



REFLECT

Reconciliation Action Plan



RECONCILIATION
ACTION PLAN

REFLECT

THE CASINO FOOD
CO-OP
SINCE 1933

October 2022 - September 2023



Acknowledgement of traditional owners



The Casino Food Co-op (The Co-op) acknowledges the Traditional Owners of the Lands across Australia. We acknowledge and celebrate the inherent strengths of Aboriginal and Torres Strait Islander peoples and communities.

As the continuing custodians of Country, we pay our respect to The Elders past and present. We thank the Aboriginal and Torres Strait Islander peoples that have guided us through our RAP progress.

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Karen Mundine
Chief Executive Officer
Reconciliation Australia

A Statement from **KAREN MUNDINE**

Reconciliation Australia welcomes
The Casino Food Co-op
to the Reconciliation Action Plan (RAP) program
with the formal endorsement of its inaugural
Reflect RAP.

The Casino Food Co-op joins a network of more than 1,100 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 the Casino Food Co-op 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 to the Casino Food Co-op, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.





Our Artist

Tracey Piccoli (Olive)

Tracey was born and raised on Galibal, Bundjalung Country, Casino Northern NSW. She has created and painted all her life. From an early age she was taught about her Culture, from learning to swim in the Richmond River to learning about the seasons and what food each season brings.

For Tracey, painting and creating is a way to calm her busy mind and it allows her to connect deeply to her Country by telling the stories she sees in her everyday life and what she has learnt from her Elders.

Tracey aspires to create beautiful, unique, affordable modern artworks that connect us to one another and to her Country. She is passionate about painting pieces that reflect her own personal stories; from the Country, the people, the rivers, the mountains, the beaches, and everything in between. Stand still for a while, there is always something to see and hear.

Tracey's family has a long connection with the Co-op with her father being one of the longest serving employees (over 50 years) and her husband being at the Co-op for over 35 years.



THE ARTWORK

The outer green circle represents everyone's connection to local Country and the land.

The middle red circle represents all people connecting with each other who work at the Co-op

The orange centre circle represents everyone's connection to the river. Whether they swim, fish, forage, paddle, sight see, or simply view it as they drive over it each day.

The Platypus represents the centre of our community. Our connection to our totem and to the local community people.

The four blue circles signifies that we are all connected. In between each circle are lines and dots. These depict further connections between each of us to each layer.

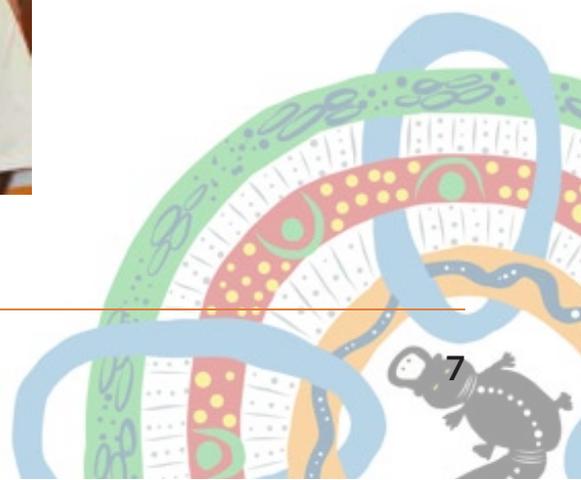




OUR BUSINESS

The Casino Food Co-op (The Co-op) is Australia's largest meat processing Co-operative, proudly 100% farmer owned. Our members are Australian farmers and businesses excelling in the paddock to plate philosophy. Since 1933, we have established ourselves as an industry leader in meat processing, providing a unique opportunity to process livestock in world class processing facilities. We are focused on an innovative and sustainable tomorrow and have an emphasis on teamwork, mutual respect and are constantly striving for excellence in everything we do. Our facilities are perfectly positioned in Casino, Northern Rivers NSW and employ over 1000 employees across our three facilities.

50 employees identify as Aboriginal and/or Torres Strait Islander people.





Simon Stahl
Chief Executive Officer
The Casino Food Co-op

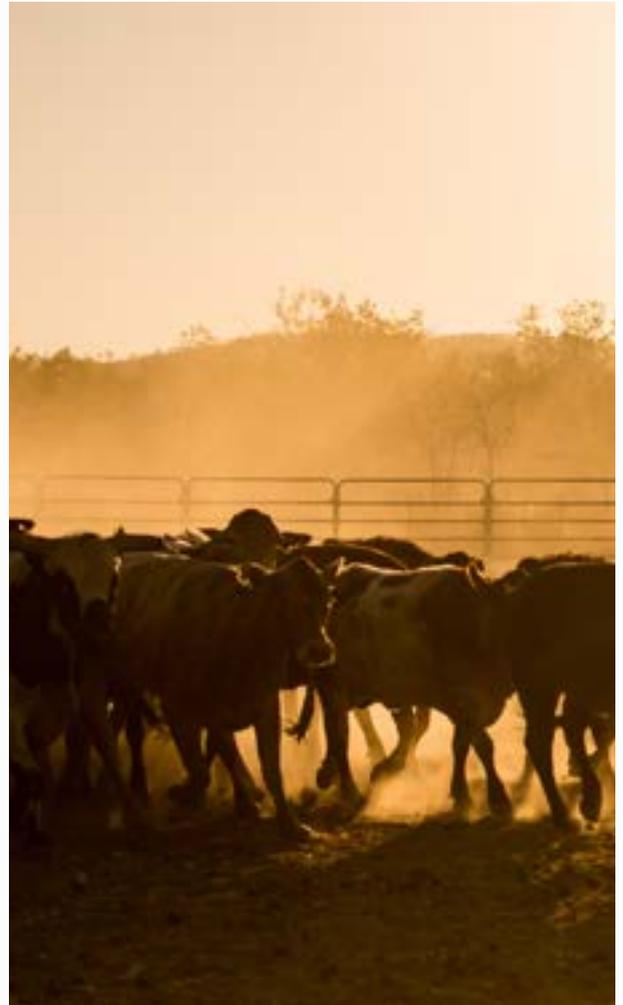
A Statement from **OUR CEO**

At The Casino Food Co-op, we exist “To support our members and community, to process their livestock and grow sustainably”. This is encompassed in our mantra ‘GROWING TOGETHER’. Our Reflect Reconciliation Action Plan is about community.

Acknowledging injustices of the past, we are committed to make a difference and ensure Aboriginal and Torres Strait Islander communities can “grow together” equally with all members of our community.

By living up to our mantra, we will be stronger through diversity and better equipped to lead the Australian processing sector. As a Co-operative we will embrace this programme and celebrate a truly remarkable story that dates back thousands of years, deeply connecting our business and community.

As a large Co-operative in the Northern Rivers of NSW we recognise there is a responsibility to contribute to the general betterment of our community. We have a responsibility to assist disadvantaged and marginalised people within the community through employment and training and to embrace the concept of corporate social responsibility. We are dedicated to providing opportunities and employment pathways for Aboriginal and Torres Strait Islander peoples.



OUR COMMITMENT

The Co-op acknowledges the ongoing process of reconciliation with Aboriginal and Torres Strait Islander people. We consider that reconciliation is important to our Co-operative and the community within which we live and work for the future of Australia. We recognise that the process of reconciliation involves a considered understanding and recognition of Australia's history coupled with contemporary collaboration with Aboriginal and Torres Strait Islander peoples.

In our Reflect Reconciliation Action Plan (RAP), we will formalise our existing commitment to reconciliation, consolidate our current initiatives and assist our Co-operative to further develop relationships with Aboriginal and Torres Strait Islander stakeholders. A key part of this process is to improve internal awareness and understanding of the continuing challenges faced by Aboriginal and Torres Strait Islander communities in Australia and develop appropriate processes that reflect our commitment to reconciliation.

The development of a formalised RAP is demonstrative of our commitment to supporting these initiatives and working with Aboriginal and Torres Strait Islander peoples.

OUR RAP WORKING GROUP

To achieve the key deliverables set out in our RAP, we have established a cross functional working group who collectively are responsible for driving the program of education and cultural change. Members of our RAP Working Group represent different parts of our business and community:

<i>Dan Smith</i>	HR Manager
<i>Anne Toohey</i>	Company Secretary
<i>Trevor Kenny</i>	Processing Employee (Aboriginal)
<i>Stephen Fergusson</i>	Boning Employee (Aboriginal)
<i>Lisa Walker</i>	Cultural Consultant (Aboriginal)
<i>Troy Freeburn</i>	Program Manager, Pirru Thangkuray Cultural Engagement & Goal Setting Program (Aboriginal)

OUR RAP CHAMPION

Dan Smith is our RAP Champion. Dan commenced with the Co-operative as WHS Manager in 2016 and promoted to Group HR Manager in 2018 and has a team of 11 to deliver the HR disciplines. Dan is very passionate about employee engagement and building a positive culture across all tiers of our Co-operative.



OUR RECONCILIATION JOURNEY

Our reconciliation journey to date has been organic rather than concerted. Committing to a Reflect RAP allows us to be more proactive in our efforts towards reconciliation. Highlighted below are some of our partnerships to support & celebrate Aboriginal and Torres Strait Islander people, as well as many of the internal activities and initiatives of the Co-op:

SPONSORSHIP OF SPORTING TEAMS

Over the past 5 years, the Co-op has been a major sponsor of the Casino RSM junior rugby league club. Support for the Club is important as they have made a significant and invaluable contribution towards bringing all people together through the sport of junior rugby league at grassroots level. With high participation by Aboriginal and Torres Strait Islander players, the Casino Cougars JRL Club works to strengthen relationships, build respect, provide mentoring and meaningful opportunities for its young Goori players. Within the Casino JRL Club, Goori players make up 35% of the total 321 registered players.

The Co-op has also provided sponsorship to the Bundjalung United Rugby League Club who participated in the Knockout Carnival in 2018.

NAIDOC WEEK AND NATIONAL RECONCILIATION WEEK

The Co-op has engaged with the Aboriginal and Torres Strait Islander people through participation in NAIDOC Week Celebrations and provision of meat for the NAIDOC Week celebration BBQ in Casino.

Representatives of the Co-op (CEO, Company Secretary & HR Manager) attended the Richmond Valley Council Black & White Ball as part of National Reconciliation Week on 3 June 2021. The RAP Ball was attended by 220 people where awards recognised organisations and individual's contribution to reconciliation. The Co-op has committed to being a sponsor of this event in future years.

SCHOOL / TAFE SUPPORT & ENGAGEMENT

We have been involvement with the Casino Public School Science Challenge – our managers were able to engage with the students at the Casino

Public School who has a high percentage of Aboriginal students and teach them science experiments and tell them about the career opportunities and employment opportunities at The Co-op.

Managers were in attendance at the Aboriginal Employment Strategy (AES) function, where they held the official opening of the new offices in Lismore 8th Dec 2021

The Co-op has partnered with TAFE NSW to develop and implement Aboriginal and Torres Strait Islander Traineeship's pathways. Currently we have 50 Aboriginal and/or Torres Strait Islander people employed on site.

PUBLICATION OF ARTICLES

We display posters around the plant and have posts on social media recognising and supporting National Reconciliation Week to increase our people's understanding of key events.

PARTNERSHIP WITH NSW POLICE

The Co-op has implemented a partnership program with NSW Police to encourage Aboriginal and Torres Strait Islander people to gain employment at the Co-operative.

ONSITE MENTORING PROGRAM

We the Co-op has an onsite employee mentoring program for Aboriginal and Torres Strait Islander people. This program is about supporting and recognising their needs in an endeavour to keep them employed.



RAP RELATIONSHIPS



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 2022	HR Manager
		Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2022	HR Manager
2.	Build relationships through celebrating National Reconciliation Week (NRW).	Build a communications plan for National Reconciliation Week (NRW) 2023.	January 2023	Company Secretary
		Circulate Reconciliation Australia's NRW resources and reconciliation materials to all employees.	May 2023	RWG champion
		RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2023	RWG Champion
		Encourage and support all employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2023	Company Secretary Chief Executive Officer HR Manager



RAP RELATIONSHIPS *(continued)*



Relationships				
Action		Deliverable	Timeline	Responsibility
3.	Promote reconciliation through our sphere of influence.	Communicate our commitments to reconciliation and our RAP to all staff via an email	November 2022	HR Dept
		Publish our RAP and reconciliation commitment on our website	November 2022	Company Secretary
		Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2022	HR Manager
		Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2022	RWG Champion
4.	Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	February 2023	HR Manager
		Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2022	HR Manager



RAP RESPECT



Respect				
Action	Deliverable	Timeline	Responsibility	
5.	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	November 2022	HR Dept
		Investigate opportunities for cultural awareness training for staff and senior leaders.	January 2023	RWG Champion
		Conduct a review of current cultural awareness and cultural learning needs within our organisation.	December 2022	HR Manager / Company Secretary
6.	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2022	Company Secretary
		Implement Acknowledgement of Country protocols and introduce Acknowledgement of Country plaque at our sites.	December 2022	Company Secretary
		Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	January 2023	RWG Champion



RAP RESPECT *(continued)*



Respect				
Action		Deliverable	Timeline	Responsibility
7.	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Introduce our employees to NAIDOC Week by promoting external events in our local area.	First Week in July 2023	Company Secretary
		RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023	RWG Champion
		Raise awareness and share information amongst our employees about the meaning of NAIDOC Week.	June 2023	Company Secretary



RAP OPPORTUNITIES



Opportunities					
Action	Deliverable	Timeline	Responsibility		
8.	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment & retention	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	October 2022	HR Manager	
		Continue working in partnership with NSW Police to encourage Aboriginal and Torres Strait Islander employment within our organisation.	February 2023	HR Manager	
		Review our Aboriginal and Torres Strait Islander employee mentoring program in consultation with Aboriginal and Torres Strait Islander employees, and investigate areas for improvement.	February 2023	RWG Champion	
		Continue to build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2023	HR Manager	
		Continue to offer Aboriginal and Torres Strait Islander traineeship pathways in partnership with TAFE NSW.	December 2022	HR Dept	



RAP OPPORTUNITIES *(continued)*



Opportunities				
Action		Deliverable	Timeline	Responsibility
9.	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review current procurement policies and practices to assess capability to increase Aboriginal and Torres Strait Islander business engagement.	December 2022	Commercial Supply Chain Manager
		Investigate local and national First Nations supplier platforms including Supply Nation membership.	February 2023	Commercial Supply Chain Manager
		Introduce, if possible, at least one Aboriginal and/or Torres Strait Islander businesses to our supply chain.	March 2023	Commercial Supply Chain Manager



RAP GOVERNANCE



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.	December 2022	HR Manager
		Draft a Terms of Reference for the RWG.	October 2022	HR Manager
		Maintain Aboriginal and Torres Strait Islander representation on the RWG.	December 2022	HR Manager
11.	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	October 2022	HR Manager
		Engage senior leaders in the delivery of RAP commitments.	November 2022	Company Secretary
		Define appropriate systems and capability to track, measure and report on RAP commitments and include in Annual Report and sustainability report.	July 2023	HR Manager
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.	30 September 2023	HR Manager
13.	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	30 June 2023	HR Manager
		Commit resources for the development of the next RAP	30 June 2023	Chief Executive Officer



Contact Details

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THE CASINO FOOD
CO-OP
SINCE 1933