



LFF AUSTRALIA



RECONCILIATION
ACTION PLAN

REFLECT

LFF Australia Pty Ltd

Reflect Reconciliation Action Plan

September 2023 - September 2024

Acknowledgement to Country

LFF Australia Pty Ltd acknowledges the Traditional Owners of all the lands and waters in which our offices are located and sites on which we meet and work.

We pay our respect to First Nation peoples and to Elders, past, present and emerging.

Our Business

LFF Australia Pty Ltd (LFF Australia) is a recognised leader in the project management and supply of Pipes, Fittings, Flanges and Valves in all material grades to the oil, gas, petrochemical, power and water industries throughout Australia and South Pacific.

LFF Australia Pty Ltd was formed in 2014 and is part of the global company, LFF Group. The LFF Group was formed in London in 1983 and has grown steadily to become a global leader in the supply of Pipes, Fittings, Flanges and Valves. LFF Group are involved in many of the world's largest projects and MRO contracts across many industry sectors through our 13 facilities around the world. The LFF Group support these activities with an extensive inventory of Carbon, Stainless, Duplex and Super Duplex Steels. Integrity, professionalism, technical competence, and commitment are core values of the group. These foundations have allowed us to build an organisation offering an unrivalled combination of service, quality, safety, and value.

The LFF Australia team consists of 28 staff members throughout Australia and New Zealand with one of our employees identifying as a First Nation person.

LFF Australia Pty Ltd (Head Office)

280 Cullen Avenue East, Eagle Farm, QLD 4009, Australia

T: +61 (0) 7 3171 2450

E: Brisbane-Sales@Lff.com.au

- Our Eagle Farm site employs 20 staff. Of these 20 staff, one identifies as a First Nation person.
- LFF Australia has one of the largest Low Temp/Carbon Steel stockholdings on the East Coast of Australia and is a major supplier of pipe, fittings, flanges and valves in all material and services clients from within the Oil & Gas, Petrochemical, Power Generation, Chemical, Alumina and Water Industries in Australia and Papua New Guinea.

LFF Pipelines and Instructure (P&I) Division

15C/421 Brunswick St, Fortitude Valley, QLD, 4006, Australia

T: +61 (0) 7 3171 2447

E: pipelines@Lff.com.au

- Our P&I team has 6 staff members, including 1 staff member working remotely from Melbourne, Victoria
- LFF P&I are the supplier of specialised steel products to the Oil & Gas, Civil, and Renewable Energy markets throughout Australia and South Pacific region. Supplier of bare and coated linepipe to the pipeline market and piling solutions to the civil/infrastructure market. Specialising in linepipe manufacture, specifically with the stringent requirements in gas transmission pipelines and the applicable standards required across the civil/infrastructure market.

LFF New Zealand (LFF NZ)

Level1, White Hart Building, 47 Queen Street, New Plymouth 4310, New Zealand

T: +64 (0) 6 757 9884

E: info@Lff.co.nz

- The branch has 2 staff members.
- LFF NZ is one of the leading suppliers of pipe, fittings, flanges and valves to the Petrochemical, Oil and Gas, Geothermal and LNG markets within New Zealand.

Our RAP

LFF Australia are committed to reconciliation between First Nations people and the wider Australian community.

During our RAP journey, we intend to liaise with Reconciliation Australia, First Nations communities and organisations, one of our own First Nations staff members along with other like-minded RAP businesses to assist and guide us in strengthening our relationships, opportunities, respect and governance in the best interests of First Nations people and our business.

We aim to show our commitment within our organisation by:

- Increasing our staff's knowledge and observance of First Nations cultures, protocols and dates of significance
- Learn how we, as a business, can make a lasting difference to the lives of First Nations people, in particular high-risk communities and/or groups.

LFF Australia intends to implement our RAP through staff engagement and social media.

Our Reflect RAP has been a collaboration with:

- LFF Australia's First Nation staff member, Annette Radecker
- Members of the LFF Australia Senior Executive Team
- The RAP Working Group.

Our RAP Working Group Members:

- Dave Keith – Director (LFF Australia)
- Tony Clarence – Quality Assurance/Quality Control Manager (LFF Australia)
- Annette Radecker – Project Administrator (LFF Australia).

Our RAP is championed by:

- LFF Australia Director, Dave Keith.

Message from Reconciliation Australia



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

LFF Australia Pty Ltd 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 LFF 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 LFF 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



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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.	October 2023	Lead: Director Support: Project Administrator Team, RWG
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2023	Lead: Director Support: Project Administrator Team, RWG
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2024	Director
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2024	Director
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2024	Director
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	October 2023	Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2023	Lead: Director Support: Project Administrator Team, RWG
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2023	Quality Assurance/Quality Control Manager
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2023	Quality Assurance/Quality Control Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2023	Quality Assurance/Quality Control Manager



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.	January 2024	Director
	Conduct a review of cultural learning needs within our organisation.	January 2024	Director
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.	December 2023	Lead: Director Support: Project Administrator Team, RWG
	Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2023	Director
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 2024	Lead: Director Support: Project Administrator Team, RWG
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	Lead: Director Support: Project Administrator Team, RWG
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2024	Director



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.	January 2024	Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January 2024	Director
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.	January 2024	Director
	Investigate Supply Nation membership.	January 2024	Director



Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	September, 2023	Director
	Draft a Terms of Reference for the RWG.	September, 2023	Quality Assurance/Quality Control Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	September, 2023	Director
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	September, 2023	Director
	Engage senior leaders in the delivery of RAP commitments.	September, 2023	Director
	Appoint a senior leader to champion our RAP internally.	September, 2023	Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	December, 2023	Quality Assurance/Quality Control Manager
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 annually	Director
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Director
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Director
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2024	Director

**For enquiries about LFF Australia Pty Ltd's
Reflect Action Plan
please contact:**

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Director / RAP Chair

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