

Ecoliv Reconciliation Action Plan



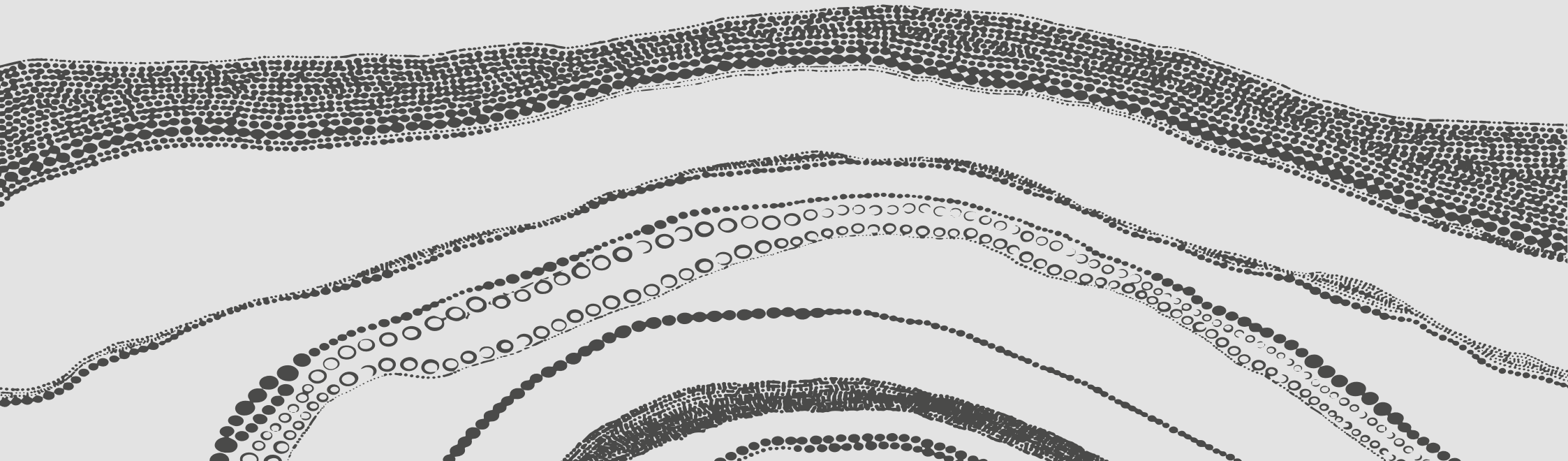
RECONCILIATION
ACTION PLAN
REFLECT

ECOLIV[®]

Artwork: Coastal Yooroorroom

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Acknowledgment

Ecoliv draws inspiration from the lands and waters enriched by the stories, traditions, and deep knowledge of First Nations peoples.

We acknowledge and celebrate the Traditional Owners and Custodians of the past, present, and future, including the Bunurong/Boon Wurrung people of the land where we predominantly operate.

Ecoliv is dedicated to engaging in meaningful partnerships and consultations with First Nations communities to ensure that our actions align with their aspirations and priorities.

Through our Indigenous Reconciliation Strategy, we strive to contribute to a more inclusive and unbiased society, recognizing that true reconciliation requires ongoing effort, education, and mutual respect.



Artist

Kamilya Lowana White is a proud Aboriginal artist, born, raised and creating artworks in Naarm (Melbourne) on Wurundjeri Country. Ever since she was a child, she has been passionate about art, and enjoys creating with and exploring a range of techniques and mediums.

Stemming from her Kija Bardi heritage on her father's side, Kamilya is particularly interested in creating contemporary Aboriginal paintings, inspired by the land, storytelling and relationships with others, all depicted with a modern twist.

Kamilya finds this specific art style therapeutic and uses it to express and ground herself, while deepening her connection with culture.

Coastal Yooroorroom is a representation of the native shrubs that link saltwater to land. The Gurdies, which is the site of the Ecoliv head office is home to shrub land that flows to the beautiful saltwater Bass coast, which makes this piece of artwork ideal for our reconciliation journey.

It tributes the intersection of these diverse terrains and their overlapping beauty. Coastal Yooroorroom encourages consideration of the impact we have on our surroundings and highlights the importance of treading lightly and caring for the land, for our actions are etched in Country and will be for years to come.



A message from our Directors

On behalf of Ecoliv, we would like to express our utmost dedication towards the development and execution of a Reflect Reconciliation Action Plan (RAP).

At Ecoliv, we firmly believe in the power of reconciliation and embracing a regenerative approach towards our people and the planet.

We acknowledge the deep significance of the land on which we live and work, and we are acutely aware of the enduring connection Aboriginal and Torres Strait Islander peoples have to this ancient Country.

Developing a RAP is of paramount importance to us as it exemplifies our genuine commitment to reconciliation, respect, and recognition of the First Nations' custodianship of the land.

Our passion for creating a more inclusive and equitable society goes hand in hand with our relentless pursuit of sustainability and social responsibility.

As evidenced by our B Corporation Certification, we pride ourselves on using business as a force for good. This commitment to ethical practices and environmental stewardship ensures that our decisions prioritise the well-being of our employees, stakeholders, and the broader community.

Moreover, our Climate Active membership underscores our dedication to combatting climate change head-on.

We are well aware of the urgency to address environmental challenges, and we are steadfast in our resolve to reduce our carbon footprint and adopt sustainable practices that lead the way to a more sustainable world.

But our commitment to people and the planet extends far beyond mere sustainability—it's about making a positive impact that echoes through generations.

Embracing a regenerative approach is at the core of our vision at Ecoliv. It is our firm belief that by nurturing our environment and fostering stronger communities, we can pave the way for a thriving and sustainable future for all.

We want to express our gratitude for your guidance and support as we embark on this transformative journey. Together, with Reconciliation Australia's partnership, we aim to create meaningful change and build a future that cherishes and respects the rich cultural heritages of this land while actively preserving it for generations to come.

Once again, thank you for your ongoing dedication to reconciliation, and we eagerly look forward to working together towards a more inclusive, sustainable, and regenerative future.

Ashley and Esme Beaumont
Directors at Ecoliv



Statement from CEO of Reconciliation Australia

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

Ecoliv Buildings 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 Ecoliv Buildings 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 Ecoliv Buildings, 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 RAP

Ecoliv is committed to developing an action plan as part of its dedication to fostering reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

Understanding the historical injustices and ongoing disparities faced by Indigenous communities, Ecoliv recognises the importance of acknowledging and respecting the Traditional Custodians of the land they operate on.

As a part of our commitment, we are inspired to create employment opportunities, establish procurement and supply partnerships, provide cultural and diversity employment training, and engage in product development with Aboriginal and/or Torres Strait Islander communities.

By creating a Reflect Reconciliation Action Plan, Ecoliv aims to build meaningful relationships with Aboriginal and Torres Strait Islander communities, promote cultural understanding among employees, and contribute to the advancement of Aboriginal and/or Torres Strait Islander peoples economic and employment opportunities.

To facilitate this journey, we have formed a RAP working group comprising four enthusiastic team members. We understand that this is an ongoing process, and over the next 12 months, we wholeheartedly commit to making substantial progress in our reconciliation efforts. There currently are no members of our working group that identify as Aboriginal and/or Torres Strait Islander people.

Ecoliv has commenced a process of ensuring that we have a local Aboriginal or Torres Strait Islander person established on our working group through the implementation of our action plan.

Through this plan, Ecoliv demonstrates its genuine commitment to social responsibility, inclusivity, and sustainable practices that extend beyond their core business operations.

Ecoliv RAP working group members:

RAP Local Aboriginal or Torres Strait Islander Advisor: TBA
People and Culture Coordinator (P&C)
Managing Director (MD) – RAP Champion
Marketing Coordinator (MC)
Site Supervisor (SS)



Our business

Ecoliv is a purpose-driven, conscious Australian business, proud to be family-owned, and dedicated to designing and building eco-friendly modular homes at The EcoHub display centre and construction facility located in South Gippsland, Victoria.

Our core belief is that homes should have a positive impact on the planet while providing maximum comfort and luxury for their occupants. We achieve this by meticulously crafting our prefabricated homes with the most sustainable materials and resources responsibly sourced to minimise our environmental footprint.

Our unique approach involves designing a selection of volumetric modules that work harmoniously together, allowing us to construct homes more efficiently and in the minimum time.

Once completed, our eco-friendly homes are transported to conscious customers all across Australia.

Currently, Ecoliv has a team of 25 dedicated and permanent members, all proudly based at The EcoHub on Bunurong/Boon Wurrung Country.

While none of our current employees identify as Aboriginal and/or Torres Strait Islander people, the launch of our Reflect RAP signifies our genuine commitment to learn, understand, and actively promote future recruitment and procurement opportunities for Aboriginal and Torres Strait Islander communities.

We strive to be inclusive and diverse, fostering meaningful relationships with Aboriginal and/or Torres Strait Islander peoples and contributing to the reconciliation journey.



Our partnerships/current activities

In May 2022 Ecoliv applied a new policy that recognised and respected the Traditional Owners of the land in which we operate, by acknowledgment of the divisive date of January 26 as proof of a disconnect between indigenous and some non-Indigenous Australians. This new policy seeks to address the dispossession and dislocation of Indigenous Australians from their traditional lands by establishing and maintaining into the future, respectful partnership and solidarity with Indigenous groups to find an inclusive day to celebrate Australia.

In light of this, Ecoliv's policy encourages employees to substitute the current date of the 26th of January for Australia Day celebrations to a alternative date and Ecoliv's offices and site remain open on the 26th of January.

We have implemented an Acknowledgment to Country to the Traditional Owners of the land we work on, within all company email correspondence and are implementing further policy around increasing respect and acknowledgment for sites we build on.



In May of 2023 we attended a local reconciliation event for National Sorry Day at Cape Paterson Life Saving Club. We learnt about the impact of the Stolen Generation and were moved by truth telling of this important day for the local Aboriginal and Torres Strait Islander community.

We were able to connect to team members of the Bass Coast Reconciliation Network and since have met with them and spent time learning more around the traditional history and the local people that will be able to support our education and progress in reconciliation.

Moving forward, Ecoliv is dedicated to developing partnerships, activities and sponsorships that support the spirit of our Reflect RAP implementation.



Ecoliv Kilcunda Project - situated on the land of Bunurong/Boon Wurrung people

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.	April 2024	P&C
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2024	P&C
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 27 – June 3, 2024	P&C
	RAP Working Group members to participate in an external NRW event.	May 27 – June 3, 2024	P&C
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 27 – June 3, 2024	P&C
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	April 2024	MD
	Publish our endorsed RAP on our website and ensure all new team members and sub contractors are aware of our commitment	April 2024	MC
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	May 2024	P&C & MC
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2024	P&C & MC
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	April 2024	P&C
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April 2024	P&C

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.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	May 2024	MD
	Develop a plan to introduce cultural awareness and local traditional history training for all staff	July 2024	P&C
	Conduct a review of cultural learning needs within our organisation.	July 2024	MC
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 2024	ALL
	Establish a protocol of ensuring the relevant company meetings and events are commenced with a Welcome to Country from Traditional Owners or if not possible an Acknowledgment of Country	April 2024	ALL
	Update our website to include an Acknowledgment of the local Traditional Owners of the land and waters we work on.	April 2024	MC
	Respectfully acknowledge the land and people in making our Project video content.	April 2024	MC
	All staff email signatures to continue to include an Acknowledgment of the local Traditional Owners of the land and waters we work on.	April 2024	MC
	Continue to display plaques in our offices and display homes acknowledging the local Traditional Owners.	April 2024	P&C
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April 2024	P&C
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.	June 2024	P&C
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	P&C
	RAP Working Group to participate in an external NAIDOC Week event.	July annually	P&C

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.	April 2024	P&C
	Continue to build understanding and review of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Feb 2025	P&C
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.	July 2024	SS
	Investigate Supply Nation membership.	April 2024	SS



Ecoliv Yea Project - situated on the land of Murrindindi/Taungurung people

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	April 2024	P&C
	Draft a Terms of Reference for the RWG.	April 2024	P&C
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	April 2024	ALL
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2023	P&C
	Continue to engage senior leaders in the delivery of RAP commitments.	Sept 2025	MD
	Appoint and maintain a senior leader to champion our RAP internally.	Sept 2025	MD
	Define appropriate systems and capability to track, measure and report on RAP commitments.	April 2024	P&C
12. 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	P&C
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August annually	MC
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September annually	MC
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September annually	P&C



Contact us

The EcoHub Display Centre
1114 Bass Hwy, The Gurdies
VIC 3984

Contact details:

Name: Esme Beaumont

Position: MD

Phone: 03 5672 5196

Email: esme@ecoliv.com.au

Phone +61 (3) 5672 5196

Email info@ecoliv.com.au

Visit ecoliv.com.au

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