

# REFLECT Reconciliation Action Plan

April 2021 – September 2022



RECONCILIATION  
ACTION PLAN

REFLECT



TIMBERLANDS  
Pacific



# Acknowledgement of Country

Timberlands Pacific acknowledge the Traditional Owners of the land on which we operate. We pay our respects to their Elders, past, present and emerging and the continuation of their cultural, spiritual and educational practices.

Timberlands Pacific is committed to learning from Aboriginal and Torres Strait Islander peoples in the work we do.



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## A Statement from our CEO

I am pleased to introduce our Reflect Reconciliation Action Plan (RAP) for April 2021 – September 2022.

Firstly, I acknowledge the traditional custodians of the land we manage. Our aim is to build mutually beneficial relationships with First Nations Peoples throughout Northern Tasmania and across the Green Triangle region.

For me personally it has been very rewarding seeing our people embrace this process and to build a connection with regional elders and communities to gain greater awareness and understanding. Building these relationships offers opportunities to develop a shared understanding of the lands we manage and of traditional land management practices.

Timberlands Pacific commits to developing long term plans for engagement and cultural and historical understanding, by working in partnership with First Nations peoples to protect and enhance high conservation areas and to provide access for the preservation of cultural activities in native reserves.

We are honoured to be taking steps to help shape a future of equality, respect and unity with First Nations Peoples.

**Steven Brown,**  
Chief Executive Officer



## Our RAP

The purpose of the Timberlands Reflect RAP is to:

- Raise awareness of First Nations Peoples; history and cultures with staff, contractors and other stakeholders.
- Lay the foundations for Timberlands to better understand the cultures and history of First Nations Peoples in Tasmania and in the Green Triangle region spanning the South Australian and Victorian borders.
- Be more ambitious in the future in providing appropriate opportunities for First Nations Peoples on country managed by Timberlands.





## Our Business

Timberlands Pacific is an independent, full-service forest management company managing the Taswood Estate in Northern Tasmania and the Penola Plantations in the region known as the Green Triangle, across the South Australian and Victorian borders. Both plantations are principally radiata pine and are managed by Timberlands Pacific, under contract with investment manager, New Forests.

The Taswood Estate comprises of 54,000 hectares, sustainably yielding approximately 650,000 tonnes of forest products annually. The Penola Plantations Estate comprises of 47,000 hectares, sustainably yielding approximately 850,000 tonnes of forest products annually.

Timberlands Pacific employs a total of 43 staff (based in Launceston and Mount Gambier) who draw on a solid foundation of knowledge and experience in the forest industry. The combined expertise of our management team covers the full spectrum of forest establishment, tending, harvesting, log manufacturing, sales and marketing of forest products, as well as financial reporting and compliance. The contractor work force across both estates is 350-400 staff.

Timberlands Pacific has management systems that ensure data integrity for multiple clients. We are certified under the Australian Forestry Standard Responsible Wood AS4708-2013 and the Forest Stewardship Council (FSC®) FSC-C115692, ensuring highest standard environmental, health safety and forest health outcomes.

Timberlands Pacific's management system protects and maintains natural, cultural, social, recreational and spiritual heritage values for all communities affected by our management activities. The organisation is committed to managing forests where the legal and customary rights of ownership, use and management of land and resources affected by our management activities are identified and maintained.





## Our Partnerships

### Our partnerships/current activities:

- Special Values assessments analyse known and mapped cultural information to determine and manage potential impact on Aboriginal Heritage sites from forestry operations. First Nations experts are contracted to provide advice and explore areas for unknown sites of cultural significance. This ensures the protection of culturally significant First Nations sites, builds relationships and knowledge for stakeholders and promotes on Country activities with First Nations Peoples.
- Cultural awareness training and workshops are periodically undertaken with all Timberlands staff to raise awareness and understanding of First Nations Peoples' cultures and history. This augments the knowledge and expertise Timberlands already has with qualified Forest Practices Officers on staff.
- Membership of Reconciliation Tasmania, Reconciliation South Australia, Reconciliation Victoria and engagement with the Reconciliation Tasmania Collective promotes the development of relationships with First Nations Peoples and underpins the RAP journey.
- Timberlands attends and sponsors cultural events and activities to raise awareness of First Nations cultures, creates opportunities for engagement and supports First Nations Peoples in the broader community.

### Examples include:

- o Manggalargenna Day hosted by melythina miakana warrana Aboriginal Corporation in north east Tasmania
- o Naidoc Week and National Reconciliation Week
- o Takara Waranta Day in Launceston
- o Presenting Timberlands RAP and RT Collective journey at Reconciliation Tasmania's statewide forum in Hobart

- Timberlands obtained government funding for a bio-diversity project at Penola Park Swamp in conjunction with two local schools, the Burrandies Aboriginal Corporation and the Nature Glenelg Trust. This project enabled school children to engage with and learn about First Nations Peoples, cultures and stories on country and rehabilitate special value sites.

# The Artwork



## The Artist - Luana Towney

Luana is a proud palawa/Wiradjuri woman living in lutruwita with her family. A muka nawnta - salt water sister, her cultural connections run deep and strong. Her palawa heritage runs through her maternal side and she is the great, great, great granddaughter of Fanny Cochrane Smith, who was born on Flinders Island, daughter of Tanganutura.

Her Wiradjuri heritage comes from her paternal side. Her grandfather Jack Towney, grew up with his family on the Bulgandramine mission near Peak Hill NSW. Luana's family include great sportspeople, knowledge keepers, artists and singers. Her other father, Brian Mansell, was a great athlete and proud Tasmanian Aboriginal man, whose family come from the Bass Strait Islands and include great sportsmen, artists and activists.

Luana's parents instilled in her the importance of being proud of where she comes from, who she is, to fight for our rights as Aboriginal People and to learn her culture and teach it to her children so it will continue strong and far beyond her time on earth. Luana is a basket weaver, poet, painter, learner and teacher. She is a lover of the earth and her artwork reflects the circle of life, and a deep respect for ningimpi withdi/Grandmother Moon.



Photo credit: Paul Hoelen



“ The central Wedge-tailed Eagle represents the country you work on and your continuous efforts to care for the environment, both flora and fauna.

The kanamaluka/Tamar river runs across the cloak, the first circle representing the bird sanctuary, the other meeting points represent the Launceston office, the Bell Bay area where much of the timber is processed, and also the Country you work on in the mainland.

The top and bottom section are the song lines of Country, sea, sky and earth. And of course, the sun, the giver of life standing proudly in the middle. ”

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### *The four quarters represent:*

- Top left; Our old people, our connections to Country and our rich cultural history.
  - Top right; The plantations.
  - Bottom right; Our footsteps, remembering where we come from and where we are heading, and also the footprints we leave on the environment.
  - Bottom left; The animals whose home we work on, and who sustain the environment.
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## The Artist - Jacob William Kennedy

Jacob William Kennedy, 24/02/1980 - 04/02/2017. Son of Cyril Kennedy and Linda Hartle. Descendant of North East Nation Chief and Warrior Mannalargenna and Tanleeboneyer, their Daughter Woretormoeteyenner, and Granddaughter Dalrymple Briggs Johnson.

"As a child I was different. I would go on walkabouts without a fear of the unknown. I was what people call a Huckleberry Finn. Always out within the landscape climbing trees to the very top, which as an adult I would never dare do.

When I reached my teens I chose the wrong path, and I walked this path through half my life lost in addiction. Many times I almost lost my life, but a deeper power kept me within this world. The Dreamtime Spirits of my ancestors would not allow it. There was a purpose for me within this world of beings. I searched within my mind and within my soul, and it was within my heart that I felt the inner reasons for why I was here. It was to create my artworks of modern day dreams, to show the community what I feel and dream.

The feeling I get when I see people admire my art is one of happiness. Knowing I had made my family feel proud of me was something that was long overdue.

No addiction can do what art does for me. I'm in a state of tranquility. A state of enlightenment. It has taken me half my life to realise what my purpose is, and now that I'm there connected spiritually, I can display it on canvas. I'll continue to do it until it's time for me to meet my ancestors in spirit.

As we humans have emotion, my art changes as I paint from my feelings. Happy, sad, angry and annoyed. It all flows within my artwork. I paint all of my dreamtime art for my ancestors, the ones who got the raw end of the deal, who drew the short straw.

Humanity can be so cruel at times, and I wish that we could all live as one. That there were no wars. No hatred. That we as humans could take a step back and look around us. We are here to look after Mother Earth. Not disrespect her. My ancestors had that connection."



**Ancestral Dreaming - Modern Day Artworks**

My art is of a spiritual connection I feel within my heart, of what I paint with acrylics onto canvas. My ancestors speak to me in my dreaming and touch a place deep within my soul.

I feel them in my blood. Every heartbeat is alive with the history and recognition of them as they watch from within and around, in the Dreamtime. The strength of our ancestors within the living of today.



## The Artist - Elle Campbell

Elle Campbell is 26 years old and a Tanganekald, Meintangk and Boandik woman from the South East region currently living in the Adelaide region. She has been painting since 2017 and had an exhibition at Flinders Medical Centre when she was an employee there during NAIDOC week showcasing her artwork. Elle's work has also involved the Port Adelaide Football Club where it was chosen for the 2021 Indigenous Round.

"My plan for the artwork was my interpretation of my Connection to Country and it represents the roots that ground us and how no matter how far we may wander we always carry with us our connection to our country. My vision for the painting represents the people, the land and the waterways that used to flow and still do through the South East."



### Boandik Country

Elle Campbell

“ This piece represents Mount Gambier, Boandik Country. It signifies the strong connection we have to this country and how this is a common meeting ground for our people.

This painting also shows how Craitbuls ovens were flooded with water, with the largest becoming the Blue Lake and the beautiful blue waters changing throughout the year. ”



## Our Reconciliation Action Plan - Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with First Nations stakeholders and organisations.	1. Identify First Nations stakeholders and organisations within our local area or sphere of influence.	Jul 2021	PLANNING MANAGER (TAS) + NURSERY & FIRE MANAGER (MTG)
	2. Research best practice and the principles that support partnerships with First Nations stakeholders and organisations.	Oct 2021	RWG CHAIR
	3. Delegate responsibility for local engagement with First Nations organisations and individuals within Timberlands in Tasmania, South Australia and Victoria so that it is embedded into Annual Performance Development plans. Timberlands delegated staff will work closely with First Nations Peoples in the three states to ensure relationships are built on trust and respect.	Aug 2021	PLANNING MANAGER (TAS) AND TREECROP MANAGER (MTG)
	4. Explore a strategy that builds a better understanding, collaboration and input of Timberlands forest management systems with First Nations Peoples through On Country events on Timberlands managed estates in the three states.	June 2021	PLANNING MANAGER (TAS) AND TREECROP MANAGER (MTG)
	5. Explore development of an ethical framework for engaging with First Nations Peoples in the ongoing Care of Country managed by Timberlands.	Dec 2021	RWG CHAIR
2. Build relationships through celebrating National Reconciliation Week (NRW).	1. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our people.	Mar 2022	RWG CHAIR
	2. RAP Working Group members to participate in an external NRW event.	27 May - 3 Jun, 2022	RWG CHAIR
	3. Encourage and support our people and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 Jun, 2022	RWG CHAIR
3. Promote reconciliation through our sphere of influence.	1. Communicate our commitment to reconciliation to our people and stakeholders.	Jul 2021	RWG CHAIR
	2. Develop improved understanding and collaboration in promoting reconciliation with First Nations Peoples and communities directly involved with the forestry industry.	Jun 2022	PLANNING MANAGER (TAS) AND TREECROP MANAGER (MTG)
	3. Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Mar 2022	PLANNING MANAGER (TAS) AND TREECROP MANAGER (MTG)
	4. Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Jun 2022	PLANNING MANAGER (TAS) AND TREECROP MANAGER (MTG)
4. Promote positive race relations through anti-discrimination strategies.	1. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions.	Nov 2021	RWG CHAIR
	2. Continuously improve HR policies and procedures concerned with anti-discrimination and racism.	Nov 2021	RWG CHAIR



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.	1. Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights within our organisation.	Aug 2021	HARVEST MANAGER (TAS - FA) + TREE CROP FORESTER (MTG - SE)
	2. Conduct a review of cultural learning needs within our people.	Sep 2021	RWG CHAIR
	3. Schedule cultural education workshops with RWG members and our staff as part of the Timberlands professional development training calendar.	May 2022	PLANNING MANAGER (TAS) + NURSERY & FIRE MANAGER (MTG)
6. Demonstrate respect to First Nations Peoples by observing cultural protocols.	1. Develop an understanding of the First Nations Owners and Custodians of the lands and waters within our organisation's operational area.	Nov 2021	PLANNING MANAGER + NURSERY & FIRE MANAGER
	2. Increase our people's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Nov 2021	HARVEST MANAGER (TAS - FA) + TREE CROP FORESTER (MTG - SE)
	3. Consult with First Nations Peoples and organisations regarding their views on the use of local Aboriginal names/language for forests/waterways/Country that Timberlands manage.	Mar 2022	PLANNING MANAGER (TAS) AND TREE CROP MANAGER (MTG)
	4. Develop an internal Timberlands policy to encourage an organisation wide email signature with RAP artwork and an Acknowledgement of Country that can be used for organisation specific events.	Sep 2021	QUALITY AND RISK CO-ORDINATOR
	5. Incorporate First Nations artwork, flags and posters from local organisations in Timberlands workplaces.	Sep 2021	OFFICE MANAGERS
	6. Schedule annual cultural heritage site visits to local sites of significance to First Nations Peoples in the regions that Timberlands operates.	Annually May 2022	HARVEST MANAGER (TAS - FA) + TREE CROP FORESTER (MTG - SE)
7. Build respect for First Nations cultures and histories by celebrating NAIDOC Week.	1. Raise awareness and share information amongst our people about the meaning of NAIDOC Week.	July 2021 and July 2022	HARVEST MANAGER (TAS - FA) + TREE CROP FORESTER (MTG - SE)
	2. Introduce our people to NAIDOC Week by promoting external events in our local area. This includes encouraging our people to support the Burrundies (Mt Gambier region, SA), the Gunditjmirring communities (SW Vic) and the melythina tiakana warrana Aboriginal community (and others in Tas) during NAIDOC Week.	July 2021 and July 2022	HARVEST MANAGER (TAS - FA) + TREE CROP FORESTER (MTG - SE)
	3. RWG members to participate in an external NAIDOC Week event.	July 2021 and July 2022	RWC MEMBERS
8. Improve FSC (Forest Stewardship Council) / FPP (Forest Practices Plans) certification processes that include a database of Country (history and culturally significant elements) and First Nations Peoples management practices.	1. Investigate options through dialogue with First Nations Peoples to incorporate First Nations Peoples' land management practices into Timberlands plantation and reserve management systems.	Sep 2022	TREE CROP MANAGERS (TAS + GT)
	2. Develop an improved reporting system for our people (investors, customers and contractors) that demonstrates the balance of environmental and cultural elements in the reports produced for Timberlands managed estates.	Jun 2022	RWG CHAIR



## Our Reconciliation Action Plan - Opportunities



Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing First Nations recruitment, retention and professional development.	1. Develop a plan to include First Nations Peoples employment within our organisation.	Jun 2022	PEOPLE MANAGER
	2. Build an understanding of current First Nations staffing within our people and our contractors.	Dec 2021	PEOPLE MANAGER
	3. Research how to advertise Timberlands and Contractor vacancies to effectively reach First Nations stakeholders.	Jun 2022	PEOPLE MANAGER
	4. Engage with First Nations Peoples to understand effective recruitment, retention and professional development strategies.	Mar 2022	RWG CHAIR
10. Increase First Nations supplier diversity to support improved economic and social outcomes.	1. Investigate Supply Nation membership.	Nov 2021	RWG CHAIR
	2. Develop plan for procurement from First Nations owned businesses.	Mar 2022	RWG CHAIR



Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	1. Form a RWG to govern RAP implementation.	Jun 2021	RWG CHAIR
	2. Draft a Terms of Reference for the RWG.	Jun 2021	RWG CHAIR
	3. Include First Nations representation on quarterly RWG meetings.	Nov 2021, Feb/May/ Aug/Nov 2022	RWG CHAIR
12. Provide appropriate support for effective implementation of RAP commitments.	1. Define resource needs for RAP implementation including honorariums for First Nations Peoples for sharing of knowledge.	Aug 2021	RWG CHAIR
	2. Engage senior leaders within Timberlands in the delivery of RAP commitments.	Jul 2021	RWG CHAIR
	3. Integrate RAP measurement and reporting of RAP commitments into Timberlands Annual Forest Monitoring report.	Jun 2022	TREE CROP MANAGER (GT)
13. 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 Sep 2022	RWG CHAIR
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Sep 2022	RWG CHAIR



## Contact Us

Mike Walsh  
Position: Financial Controller  
Phone: 03 6345 3200  
Email: michael.walsh@tppl.com.au

[tppl.com.au](http://tppl.com.au)

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Timberlands RAP Champion, Mike Walsh, will be ensuring this Reflect RAP is communicated to all relevant stakeholders and integrated into Timberlands Pacific systems and processes.

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