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

FOREWORD

As a relatively new business, we have the opportunity to take a meaningful approach to how we actively listen, learn, and build relationships with First Nations peoples to ensure that respect, collaboration, and understanding are embedded across our business.

I AM PROUD TO INTRODUCE Sentient's inaugural Reflect Reconciliation Action Plan. We are an impact funds manager consisting of curious and passionate people that are committed to building a better and more equitable world. As a relatively new business, we have the opportunity to take a meaningful approach to how we actively listen, learn, and build relationships with First Nations peoples to ensure that respect, collaboration, and understanding are embedded across our business.

As part of the Uluru Statement from the Heart, First Nations peoples have asked that we recognise and share the truth of what they have endured since colonisation and that we walk with them in creating a fairer and more inclusive future. We believe this RAP is an initial step in helping formalise this commitment in our investments and organisational decisions. Our approach is guided by the belief that self-determination and self-governance are fundamental in ensuring that First Nations people can effectively lead on issues that affect their lives and communities.

Sentient aims to help ensure that financial markets integrate social and environmental value, and in doing so, shift economic incentives away from extraction and towards regeneration. We recognise that the way in which our society over-extracts from nature to accelerate growth is directly linked to the global challenges that threaten our survival such as

biodiversity loss and climate change. First Nations peoples have cared for and lived in harmony with the Australian land for tens of thousands of years. An important step in building a more viable future is the enhanced acceptance and engagement of First Nations wisdom and way of being that recognises the interconnection of humans with the natural world and our responsibility to care for and protect it. Through our land-based Funds, we are grateful to have the opportunity to work with First Nations communities to drive mutual benefit, trust and learning from traditional knowledge systems to enhance our efforts to heal and regenerate the land.

Our team at Sentient is aligned with the goals and objectives of this Reflect RAP. We share a collective commitment to driving positive change, fostering meaningful relationships with First Nations communities, and integrating reconciliation into every aspect of our organisation. Each team member brings their unique skills and perspectives to the table, united by the shared purpose of advancing reconciliation and promoting social equity in Australia.

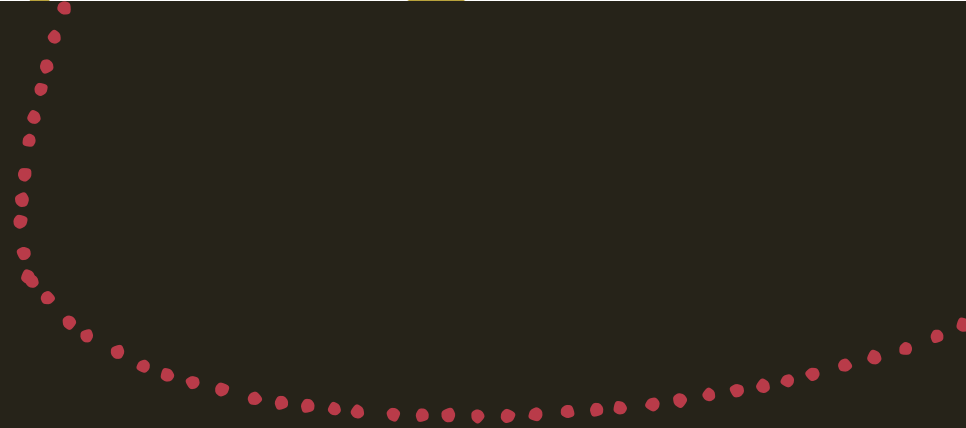
Darren Dawson

Chief Executive Officer and Chief Impact Officer
Sentient Impact Group



ABOUT US

SENTIENT IMPACT GROUP WAS FOUNDED IN 2021 AND FORMED OUT OF IMPACT INVESTMENT GROUP, ONE OF THE FIRST PIONEERING IMPACT INVESTMENT MANAGERS IN AUSTRALIA



SENTIENT IS AN IMPACT FUND MANAGER grounded by an experienced team of professionals specialising in renewable energy and debt funding. To scale our capabilities, Sentient partners with expert investment managers that can deliver informed and transparent execution of impact outcomes alongside competitive returns.

By offering a curated selection of high-integrity impact opportunities to more investors, Sentient leads the transformation of financial markets to integrate impact, and in doing so, shifts economic incentives away from extraction and towards regeneration.

Our team is made up of impact-driven individuals who value committing their time to activities that drive social and environmental solutions. We have two office locations: one in Melbourne, Victoria on the lands of the Wurundjeri people of the Kulin Nation and one in Sydney, New South Wales on the lands of the Gadigal People of the Eora nation. Our organisation currently employs 13 people and we do not currently employ any staff that identify as Aboriginal and/or Torres Strait Islander people.



WE ENVISION

an Australia that embraces unity and recognises the strengths and beauty of diversity as part of what makes Australian culture unique and rich



OUR RECONCILIATION ACTION PLAN

AS IMPACT INVESTMENT fund managers, we have an opportunity to use our existing relationships with stakeholders to amplify the voices of First Nations People. Acknowledging that our investments impact land, water, air, and people, we are seeking to embed reconciliation as part of our fund development, asset management and broader organisational culture. We intend to build authentic relationships that prioritise opportunities for learning, trust, care, and mutual benefit. We acknowledge the shared history between First Nations peoples of Australia and other Australians as well as the need to acknowledge and heal past and ongoing injustices.

Sentient Impact Group acknowledges the Traditional Custodians of Australian land, water and culture and the value of fostering relationships with Aboriginal and Torres Strait Islander peoples. We would like to encourage greater explicit acknowledgement and respect of the histories, cultures, and rights of First Nations peoples as well as identify opportunities where we can work with First Nations people across our operations and investments. We believe that by building better relationships and engagement with First Nations people our business will be

better placed to understand culturally appropriate aspects to our investments, such as those that involve land use, as well as facilitate opportunities to improve socio-economic outcomes for First Nations people.

As an impact investment organisation we are striving to embed positive social and environmental impacts into each of our investment decisions across our portfolio. Part of this process includes considering the beneficiaries of impact and the stakeholders at each point in the lifecycle of our investments. We hope that this RAP will help us respectfully understand and engage the interests of First Nations people.

Our organisation, which was founded in late 2021, has yet to adopt a structured approach to reconciliation to date, however we value the opportunity to thoughtfully begin developing our approach through this reflect RAP.

Our Chief Executive Officer and our Senior Associate of Impact Management will be leading the team as our RAP champions, bringing together our RAP working group and collating team views.



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 	September 2023	CFO
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations 	September 2023	Senior Associate
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 	May 2024	Senior Associate
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event 	27 May – 3 June 2024	Director
	<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 2024	Director
3 Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff 	October 2023	CEO
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey 	October 2023	CFO
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey 	December 2023	Senior Associate
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly, including publishing our RAP on our website 	October 2023	Director
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to our investees, borrowers and investment managers, and work with them to promote reconciliation in their operations 	October 2023	Director
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 	June 2024	Senior Associate
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs 	June 2024	Associate



RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning</p>	<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 our organisation • Conduct a review of cultural learning needs within our organisation • Investigate cultural learning opportunities for staff and senior leaders 	<p>October 2023</p> <p>January 2024</p> <p>February 2024</p>	<p>Director</p> <p>Senior Associate</p> <p>Associate</p>
<p>6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols</p>	<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 • Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols 	<p>January 2024</p> <p>July 2024</p>	<p>Director</p> <p>Senior Associate</p>
<p>7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week</p>	<ul style="list-style-type: none"> • Raise awareness and share information amongst our staff about the meaning of NAIDOC Week • Introduce our staff to NAIDOC Week by promoting external events in our local area • RAP Working Group to participate in an external NAIDOC Week event 	<p>June 2024</p> <p>June 2024</p> <p>First week in July 2024</p>	<p>Director</p> <p>Senior Associate</p> <p>CEO</p>
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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	July 2024	Director
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	July 2024	Director
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	April 2024	Senior Associate
	• Investigate Supply Nation membership	April 2024	Associate



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	September 2023	Senior Associate
	• Draft a Terms of Reference for the RWG	August 2023	Senior Associate
	• Establish Aboriginal and Torres Strait Islander representation on the RWG	December 2023	CFO
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ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11 Provide appropriate support for effective implementation of RAP commitments	<ul style="list-style-type: none"> Define resource needs for RAP implementation 	August 2023	Senior Associate
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments 	August 2023	CEO
	<ul style="list-style-type: none"> Appoint a senior leader to champion our RAP internally 	August 2023	CEO
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments 	August 2023	Associate
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 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	Senior Associate
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire 	1 August annually	Senior Associate
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia 	30 September annually	Senior Associate
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 	May 2024	Senior Associate

THE WILD ORCHIDS

Rare native orchids near a property managed by
Sentient's Biodiverse Carbon Fund
Image Credit: Carbon Neutral



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