



forico  
future fibre



RECONCILIATION  
ACTION PLAN

**REFLECT**

JAN 2021 – JUN 2022





## ACKNOWLEDGEMENT OF COUNTRY

In pursuit of our common interest for reconciliation, Forico acknowledges and pays respect to the Tasmanian Aboriginal Palawa and Pakana peoples as the Traditional Owners and spiritual custodians of the land on which we do business.

We acknowledge the Palawa and Pakana Elders – past, present and emerging.

## *Forico's Purpose*

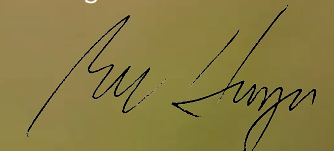
We are the custodians of the natural environment and trusted to make the best use of natural resources for future generations.

This is Forico's Purpose, and we are proud of it. In pursuit of this goal, we consider it essential that we engage with and learn from Aboriginal and Torres Strait Islander communities who have been custodians of the natural environment for generations.

## INTRODUCTION FROM OUR CEO

I am pleased to introduce our Reflect Reconciliation Action Plan (RAP) for January 2021 – June 2022. This plan signifies the commencement of our reconciliation journey.

We have a genuine belief that over time we can deliver meaningful opportunities and outcomes that benefit Aboriginal and Torres Strait Islander peoples throughout Tasmania aligned to Forico's Purpose. The Reflect RAP will set the framework and assist us when implementing reconciliation initiatives in the future.



Bryan Hayes, CEO



# WHAT IS OUR BUSINESS?

Our values include **Sustainability**, **Quality** and **People**.

## Quality

We strive for excellence, dependability, and reliability.

To demonstrate our commitment to sustainability and continual improvement, we have achieved and maintained certified status under two globally recognised sustainable forest management certification Standards:

1. Forest Stewardship Council Certification Scheme; and the
2. Responsible Wood Certification Scheme that is endorsed through the global Programme for the Endorsement of Forest Certification Schemes (PEFC).

Our entire supply chain is also certified to the ISO 14001 Standard: Environmental Management Systems.



## Sustainability

We prioritise safety, social, environmental and economic considerations.

Forico is Tasmania's largest private forest manager ([www.forico.com.au](http://www.forico.com.au)), managing over 172,000 hectares of land in Tasmania. This estate consists of 90,000 hectares of plantation managed for wood fibre production, and 77,000 hectares of natural forest managed for conservation and biodiversity values. We are a fully integrated seed to market supply chain, incorporating:

1. A Nursery where we grow our seedlings;
2. Plantation establishment activities where we cultivate the soil and plant our seedlings;
3. Ongoing stand management throughout the life cycle of our plantations;
4. Harvesting and transportation of the plantation products to market;
5. Two Processing Facilities where we produce wood fibre products for our customers;
6. A Fibre Technology and Testing Facility where we check on the quality of our plantation products.

## People

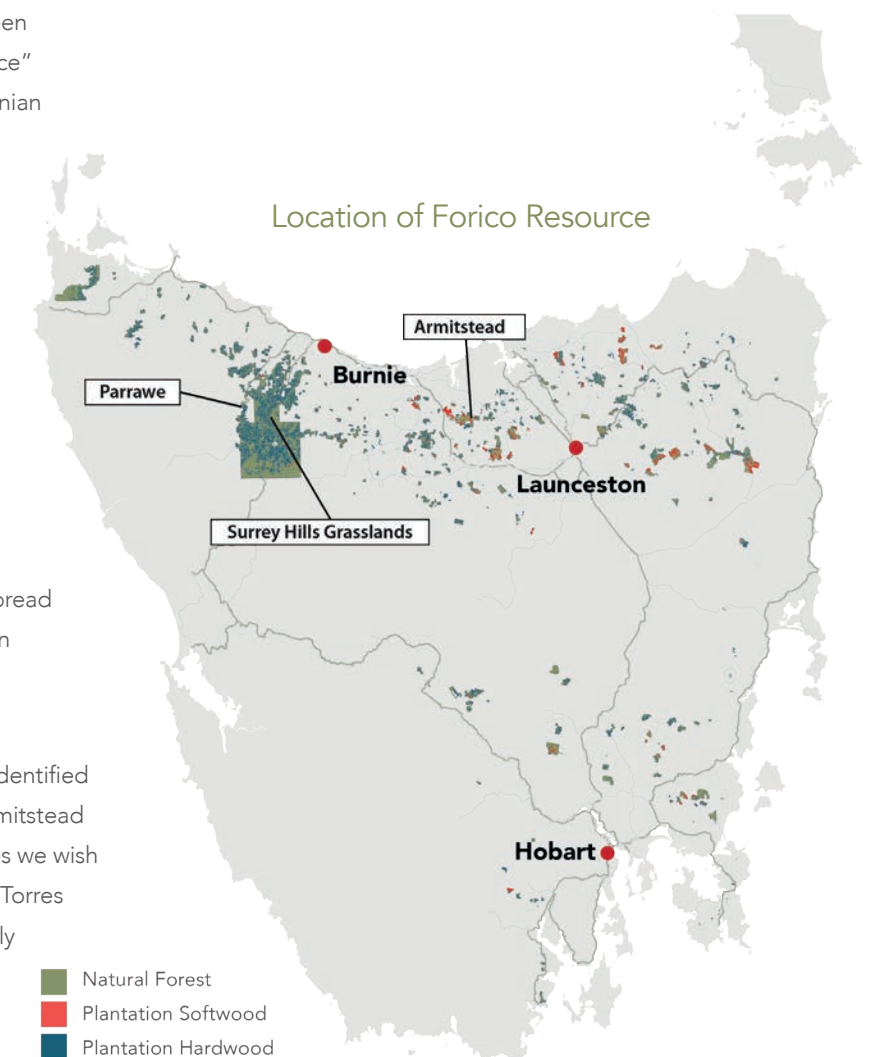
We promote growth and foster respect, trust and transparent engagement.

We employ over 110 permanent employees and currently do not have the processes in place to know the number of Aboriginal and Torres Strait Islander people we employ. As part of our reconciliation journey we hope to create a culturally safe corporate environment that will encourage staff to express and share their identity in our workplace.

Our people have a strong commitment to respecting diversity, demonstrated by the fact we have been recognised as a Tasmanian "Employer of Choice" by Business Tasmania, an agency of the Tasmanian Government. The Tasmanian Employer of Choice program recognises Tasmanian Employers that are creating a work culture which attracts, retains and develops their people by actively promoting a positive work life balance.

The Forico Corporate Office is located at Launceston, with a Regional Office and the Fibre Technology Laboratory located at Ridgley. Additional Forico facilities include the Long Reach Mill, Surrey Hills Mill and Somerset Nursery. Forico's forest resource is spread throughout Tasmania, predominantly located in northern Tasmania as illustrated in the map to the right.

Three important cultural locations have been identified within the resource we manage at Parrawe, Armitstead and the grasslands at Surrey Hills. At these sites we wish to engage proactively with the Aboriginal and Torres Strait Islander communities to advance mutually beneficial and meaningful opportunities.





## ABOUT THE ARTWORK

Forico has commissioned a local artist to produce a unique piece of artwork that symbolises our connection with the land. The artwork's title "pure.ne.ac", or "Burn", is derived from the Aboriginal language spoken in northern Tasmania.

The artwork illustrates Tasmanian Aboriginal rock carvings through utilising a technique where a modelling compound was used to build a highly textured surface depicting Aboriginal presence across the landscape. The Petroglyphs (rock carvings) link the past with the present by making a spiritual connection with Aboriginal Ancestors, shown here in a contemporary form. By overlapping or joining the rock carvings together, the strength and wisdom of working together for reconciliation is illustrated. The artist has incorporated three water lines at the bottom of the artwork which represents how Aboriginal peoples would have drawn them historically. The water is equally as spiritual to Aboriginal peoples as the land, trees and air.

The artwork also portrays a contemporary landscape, depicting how the landscape was cared for by Aboriginal Ancestors through burning. This traditional method of burning created regeneration to attract wildlife, so food for the tribes was plentiful.

The Petroglyphs on the top of the artwork are painted in different colours to show and respect the diversity of cultures in Tasmania.



## MEET THE ARTIST JUDITH-ROSE THOMAS

Judith-Rose Thomas was born in Launceston to Aboriginal parents and has resided in Launceston most of her life. Her art pieces have been placed in major galleries and exhibitions around Australia.

Judith-Rose graduated from the University of Tasmania in 2001 with a Bachelor of Fine Arts degree and was subsequently placed on the Dean's Roll of Excellence. After obtaining a bursary, Judith-Rose graduated again in 2002 with a degree in Bachelor of Contemporary Arts with Honours. After gaining a University of Tasmania Riawunna Post Graduate Scholarship, she graduated in 2004 with a Master of Fine Art and Design.

Judith-Rose has tutored at the University of Tasmania at the Riawunna section for Aboriginal Higher Education and has been selected to become a member of the Aboriginal Arts Advisory Group of the Tasmanian Arts Advisory Board for the Tasmanian Government.

Judith-Rose is passionate about ensuring her artwork and exhibitions promote and increase awareness of Aboriginal Art throughout communities in Tasmania, and about being a catalyst for Aboriginal peoples to hold more exhibitions of their arts and crafts. Judith-Rose paints as an Aboriginal to show communities the rich diversity of contemporary Aboriginal art and its significance in the context of Aboriginal art history and reflects some material aspects of a culture that has enriched the lives of Aboriginal communities over many thousands of years.



# Our Reconciliation Vision

A future where cultural traditions and land management practices of Tasmania’s First Peoples are integrated into the ongoing custodianship of our natural resources.

## OUR RECONCILIATION JOURNEY, OUR RAP

Forico is committed to pro-actively engaging with interested and affected stakeholders within Tasmania through open, transparent, and respectful communication. An important stakeholder group to us are Aboriginal and Torres Strait Islander communities.

By developing a Reflect Reconciliation Action Plan, we genuinely believe we can:

1	2	3	4
Build, encourage and foster strong positive relationships and trust between Forico and Aboriginal and Torres Strait Islander peoples and communities throughout Tasmania.	Develop and deliver opportunities with Aboriginal and Torres Strait Islander communities through working collaboratively with Forico and to create lasting community benefit.	Create greater awareness within our staff of the importance of Aboriginal and Torres Strait Islander cultures, to improve understanding and strengthen relationships with stakeholders.	Set the future direction of how Forico and all our staff can be involved in this collective journey towards reconciliation.

Through our commitment to delivering sustainable development goals, we maintain and where possible enhance the values surrounding the communities in which we operate. We believe this has strong connections with the traditions of Aboriginal and Torres Strait Islander communities, which lends itself to working in partnership.

By committing to a RAP, we seek to change our intentions into actions.



# Current and Future Partnerships

Across the land that we manage, there are several culturally sensitive sites where we would like to work with Aboriginal and Torres Strait Islander communities (more specifically the Palawa and Pakana peoples in Tasmania) to deliver mutually beneficial management outcomes. These opportunities will form an important element of our RAP.

At Surrey Hills, in north west Tasmania, we have continued the practice of low-intensity ecological burning of grasslands to maintain and enhance a state-listed threatened vegetation community. These grasslands are recognised as being significant on a global scale. Such burning practices have been used over tens of thousands of years by the Palawa and Pakana people to prevent the grasslands reverting to native forest. Research has shown the grasslands were created as a result of the actions of Palawa and Pakana people who, for generation on generation, actively and periodically burned the landscape to prevent the grasslands returning to scrub, and ultimately to rainforest. The grassland ecosystems were deliberately managed and maintained by the Palawa and Pakana people to assist in hunting endeavours.

Forico has supported and provided sponsorship through Reconciliation Tasmania to support Mannalargenna Day in December 2019, the Ballawinne Festival in January 2020, and the Tunnerminnerwait Day, which unfortunately had to be postponed in March 2020 due to the Coronavirus health crisis. We will continue to provide support for future events, including Mannalargenna Day held in December 2020.

Forico complies with the existing Tasmanian regulatory framework to manage Aboriginal cultural heritage within managed forests through the "*Procedures for managing Aboriginal cultural heritage when preparing Forest Practices Plans*". These Procedures were developed by the Forest Practices Authority (FPA) in conjunction with Aboriginal Heritage Tasmania (AHT) and enable forestry operations to comply with the Tasmanian Aboriginal cultural heritage legislation efficiently, effectively and comprehensively. The Procedures were endorsed by the Tasmanian Aboriginal Heritage Council and have now been successfully implemented for several years. The Procedures also enable the forest industry to make valuable contributions to the AHT database regarding newly identified Aboriginal cultural heritage sites.

Through proactive engagement, Forico wish to enhance the management of Aboriginal cultural heritage on our estate above and beyond the legislative requirements. To this end, we continue to invite and encourage Aboriginal and Torres Strait Islander communities to collaborate with Forico to actively promote and achieve mutually beneficial outcomes through meaningful, respectful, and transparent communication.

We have established an internal RAP Working Group with nine members of staff from all streams of the business volunteering their time. Members of The RAP Working Group include:



The Sustainability Manager is the RAP Champion who is responsible for coordinating meetings and holding other members of the working group accountable and on track with their deliverables. The Sustainability Manager has the responsibility to ensure progression towards implementing the outputs of the Forico RAP, communicating internally and externally that the identified actions have appropriate visibility and are subsequently promoted and delivered within agreed timelines.

The Sustainability Manager will be the primary contact for all staff and external stakeholders when they have enquiries about the RAP.

The Forico reconciliation process is being facilitated by Reconciliation Tasmania and we appreciate their assistance and collaboration to ensure that we deliver meaningful outcomes as we travel down our reconciliation pathway.

## RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
<b>1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	1.1 - Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April 2021	Sustainability Manager
	1.2 - Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2021	Sustainability Manager
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	2.1 - Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff.	May 2021, 2022	Executive Assistant
	2.2 - RAP Working Group members to participate in an external National Reconciliation Week event.	27 May - 3 June 2021, 2022	Long Reach Mill Maintenance Team Leader
	2.3 - Encourage and support Forico staff and senior managers to participate in at least one external event to recognise and celebrate National Reconciliation Week.	27 May - 3 June 2021, 2022	Executive Assistant
<b>3. Promote reconciliation through our sphere of influence.</b>	3.1 - Communicate our commitment towards reconciliation to all Forico staff through internal communication strategies.	March 2021	Land Manager
	3.2 - Identify external stakeholders that our organisation can engage and / or collaborate with on our reconciliation journey.	May 2021	Sustainability Manager
	3.3 - Identify Reconciliation Tasmania, RAP organisations and other like-minded organisations that we will approach to collaborate with, on our reconciliation journey.	April 2021	Sustainability Manager
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	4.1 - Research best practice and policies in areas of race relations and anti-discrimination.	August 2021	Strategic Resource and Logistics Manager
	4.2 - Conduct a review of People and Culture policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2021	Strategic Resource and Logistics Manager
	4.3 - Implement, review and update existing anti-discrimination strategies to ensure they are inclusive of Aboriginal and Torres Strait Islander cultures and histories.	October 2021	Strategic Resource and Logistics Manager
<b>5. Provide information to Aboriginal and Torres Strait Islander stakeholders regarding Forico operational activities and how Cultural heritage is managed.</b>	5.1 - Develop a communication strategy and information package for Aboriginal and Torres Strait Islander stakeholders to promote Forico cultural heritage projects. Such strategies could include a Forico meeting with Aboriginal and Torres Strait Islander communities at Armitstead and / or Parrawe sites to discuss the sensitivities at each site, learn more about their significance at the landscape level, and develop a deeper appreciation of the connection to country.	June 2022	Native Forest and Fire Management Coordinator (Lead - Armitstead) Planning Forester (Lead - Parrawe)
	5.2 - Improve Aboriginal and Torres Strait Islanders stakeholder awareness of the forest industry's role in protecting Aboriginal and Torres Strait Islander heritage sites through the preparation of written material and delivered through community briefings.	March 2022	Sustainability Advisor

## RESPECT

Action	Deliverable	Timeline	Responsibility
<b>6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	6.1 - Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	April 2021	Sustainability Advisor
	6.2 - Conduct a review of cultural learning needs within our organisation.	May 2021	Sustainability Advisor
	6.3 - Improve Forico staff knowledge and awareness about Aboriginal and Torres Strait Islander cultures and histories in their region that could foster and promote greater collaboration and understanding.	October 2021	Operations Forester
<b>7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	7.1 - Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	May 2021	Operations Forester
	7.2 - Increase Forico staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country protocols.	September 2021	Land Manager
	7.3 - Establish Welcome to Country and Acknowledgment of Country protocols for identified Forico meetings and events and consider incorporating it as a condition of access for external land users on Forico managed land.	December 2021	Land Manager
<b>8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	8.1 - Raise awareness and share information amongst our staff about the meaning of NAIDOC Week 2021.	June 2021	Executive Assistant
	8.2 - Introduce our staff to NAIDOC Week 2021 by promoting external events in our local area.	June 2021	Executive Assistant
	8.3 - RAP Working Group to participate in an external NAIDOC Week event.	4 - 10 July 2021	Long Reach Mill Maintenance Team Leader
<b>9. Demonstrate respect by promoting Aboriginal and Torres Strait Islander flags, artwork, posters and signage in our workplaces.</b>	9.1 - Explore the protocol for using Aboriginal and Torres Strait Islander languages in Forico sites and seek advice on the appropriate language to use if approved.	March 2022	Sustainability Advisor
	9.2 - Consider dual naming office spaces and meeting rooms with Aboriginal and Torres Strait Islander languages.	April 2022	Executive Assistant
	9.3 - Establish protocols for artwork, signage installation, Aboriginal and Torres Strait Islander flags within and external to Forico offices where appropriate.	May 2022	Executive Assistant



## OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	10.1 - Develop a business case for increasing Aboriginal and Torres Strait Islander employment within our organisation.	November 2021	Native Forest and Fire Management Coordinator
	10.2 - Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2021	Strategic Resource and Logistics Manager
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	11.1 - Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	August 2021	Native Forest and Fire Management Coordinator
	11.2 - Investigate Supply Nation membership.	August 2021	Long Reach Mill Maintenance Team Leader
	11.3 - Expand Local Procurement Procedure to consider Aboriginal and Torres Strait Islander controlled businesses based on like-for-like service provisions.	February 2022	Native Forest and Fire Management Coordinator
	11.4 - Investigate opportunities for Aboriginal and Torres Strait Islander individuals or businesses to inform and contribute to Forico's land management activities.	April 2022	Native Forest and Fire Management Coordinator

## GOVERNANCE

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Group to drive governance of the RAP.	12.1 - Form a RAP Working Group to govern the RAP implementation.	February 2021	Sustainability Manager
	12.2 - Draft a Terms of Reference for the RAP Working Group.	February 2021	Land Manager
	12.3 - Establish Aboriginal and Torres Strait Islander representation on the RAP Working Group.	February 2021	Executive Assistant
13. Provide appropriate support for effective implementation of RAP commitments.	13.1 - Define resource needs for RAP implementation.	March 2021	Sustainability Manager
	13.2 - Engage with senior leaders at Forico in the delivery of RAP commitments.	July 2021	Sustainability Manager
	13.3 - Define appropriate systems and capabilities to track, measure and report on RAP commitments.	March 2021	Sustainability Advisor
14. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	14.1 - Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2021	Planning Forester
15. Continue our reconciliation journey by developing our next RAP.	15.1 - Register via Reconciliation Australia's website to begin developing our next RAP.	March 2022	Sustainability Manager

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For further information or enquiries contact

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