

Light Warrior Group

April 2022 – April 2023



Acknowledgment of Country

In the spirit of reconciliation, Light Warrior acknowledges the Traditional Owners of Country throughout Australia. We pay our respects to Aboriginal and Torres Strait Islander Elders past, present and emerging.

We acknowledge that many of our investments exist on traditional lands where Aboriginal and Torres Strait Islander peoples have lived for many thousands of years. We honour their ongoing connection to these lands and strive to respect the Traditional Custodians in our work.

We also accept the invitation in the Uluru Statement from the Heart to walk together with Aboriginal and Torres Strait Islander peoples in a movement of the Australian people for a better future.

Light Warrior Group- Reflect RAP CEO Statement

Reconciliation Australia welcomes Light Warrior Group to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Light Warrior Group 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 Light Warrior Group 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 Light Warrior Group, 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

Our Business

Based on Wurundjeri country in Cremorne, Victoria, Light Warrior strives to be a responsible private investment group making a positive contribution to our community whilst carefully considering our footprint on the world.

Founded and led by Radek Sali and Adam Gregory, our portfolio comprises listed market assets, direct operating businesses, and property holdings; and we actively support several community initiatives through charity partners and our own Lightfolk Foundation.

We operate with a team of ten who are all curious, entrepreneurial, and accountable. With a simple and focused strategy, we're highly agile and utilise our broad network for opportunities where we have unique insight and can add value.

As part of our commitment to supporting an inclusive and flexible workplace, our team are encouraged to work remotely if required with most team members residing on Wurundjeri, Bunurong, Wathaurong and Gadigal Country. Currently our organisation has no known staff that identify as Aboriginal and/or Torres Strait Islander people.

We have shareholder interest in a range of domestic companies all based on Wurundjeri and Gadigal Country including Conscious Investment Management, Wanderlust Vitamins, Anthem, Made by Cow, myDNA, Advetus.io and Jamieson Coote Bonds. From an international perspective, we hold investments in Hydralyte Global (USA), Exponential Age Asset Management (USA) and Our Crowd (Israel).

Our RAP

Light Warrior has nominated Chloe Curran to act as our RAP Champion, leading us in the development of our Reflect RAP so we may further formalise our group commitment to embedding the principles and purpose of reconciliation. A natural extension of this is to invest in our people and workplace culture to ensure that we promote awareness, reflection, and growth in every aspect of our business.

Our goal is to establish a framework that encourages active team engagement throughout our reconciliation journey. In doing so, we hope to empower our team and network more broadly, to identify meaningful and actionable opportunities to promote reconciliation and drive better outcomes for Aboriginal and Torres Strait Islander peoples and communities. In practice, this will see our RAP Champions and broader RAP Working Group meeting regularly throughout the year to ensure our progress maintains momentum and deep engagement across all of our businesses. Additionally, we are committed to continuing conversations with our First Nations stakeholders to ensure our business initiatives reflect their feedback and guidance.

Light Warrior acknowledges the responsibility we have given our scope of influence to shape the operational practices, funds deployment, product development and community engagement across our entire venture

network. With several of our portfolio companies looking to refine their product offerings through collaboration with Aboriginal and Torres Strait Islander people, we believe it is important that as a Group we are unified in our commitment to ensuring a better future for all Australians.

Therefore, whilst the RAP Champions from Light Warrior Group, Conscious Investment Management and Wanderlust each developed individual business RAPs, we intend to maintain a cohesive reconciliation culture throughout all our organisations. Throughout the implementation phase, our central RAP Working Group will work collaboratively to identify potential opportunities for improvement, keep our organisation accountable, and most importantly share experiences so we can learn & grow together.

Our Partnerships & Current Activities

Whilst we are early in our formal reconciliation journey, we are proudly involved in a number of initiatives looking to support First Nations peoples and cultures.

From a business operations perspective, we commence key meetings with an Acknowledgement of Country, seek to procure supplies from First Nations owned/supportive businesses and participate in National Reconciliation Week and NAIDOC Week events, such as yarning circles and Wayapa sessions.

We are actively involved in the charity [Children's Ground](#) – An organisation led by Aboriginal and Torres Strait Islander communities that seeks to ensure First Nations children enjoy a life of opportunity, strong cultural identity, and personal wellbeing by having voice and agency over their social, cultural, political and economic future. Annually, Light Warrior selects team members to join the Children's Ground team on country in Mparntwe (Alice Springs) to deepen their cultural awareness and understanding of challenges faced by Aboriginal and Torres Strait Islander peoples.

Through the Lightfolk Foundation, Radek & Helen Sali are proud sponsors of The Sali Shepparton Scholarship Program. The scholarship is available to Aboriginal and Torres Strait Islander community members in the Shepparton and broader Goulburn Murray region to undertake Bachelor of Business degrees at La Trobe University.

Light Warrior also aims to make ongoing annual charitable donations. Throughout 2021, we are delighted to have provided financial support to [Spinafex Gum](#) (an all-female, all-Indigenous musical collaboration from Cairns) and [Explore Byron Bay](#) (a guided local tour led by Delta Kay, an Arakwal Bundjalung woman who is passionate about sharing the area's Aboriginal cultures).

Relationships

Action	Deliverable	Timeline	Who
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.	June 2022	Head of HR
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	Head of HR
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	June 2022	Head of HR
	RAP Working Group members to participate in an external NRW event.	June 2022	RAP Champion
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	June 2022	Head of HR
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	April 2022	Office Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2022	RAP Champion
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2022	RAP Champion
	Consider amending our investing policy to include specific acknowledgement of the UN Declaration of the Rights of Indigenous Peoples.	April 2022	Investment Analyst
	Communicate reconciliation commitment and RAP development process to Portfolio Companies.	August 2022	Investment Analyst
	Publish LWGs endorsed RAP on our website.	April 2022	Office Manager
	Continue to work with and donate to charities supporting Aboriginal and Torres Strait Islander peoples such as Children's Ground.	April 2022	Chairman/ CEO
	Investigate opportunities to support Aboriginal and Torres Strait Islander organisations within our Workplace Giving program.	August 2022	Office Manager
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	May 2022	Head of HR
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2022	Head of HR

Respect

Action	Deliverable	Timeline	Who
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.	May 2022	RAP Champion
	Conduct a review of cultural learning needs within our organisation.	May 2022	Head of HR
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.	April 2022	RAP Champion
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April 2022	Office Manager
	Continue to display plaques in our office acknowledging the local Traditional Owners or Custodians of the lands and waters.	September 2022	Office Manager
	Continue to include an Acknowledgement of Country at the start of significant or formal meetings.	September 2022	RAP Champion
	Encourage all staff to include an Acknowledgement of the local Traditional Owners or Custodians of the lands and waters in email signatures.	April 2022	RAP Champion
	Update website to acknowledge the local Traditional Owners or Custodians of the lands and waters on which LWG operates.	April 2022	Office Manager
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 2022	Head of HR
	Introduce our staff to NAIDOC Week by promoting and encouraging attendance at external events.	June 2022	Office Manager
	RAP Working Group to participate in an external NAIDOC Week event.	July 2022	RAP Champion

Opportunities

Action	Deliverable	Timeline	Who
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2022	Head of HR
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	September 2022	Head of HR
	Develop an action plan for identifying opportunities to increase Aboriginal and Torres Strait Islander economic participation in portfolio companies (e.g Career Trackers).	September 2022	Head of HR
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.	May 2022	RAP Champion
	Investigate Supply Nation membership.	August 2022	RAP Champion
	Investigate potential carbon offset suppliers to purchase from that are focused on providing social or economic benefits to Aboriginal and Torres Strait Islander communities.	September 2022	Office Manager

Governance

Action	Deliverable	Timeline	Who
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	April 2022	RAP Champion
	Draft a Terms of Reference for the RWG.	April 2022	RWG Chair
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2022	RWG Chair
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2022	RAP Champion
	Engage senior leaders in the delivery of RAP commitments.	May 2022	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2022	RWG Chair
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.	September 2022	RWG Chair
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	November 2022	RAP Champion

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