



Reconciliation Action Plan 2019 - 2021

POL Property Group

The Right Relationship is Everything



1 Why a Reconciliation Action Plan is important

As part of our growing relationship with key clients, the need for increased Indigenous awareness has been highlighted. Therefore, POL Property Group have developed a Reconciliation Action Plan, which outlines the businesses involvement in this community based issue.

2 What have POL Property Group implemented to contribute?

- *Cultural Awareness Training*

POL Property Group took part in the Mates Puzzles Program led by Danielle Mate Sullivan in 2019. The program involved each POL Team Member creating their own puzzle piece depicting their story and journey. The constructed puzzle is displayed in the POL lunch room.





- o *Participation in NAIDOC Week*

POL Property Group participated in NAIDOC Week in 2019. A morning tea was held and an educational video observed by all Team Members.



POL Property Group will be participating in NAIDOC Week in 2020. POL Property Group will endeavour to incorporate "Always Was, Always Will Be" theme.





- o *Participation in Reconciliation Week*

POL Property Group participated in Reconciliation Week in 2019. Shaun Humphries of the NRL School to Work Program came in for a morning tea and discussion. Team Members learnt about the local "mob" and Shaun's experience as an Indigenous person.





POL Property Group participated in Reconciliation Week in 2020. Team Members observed a Marcia Langton educational video, via the ABC Network over morning tea.



- *Office and online presence:*

The POL website and Staff Member email signatures contain an Acknowledgement of Indigenous Australians.

- *Engagement with Third Party providers:*

POL Property Group have been in contact with Multhana Property Services and have been provided a scope of works/service areas. The Agreement between this third party provider and POL Property Group is still being finalised.





3 What do POL Property Group plan to do in the future?

- Acknowledgement on the door of POL Head Office similar to that implemented in the email signature.
- Ensuring the Reconciliation Action Plan is available for viewing via POL Property Group's website.
- Business Partnership Agreements between POL Property Group and their third party providers to include acknowledging Indigenous involvement.
- Use of Supply Nation and/or Intract portal and other sites to encourage engagement with Indigenous service providers.
- Establishing a formal relationship with the NRL School to Work Program. Due to COVID-19, this has been put on hold, however something to be re-visited in the future. This will facilitate an Indigenous Work Placement Student.

A handwritten signature in blue ink, appearing to read "D. Nori", with a long, sweeping horizontal line extending to the right.

Daniel Nori

Director

POL Property Group

