

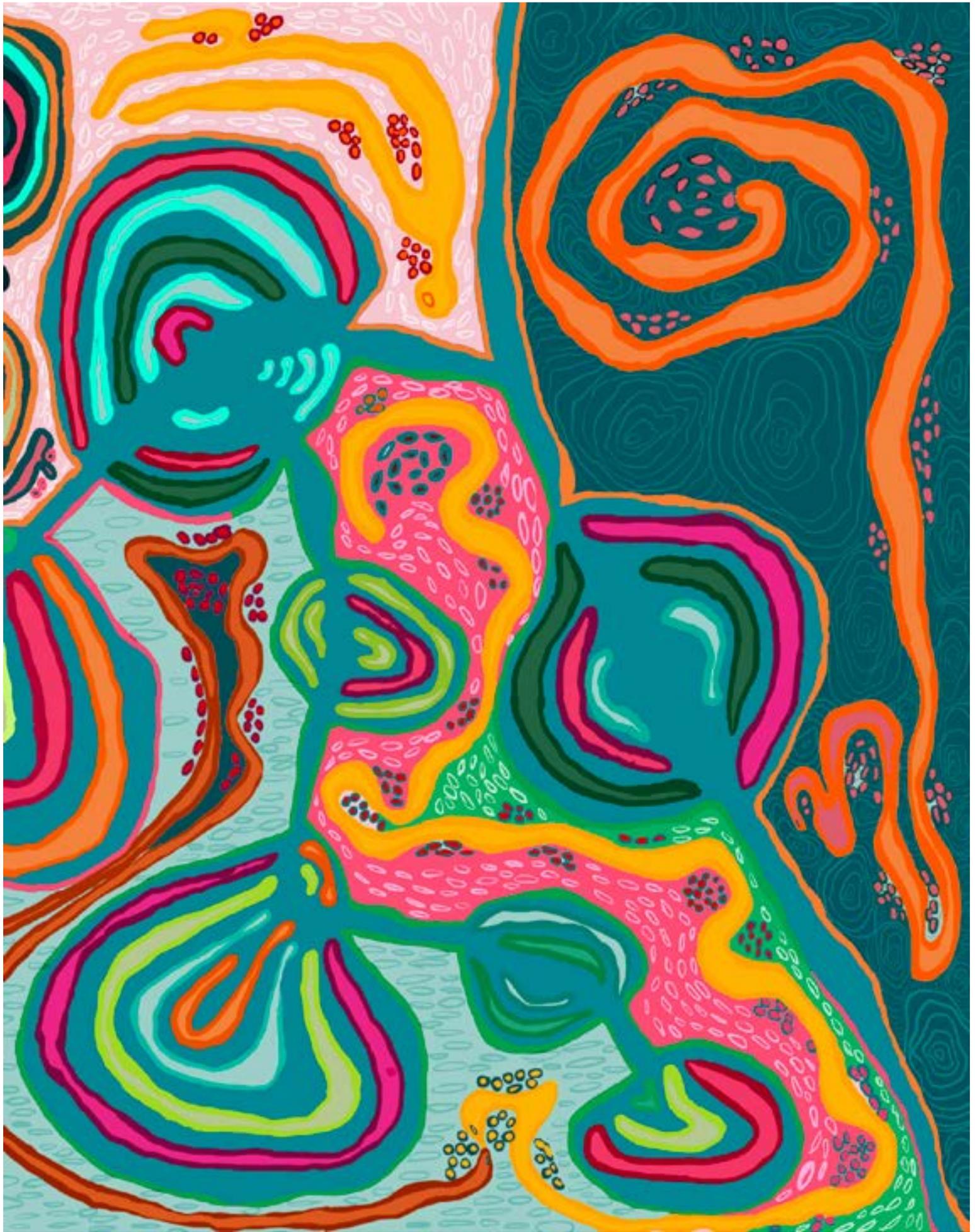


RECONCILIATION
ACTION PLAN

REFLECT

FUTURE SUPER

Reconciliation Action Plan
July 2020 - July 2021



Artist Statement

This artwork "Care For Her" has been created in response to the Future Super's Reflect Reconciliation Action Plan.

"This artwork has depicted a journey through Australia and represents connection to country; the importance of caring for country and how this links to protecting First Nations culture. Taking time to listen and be patient is important when learning these stories of how to care for earth.

The rivers and water systems in the work tell a story of connection and the deep layers of history and methods of how we care for country. The connection lines represent water that connects all living things. The spirit lines are protectors, they are Ancestors holding the stories and the knowledge. They are always watching over the land and the water and sending us messages when we are not caring for her.

This artwork links with Future Super's core values about caring for country and a movement to reduce climate change. Together through Indigenous knowledge holders and reconciliation we can unite to care for our mother earth and return to her the life she gives us.

Always was, always will be, Aboriginal Land." -Maddison Gibbs, Barkindji, Dubbo, NSW.

Artist Bio

Maddison Gibbs is a contemporary Aboriginal artist and activist.

Maddison produces art, people and surroundings, stories of past and present by using contemporary methods and ideologies. Works include political statements and educational information regarding Aboriginal Australia. Mediums- drawing, ceramics, printmaking, mural, installations and animation.

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A Message From Future Super's CEO

As Chief Executive Officer and Co-Founder of Future Super, I am proud to present our Reflect Reconciliation Action Plan (RAP).

Since our inception in 2014, we have been operating on Ngunnawal, Ngambri and Gadigal lands and we pay our respects to their Elders past and present and acknowledge that their sovereignty was never ceded. As we enter into our 6th year of business, we have developed this RAP to ensure that our continued growth is embedded with a commitment to reconciliation with Australia's First Nations Peoples.



Our vision as a company is to create a future free from climate change and inequality and we recognise that reconciliation with First Nations Peoples is integral to this cause.

We are committed to reconciliation within our core business and ensuring that our investments, campaigning and advocacy supports, empowers and is of service to Aboriginal and Torres Strait Islander communities.

This RAP lays out a framework for us to embark on our reconciliation journey in a meaningful way.

A handwritten signature in black ink that reads "Simon Sheikh". The signature is written in a cursive, flowing style.

Simon Sheikh
Chief Executive Officer
Future Super

Our Business

Future Super is an ethical superannuation fund in Australia founded with the mission to create a future free from climate change and inequality. We use the investment power of Australian superannuation- through a process of divestment, reinvesting for impact, campaigning and advocacy- as leverage to create change and impact on issues of climate and inequality.

Our purpose sits at the core of all business activities; whether that's active divestment from unethical businesses; stringent screening processes; funding of projects that champion social or environmental leadership; campaigns that share action plans for addressing inequality; or advocacy that gives people and businesses an avenue to join in creating change. Our members are largely values aligned people who have moved to us in order to use the power of their money to make an impact on causes they are passionate about.

Our business practices operate nationally, with members all throughout Australia. We currently employ 40 employees throughout Australia- primarily in our Sydney Head Office, although we also have a Canberra based team.

There are currently no Aboriginal and/or Torres Strait Islander members of staff employed by Future Super. Although our main offices are in Sydney and Canberra, we do offer flexible work for all workers, allowing for employees from regional areas to manage their work-life balance effectively.

Our RAP

At Future Super, our vision is to build a prosperous future, free from climate change and inequality. Developing a RAP is an essential step for us to realise this goal, as reconciliation with First Nations Peoples, and the empowerment of First Nations Peoples is a crucial element of addressing the intertwined issues of climate and inequality. Given the deep connection to, and custodianship of lands and waters, First Nations Peoples have been on the front lines of the fight against climate change, fighting to protect our earth, environment, and biodiversity. First Nations Peoples account for 5% of the global population, yet they protect 80% of the world's biodiversity*.

Currently in Australia, the Traditional Custodians of the land are fighting climate inaction on many fronts, from the Wangan and Jagalingou Peoples pushing back against the development of the Adani Carmichael coal mine to the Torres Strait Islander communities submission in May 2019 to the UN Human Rights Committee describing Australia's inaction on climate change as a violation of their human rights.

As a young company, we want to ensure that our future growth is embedded in a culture of reconciliation and inclusivity. Developing our Reflect RAP allows us to embark on a journey of reconciliation, with a particular focus on listening and learning — a process that will provide a framework for us to understand how we are best positioned to build relationships and collaborate with First Nations communities. In doing so, this will further our efforts in building a future free from climate change and inequality.

To ensure that our approach to implementing our RAP is meaningful and non-tokenistic, we will incorporate and empower Aboriginal and Torres Strait Islander voices into this process.

Through this RAP, we will strengthen our knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories, and how we can support reconciliation in our company and within our industry and circle of influence. We will explore how we can work with Aboriginal and Torres Strait Islander communities through our business operations, partnerships, employment and investment activities. The Reflect RAP gives us a framework to ensure we embark on our journey with respect as we continue to develop our understanding of reconciliation.

* 2019, UN Indigenous Peoples' Major Group for Sustainable Development, Inclusion, Equality, and Empowerment to Achieve Sustainable Development: Realities of Indigenous Peoples, pg. 2 (<https://www.indigenouspeoples-sdg.org/index.php/english/all-resources/ipmg-position-papers-and-publications/ipmg-reports/global-reports/124-inclusion-equality-and-empowerment-to-achieve-sustainable-development-realities-of-indigenous-peoples/file>)

Our Current Activities

In 2018, Future Super sponsored the Big Super Day Out, a superannuation outreach event run by the First Nations Foundations. The aim of this event is to connect Aboriginal and Torres Strait Islander communities with their lost superannuation, which is estimated to collectively be at \$1.98bn.

Since its inception in 2014, the Big Super Day Out has reconnected more than \$24m in super with 1636 Aboriginal and Torres Strait Islander owners. In 2018, two Future Super staff participated in the Brisbane event, actively engaging with community members in attendance and contributing to the process of reconnecting Aboriginal and Torres Strait Islander communities with their lost superannuation.

We are in the early stages of our reconciliation journey and have established a RAP Working Group, which consists of 12 Future Super employees across multiple business units. The RWG is chaired by Jackie Radisich, who is also our RAP champion. She has been an Ethical Investment Analyst at Future Super since 2019 and is committed to driving the delivery and engagement of our RAP across the business. We have active leadership support in the process with contribution from all three of our Managing Directors and our Chief Operating Officer.

Future Super is committed to its reconciliation journey and collaborating with Aboriginal and Torres Strait Islander communities to achieve meaningful outcomes.

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.	July 2020	General Manager, Superannuation and Investments
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2020	Chief Marketing Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2021	Chair, RWG
	RAP Working Group members to participate in an external NRW event.	27 May-3 June, 2021	Chair, RWG
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June, 2021	Managing Director
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff and shareholders.	July, Nov 2020, March, June 2021	Managing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	July, Nov 2020, March, June 2021	Chief Marketing Officer
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2020	Social Media Specialist

Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	August 2020	Chief Operating Officer
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2020	Chief Operating Officer
5. Raise internal and external awareness of our RAP.	Hold an internal RAP launch event.	July 2020	Chief Operating Officer
	Publish our RAP on our website.	July 2020	Member Advocate Representative

Respect



Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	August 2020	Head of Impact
	Conduct a review of cultural learning needs within our organisation.	July 2020	Chief Operating Officer
7. 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.	July 2020	Managing Director
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2020	Managing Director
	Incorporate Acknowledgement of Country into our website splash-page.	December 2020	Chief Marketing Officer
8. 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.	July 2020	Chair. RWG
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2020	Chair, RWG
	RAP Working Group to participate in an external NAIDOC Week event.	First week of July 2020	Chair, RWG
	In consultation with Aboriginal and Torres Strait Islander stakeholders, investigate holding an internal NAIDOC week event.	July 2021	Chief Operating Officer

Action	Deliverable	Timeline	Responsibility
9. Develop a deeper understanding of Aboriginal and Torres Strait Islander place names.	In consultation with Aboriginal and Torres Strait Islander stakeholders, learn the deeper meaning behind Aboriginal place names of the Gadigal People.	August 2020	Managing Director
	In consultation with Aboriginal and Torres Strait Islander stakeholders, investigate using Aboriginal places names in our corporate communications e.g. The Rocks = Warrang/Warrane.	August 2020	Managing Director

Opportunities



Action	Deliverable	Timeline	Responsibility
10. 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.	December 2020	Chief Operating Officer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2020	Chief Operating Officer
	Investigate Career Tracker internship opportunities.	January 2021	Chief Operating Officer
11. 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.	October 2020	Chief Operating Officer
	Investigate Supply Nation membership.	October 2020	Chief Operating Officer
12. Investigate opportunities to financially support Aboriginal and Torres Strait Islander lead organisations.	Investigate how Future Super can contribute to the Pay the Rent movement.	July 2020	Chief Operating Officer
	Investigate investment in the Indigenous Infrastructure Investment Fund.	September 2020	Investment Analyst
	Investigate sponsorship with First Nations Foundation financial literacy platform My Money Dream.	September 2020	Chief Marketing Officer

Action	Deliverable	Timeline	Responsibility
13. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	July 2020	Chair, RWG
	Ensure a representative from each business team is involved with the RWG.	July 2020	Managing Director
	Draft a Terms of Reference for the RWG.	July 2020	Risk and Compliance Manager
14. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July, Nov 2020, March, June 2021	Chair, RWG
	Engage senior leaders in the delivery of RAP commitments.	July, Nov 2020, March, June 2021	Chair, RWG
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July, Nov 2020, March, June 2021	Chair, RWG
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2020	Chair, RWG
16. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	April 2021	Chair, RWG

Contact Details

Name: Jackie Radisich

Position: Ethical Investment Analyst

Phone: 02 6181 0547

Email: jackie@futuresuper.com.au

Plan Design by Wartakan
Inclusiveness,
regardless of origin.

