

KMSB

Kimberley Marine
Support Base

Reconciliation Action Plan

December 2022 - December 2023



RECONCILIATION
ACTION PLAN

REFLECT

It gives me great pleasure to present Kimberley Marine Support Base Pty Ltd's (KMSB's) inaugural Reconciliation Action Plan.

Here at KMSB, we are deeply focused on achieving growth to the benefit of all of our stakeholders, including the Traditional Custodians on whose land we are grateful to work on, and with whom we seek to partner and collaborate. This Reflect Reconciliation Action Plan formalises our commitment to reconciliation and our approach towards engaging with, and collaborating with respect to opportunities for, Aboriginal and Torres Strait Islander peoples.

I am proud of the team at KMSB for the support they have shown embarking on our reconciliation journey. Our very first Reconciliation Action Plan will provide us with a framework to learn from the rich cultures of Aboriginal and Torres Strait Islander peoples, which our staff have expressed a strong enthusiasm for.

I look forward to the KMSB team continuing to build on its reconciliation journey moving forward.

Andrew Natta

Andrew Natta
Managing Director
Kimberley Marine Support Base



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Relationships

Respect

Opportunities

Governance



Message from Reconciliation Australia

Reconciliation Australia welcomes Kimberley Marine Support Base to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Kimberley Marine Support Base joins a network of more than 2,200 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 Kimberley Marine Support Base 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 Kimberley Marine Support Base, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

Karen Mundine
Chief Executive Officer
Reconciliation Australia



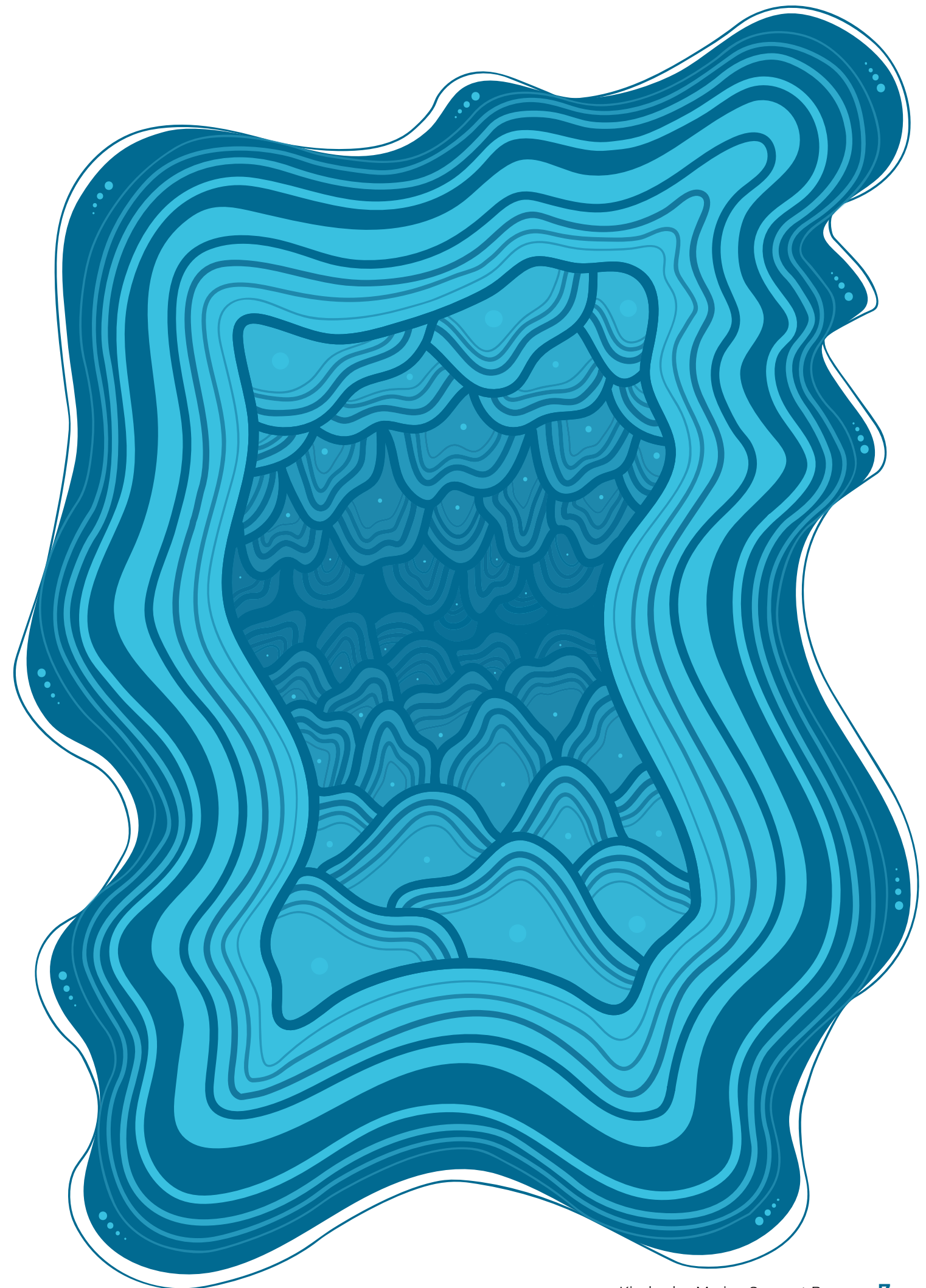
Artist and Artwork

Tyrown Waigana is an artist and designer with Australian indigenous heritage. His background can be traced to Wandandi Noongar people from south-west Western Australia and Ait Koedal people from Saibai Island in the Torres Strait.

Waigana's practice includes graphic design, illustration, painting, animation and sculpture. He takes on a variety of projects from corporate commission looking for Indigenous styled graphics, to highly conceptual fine art and much more. Tyrown enjoys taking on projects that allow him to grow as an artist and all-round creative.

This design resembles ocean patterns, as KMSB is a marine base and represents future prospects. This theme is derived from KMSB organisation still being a work in progress, and their relationship with the Indigenous community still being defined. The motion and directional formations symbolise looking forward to new opportunities.

The overlapping in the middle section communicates building, both physically and conceptually. The blues are extracted directly from the KMSB branding. The outer lines symbolises moving forward together to create a strong organisation and community. This can be seen in the motion used to push towards the middle. The core of the designs represent building for the exciting future and forming well-built foundations, shown in intersecting formations that interlock.





Our Business

Kimberley Marine Support Base (KMSB) is a port infrastructure development company that holds long-term leases for land and seabed areas within the Port of Broome.

KMSB is in the process of developing the Kimberley Marine Offloading Facility (KMOF), comprising a floating wharf linked to a fixed causeway and on-shore terminal within the existing Port of Broome, and in close proximity to numerous major developments and assets. Through an innovative infrastructure design and flexibility to deliver bespoke commercial and operational solutions, KMSB will support greater efficiency, safety and reliability of trade through the Port of Broome, thereby further opening the region up to numerous industries that will diversify and strengthen the local economy.

The KMSB Facility has been specifically developed to overcome Broome's unique and extreme tidal fluctuations via the incorporation of a floating wharf platform, thereby allowing safe and efficient 24/7 operations regardless of tide depth.

Key design elements include:

- 300m long, bi-directional causeway.
- 85m linkspan bridge.
- Two restraint structures.
- 55m x 180m floating wharf platform.
- 700 tonne crane capacity.
- Breasting and mooring dolphins for flexible berthing.

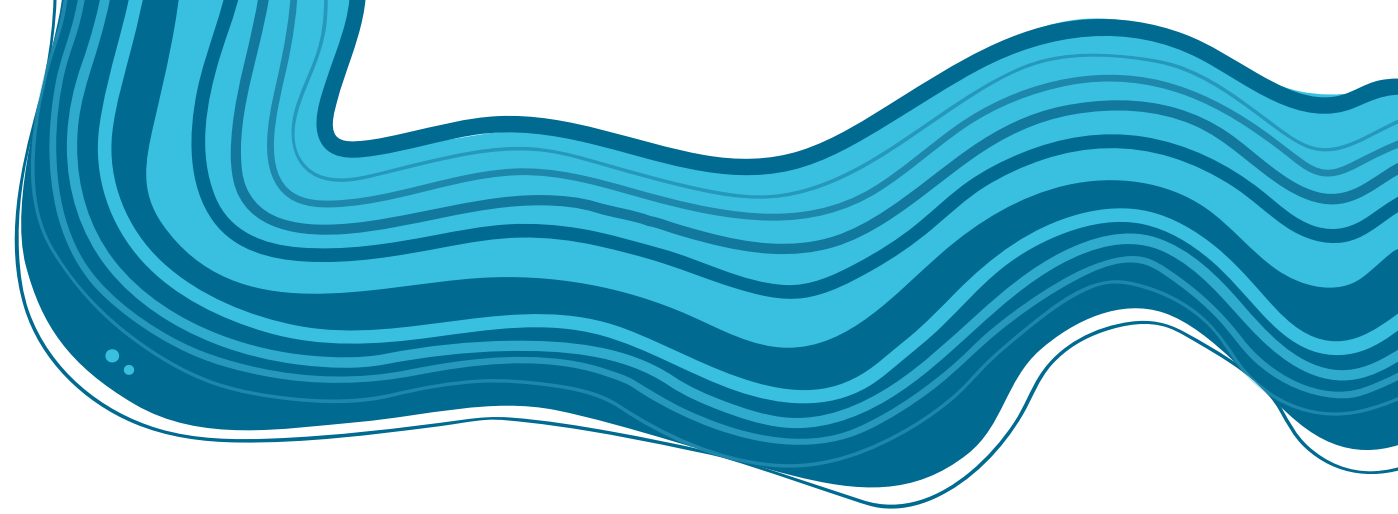
The positioning of the wharf takes advantage of naturally occurring deep water to create a berth pocket that is a minimum of 17 metres deep at low tide, with no additional dredging required.

Construction of the KMSB Facility is expected to be completed in 2024. The Facility will then transition to a contemporary operator model, with an internationally experienced and innovative third-party port operator managing and operating the constructed Facility.

Our relationships with the community and Aboriginal and Torres Strait Islander Peoples sit at the core of our values base and underpins the importance of this Reconciliation Action Plan and the implementation of the actions defined herein.

Our workforce is concentrated within Western Australia, with the corporate

team located on Whadjuk Nyoongar Country (Perth) and the KMSB Facility being located on Yawuru Country around Rubibi (Broome). Currently, our staff base sits between 10-20 people, dependant on activity levels. Of our total staff base, there are no known staff that identify as Aboriginal and/or Torres Strait Islander people. Notwithstanding, we are committed to developing and implementing actions to ensure that staff who identify as Aboriginal and/or Torres Strait Islander People are represented in culturally appropriate ways through our Reconciliation Action Plan. We will work in collaboration with Aboriginal community leaders to understand how best to achieve this.



Our RAP

KMSB is developing a Reflect RAP to formalise our plan for engaging with, and providing opportunities for, Aboriginal and Torres Strait Islander peoples.

Through our existing relationships with the Yawuru People who are the Traditional Custodians of the Rubibi/Broome region in which the KMOF will be constructed, our team have developed a strong desire to support meaningful opportunities for Aboriginal and Torres Strait Islander communities. We are proud to already be working with these communities in various ways; however, the process of defining and implementing our RAP will provide us with an opportunity to be more proactive in how we plan, learn, commit, and take action that is meaningful, mutually beneficial, and sustainable.

To lay the foundations of our inaugural RAP, we have formed a working group comprised of key team members across multiple functions within the organisation.

The working group consists of the following leaders with KMSB:

Sarah Rice
Legal Counsel (RAP Chair)

Andrew Natta
Managing Director (RAP Champion)

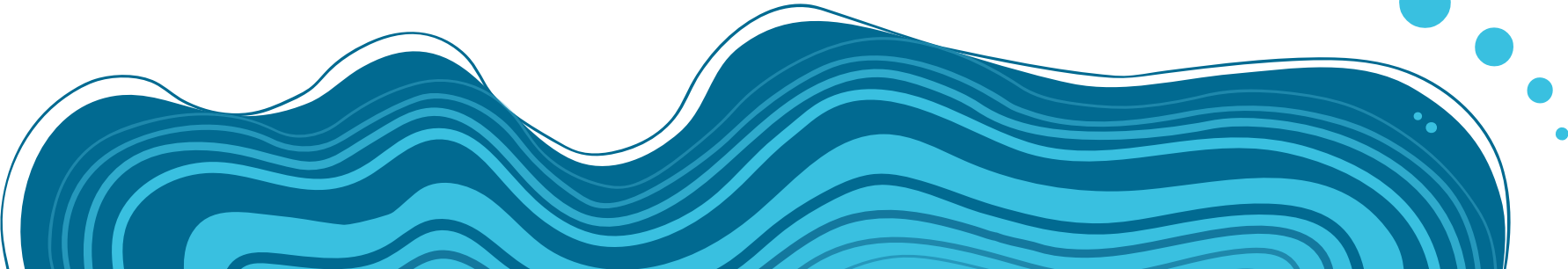
Jean-Pierre Veder
Corporate Development

Andre Veder
Regulatory and Stakeholder

This core team will receive ongoing additional support within KMSB and guidance from our Board Director Mike Hollett, who has extensive experience in working with traditional owners in the Pilbara, Mid-West and Northern Goldfields.

Our RAP working group is well poised to drive awareness and participation within our business. Both the working group and our leadership team have a strong commitment towards embedding the RAP into our day-to-day operations.

We acknowledge that there is always room to learn more and do better to be inclusive. We recognise that there is much to learn from listening to First Nations people and we know that implementation of the actions within our Reflect RAP will help to increase awareness and education of the dimensions of reconciliation. We view this as a critical step in our journey towards reconciliation.



Our Partnerships & Current Activities

KMSB has actively engaged with, and established initiatives to positively contribute to, the Aboriginal and Torres Strait Islander communities in the region surrounding the proposed KMSB Facility.

Some of these initiatives are summarised:

1

Heritage Protection Agreement executed between Yawuru Native Title Holders Aboriginal Corporation RNTBC (PBC) and KMSB addressing culturally sensitive site investigation protocols for the development of the KMSB Facility.

2

Two Memorandums of Understanding have been executed by KMSB and Nyamba Buru Yawuru Ltd (NBY), being a not-for-profit operational company of the PBC responsible for generating long term sustainable income for the Yawuru people. KMSB is eager to partner with NBY and the PBC in support of the values, ambitions and aims of the Yawuru people for the sustainable empowerment of Yawuru culture, country and community.

3

KMSB is in the final stages of documenting a further Memorandum of Understanding with NBY which will set out a framework for further collaboration between KMSB and NBY and ensure accountability, including:

- i. Regular executive governance processes, for the parties' executive teams to collaborate with regular meetings;
- ii. Mechanisms for KMSB to provide quarterly and bi-annually updates to the NBY Board;
- iii. The establishment of a requirement for annual updates to be provided to the broader Yawuru community in connection with KMSB's activities.

4

In line with the stated ambitions of the Yawuru people, KMSB has agreed to engage in collaborative processes to identify and encourage commercial opportunities for NBY and Yawuru members.

5

In the proposed form of agreement between KMSB and our selected operator, the operator is obligated to use all reasonable endeavours to:

- i. explore commercial opportunities with the Yawuru People, including providing NBY with first right of refusal in relation to certain elements of the Project
- ii. undertake its relationship and interaction with the Yawuru People in accordance with Yawuru cultural values and guidelines;
- iii. provide all available and relevant information regarding the Project to NBY based on paragraphs i and ii above, in an accurate and timely manner;
- iv. support Yawuru community engagement in good faith and in an open, efficient and timely manner; and
- v. support the Yawuru People's economic aspirations.

Reflect RAP



Relationships



Respect



Opportunities



Governance

Relationships

ACTION

1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

2. Build relationships through celebrating National Reconciliation Week (NRW).

3. Promote reconciliation through our sphere of influence.

4. Promote positive race relations through anti-discrimination strategies.

DELIVERABLE

Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.

Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Develop an engagement framework to engage and build relationships with Traditional Owners

Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.

RAP Working Group members to participate in an external NRW event.

Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.

Communicate our commitment to reconciliation to all staff.

Identify external stakeholders that our organisation can engage with on our reconciliation journey.

Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.

Communicate our commitment to reconciliation on company website, emails, brochures and published material, including Acknowledgement of Country.

Research best practice and policies in areas of race relations and anti-discrimination.

Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.

TIMELINE

December 2022

February 2023

December 2023

May 2023

27 May -
3 June, 2023

27 May -
3 June, 2023

December 2022

December 2022

February 2023

March 2023

February 2023

February 2023

RESPONSIBILITY

Regulatory & Stakeholder Manager

Legal Counsel

Regulatory & Stakeholder Manager

Corporate Development Manager

Regulatory & Stakeholder Manager

Managing Director

Legal Counsel

Regulatory & Stakeholder Manager

Corporate Development Manager

Corporate Development Manager

Legal Counsel

Legal Counsel

Respect

ACTION

5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

DELIVERABLE

Develop an open engagement plan for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.

Conduct a review of cultural learning needs within our organisation and implement a training and engagement program.

Implement Cultural Training as part of new staff induction processes.

Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area

Internal policies to be incorporated into HR handbook to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.

Raise awareness and share information amongst our staff about the meaning of NAIDOC Week via the organisation of an internal event (e.g. lunch and learn event).

Introduce our staff to NAIDOC Week by promoting external events in our local area.

RAP Working Group to participate in an external NAIDOC Week event.

TIMELINE

February 2023

March 2023

March 2023

March 2023

February 2023

June 2023

June 2023

2 - 9 July 2023

RESPONSIBILITY

Corporate Development Manager

Regulatory & Stakeholder Manager

Legal Counsel

Regulatory & Stakeholder Manager

Regulatory & Stakeholder Manager

Legal Counsel

Corporate Development Manager

Legal Counsel

Opportunities

ACTION

8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

DELIVERABLE

Develop a plan for Aboriginal and Torres Strait Islander employment and secondment within our organisation.

Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.

Develop a business plan for procurement from Aboriginal and Torres Strait Islander owned businesses.

Prioritise business development and engagement with Supply Nation accredited businesses.

TIMELINE

June 2023

December 2022

December 2022

February 2023

RESPONSIBILITY

Legal Counsel

Corporate Development Manager

Regulatory & Stakeholder Manager

Corporate Development Manager

Governance

ACTION

10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

11. Provide appropriate support for effective implementation of RAP commitments.

12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

13. Continue our reconciliation journey by developing our next RAP.

DELIVERABLE

Maintain a RWG to govern RAP implementation.

Review the RWG, and if appropriate, appoint new members or change the composition of the RWG

Draft a Terms of Reference for the RWG.

Establish Aboriginal and Torres Strait Islander representation on the RWG.

Define resource needs for RAP implementation.

Engage senior leaders in the delivery of RAP commitments.

Maintain a senior leader to champion our RAP internally.

Assess the impact of the senior leader championing the RAP internally, and if appropriate, appoint an alternative leader.

Define appropriate systems and capability to track, measure and report on RAP commitments.

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.

Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.

Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.

Register via Reconciliation Australia's [website](#) to begin developing our next RAP.

TIMELINE

November 2022 and ongoing

April 2023

December 2022

February 2023

December 2022

December 2022

November 2022 and ongoing

April 2023

December 2022

June annually

1 September annually

30 September annually

August 2023

RESPONSIBILITY

Managing Director

Managing Director

Legal Counsel

Regulatory & Stakeholder Manager

Corporate Development Manager

Managing Director

Managing Director

Managing Director

Corporate Development Manager

Corporate Development Manager

Corporate Development Manager

Corporate Development Manager

Corporate Development Manager



Kimberley Marine
Support Base

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