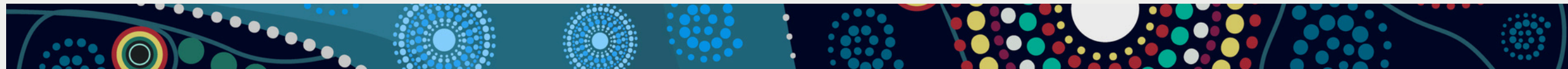




Reflect

Reconciliation Action Plan

January 2025 and Beyond



Note from the Owner

Clean Plus is committed to nurturing a society built on cultural respect, acknowledgment of lived experiences, collaboration, and meaningful contributions to social impact. We are proud to unveil our Reconciliation Action Plan, which demonstrates our dedication to fostering positive outcomes for First Nations communities throughout Australia.

At Clean Plus, we deeply value cultural respect, celebrating the rich heritage and traditions that are central to Australia's identity. By championing diversity and inclusivity, we aim to create a space where every individual has a voice, feels respected, empowered, and encouraged to share their unique perspectives.

It is with great pride that I present the Clean Plus Reconciliation Action Plan - a vital step in our ongoing journey towards reconciliation and building a stronger, more unified future in partnership with First Nations communities.

Wasim Farhart
Managing Director

ACKNOWLEDGEMENT

In the spirit of reconciliation, Clean Plus acknowledges the First Nations Peoples of Australia as the Traditional Custodians of the lands on which we operate, live, and work.

We pay our deepest respects to Elders past, present, and emerging. We remain steadfast in our commitment to honouring the profound cultural and spiritual connections that First Nations Peoples hold with the land, waters, and seas. As the custodians of the world's oldest continuing cultures, their contributions to society are invaluable, and we are dedicated to respecting, preserving, and supporting their enduring legacy.



The Clean Plus RAP Team

Rachelle Farhart Mayes	: Executive Director
Daniel Farhart	: Operations & Development
Tim Pitcher	: Strategy & Growth
Nikki Hursulas	: General Manager
Thiromi Lamba	: Branding & Marketing
Tupe Palauni Mosegi	: Production Assistant
Ruby Bhokari	: Procurement Manager

OUR VISION

At Clean Plus, we're committed to creating an inclusive and respectful workplace that honours the experiences of First Nations peoples and communities.

Our reconciliation vision is one where First Nations peoples have equal opportunities to thrive in culturally safe environments, and where meaningful, respectful relationships are built between First Nations communities and Clean Plus. We're focused on empowering First Nations peoples and ensuring equal opportunities for success.

We aim to strengthen ties with locally owned First Nations businesses. By actively engaging and forming strong partnerships, we hope to deepen our connections with First Nations communities and further develop our collective impact.

We'll provide education and training that helps employees gain a deeper understanding of the histories, cultures, and lived experiences of First Nations peoples. Our goal is to ensure all employees are informed, contributing to a fairer, more just Australian society.

We're committed to creating clear pathways for First Nations employees to advance into leadership roles within Clean Plus. By offering the necessary resources and support, we aim to empower First Nations employees to grow into leadership positions, shaping the company's future.

This Reconciliation Action Plan is our pledge to bring positive change and contribute to a more inclusive and equitable culture at Clean Plus. We strive for a culture where the histories, cultures, and experiences of First Nations peoples are respected, celebrated, and embraced.

6 PILLARS OF CLEAN PLUS

1 Safe Work Practices

Actively ensure the safety of our people, so they return home unharmed everyday.

2 First Nations Peoples Support & Empowerment

Take meaningful steps to address the imbalance in opportunities available to First Nations Peoples.

3 Climate Change

Minimise carbon emissions generated by Clean Plus' business operations. Strive to become Carbon Neutral by end of 2027.

4 Responsible Packaging & Waste Management

- Enhance the sustainability of Clean Plus' branded packaging.
- Boost recycling rates and minimise waste sent to landfill.
- Lower the number of shipping cartons used per thousand dollars of revenue.
- Support the transition away from single-use plastic products.

5 Gender Equality

Promote inclusiveness and ensure equality is a core expectation and value at Clean Plus.

6 Ethical Sourcing

Conduct business ethically and take action to safeguard human rights throughout the supply chain.

RELATIONSHIPS

Clean Plus recognises that fostering culturally respectful, empathetic, and thoughtful relationships relies on effective communication, sharing experiences, strong governance and meaningful stakeholder engagement, all of which contribute to creating positive impacts on the lives of First Nations peoples and communities.

In the Office

Increase awareness of Aboriginal and Torres Strait Islander communities within our office, factory and warehouse.

Around the Office

Incorporate art, design, space and sound to inspire Aboriginal and Torres Strait Islander peoples to share and expand their knowledge with all team members.

Within the Community

At Clean Plus, we focus on building respectful relationships with Aboriginal and Torres Strait Islander communities. By collaborating with local organisations, we aim to drive positive change and make a meaningful impact.

Deliverable	Action	Original date	Revised date	Progress
Partner with First Nations Peoples, stakeholders and organisations to foster productive relationships and improve guiding principles for engagement.	Starting with SC to use more products and services	June 2024		Ongoing
Encourage staff to participate in at least one internal and one external event to recognise and celebrate NRW every year	Work with Reconciliation Australia to attend and promote events	Feb 2025		Ongoing
Clearly communicate the action we will take to drive reconciliation outcomes and engage Clean Plus employees to contribute by: <ul style="list-style-type: none"> Working with First Nations employees and stakeholders to understand their personal goals for reconciliation Internal communications that educate and inspire our people to participate Building cultural competency within our business through training and targeted messaging Engaging with our customers in their RAP development and delivery. 	Start by understanding our own team members and our suppliers. Gain a base and develop a plan	Jan 2025		Ongoing
Continue to review and improve HR policies and procedures concerned with anti-discrimination, and communicate these policies to all employees	Policies have been reviewed and updated	June 2024		Ongoing



RESPECT

At Clean Plus, we deeply respect First Nations cultures, histories, knowledge and rights, recognising their importance to our organisation. We believe embracing these elements fosters pride and strengthens our commitment to creating an inclusive and culturally responsive workplace.

In the Office

Educate team members about the concept, history and progress of Reconciliation Australia. Promote awareness and celebrate significant Aboriginal and Torres Strait Islander events and ceremonies.

Around the Office

Show respect for Aboriginal and Torres Strait Islander history, culture, and contributions through both visual and physical representation. Increase awareness, educate, and actively combat racism.

Within the Community

Fly or display the Aboriginal and Torres Islander flags to demonstrate pride and respect for Australia first people.

Deliverable	Action	Original date	Revised date	Progress
Review cultural learning needs within our organisation as part of the Clean Plus Capability Framework.	Review underway	June 2025		Ongoing
40% of Clean Plus employees to undertake face to face cultural learning.	Engage in conversation with team to establish what they would like to see	By end of 2025		Ongoing
Continue to ensure that a Welcome to Country or an Acknowledgement of Country is provided at Clean Plus hosted events, larger internal meetings and other meetings as appropriate	This is happening now	By end of 2024		Ongoing
Continue to display an Acknowledgment of Country plaque and artwork in Clean Plus office sites and Fly First Nation Flag	Find Artwork that is meaningful and has a great story	By April 2025		Ongoing



OPPORTUNITIES

Creating opportunities for First Nations peoples, communities, organisations, and businesses is central to our organisation’s values. We are committed to building meaningful partnerships that support economic growth, cultural enrichment, and social progress, contributing to a more inclusive and equitable society.

In the Office

Make sure that the histories and cultures of Aboriginal and Torres Strait Islander peoples are reflected in our recruitment and promotion practices.

Around the Office

At Clean Plus, we prioritise inclusive policies for Aboriginal and Torres Strait Islander peoples and foster understanding of their cultures. We encourage staff to actively engage in the development and implementation of our RAP.

Within the Community

We aim to celebrate the successes of our RAP within our local community, highlighting the positive impact and progress we’ve made together.

Deliverable	Action	Original date	Revised date	Progress
Increase to and maintain a minimum of 2 First Nations or Torres Island employment.	Use all resources to fund the right candidates and provide opportunities	By end of 2026		Ongoing
Continue to advertise job vacancies in ways that effectively reach First Nations Peoples, including First Nations job boards, social media and through community partners.	Done	By end 2024		Ongoing
Provide 1:1 support of First Nations candidates throughout the application, interview and onboarding stages to ensure a positive experience	Use all resources to fund the right candidates and provide	By end of 2026		Ongoing
Create a network for First Nations employees through buddy systems and monthly yarning circles with other First Nations employee	Use all resources to fund the right candidates and provide	By end of 2026		Ongoing
Conduct annual compensation reviews to ensure we have equal pay for equal work, compared to market value for First Nations employees	Once candidate accepts offer	By end of 2026		Ongoing
Partner with recipient organisations of funding to deliver positive community outcomes.	Work with Reforest and other social programs and internally publish our results	By end of 2025		Ongoing





FIRST NATIONS SUPPLIERS

We understand that the success of our business and the broader community is closely linked to engaging with a diverse range of suppliers. This is why we are committed to increasing the participation of First Nations businesses in our supply chain by supporting their growth and promoting their products to our customers.

Through this approach, we empower our customers to drive meaningful change in First Nations communities, creating significant social impact and contributing to broader goals for social progress.





Reflect

Reconciliation Action Plan

January 2025 - January 2026