



LONGREACH
MARIS

Reflect Reconciliation Action Plan

July 2022 – July 2023



About the Artist - Teresa Miller

Noongar Artist Teresa Yeridan Miller was born in Kinjalang (Albany) Minang Boodjar, Western Australia. Teresa's artistic name Beelya Yorg is bonded to the name of her great great-grandmother. She is a direct descendant of Midgegooroo and his warrior son, Yagan. In addition to art, Teresa is dedicated to her parallel professional career – developing and managing Aboriginal community development programs, focusing on improving mental health.



Teresa Miller

See Life

2022

About See Life

By showing how all the things are connected, my artwork tells a sustainable fishing story. That's because when mob use those traditional fishing practices, it works out better for the balance of the entire ecosystem. All of the underwater creatures living there, fish, animals, plants and corals too, can have a healthier life and be around for future generations.

Statement from Dr Andrew Rado

LONGREACH MARIS MANAGING DIRECTOR



Management and staff of Longreach Maris acknowledge the Traditional Custodians of Australia and recognise their strong and unbroken connection to land, sea and community. We pay our respects to elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples across Australia.

It is with great pride that I present Longreach Maris' inaugural Reconciliation Action Plan (RAP), the beginning of what is a long-term commitment by Longreach Maris to driving positive change and supporting social and economic prosperity for Aboriginal and Torres Strait Islander peoples. Particularly to drive inclusiveness and to support Aboriginal and Torres Strait Islander people within Australia's valuable wild-caught seafood industry.

At Longreach Maris, we recognise Australia's First Nations as the oldest living culture in the world. We are also cognisant of Australia's complex and challenging history with its First Nations people. Many of these challenges still impact the relationships between First Nations people and the wider Australian community and their inclusion within Australia's economy.

Longreach Maris strives to deliver positive social and environmental sustainability outcomes within Australia's wild-caught seafood industry, with a strong focus of

building resilience within and improving the long-term financial sustainability of Australian fishers; supporting the next generation of Australian fishers; and engaging with and actively supporting Aboriginal and Torres Strait Islander communities and individuals entering, participating and gaining a meaningful economic interest in Australia's wild-caught seafood industry.

The United Nations Sustainable Development Goals (UN SDG's) provide government, companies, and investors with a global blueprint for sustainable investment to promote ecological sustainability, social wellbeing and economic development, including a clear framework for Indigenous peoples.

Longreach Maris, guided by the UN SDG's, aims to achieve real and measurable impact and sustainability outcomes for Aboriginal and Torres Strait Islander peoples within the wild-caught seafood industry. In addition, Longreach Maris is guided by the United Nations Declaration of the Rights of Indigenous Peoples, particularly regarding consulting Aboriginal and Torres Strait Islander peoples on issues that directly affect them, and recognition and respect for Indigenous peoples' knowledge, cultures, and traditional practices and how they contribute to the harmonious management of the environment.

Longreach Maris is a relatively new company, incorporated in August 2019. However, from the outset Longreach Maris has recognised the limited participation of Aboriginal and Torres Strait Islander peoples within Australia's valuable and economically important wild-caught seafood industry.

Longreach Maris has employed a dedicated Indigenous Fishing Coordinator to actively engage and collaborate with Aboriginal and Islander organisations and individuals in creating economic development opportunities within Australia's wild-caught seafood industry.

Longreach Maris' objective is to assist in the development of small to medium-size Aboriginal enterprises and create training and employment pathways for Indigenous peoples within Australia's wild-caught seafood industry through helping facilitate resource access and fostering inclusion.

The Longreach Maris RAP will guide and support our work towards achieving these very important and meaningful objectives.

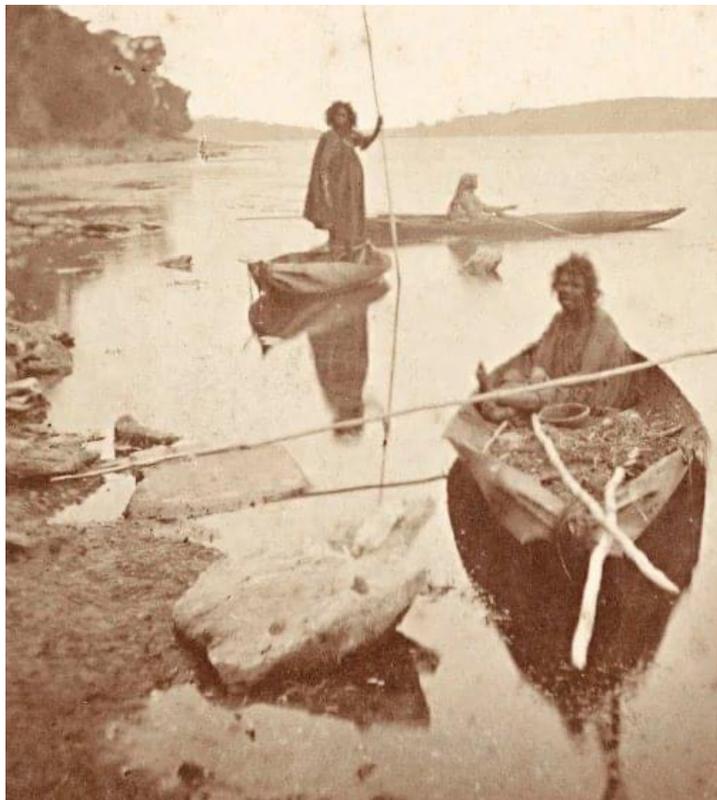
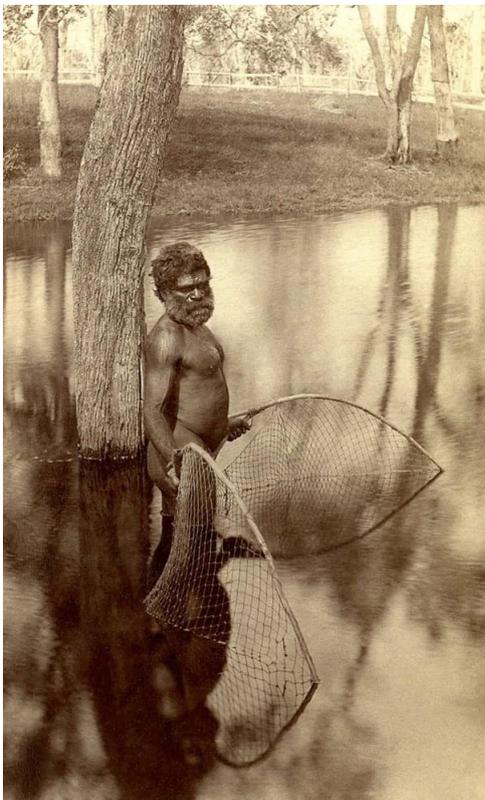
A handwritten signature in black ink, appearing to read 'A. Rado', written over a white background.

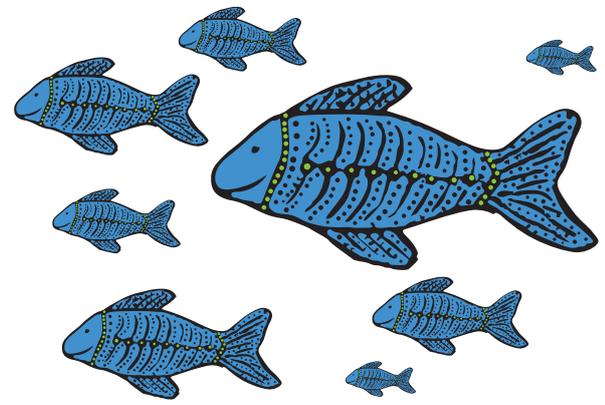
Dr Andrew Rado
Managing Director

Australia's First Fishers

Wild catch fishing has a long history in this country.

We acknowledge the traditional custodians of Australia's land and waters.





Our Business

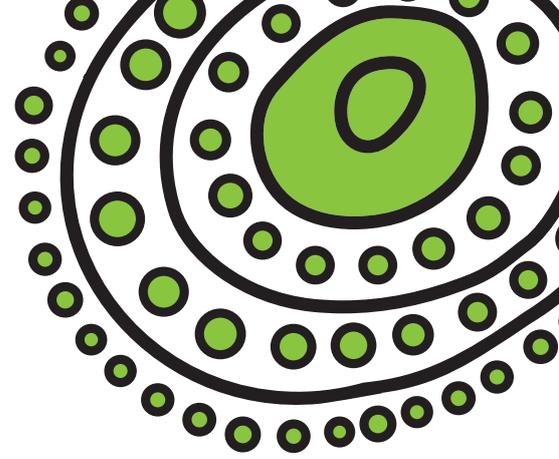
Longreach Maris Pty Ltd (LM) acquires, manages and leases commercial fishing quota across different Australian State and Commonwealth managed fisheries, particularly in the states of Queensland, New South Wales, South Australia, Victoria and Tasmania. Species include crustaceans (mud crab, blue swimmer crab and rock lobster), numerous fish species (tuna, swordfish, flathead, pink ling, coral trout, and sardines) and abalone. LM was founded in 2019. LM now manages approximately \$185 million of commercial fishing quota. This initial success of LM's operations and LM's strong ESG (Ecological, Social, Governance) and Impact objectives, has generated significant interest and commitment from the wild-caught seafood sector and institutional investors.

LM currently employs four (4) people based in Perth, WA. Two of these are permanent employees. LM has engaged an Indigenous Fishing Coordinator, as a consultant, to drive LM's Aboriginal and Torres Strait Islander engagement and development initiatives within the wild-caught seafood sector.

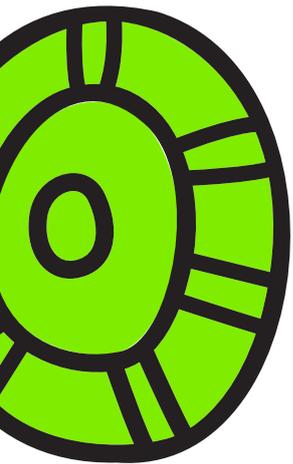
LM's Indigenous Fishing Coordinator identifies as both an Aboriginal and Torres Strait Islander person and has significant experience in achieving positive outcomes for Aboriginal and Torres Strait Islander peoples and brings a wealth of knowledge and experience of Aboriginal and Torres Strait Islander issues to LM.

It is expected that the number of people employed by LM will increase as the business grows, however, the nature of the LM business model centres on providing a vital industry input (fishing quota) to numerous stakeholders in the Australian wild-caught seafood sector. LM will work with wild-caught seafood companies and family businesses to identify opportunities for the employment of Aboriginal and Torres Strait Islander peoples and further, explore opportunities to establish Aboriginal-owned and managed businesses within the wild-caught seafood sector,

LM's partner, Longreach Alternatives, is located in Sydney. Longreach Alternatives have committed to supporting the LM RAP.



Our RAP



LM has already identified and implemented ESG and positive impact objectives to its investment strategy. In dealing with a wide range of stakeholders within the wild-caught seafood sector, LM has identified opportunities to increase the participation of Aboriginal and Torres Strait Islander peoples within the industry. Prior to the transition of many ITQ managed fisheries, fishing activities by Aboriginal and Torres Strait Islander people was common in Aboriginal native title held coastal communities. The introduction of ITQ managed fisheries, has resulted in the exclusion of Aboriginal and Torres Strait Islander peoples from the commercial component of the wild-caught seafood sector in some of these fisheries. This has resulted in limited participation and/or economic benefit flowing to those Traditional Owner groups.

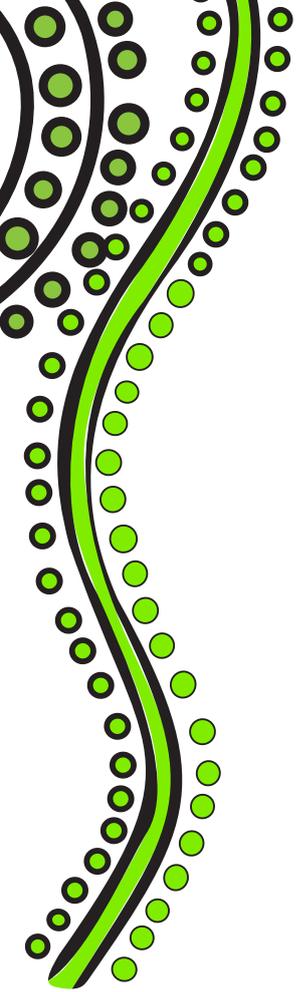
LM is committed to explore opportunities to establish and support the establishment of Aboriginal and Torres Strait Islander wild-caught seafood employment and business opportunities in certain fisheries that are compatible with Aboriginal and Torres Strait Islander commercial involvement.

Particularly, inshore fisheries such as the Queensland Mud Crab Fishery. LM is committed to establishing long-term positive working relationships with Aboriginal and Torres Strait Islander owned and operated wild-caught seafood businesses.

LM's RAP will help guide management and staff in their effective and positive engagement of Aboriginal and Torres Strait Islander peoples. It will also help to maintain LM's focus and commitment to increasing Aboriginal and Torres Strait Islander people's participation within the wild-caught seafood sector and support Aboriginal and Torres Strait Islander business ownership.

In addition, LM's RAP demonstrates to business partners, clients, investors and the wider community of LM's strong commitment to increasing Aboriginal and Torres Strait Islander people's participation within the industry and the financial and social benefits that arise from such involvement.

LM has engaged an Indigenous Fishing Coordinator to assist LM staff in developing and implementing



the RAP and drive the company's community engagement and Aboriginal and Torres Strait Islander business development strategy. The Indigenous Fishing Coordinator is integral to increasing LM's staff and business partners knowledge and understanding of broader Aboriginal and Torres Strait Islander issues, factors and challenges impacting on their industry participation and developing and implementing strategies to address these challenges.

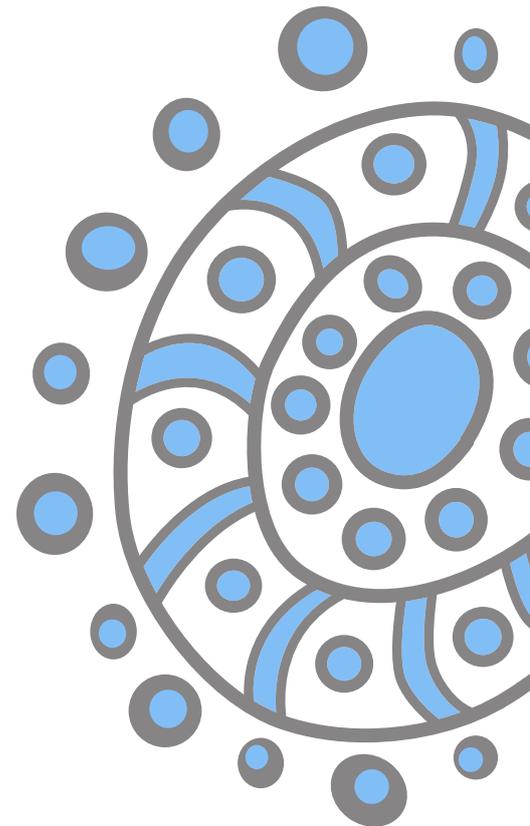
While the Indigenous Fishing Coordinator is a key driver of the RAP process, all staff will make up the RAP Working Group (RWG) and have a responsibility and commitment to;

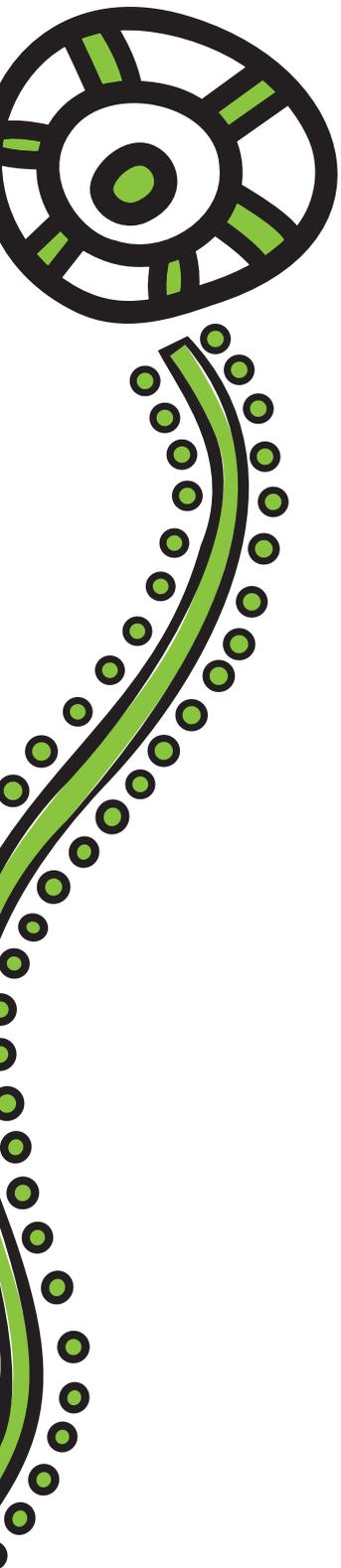
- increase their own knowledge and understanding of Aboriginal and Torres Strait Islander histories and the social and financial factors impacting their communities and families.
- gain a clear understanding of the Aboriginal and Torres Strait Islander peoples and communities they are dealing directly with i.e., tribal group name, historical factors, traditional land ownership status, governing corporate bodies and leadership structures, cultural protocols for engagement etc.
- promote the company's RAP to external partners and clients and the wider community.

- Participate in Aboriginal and Torres Strait Islander cultural and learning activities whenever possible.

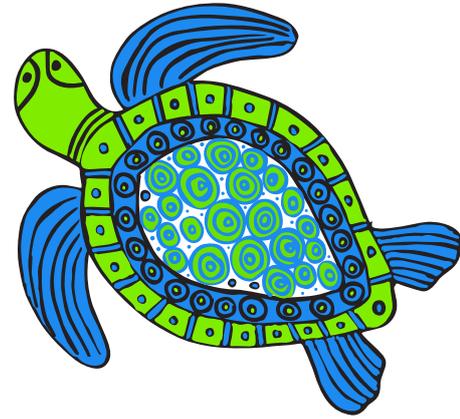
It became evident to LM that targeted action was required to increase Aboriginal and Torres Strait Islander participation within the wild-caught seafood sector. LM's RAP will guide and inform LM staff and external partners in delivering positive outcomes for Aboriginal and Torres Strait Islander peoples whose waters are conducive to long-term, sustainable operations in the wild-caught seafood sector.

This is LM's initial Reflect RAP and the beginning of LM's RAP journey.





Our partnerships/ current activities



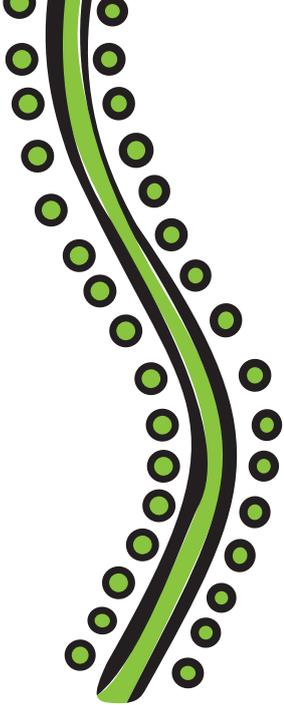
COMMUNITY PARTNERSHIPS

- LM manages significant wild-caught fishing quota across Australia, including in regions where Aboriginal and Torres Strait Islander communities live and Native Title exists. LM recognises that Aboriginal and Torres Strait Islander peoples have been excluded from the wild-caught fishing sector for a range of reasons, including lack of access to resources, equipment, infrastructure and fishing quota; lack of qualifications and licences (despite in many cases having the necessary skills and experience – i.e. boat handling / sea craft); lack of interest towards Aboriginal and Torres Strait Islander participation and ownership from within the industry.
- LM has a strong focus on positive social and economic outcomes for Aboriginal and Torres Strait Islander peoples where LM operates and desire to change this current environment through establishment of Aboriginal and Torres Strait Islander commercial seafood businesses and

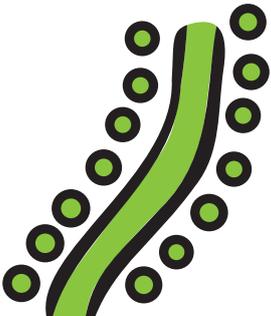
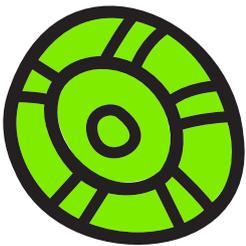
operations. LM has appointed an Indigenous Fishing Coordinator to drive LM's partnerships with Aboriginal and Torres Strait Islander communities and individuals and to develop pathways for Aboriginal and Torres Strait Islander commercial participation within Australia's wild-caught seafood sector. The role of the Indigenous Fishing Coordinator is to develop and maintain positive working relationships with Aboriginal and Torres Strait Islander communities and individuals and support increased Aboriginal and Torres Strait Islander participation in the commercial seafood sector.

- LM's initial focus is to develop Aboriginal and Torres Strait Islander commercial interests in the Queensland Mud Crab industry (in both the East Coast Mud Crab Fishery and Gulf Coast Mud Crab Fishery). The Indigenous Fishing Coordinator has initiated and maintained dialogue with numerous community organisations and individuals in these regions to generate interest and foster long-term working relationships.

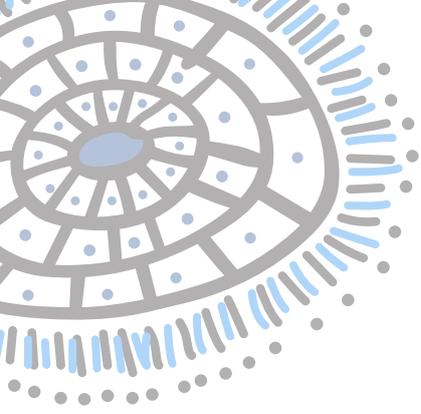




- Through this initial community engagement strategy, LM has developed strong community relationships and is currently working in partnership with a number of Aboriginal and Torres Strait Islander individuals and organisations in Cairns, Rockhampton, Townsville and Mapoon on developing and implementing LM's Indigenous Mud Crab Fishing initiative.
- LM has strong relationships and partnerships across the Australian wild-caught seafood sector.
- LM's investment strategy incorporates a strong social and economic impact perspective. LM's institutional investors intend to measure the positive social and economic impact LM's Indigenous Mud Crab Fishing initiative intends to deliver. These institutional investors are also strong supporters of the reconciliation movement, and most have RAPs in place. A critical criterion of the Indigenous Mud Crab Fishing initiative is that it reflects the values and principles of LM's institutional investors.



Jacob & Tyreke Jawai catching Mud Crabs
Grandsons of Josie and Ian Dick who operate a wild caught mud crab business near Mapoon QLD.



INTERNAL ACTIVITIES/INITIATIVES

- LM has engaged an Indigenous Fishing Coordinator to drive LM's engagement with Aboriginal and Torres Strait Islander communities and individuals where LM operates. The Indigenous Fishing Coordinator brings significant knowledge and experience in Indigenous affairs and community engagement, development and management. To date, the Indigenous Fishing

Coordinator has provided LM staff with significant knowledge and direction towards enhancing their understanding and appreciation of Aboriginal and Torres Strait Islander historical and cultural issues and critical factors that impact on sustainable economic and social development.

- The Indigenous Fishing Coordinator will provide additional knowledge and awareness of significant Indigenous activities and dates to increase LM staff participation in these activities (i.e. NAIDOC, National Reconciliation Week, Traditional Owner and Community cultural festivals – in areas where LM operates).
- LM is committed to achieving real, sustainable, and measurable outcomes for Indigenous people through participation in Australia's wild-caught seafood sector. LM is also committed to addressing relevant United Nations Sustainable Development Goals related to Aboriginal and Torres Strait Islander engagement and employment in Australia's wild-caught seafood sector. In addition, LM is committed to meeting similar targets stipulated in Australia's Closing the Gap, which are aimed to increase economic participation and improve positive social outcomes for Aboriginal and Torres Strait Islander peoples.



Ashton Naglamatta Mud Crabbing
Mud Crabbing near Mapoon QLD.



Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Longreach Maris to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Longreach Maris 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.

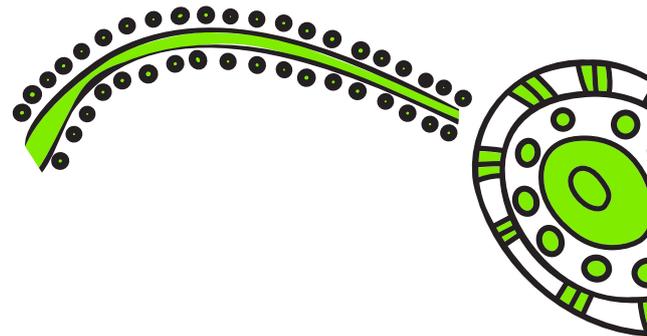
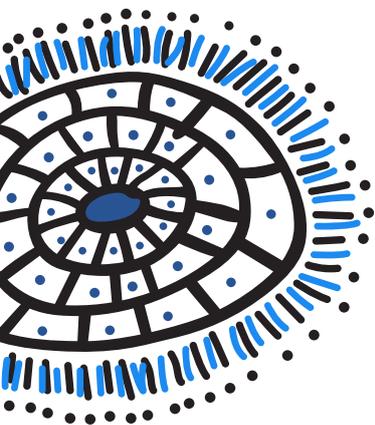
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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 Longreach Maris 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.

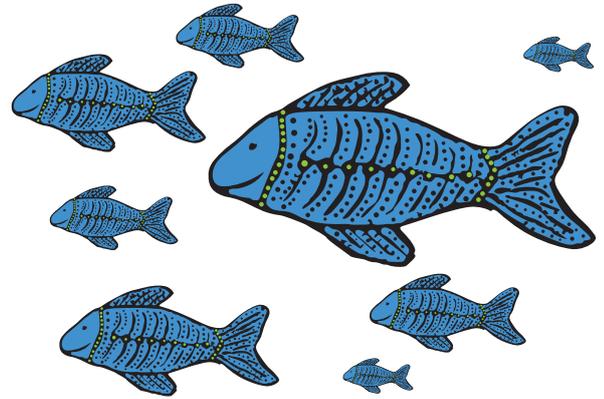
Congratulations Longreach Maris, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





Relationships

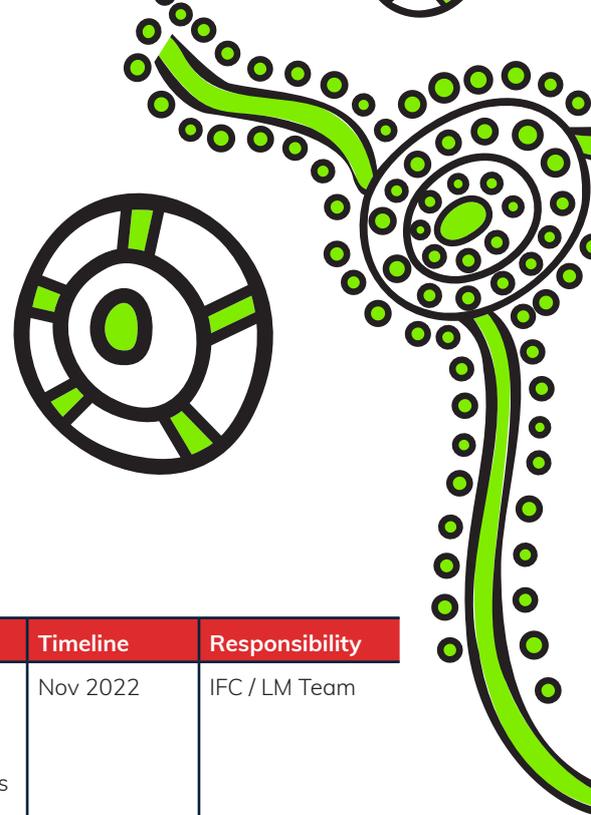


Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	July 2022	IFC / MD
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2022	IFC
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	IFC
	RAP Working Group members to participate in an external NRW event	27 May - 3 June 2023	LM Team
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2023	IFC
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Aug 2022	MD
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Sept 2022	LM Team
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Sept 2022	LM Team
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Oct 2022	IFC / LM Team
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Oct 2022	IFC / LM Team

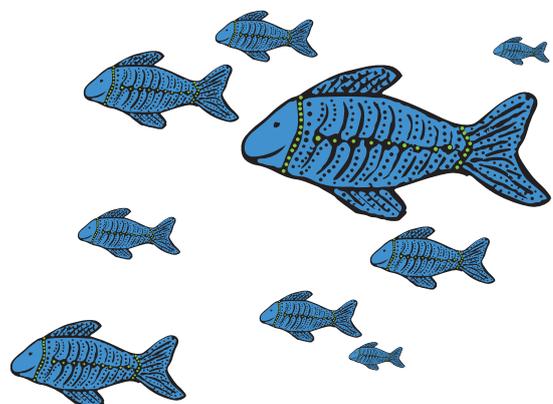
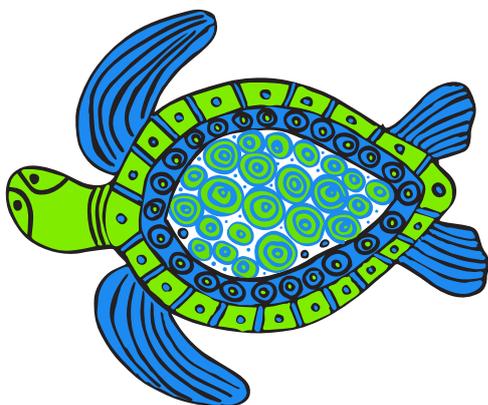




Respect

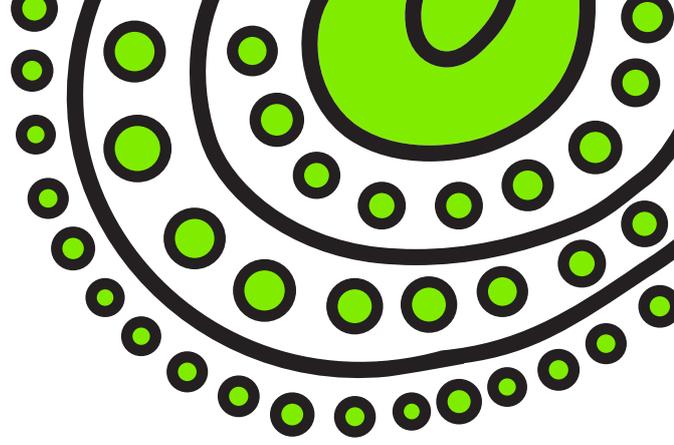


Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	Nov 2022	IFC / LM Team
	Conduct a review of cultural learning needs within our organisation.	Nov 2022	IFC / LM Team
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.	July 2022 - ongoing	IFC
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2022 - ongoing	IFC
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.	June 2023	IFC
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	IFC
	RAP Working Group to participate in an external NAIDOC Week event.	July 2023	LM Team

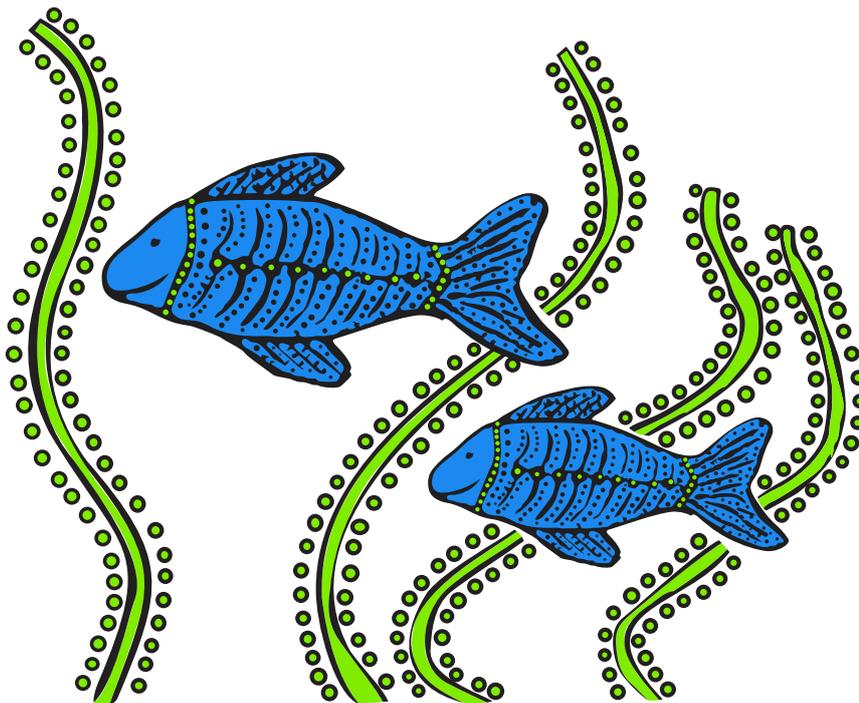


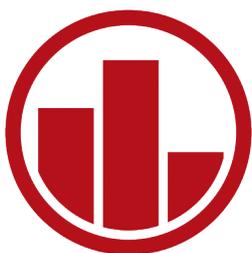


Opportunities



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 Aboriginal and Torres Strait Islander employment or sub-contracting within our organisation.	Jan 2023	LM Team
	Build understanding of current Aboriginal and Torres Strait Islander staffing and employment opportunities, both internal and external to the organisation, to inform and support future employment and professional development opportunities.	Jan 2023	LM Team
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2023	LM Team
	Support Supply Nation registered businesses.	August 2022	LM Team





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.	Aug 2022	IFC / LM Team
	Draft a Terms of Reference for the RWG.	Sept 2022	RWG
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Sept/Oct 2022	RWG
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Sept/ Oct 2022	RWG
	Engage senior leaders in the delivery of RAP commitments.	Feb 2023 - ongoing Review Feb 2023	RWG
	Appoint a senior leader to champion our RAP internally.	July 2022	LM MD
	Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2022	RWG
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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.	June 2022	IFC
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	Sept 2022	IFC
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sept 2022	IFC
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2023	IFC



**LONGREACH
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CONTACT DETAILS:

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