

UniLodge

Where I want to be



RECONCILIATION
ACTION PLAN

REFLECT

REFLECT RECONCILIATION ACTION PLAN

JULY 2024 – DECEMBER 2025





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FOREWORD FROM OUR CHIEF EXECUTIVE OFFICER

TOMAS JOHANSSON



It is with pleasure that I introduce the UniLodge Reconciliation Action Plan 2024 to 2025. Through its implementation we aim to strengthen our commitment to contributing to greater opportunities and outcomes for First Nation's peoples. Embracing reconciliation is a journey for UniLodge that requires steadfast dedication and active engagement. We will raise awareness of our commitment to reconciliation by promoting the RAP to our tenants and team members with the objective to achieve strong engagement and positive momentum.

Further, this RAP reflects an organisational desire to promote cultural diversity and respect. As a provider of accommodation to peoples from all over the world, we are passionate about the opportunity to help spread the lessons and rich stories of the First Nations Peoples to Australia. We commit ourselves to the initiatives and the targets laid out in our RAP with the conviction that they will help us build strong and mutually beneficial partnerships.

This journey will provide a multitude of opportunities for personal growth through engagement in reconciliation activities. I encourage all stakeholders to provide input and enthusiastic support for this important initiative. We will seek to leverage our activities to that of our business partners and Universities wherever possible and strive to deliver meaningful contributions to reconciliation.

We will report on our progress and look forward to the future success of our tenants and team members. Please join us in the pursuit of genuine reconciliation between First Nations Peoples and the wider Australian community.

Tomas Johansson

Chief Executive Officer

UNILODGE AUSTRALIA

STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

KAREN MUNDINE



Inaugural Reflect RAP

Reconciliation Australia welcomes UniLodge Australia Pty Ltd to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

UniLodge Australia Pty Ltd joins a network of more than 2,500 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 UniLodge Australia Pty Ltd 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 UniLodge Australia Pty Ltd, 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

RESPONSIBILITY LEGEND

CEO	Chief Executive Officer
CFO	Chief Financial Officer
COO	Chief Operating Officer
CPO	Chief People Officer
RAP Champion (RC)	Chief People Officer
Regional Leaders	<p>Our Area Managers who reside and manage the following regions throughout Australia:</p> <ul style="list-style-type: none">• North Queensland / Northern Territory;• Brisbane;• New South Wales;• Australian Capital Territory;• Victoria;• South Australia; and• Western Australia.



My name is Ambrose Scott Killian, proud desert/ Eastern Arrernte and Western Bundjalung/ Wahluḃul man. I am a proud father to Amias Angale Killian and Akira Angale Killian and loving husband. I was born on Larrakia country (Darwin) and I am currently residing in Meanjin/ Brisbane on beautiful Quandamooka country to which I now call home and have since 1999. My Nana, Barbara-Anne Chisholm, was born on Eastern Arrernte country and was stolen and raised north of Darwin on Melville Island before moving to Brisbane and then back to Darwin after her schooling had finished. My Grandfather, Ambrose Morgan was of Bundjalung and African American decent and grew up around Redfern, NSW, so I have family, connections, experiences and stories to share through all of these regions – the rugged desert country of central Australia, freshwater country of Tabalum and Wahluḃul area, as well as the salt water country of Darwin and Bayside Brisbane.

I have always been a day dreamer and drawer, finding myself stuck sketching and drawing from a very young age – it was and always will be my vessel for communicating, connecting to Aḃmere/country, and translating and sharing stories of myself, my ancestors and the notion of 'Country'. Art and creating has always been my safe space, letting me share my feelings and stories in a realm that lacks judgement and is only limited to one's imagination. My drive to learn more about the cultural significance of our art really began in 2010 when I created a large piece titled 'Grey'. This piece won the Indigenous Heart Foundation Student Award and toured QLD galleries for the remainder of the year. More importantly, it opened up my passion and drive to keep painting and learning about our art and culture, contacting my elders and being really

motivated to learn and share my knowledge with those who take the time to listen.

I enjoy acrylic medium on canvas as well as utilising spray paint, finding myself painting pieces with a prominent foreground image/ subject, or landscape style paintings. I am colour-blind, so choosing the right colour pallet was always a challenge for traditional art and curriculum during my time at school but has been very rewarding when I hear that I've 'nailed the colours' that I often can hardly see or distinguish. You will often see me utilising browns, pinks, and neutral tones to represent the desert and the land, whilst working in subtle hints of blue to represent our waterways. I am captivated by our beautiful environment, and specifically the night sky so I find myself painting and creating pieces with silhouettes of people and our animals in some of these landscapes.

My fondest memories are under the star lit night sky when camping in the Territory or with my biological Father in Perth, which you will see strong references to in a lot of my artwork.

Our ancestors did not have books, giant relics and buildings to teach our culture and lore, so I feel it is my duty and responsibility to teach and expose people to our culture through my artwork and stories. These have been handed down to me and help me acknowledge my roots from when our mob were moved to the small township / community Papunya, and link to when the contemporary First Nations Art movements began as we now know it.

Ambrose Scott Killian

Artist

PROUD DESERT/ EASTERN ARRERNTE AND WESTERN BUNDJALUNG/ WAHLUBUL MAN

ABOUT THE ARTIST

AMBROSE SCOTT KILLIAN





**'ANERREME'
(AN-ARE-RRAHMA)
/ SIT TOGETHER, 2023**

AMBROSE KILLIAN
ACRYLIC ON CANVAS



This artwork represents and symbolises the many communities and worldly experiences that make up the UniLodge family – from team members through to residents living at UniLodge locations. It was important to convey messages of belonging, multiculturalism, and community to represent the many different people and cultures that pass through and contribute to UniLodge's diverse community.

The artwork features many community circles, all revolving around a central meeting place – UniLodge. The diversity of people is represented by the many colours, shapes and sizes of the circles surrounding the central circle. Whilst they are all different, they each overlap or adjoin each other, symbolising their connection.

Through the artwork there are also features of waterholes and desert country which have been layered underneath the dotwork. This lower layer represents the many vast landscapes that UniLodge and its team members and residents are from and connected to. It also pays respect to the beginning of the modern, Western Desert art movement that began the use of 'dotwork' through First Nations artwork in the 70's.



UNILODGE AUSTRALIA

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Our vision for reconciliation:

UniLodge acknowledges and respects Aboriginal and Torres Strait Islander peoples as the First Nations Peoples of this Country. We value and celebrate cultures, histories and languages that have been created and shared on these lands. We revere First Nations connections to lands, seas and communities and honour traditions as we seek a deeper understanding, harmony, and reconciliation.

Our vision is to build inclusive communities for inspired living, in which First Nations Peoples are treated with dignity and respect. As a provider of accommodation, UniLodge is uniquely positioned to promote equity and cultural exchange to ensure that our buildings are places where First Nations Peoples feel culturally safe and at home.



Our business:

The UniLodge Group manages a diverse portfolio of over 130 properties and hotels with a footprint in every city in mainland Australia and New Zealand.

The company's diverse portfolio includes student accommodation, build-to-rent (BTR) properties, strata properties, hotels, and apartments:

- Student Accommodation: We provide a range of student accommodation options within apartment buildings, purpose-built student accommodation facilities and strata-owned properties. These properties are located near universities and colleges, making them convenient for students from all over the world.
- Build-to-Rent (BTR) Properties: Our BTR properties are designed to provide high-quality, long-term residential rental housing to tenants. These properties are located in urban areas and offer a range of amenities, including gyms, common areas, and concierge services.



- Strata Properties: We also manage strata properties, which are residential or commercial properties that are owned by multiple individuals or entities. The UniLodge Group provides strata management services, including maintenance, repairs, and financial management.
- Hotels and Apartments: We operate a number of hotels across Australia, offering a range of short term accommodation options for both business and leisure travellers.

Overall, UniLodge Australia's diverse portfolio of properties allows the company to offer a range of accommodation options to meet the needs of different individuals and groups. These properties are located in all capital cities in Australia (excluding Hobart) and New Zealand, with regional locations in Bendigo, Albury-Wodonga, Lismore, Coffs Harbour, Townsville, and Cairns.

The company employs over 1200 employees in Australia and New Zealand. We are currently aware of at least one team member who identifies as a First Nations Person.

OUR RAP



Our RAP Purpose

The purpose of our RAP is to strengthen relationships between First Nations Peoples and non-Aboriginal peoples for the benefit of all Australians, including our team and our residents. The Chief People Officer is the RAP Champion and is responsible for driving and championing internal engagement and awareness.

Our RAP Journey

As an organisation working within Australia, we are committed to standing in solidarity and working in partnership with Aboriginal and Torres Strait Islander peoples. By committing to a Reflect Reconciliation Action Plan (Reflect RAP), UniLodge has the opportunity to build strong relationships with Aboriginal and Torres Strait Islander stakeholders, create frameworks that promote cultural understanding and competency and build a lasting foundation for their RAP to be both sustainable and achievable.

Our Reflect RAP is intended to:

- Improve collaboration between our company, our properties and First Nations Peoples communities and stakeholders.
- Increase cultural competency of our team members for the enablement of culturally safe places where First Nations People's students can feel connected and safe, particularly if they are studying off Country.

- Respectfully and visibly acknowledge First Nations Peoples through operations in our properties and how connected these are to place and Country.

Our journey to support reconciliation began in 2021, when UniLodge engaged with Karen Milward Consulting Services. In 2022, UniLodge invited team members to register their interest in joining our first Reconciliation Action Plan Working Group. After a great response, Tomas Johnsson, UniLodge's CEO & Vicki Nagle, UniLodge's CPO confirmed the final group, comprising of 11 team members.

Since then, UniLodge has also engaged Evolve Communities to deliver a cultural awareness workshop with the RAP Working Group and key UniLodge leaders. The workshop included cultural competence training, education around diversity, identity, and stereotypes, as well as understanding the ongoing impact of intergenerational trauma and the Stolen Generation.

Our RAP Working Group

Our RAP is a product of the success of our Reconciliation Working Group, comprised of 9 team members including UniLodge First Nations Peoples and non-Indigenous employees. It is chaired by UniLodge's CEO, Mr Tomas Johnsson and we would like to recognise and thank each representative for their input, discussions and involvement in developing our first RAP:

- Laura Trend, Talent Development Administrator (Head Office, Brisbane, QLD)
- Christie Smith, Area General Manager Northern Region (NT/NQ)
- Monika Price, Property Manager Operations UniLodge Park Central, (Brisbane, QLD)
- Mathew Hogan, WHSE&Q Manager (Head Office, Brisbane, QLD)

- Eloise Gilbert, Area General Manager (Canberra, ACT)
- Max Lilo, General Manager UniLodge University of Sydney (Sydney, NSW)
- Yvonne Ingram, Customer Service Coordinator, UniLodge James Cook University Townsville (Townsville, NQ)
- Haseeb Khan, Property Manager Operations UniLodge Darwin (Darwin, NT)

Our RAP development process was guided by Aboriginal consultant, Karen Milward, a Yorta Yorta Woman. After an initial briefing with Karen we published a written invitation to all team members to participate in RAP development and formed our working group with representation across geographies and different levels of the organisation.

We commit to implementing the actions in the RAP and regularly monitoring and reporting on their progress to stakeholders. We will ensure we regularly review and revise the RAP to maintain it to be relevant and effective. This could involve seeking feedback from stakeholders, assessing progress against targets, and adjusting strategies as needed. Reconciliation will be embedded into UniLodge Australia's culture by promoting understanding, respect, and awareness of cultures and histories. This could involve incorporating First Nations Peoples knowledges and experiences into decision-making processes, celebrating cultures, experiences, and traditions, and promoting employment and leadership.

We are only at the start and believe reconciliation is an ongoing journey that requires ongoing commitment and effort.

OUR PARTNERSHIPS AND CURRENT ACTIVITIES

UniLodge Australia will continue to build partnerships with First Nations Peoples and organisations through active participation and providing opportunities for our team and residents to support where possible:



Pictured: Yvonne Ingram (third from left) & Camila Soares Thomaz (second from right) with representatives of Cowboys Community Foundation on Giving Tuesday 2023. UniLodge JCU Halls of Residence - George Roberts Hall, Townsville.



Welcome Ceremony at the re-opening of the Queen Mary Building, University of Sydney.

McCall Macbain Foundation

Our largest investor provides scholarships through their foundation to Aboriginal and Torres Strait Islander peoples, who are students at Curtin University and James Cook University. Both scholarships support and encourage Aboriginal and Torres Strait Islander students to complete university by covering UniLodge student accommodation costs to stay in UniLodge properties.

Employment Services

Engagement of a preferred supplier, Busy at Work, as a First Nations Peoples advancement strategy to provide sustainable employment opportunities. This includes varied roles across our company, on a permanent basis.

Property specific activities

• PERTH

- o Held a Smoking Ceremony for the opening of the UniLodge at Curtin University - Twin Dolphin Hall building, to open the building and spiritually/physically cleanse Country on which the building is situated.

• TOWNSVILLE

- o Signage and information of local Aboriginal and Torres Strait Islander peoples language - Wadda Mooli Buralga Yumba (Welcome to Brolga Nest & Welcome home in local language) at all sites.
- o Introduction of Aboriginal and Torres Strait Islander information through our pamphlet and guided tours of the building.
- o UniLodge Resident Handbook for Townsville includes storytelling of local knowledge of the Bindal (Bin-dul) & Wulgurukaba (Wulga-rooka-ba) peoples.
- o Aboriginal and Torres Strait Islander peoples artwork on every level of the building.
- o Residential BBQ with video Babakiueria at all sites. The short video explains the reverse roll Aboriginal peoples have on making claims on an Australian BBQ Area.
- o Bushtucker walks with JCU & UniLodge properties in Townsville where everyone meets at Buralga Yumba for Welcome to Country and explanation of the traditional plant uses on campus. This includes how to find the traditional flower or fruit, and then how to use it correctly in cooking.
- o A fun quiz is held for all residents at all sites to work on regular improvement of cultural competency. A treasure hunt is also run with tokens to be collected.
- o Sharing access to online resources for further cultural awareness and understanding.
- o Yarning Circle Group meets every Thursday via Teams Meeting – including Cairns & Townsville team members.

Top Picture: Yvonne Ingram (far left) enjoying bush tucker with residents on Traditional Tuesday at UniLodge at JCU Halls of Residence - Buralga Yumba.

Middle Picture: Welcome Ceremony at the beginning of the year at UniLodge at Curtin University - Erica Underwood House.

Bottom Picture: Smoking ceremony performed by Uncle Alfred Smallwood and the Bindal Yalloran Dance Group at UniLodge at JCU Halls of Residence - Buralga Yumba.





- **CANBERRA**

- o Fighting Racism & Bigotry - Leading Change - Decolonizing the University - A Staff Student Conversation. Panellists discuss how ANU is responding to the needs of people of colour before proposing strategies to improve policy and experience on campus. The conversation concludes with an audience Q&A and refreshments.
- o Bush Week – Fire pit and stargazing with Local Elders at all ANU sites. This involved hosting a yarn around the on-campus fire pit, listen to the Elders describing the history of the constellations and the stories behind them while looking through telescopes.
- o Heritage walk with Uncle Wally Bell at all ANU sites. This was a nature walk to experience the rich Aboriginal and Torres Strait Islander peoples history of the ANU campus.
- o Reconciliation Week at all ANU sites. Multiple events across the ANU campus that explore, educate and celebrate our traditional owners of the land:
 - Includes documentary watching
 - Panel discussions and lectures
 - Smoking ceremonies
 - Educational seminars
- o NAIDOC Week at all ANU sites. This was a range of events that celebrate our Aboriginal and Torres Strait Islander Peoples. Each year the activities change from on Country excursions run by ANU, soap making with traditional ingredients, bush tucker meals, smoking ceremonies and educational lectures.
- o Acknowledgement of Country before meetings and gatherings are held.

RELATIONSHIPS



Action	Deliverable	Timeline	Responsibility	
1	UniLodge will build internal and external relationships with Aboriginal and Torres Strait Islander peoples, businesses and community representatives, which will be fundamental to our reconciliation journey.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2024	CEO
		Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2024	CEO
2	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our team members.	April 2024	CPO
		RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2024	CPO
		Encourage and support Team Members and Senior Leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2024	CEO
3	Develop marketing & PR strategies to increase representation of and engagement with First Nation communities.	Communicate our commitment to reconciliation to all Team Members.	April 2024	CEO & CPO
		Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2024	CEO
		Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2024	CEO
4	Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	July 2024	CPO
		Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and explore opportunities to positively influence external stakeholders to drive reconciliation outcomes.	April 2024	CPO

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.	July 2024	CPO
	Conduct a review of cultural learning needs within our organisation.	July 2024	CPO
6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners/and or Custodians of the lands and waters within our organisation's operational area.	July 2024	Regional Leaders
	Invite a Traditional Custodian of Brisbane, the Turrbal and Yuggera peoples, to conduct a Welcome to Country at the start of each year at Intake time, to welcome UniLodge residents each year and record as a webinar.	July 2024	CPO
	Plan and implement a cultural competency training workshop run by Aboriginal and/or Torres Strait Islander consultants, for our Team Members and record as a webinar.	July 2024	CPO
	Increase UniLodge Team Member's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2024	CPO
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our Team Members about the meaning of NAIDOC Week.	July 2024	CPO
	Introduce our Team Members to NAIDOC Week by promoting external events in our local area.	July 2024	CPO
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2024	CPO

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 within our organisation, including the promotion and support of traineeships to encourage entry to our industry.	July 2024	CPO
	Build understanding of current Aboriginal and Torres Strait Islander resources to inform future employment and professional development opportunities.	July 2024	CPO
	Campaign actively with McCall Macbain Foundation for funds to ensure access to higher education by as many Aboriginal and Torres Strait Islander applicants by 2025.	July 2025	CEO & CFO
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/or Torres Strait Islander owned businesses.	July 2024	COO
	Investigate opportunities to partner with the following bodies (including but not limited to), throughout Australia: <ul style="list-style-type: none"> o Research state-based Aboriginal and Torres Strait Islander business directories Kinaway Aboriginal Chamber of Commerce Victoria o NSW Indigenous Chamber of Commerce Inc (NSWICC) o Northern Territory Indigenous Business Network (NTIBN) o i2i Global 	July 2024	COO



Action	Deliverable	Timeline	Responsibility
10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RAP Working Group that is operational to support the implementation of our RAP, comprising First Nations peoples and decision-making Team Members from across our properties & Head Office.	July 2024	CEO & CPO
	Draft a Terms of Reference for the RWG.	July 2024	CEO
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2024	CEO & CPO
11 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	November 2024	CEO & CPO
	Engage senior leaders in the delivery of RAP commitments.	November 2024	CEO & CPO
	Appoint a senior leader to champion our RAP internally.	November 2024	CEO & CPO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	January 2025	CEO & CPO
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 2025	CPO
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2024, 2025	CPO
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2024, 2025	CPO
13 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia to begin developing our next RAP.	March 2026	CPO

CONTACT

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Chief People Officer

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COMMUNITIES

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