

MEDIA RELEASE

Timberlink announces the launch of its Reflect Reconciliation Action Plan (RAP)

Timberlink is delighted to announce the launch of its Reflect Reconciliation Action Plan (RAP). This is a significant milestone for Timberlink as it embarks on a journey to enhance its awareness and appreciation of the First Nation Peoples of Australia.

Endorsed by Reconciliation Australia, Timberlink's 2024-2025 Reflect RAP is focused on equipping the organisation to actively participate in meaningful reconciliation efforts. It is designed to further support positive relationships with Aboriginal and Torres Strait Islander Peoples while establishing the areas where Timberlink can make the most impactful contributions to further Reconciliation.

- The RAP provides a structured approach, outlining clear actions aimed at establishing and strengthening mutually beneficial relationships with Aboriginal and Torres Strait Islander Peoples and organisations.
- Increasing understanding, value and recognition of Aboriginal and Torres Strait Islander Peoples' Cultures, histories, knowledge, and rights through cultural learning.
- Improving employment outcomes by increasing Aboriginal and Torres Strait Islander Peoples' recruitment, retention and professional development.
- Establishing and maintaining an effective RAP Working Group (RWG) to drive the execution and governance of the RAP.

The Chief People Officer sponsors the RAP program, with oversight by the Chief Executive Officer. This sponsorship is instrumental in facilitating the achievement of our RAP deliverables and overarching program objectives.

Paul O'Keefe, CEO of Timberlink, stated 'Our decision to embark on this journey was borne from our desire to connect more fundamentally with the communities within the regions in which we operate and to strengthen our commitment to develop and nurture an inclusive and diverse working environment.'

'Over the next 18 months, we are committed to progressing the key areas of Reconciliation through fostering relationships with our First Nations Communities, and to reflect respectfully First Nations cultural protocols within Timberlink.'

Karen Mundine, CEO of Reconciliation Australia, said 'This Reflect RAP enables Timberlink 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 a meaningful impact toward Australia's reconciliation journey.'



Caption: To help celebrate the commencement of its RAP journey, Timberlink commissioned First Nations artist Tamay Beam to create artwork using timber from its Bell Bay manufacturing facility. (Instagram: @tamaybeamart) #Tamaybeamart



Caption: Timberlink CEO Paul O'Keefe & First Nations artist Tamay Beam (Instagram: @tamaybeamart) #Tamaybeamart



Caption: Timberlink RAP Working Group with First Nations artist Tamay Beam & Dannielle Sio



Caption: Timberlink Reconciliation Plan document

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About Timberlink Australia & New Zealand

Timberlink (timberlinkaustralia.com.au, timberlinknz.co.nz) is an Australasian timber products manufacturing business. The business has two sawmills at Bell Bay (Tasmania) and Tarpeena (South Australia) that manufacture plantation structural pine products. Timberlink has sales and distribution teams based in Perth, Adelaide, Sydney and Melbourne and sales teams based at their Bell Bay manufacturing facility and Blenheim (NZ) sales office.

Timberlink is a part of an integrated softwood forestry business that is managed by New Forests, a global investment manager of nature-based real assets and natural capital strategies, with A\$11 billion in assets under management across more than 1.3 million hectares of investments. Headquartered in Sydney, New Forests is a Certified B Corp and operates in Australia, New Zealand, Southeast Asia, Africa and the United States. Visit www.newforests.com.au to learn more.