



RECONCILIATION
ACTION PLAN

REFLECT



October, 2022 – October, 2023



macrogroupaustralia.com

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OUR BUSINESS

Macro Group Australia was established in 1987 and is the world's largest retail distributor of Australia's kangaroo and wild game meat.



In addition to supplying quality meat to many of Australia's finest restaurants and approximately 2000 supermarkets across every Australian state, we are also accredited to export to over 50 countries around the world, including the US, Canada, South Africa, Hong Kong, Singapore and members of the EU.

A proudly Australian, family-owned and operated company, we work closely with governments and other organisations – including the Kangaroo Industry Association of Australia and the RSPCA – to develop quality control and responsible harvesting procedures, support chefs and educate consumers. Our key pillars of animal welfare, food safety, work health and safety, and sustainability guide us as a business and frame the path for the future.

In the years since our launch, the group has carefully expanded to include a number of related industries, brands and services, including premium kangaroo meat for retail, food service and export; kangaroo leather goods; a state-of-the-art Adelaide-based food

and environmental testing laboratory; meat production facilities; and retail pet food and pet treat brands. Our company approach ensures no part of the kangaroo is wasted – supporting our belief in this abundant natural resource and in creating a more sustainable way to eat and live, as well as fostering sustainability of the animal.

At its two South Australian plants, the Macro Group directly employs over 140 people, with an additional 400 harvesters currently in the supply network across South Australia, Queensland, Victoria and New South Wales.

We are immensely proud of the fact that our team includes three people who identify as Aboriginal and/or Torres Strait Islander.





OUR RAP

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Macro Group has a long history of supporting Aboriginal and Torres Strait Islander programs and events – primarily through financial donations or the supply of products for events.

In the past, the opportunity to be involved in programs has generally been prompted by an approach from event organisers. The company has usually not recognised these as formal donations, but rather, see them as a key part of our commitment to corporate social responsibility.

A NEW APPROACH

Recently, the Macro Group has been keen to gain a greater and more precise understanding of the connection between the kangaroo and Aboriginal and Torres Strait Islander communities. Through an continual process of listening, learning and collaborating, we aim to formally integrate this into the business, and financially support more Aboriginal and Torres Strait Islander enterprises, events and organisations via our Aboriginal and Torres Strait Islander Community Fund.

Furthermore, the group felt there are also more holistic, ongoing ways to assist Aboriginal and Torres Strait Islander businesses, support networks,

charities and school-based programs. The intention of this RAP is to continually provide support to various Aboriginal and Torres Strait Islander organisations, while reinforcing and developing lasting relationships with First Nations groups. Through this inaugural plan, we will also look to deepen our awareness of Aboriginal and Torres Strait Islander cultures, particularly around the connection to community, land and food.

To this end, we feel that the Reflect RAP is the most suitable to our company, as it acknowledges the current activity but also allows the flexibility to add stakeholders and increase impact as time goes by.

OUR AIMS UNDER THIS RAP

MACRO GROUP WILL:

.....
Collate, consolidate and formalise the current engagement with Aboriginal and Torres Strait Islander communities and businesses

.....
Engage with First Nations communities and enterprises to better understand their role in the community and find out where we can be more consistently involved rather than just on an ad hoc basis.

.....
Move towards establishing a RAP Working Group with candidates who we currently work with, and propose others who we feel would add great value and experience

.....
Continue to actively support NAIDOC SA

.....
Ensure the RAP is reinforced and maintained, while also making continual improvements to the business, as required

.....
Appoint a RAP Champion who will drive the values of the RAP internally to the organisation, including cultural awareness

.....
Explore employment opportunities for Aboriginal and Torres Strait Islander people within the business and will continue to be open to initiatives that will assist in that area

.....
Liaise with businesses to organise an event for NAIDOC Week focusing on native Australian ingredients.

OUR PARTNERSHIPS & CURRENT ACTIVITIES

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COMMUNITY PARTNERSHIPS

Macro Group Australia is proud to partner with many Aboriginal and Torres Strait Islander organisations and events, across a wide range of areas, including food service, health, education, housing and sport.

NATIONAL RECONCILIATION WEEK

Macro Group worked with organisations by providing kangaroo meat as well as kangaroo leather products.

UNITING COMMUNITIES

We have assisted this key organisation during National Reconciliation Week by providing kangaroo meat for their Homelessness Barbecue. The group has also supported them throughout the year. This was particularly important when impacts of COVID and lockdowns raised a need for extra support while Aboriginal and Torres Strait Islander communities were relocating to lockdown-safe housing.

NAIDOC WEEK

Macro Group worked with NAIDOC SA by providing kangaroo meat for the community picnic and barbecue, as well as 1400 serves of meat for the Brighton Secondary School Awareness Barbecue, and kangaroo sausages, burgers and meatballs for Salisbury Downs Primary School's Cultural Day Barbecue.





MURWILLUMBAH COMMUNITY CENTRE'S KINSHIP FESTIVAL:

The Kinship Festival is an Aboriginal-designed and delivered event in the Northern Rivers that attracts over 5000 visitors annually. As well as artistic and cultural events, a free bush tucker lunch is part of the programme with Macro Group providing Kanga Bangas, kangaroo burgers and meatballs.

A core value of the event is caring for country. Lara Lei, the Aboriginal and Torres Strait Islander Programs Coordinator, noted that 'The Kangaroo meat industry is a more sustainable option for the Australian landscape and also the meat is healthier for us as people. We are proud to serve kangaroo at our festival as a way of sharing our culture and sharing our philosophy of caring for country with the wider community.'

NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER CULINARY INSTITUTE, SYDNEY:

Our company provides quality kangaroo meat for events, and for up-and-coming Aboriginal and Torres Strait Islander chefs to experiment with. With more events now going ahead after COVID restrictions are lifted, Macro Group will look to work with NICI on more opportunities to increase our support into the future.

ADELAIDE WOMEN AND CHILDREN'S HOSPITAL HEALTH NETWORK AND HOMELESS OUTREACH TEAM YOUTH COOKING PROGRAM:

Macro Group was honoured to be a part of this community, Aboriginal-led initiative that explored the powerful concept of compassion and its connection to improving the social and emotional wellbeing of young Aboriginal people. Participants planned, prepared and delivered nutritious and affordable food – including kangaroo tails provided by Macro Group – to their families and communities.

BOURKE WARRIORS RUGBY LEAGUE TEAM:

While meeting with kangaroo industry groups throughout the country, Group Managing Director Ray Borda met with Julie Knight of the Kooma and Kamilaroi people of Bourke, and founding life member of the Bourke Aboriginal Health Service. She works with a group of Aboriginal men who formed a rugby league club in Bourke, which marries traditional Aboriginal beliefs with Christian faith and embraces team standards of no drinking, no smoking and no drugs. The Macro Group has assisted the team in overcoming various challenges in attending tournaments, such as travel costs and accommodation. Bolstered by wonderful feedback from players and supporters, Macro Group will continue its support in 2022.

WARNDU

Warndu is an Indigenous owned company whose mission is to regenerate culture, community, tradition, health and our soils. We have an ongoing relationship with the Warndu team, supporting many of their community events by providing product including; Quandong Festival and Ngarku'adlu (Let's Eat) – Adelaide Festival. We are also a proud stockist of Warndu Australian Native Food products.

ABOUT THE ARTIST & ARTWORK

DAMIEN COULTHARD

Damien Coulthard is an Adnyamathanha person from the Northern Flinders and Gammon Ranges in South Australia; a sacred place of immense social and environmental significance to the Adnyamathanha people. Damien's paintings share family narratives that have existed for millennia, embedded in the Yarta (diverse landscapes) as a record and reminder for all diversities and identities of the unique and continuous - spiritual and cultural connection Aboriginal people have to Country.

He has worked as the South Australian Aboriginal Secondary Training Academy (SAASTA) Coordinator, at the Elite SAASTA Sports Academy and for the past decade as a teacher at Le Fevre High School with a special focus on supporting and educating Aboriginal students. Damien highlights key elements of successfully working with Aboriginal students as recognition and celebration of cultural identity, as well as developing and



nurturing individual interests, broadening knowledge and understanding of career pathways, and providing opportunities to further sporting aspirations, which he also champions in his role as an Educator at the Tjindu Foundation.

Damien was a board member of the South Australian Native Title Service over a six year period; here members work in collaboration to support Aboriginal Nations to achieve Native Title through negotiation and consent, to reach cultural and economic aspirations and firmly establish their community goals of self-determination.

A co-founder of Warndu (the Adnyamathanha word meaning 'good'), an Aboriginal owned business whose foundation is based on the principle of 'looking to the past to protect our future.' Warndu successfully works in partnership with Aboriginal communities & businesses, harvesters, and growers across Australia, to source Native Ingredients and encourage our country to use them in their daily lives. Warndu draws upon the dynamic harvesting and healing practices of the past to open minds and to encourage an interconnection with all people, plants, and the earth. Their mission is to REGENERATE culture, tradition, community, health, seas, and soils.



THE MANDYA EASTON GREY EURO & URDLU THE RED KANGAROO

This is a creation story. It tells us how the rocky Flinders Ranges were formed and then separated from the adjacent plains by a magnificent sweep of the kangaroo's tail; how Lake Frome (Munda) came into being as a Salt Lake; and where the pointed hill, Thudupinha, came from. (Thudu is an old word for euro. The English term derives from another form of it, yudu, also found in place names.) We learn something of the diet of two similar macropods, the Red Kangaroo (*Macropus rufus urdlu*) and the Euro (*Macropus*

robustus mandya), and are told how they came to look different and why their habitat is distinct. The kangaroo lives on the plains; the euro in the hills. We are also introduced to the important Aboriginal skill of tracking.

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.	Nov 2022	RAP Champion
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Feb 2023	RAP Champion
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	Feb 2023	HR Manager
	RAP Working Group members to participate in an external NRW event.	28 May- 4 June, 2023	RAP Champion
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	28 May- 4 June, 2023	RAP Champion
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Oct 2022	Managing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Oct 2022	RAP Champion
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Oct 2022	RAP Champion

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.	Oct 2022	RAP Champion
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Oct 2022	HR Manager

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.	Mar 2023	RAP Champion
	Conduct a review of cultural learning needs within our organisation.	Oct 2022	RAP Champion
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.	Oct 2022	RAP Champion
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Oct 2022	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.	Mar 2023	RAP Champion
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	Apr 2023	RAP Champion
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2023	RAP Champion

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 potential joint ventures with applicable Aboriginal and Torres Strait Islander businesses.	Mar 2023	RAP Champion
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Jan 2023	HR Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for a mutually beneficial supply chain between Macro Group and Aboriginal and Torres Strait Islander owned businesses.	Feb 2023	RAP Champion
	Investigate Supply Nation membership.	Oct 2022	RAP Champion

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.	Oct 2022	RAP Champion
	Draft a Terms of Reference for the RWG.	Oct 2022	RAP Champion
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Oct 2022	RAP Champion
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Oct 2022	RAP Champion
	Engage senior leaders in the delivery of RAP commitments.	Oct 2022	RAP Champion
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Oct 2022	RAP Champion
12. 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.	Apr 2023	RAP Champion
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Mar 2023	RAP Champion


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