



Reconciliation Action Plan 2024



Treescape Reconciliation Action Plan

1. ACKNOWLEDGEMENT OF COUNTRY

Treescape Australasia Pty Ltd, in conjunction with our Parent Company, acknowledges the Australian Aboriginal and Torres Strait Islander communities of this nation. We recognize the traditional custodians of the lands on which our operations are situated and conducted. Our reverence extends to ancestors and Elders, both past and present. Treescape is dedicated to upholding the unique cultural and spiritual bonds that Australian Aboriginal and Torres Strait Islander peoples hold with the land, waters, and seas, as well as their valuable contributions to society.

2. STATEMENT OF SUPPORT

Treescape Australasia Pty Ltd and its parent company (Asplundh) are devoted to fostering opportunities for Aboriginal and Torres Strait Islander-owned businesses and promoting the employment of Aboriginal and Torres Strait Islander individuals within our operations and among our subcontractors.

As an Equal Opportunity Employer, Treescape maintains a sustained commitment to enhancing the diversity of our workforce, recognizing that there is progress yet to be made in this endeavor. In alignment with this commitment, Aboriginal and Torres Strait Islander individuals will be afforded opportunities to showcase their skills and pursue advancement within the company, irrespective of hierarchical levels.

The involvement of Aboriginal and Torres Strait Islander peoples in Vegetation Management projects will be contingent upon factors such as project scale, location, nature, and the availability of suitably qualified resources.

We will adopt a proactive stance in creating employment and training prospects while nurturing a culture of inclusivity and acceptance for all Australians.

Steve Buckingham
General Manager Operations

Jason Durbidge
General Manager – People and
Safety



3. Our Starting Point

Treescape initiated its operations in Australia in 2006, establishing itself as a reputable national leader in vegetation management services. Since its inception, Treescape has experienced substantial growth and currently employs over 200 individuals who cater to the East Coast of Australia.

At Treescape, the company acknowledges that its workforce is its most valuable asset, recognizing the significance of a skilled and dedicated team in delivering top-notch services to clients. As part of its core values, Treescape is devoted to investing in its employees by providing training, opportunities for professional development, and structured career paths to enhance their skills.

Embracing diversity is a fundamental aspect of Treescape's workplace culture. Presently, 7% of Treescape's direct employees are of Aboriginal or Torres Strait Islander descent. Demonstrating its commitment to inclusivity, Treescape proudly supports Aboriginal and Torres Strait Islander communities and local businesses. The company's proactive stance underscores its ongoing dedication to expanding its backing for these communities.

Treescape's commitment to fostering a positive workplace environment extends beyond its dedication to employee development. The company is also deeply committed to environmental sustainability and conservation efforts. Treescape actively engages in various initiatives aimed at preserving and enhancing the natural landscapes it works in. From implementing eco-friendly practices in its operations to supporting local conservation projects, Treescape is a staunch advocate for protecting the environment.

Moreover, Treescape values community engagement and regularly partners with local organizations and charities to give back to the communities it serves. Through volunteering programs, fundraising events, and sponsorships, Treescape strives to make a meaningful impact beyond its business operations.

In essence, Treescape's success is not only defined by its expertise in vegetation management services but also by its unwavering commitment to its employees, the environment, and the communities it operates in. As Treescape continues to grow and evolve, its core values of excellence, diversity, and sustainability remain at the heart of everything it does.



4. Objectives

4.1. Company Strategy:

Our strategy aims to enhance the involvement of Aboriginal and Torres Strait Islander peoples in the Vegetation Management industry, encompassing the following initiatives:

Maintain Local Indigenous Employment:

- Sustain a minimum indigenous employment rate of 5-10% within the contract area.

Recruitment of Indigenous Employees:

- Recruit Aboriginal or Torres Strait Islander individuals for various field roles like tree climbers, chipper operators, and scopers throughout the project's duration.

Skills Development and Career Progression:

- Foster skill enhancement and career advancement through training and mentorship opportunities.

Collaboration with Aboriginal Employment Strategy:

- Partner with Aboriginal Employment Strategy to attract and retain Aboriginal or Torres Strait Islander individuals, including collaborations with local employment agencies such as CG Recruitment.
- Advertise job openings on Indigenous Employment Australia's platform.

Engagement with Training Institutions:

- Collaborate with Registered Training Organisations to involve trained Aboriginal or Torres Strait Islander individuals.

Community Engagement:

- Work closely with Aboriginal and Torres Strait Islander community groups to identify suitable candidates.
- Encourage Aboriginal and Torres Strait Islander business owners to participate.
- Explore opportunities to partner with Aboriginal and Torres Strait Islander-owned businesses for services like uniforms and Personal Protective Equipment (PPE) provision, with pending quotes from Geared Up Culcha and Bunji Workwear.

Subcontractor Engagement:

- Integrate commitment statements in subcontractor agreements to promote the involvement of Aboriginal and Torres Strait Islander individuals.

Awareness and Communication:

- Ensure all team members and subcontractors are informed of our commitment and the strategies outlined in the Aboriginal Participation Plan.

Community Collaboration:

- Engage with local Aboriginal and Torres Strait Islander community groups.

The plan will be periodically reviewed and adapted, considering factors such as location, resource availability, and support services.





4.2 Performance Targets

Treescape is dedicated to achieving targeted employment goals. To accomplish this, we plan to collaborate with Aboriginal and Torres Strait Islander recruitment services and ensure the involvement and acknowledgment of Aboriginal or Torres Strait Islander-owned businesses, recognized by either the First Australians Chamber of Commerce and Industry or Supply Nation.

Please note that the disclosure of Aboriginal or Torres Strait Islander heritage by individuals is voluntary.

5. Roles and Responsibilities

5.1. Senior Management

The Senior Management team at Treescape will periodically review this Plan during the contract term and make necessary adjustments to meet the set targets.

5.2. Operations Managers

Treescape's Operations Managers will oversee the engagement of Aboriginal and Torres Strait Islander employees.

5.3. General Manager, People and Safety

The General Manager of People and Safety at Treescape will handle the reporting and evaluation of employment strategies. Collaborating with Operations Managers, the GM of People and Safety will work on strategies to involve Aboriginal and Torres Strait Islander employees. Additionally, they will facilitate communication between the company and relevant Aboriginal and Torres Strait Islander community groups.

5.4. Training Coordinator

The Training Coordinator at Treescape will be responsible for coordinating all training needs, ensuring that Aboriginal and Torres Strait Islander employees are provided with additional training and development opportunities to support their career advancement.

5.5. Subcontractors

In the event of subcontractor engagement, they will be encouraged to offer employment opportunities to Aboriginal and Torres Strait Islander individuals. Subcontractors will also be urged to participate in relevant employment programs to support the ongoing target employment rate of 5-10% across the contracted region.



6. Implementation

6.1 Training

The coordination of all training requirements will be overseen by the Treescape Training Coordinator, with a commitment to:

- Providing training to relevant employees before their commencement, aligning with pertinent legislation and client specifications.
- Ensuring appropriate training for all Aboriginal and Torres Strait Islander employees to facilitate career advancement.
- Collaborating with subcontractors to guarantee that their employees receive necessary training in line with relevant legislation and client mandates.
- Engaging apprenticeship support services for Aboriginal and Torres Strait Islander apprentices as needed.

6.2 Delivery

Pre-engagement Phase:

- The Reconciliation Action Plan (RAP) will be presented and assessed by the Senior Management Team.
- Stakeholders will receive training before engagement to ensure adherence to regulations.
- Subcontractor agreements will be revised to include a commitment statement to the RAP.

Contract Phase:

- Throughout the contract, suitable Aboriginal and Torres Strait Islander employment services will be engaged to inform about available positions.
- Subcontractor pre-qualification during the contract will incorporate Aboriginal and Torres Strait Islander Procurement Policy (APP) compliance.
- Efforts will be made during the contract duration to enhance the employment of Aboriginal and Torres Strait Islander individuals.
- Regular reviews will be conducted to assess the suitability of the APP throughout the contract's duration.

