



RECONCILIATION ACTION PLAN

REFLECT

September 2025 – March 2027



Acknowledgement of Country

Green Wind Renewables acknowledges the Traditional Owners of Country across Western Australia and the places we work, and acknowledges their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the Elders past and present.

Statement from the CEO of Reconciliation Australia INAUGURAL REFLECT RAP



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

Green Wind Renewables 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 over 5.5 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.

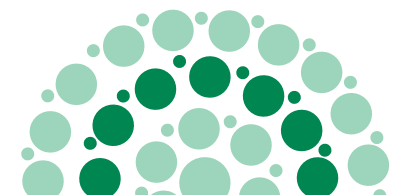
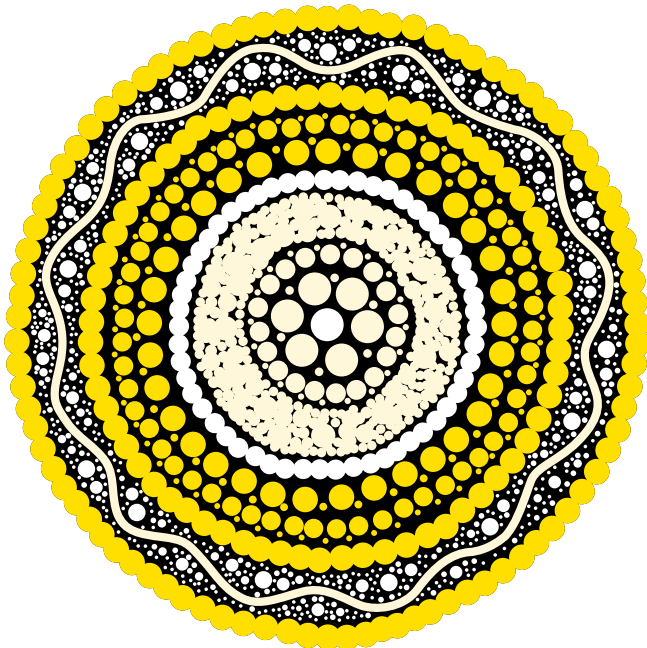
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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 Green Wind Renewables 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 Green Wind Renewables, 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



Statement from the CEO of Green Wind Renewables



I am honoured to present Green Wind Renewable's Reflect Reconciliation Action Plan, a significant milestone in our commitment to reconciliation. This plan marks the beginning of a meaningful journey—one grounded in respect, learning, and collaboration with First Nations peoples.

Our Reflect Reconciliation Action Plan (RAP) lays the foundation for genuine engagement, helping us build sustainable and respectful relationships that acknowledge the richness of First Nations cultures, histories, and perspectives. We are especially committed to deepening our partnerships with First Nations communities—particularly across the Wheatbelt where we are developing a portfolio of renewable energy projects. These partnerships are at the heart of our vision for reconciliation, built on mutual understanding, shared value, and long-term collaboration.

We also acknowledge and honour the Traditional Owners of the lands on which we live, work, and operate. Their deep spiritual connection to Country and their stewardship of land, sea, and sky for millennia offer vital lessons—especially as we pursue our mission to mitigate climate change and transition to a cleaner energy future. By integrating traditional local knowledge with modern renewable energy solutions, we can create better outcomes for communities and the environment.

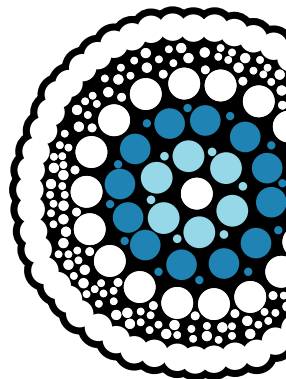
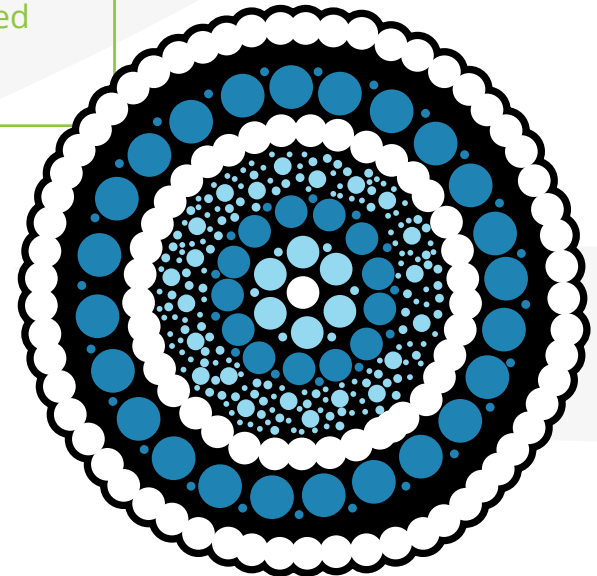
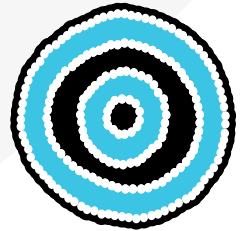
The launch of this RAP is just the beginning. We know reconciliation is an ongoing journey—one that requires listening, reflection, and the courage to do better. I am particularly inspired by the new relationships already forming through this process and the openness of our team to embrace this work with humility and determination.

I extend my sincere thanks to our RAP Working Group for their leadership and dedication, and to Reconciliation Australia for their guidance and support.

As we embark on this journey together, I am confident that our actions will speak louder than words. By embedding the values of respect, integrity, and inclusiveness into all that we do, Green Wind Renewables will contribute meaningfully to reconciliation and help build a future where renewable energy empowers not just our planet—but the communities who have cared for it for generations.

Daniel Thompson

**CHIEF EXECUTIVE OFFICER
GREEN WIND RENEWABLES**





From the Artist

Melissa Spillman

Kaya. My name is Melissa Spillman (Woods), and I'm a proud Noongar artist and founder of Maarakool Art, based on Whadjuk Country in Western Australia.

I was born on Gubbi Gubbi Country in Nambour, Queensland, and moved to WA when I was ten. My family heritage comes from Gnowangerup in the Great Southern region of Western Australia, on Goreng Country. I started Maarakool Art in 2021 as a way to reconnect with my culture, to tell stories, and to share knowledge, heritage and culture through art.

"Maarakool" means "with the hands" in Noongar language — a name that reflects both the handmade nature of my creations and my deep commitment to culture and community. I work across a variety of mediums, from acrylic on canvas to digital design, murals, and public art installations. My practice is entirely self-taught and grounded in storytelling — always learning, always reflecting, always sharing.

Raised without a strong connection to my Aboriginal heritage, art has become the way I rebuild that relationship. Every brushstroke, line, and layer is part of a journey to keep my culture alive and visible. I'm passionate about working with schools, organisations, and communities to create meaningful artwork that reflects Country, culture, and identity.

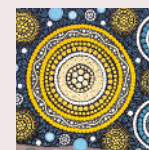


Mar Boodja - Wind Country, 2025
Melissa Spillman (Woods)
Maarakool Art
Acrylic on Canvas, 60" x 36"

This artwork depicts energy, the environment and the future. Where the wisdom of Country and the power of nature come together to create a cleaner, more respectful future.

A story of renewal, guided by sun, wind, and the deep connection to land.

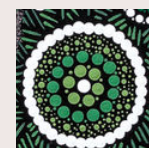
The artwork includes the flora found locally, tied into the Green Wind Renewables wind farms across farming lands and wheatfields.



Ngank (Sun) represents creation, warmth, and the cycles of life. Nourishing the boodja (land), helping plants maladiny (grow), and supporting all living beings.



Kaadadjiny (Knowledge) sharing and journeys. These connections lay the foundation for partnerships based on respect, collaboration, and shared values.



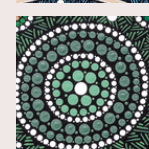
Working with communities, ensuring they are well-informed and included in the development of the included in the renewable energy projects.



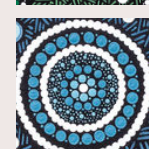
Respectful connections to boodja (land) and First Nations culture. Moving forward dandjoo (together) along the journey to reconciliation.



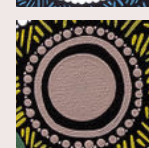
The mar (wind) is a messenger - carrying stories, whispers of the past, and the energy of wirrin (spirit). Creating energy and guiding our steps koorliny (forward).



The company values - Guiding the way koorliny (forward), uniting the team, and building a legacy of integrity, respect, and success.



Elders we listen and learn from. Carrying the teachings forward, honouring their role as kaadadjiny (knowledge) keepers, guides, and cultural protectors.



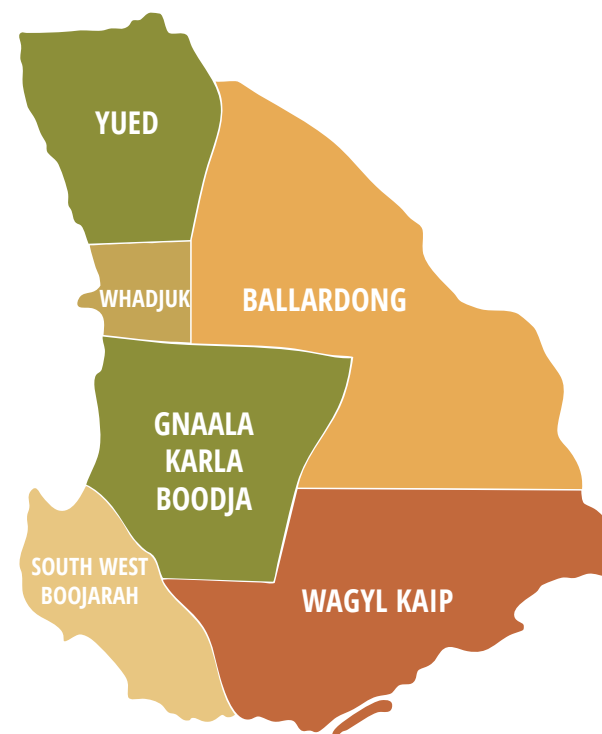
Doyintj-doyintj koorliny (Coming together) to celebrate milestones and successes. Strengthening relationships, trust, and a sense of shared purpose.

Who We Are

Green Wind Renewables is Western Australia's largest dedicated wind farm developer, with a portfolio of projects located across the Wheatbelt.

Green Wind Renewables was founded in 2019 to combine a passion for developing renewable energy projects with an increasing need in the Western Australian electricity market for clean and sustainable energy. With decades of experience in successfully developing wind farm projects across Australia, our team of renewable energy experts share a common vision to be a leader in the delivery of high-quality renewable energy projects in WA, which deliver benefits for our landowners, the community, Traditional Owners, and enable WA businesses to decarbonise.

Our growing team is headquartered in Boorloo-Perth and currently employs 17 people with projects in development across the Wheatbelt on Noongar Country, encompassing the Countries Traditionally Owned by the Whadjuk, Yued, Ballardong and Gnaala Karla Booja peoples. While we do not currently have any Aboriginal or Torres Strait Islander identifying employees, our pursuit of reconciliation will help to address this limitation.



Our Reconciliation Journey

Working with and empowering the Traditional Owners of the lands on which we work is central to the success of our business.

Green Wind Renewable's goal is to develop, operate and maintain a high-quality portfolio of wind farm projects in WA. This involves building 30 plus year relationships with not only the communities in which our projects are located, but also the Traditional Owners of those lands.

In recognition of this, we set the goal to develop a Reflect Reconciliation Action Plan in 2025. Daniel Thompson, CEO, volunteered for the role of RAP Champion to ensure alignment between business and reconciliation goals from the top down.

As a growing business our work with Traditional Owner groups has so far included engagement on heritage agreements, survey works and construction monitoring. As we continue to grow and our projects move into construction and operation, we are challenging ourselves to do more. Future opportunities being explored include increasing the use of First Nations-owned suppliers and contractors, creating traineeships and employment pathways, and building long-term, respectful partnerships. We are also committed to supporting First Nations-led initiatives, enhancing cultural awareness across our workforce, and ensuring that Traditional Owner voices help guide how we plan and operate on Country.

To further support this commitment, Green Wind Renewables is developing an Aboriginal Community Benefit Framework. This framework will guide how we partner with Traditional Owners during the operational phase of our wind farm projects, ensuring that support is meaningful, representative, and aligned with their priorities.

Our Reflect Reconciliation Action Plan has been designed to build on the work we have already done, investigate new opportunities and determine how to best develop our relationship with our Traditional Owner partners.



The Heritage survey team moving between different parts of the future Ambrosia Wind Farm before commencing survey



The Heritage survey underway at the future Ambrosia Wind Farm. This involved Aboriginal Knowledge holders with ties to Gnaala Karla Boodja Country spreading out and walking the project area looking for items and places of Heritage value or Cultural significance



RAP Working Group

Our RAP Working Group was formed in March 2025 and includes 4 members. The working group is headed by RAP Champion, Daniel Thompson. It does not yet have any Aboriginal or Torres Strait Islander members.



Name	RAP Working Group Role	Green Wind Renewables Role
Daniel Thompson	RAP Champion	Chief Executive Officer
Jill O'Brien	RAP Coordinator	Director of Community Relations
Matthew Mackenzie	RAP WG Member	Project Developer
Carly Filbey	RAP WG Member	Community Relations Co-ordinator
Ryley D'Agostino	RAP WG Member	Graduate Engineer

Our Actions



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.	November 2025	Graduate Engineer & Community Relations Co-ordinator
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2025	Graduate Engineers & Community Relations Co-ordinator
	Implement the Aboriginal Community Benefit Framework across each project that reaches Financial Close.	March 2027	Graduate Engineer & Community Relations Co-ordinator
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026	RAP Coordinator
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June 26	RAP Coordinator
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 26	RAP Champion
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	November 2025	RAP Champion
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	February 2026	Director of Community Relations & Community Relations Co-ordinator
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	January 2026	Director of Community Relations & Community Relations Co-ordinator
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2026	Graduate Engineer & Community Relations Co-ordinator
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2026	RAP Coordinator



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.	Investigate how we can grow understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	May 2026	RAP Coordinator
	Conduct a review of cultural learning needs within our organisation.	October 2026	RAP Coordinator
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.	April 2026	Graduate Engineer & Community Relations Co-ordinator
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2026	RAP Champion
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.	May 2026	RAP Coordinator
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2026	RAP Champion
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 26	RAP Coordinator

Opportunities			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Investigate opportunities for Aboriginal and Torres Strait Islander employment within our organisation.	January 2027	RAP Champion
	Build understanding of barriers and limitations to current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2026	RAP Coordinator
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Investigate opportunities for further procurement from Aboriginal and Torres Strait Islander owned businesses.	February 2027	RAP Champion
	Investigate Supply Nation membership.	October 2025	RAP Coordinator



Governance			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain the RAP Working Group to govern implementation.	March 2027	RAP Coordinator
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Draft a Terms of Reference for the RWG.	January 2026	RAP Champion
	Investigate opportunities for Aboriginal and Torres Strait Islander representation in the RWG.	January 2027	RAP Champion
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	October 2025	RAP Coordinator
	Engage senior leaders in the delivery of RAP commitments.	November 2025	RAP Champion
	Maintain a senior leader to champion our RAP internally.	March 2027	RAP Champion
	Define appropriate systems and capability to track, measure and report on RAP commitments.	October 2025	RAP Coordinator
13. 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.	June annually	RAP Coordinator
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RAP Coordinator
	Communicate our RAP progress to internal and external stakeholders.	March 2026	RAP Coordinator
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2027	RAP Coordinator



CONTACT

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