



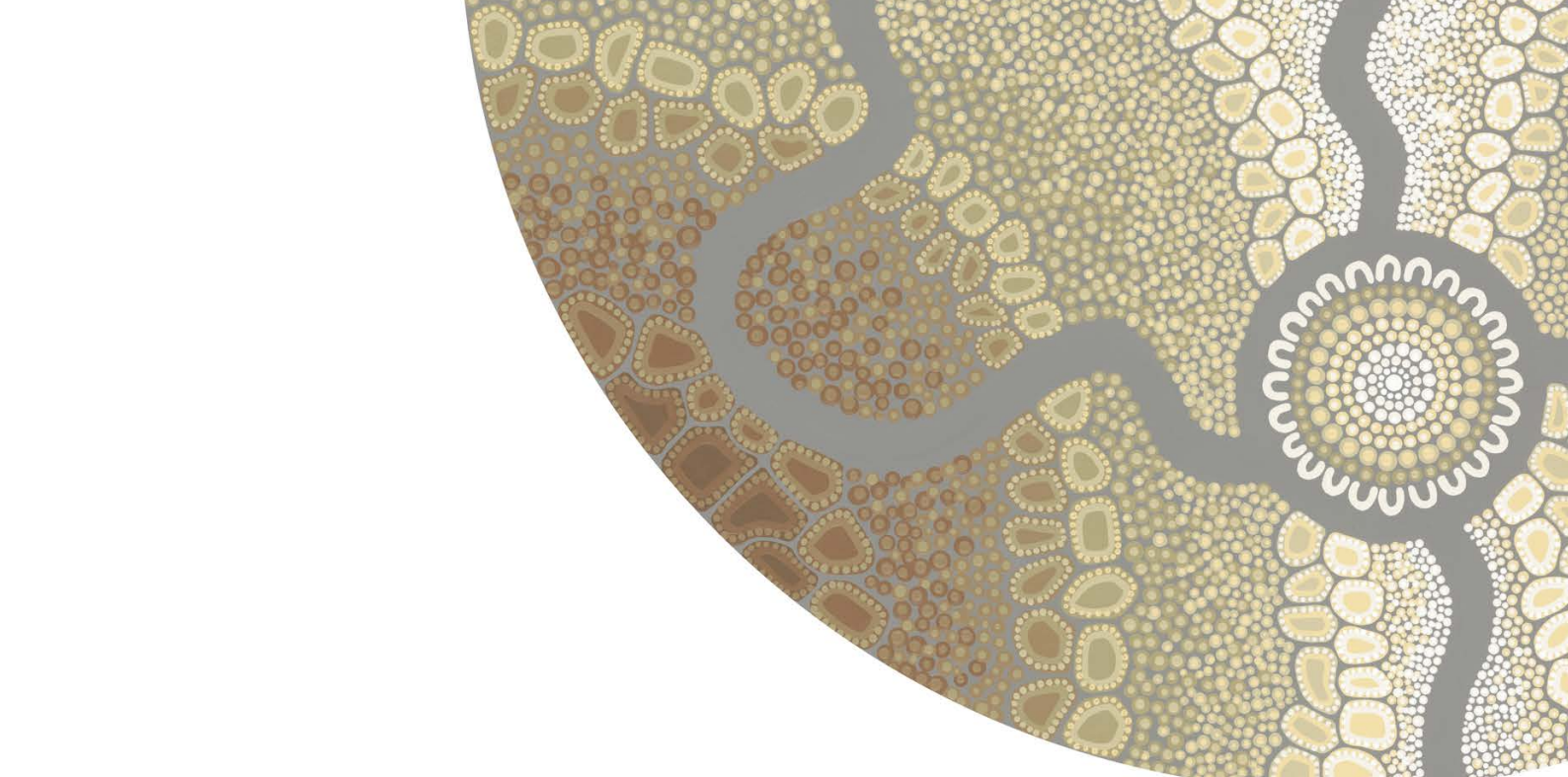
KDN**GROUP**




RECONCILIATION
ACTION PLAN

REFLECT

KDN Group Pty Ltd
Reflect Reconciliation Action Plan
February 2021 - February 2022



KDN Group
acknowledge the Ngunnawal
People and the Ngambri People as
the Traditional Owners of the land
on which our business operates.
We recognise their continuing
connection to land, waters and
culture. We pay our respects to the
Elders past, present and emerging.



A Message From Reconciliation Australia

Reconciliation Australia welcomes KDN Group to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

KDN Group 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 over 2.3 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.

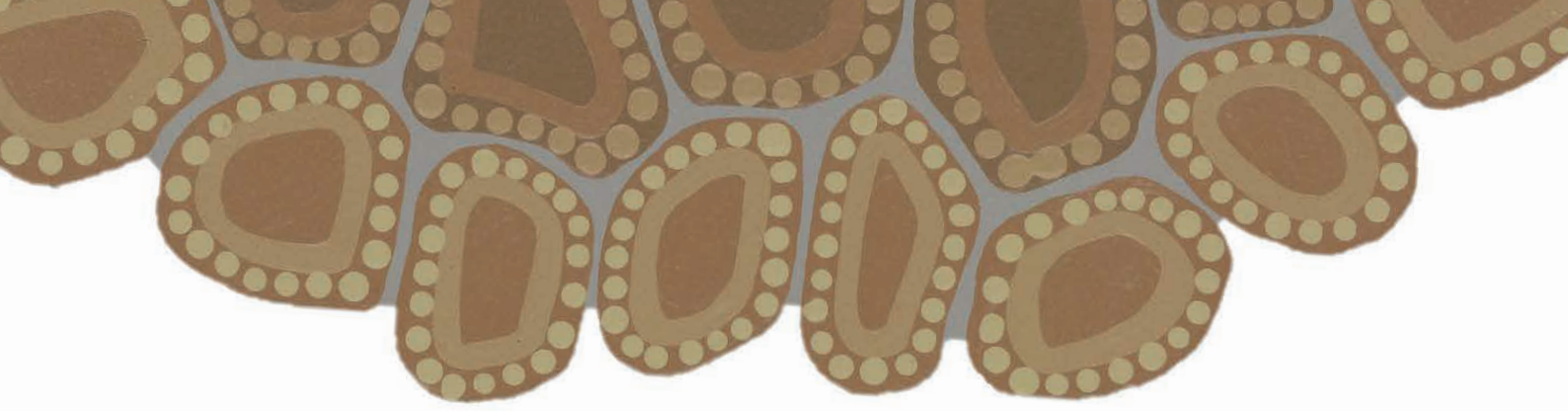
This Reflect RAP enables KDN Group to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations KDN Group, 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*



A Message From Our Managing Director

In Australia, when one enters the land of another, the traditional land owners will welcome visitors onto their land by providing welcome to country. They bestow onto the visitor safe passage, shield them from evil spirits and request they respect the land and leave it as they found it. With this customary, simple yet deeply meaningful act, one captures the essence of what it means to acknowledge our ancestral owners of this land we now live together with.

Reconciliation and awareness of our aboriginal people needs to start at every level of our community, be it in our homes, at our schools and centers of learning, government and institutions or business, big or small. We all have an equally important role to accept, and the sooner we all take this responsibility to acknowledge our ancestral owners of the land, the sooner we can be united as a community that moves forward as one.

At KDN Group we embrace the opportunity to play our part and lead small to medium sized businesses towards acknowledging that employing an action plan towards reconciliation is vital for the whole community and for demonstrating through our own actions that we stand behind all Australians.

George D. Katheklakis

*Managing Director
KDN Group*



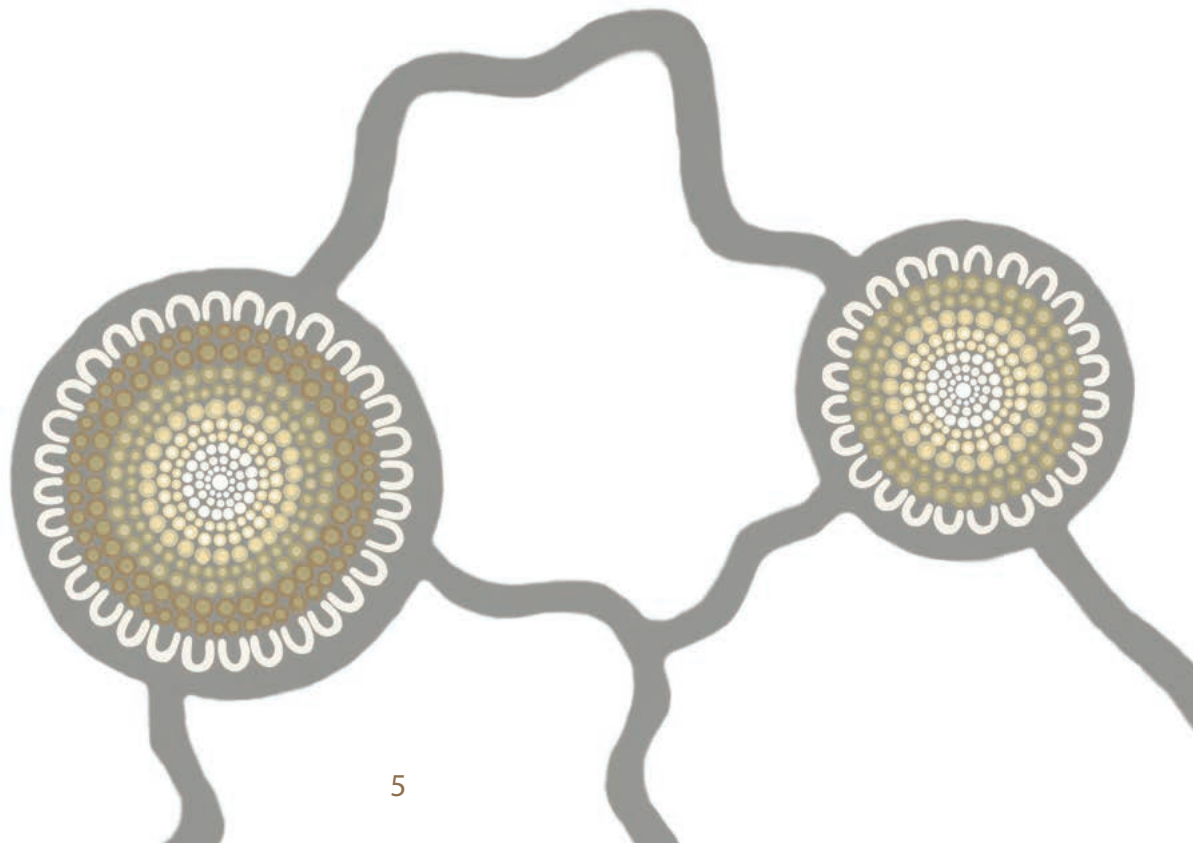


Our Business

KDN Group is a family owned property investment, development and management firm that operates predominantly in the Australian Capital Territory. KDN Group work from one location in Canberra's CBD. KDN design, develop, manage and oversee buildings held within the property portfolios of various family trusts and partnerships. Be it commercial office, retail, or retail trades accommodation, KDN provides exceptional value to our clientele through excellent service, design and development.

KDN Group employs a team of seven highly specialised individuals who are leaders in the Canberra property industry with national experience which compliments KDN Group's extensive local knowledge. KDN Group has a flat company structure with company directors and staff working closely to maintain high standards of customer service to managed assets and when developing new projects. Our team manages a portfolio of fourteen commercial buildings as well as the development of new multi residential and large commercial projects.

KDN Group is a supportive and inclusive employer and features team members from a range of cultural backgrounds. KDN Group does not have any Aboriginal and Torres Strait Islander employees at this stage.



Our RAP

KDN Group was established in 2004 by brothers Jim and Tony Katheklakis. Jim and Tony were born in Crete and have maintained strong relationships with the Greek community in the ACT, Australia and internationally. This appreciation for culture is written into the KDN Group values, with the values of Community and Relationships included as part of KDN Group's six core values.

The KDN Group team believe in an inclusive and understanding society where different cultures are celebrated and preserved. The creation of a KDN Group RAP will assist KDN Group to learn about Aboriginal and Torres Strait Islander people's histories, cultures, and achievements and explore how KDN Group can contribute to achieving reconciliation in Australia.

Due to KDN Groups small number of employees, all team members will be involved and have input into the development and implementation of the RAP. RAP items will feature permanently on agenda of monthly company meetings, and all employees will be empowered to assist in meeting its objectives. KDN Group have elected the Administrator as their RAP Coordinator/RAP Champion, who will co-ordinate and encourage all other staff to actively participate in our Reconciliation journey.

Our Partnerships/Current Activities

KDN Group actively recognises the history of the land to which developments sit by working with tenants to name buildings in the language of the Traditional Owners. Examples of this are:

Winyu House (Gungahlin) – named in consultation with the United Ngunnawal Elders Council, *Winyu* translates to *Sun*, which was chosen to reflect the design features and glass atrium roof which allows light to flood the building.

The Barrandi Centre (Canberra City) – named by a major tenant in the building, *Barrandi* means *Yesterday and Tomorrow*.

Charles Perkins' House (Phillip) – named in honour of Charles Perkins' lifelong work fighting for Aboriginal and Torres Strait Islander peoples' rights.

Beyond building naming, KDN Group has worked with Aboriginal and Torres Strait Islander peoples at the request of tenants for performing Welcome to Country ceremonies and smoking ceremonies. KDN Group also tenders for Commonwealth Government procurement projects which include the requirement of an Indigenous Procurement Policy; however, no agreements are currently in place.

While KDN Group does not currently have any partnerships in place with Aboriginal and Torres Strait Islander peoples, it is hoped that this KDN Group RAP will facilitate further connection with the local Aboriginal and Torres Strait Islander communities.



Relationships

1 Action

Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable	Timeline	Responsibility
• Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	February 2021	Project Manager
• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2021	RAP Coordinator

2 Action

Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable	Timeline	Responsibility
• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2021	Managing Director
• RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2021	RAP Coordinator
• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2021	Director & Property Manager

3 Action

Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Responsibility
• Communicate our commitment to reconciliation to all staff.	February 2021	Director & Property Manager
• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2021	Project Manager
• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2021	RAP Coordinator

4 Action

Promote positive race relations through anti-discrimination strategies.

Deliverable	Timeline	Responsibility
• Research best practice and policies in areas of race relations and anti-discrimination.	July 2021	Financial Controller and Accounts Manager
• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2021	Financial Controller and Accounts Manager



Respect

5 Action

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverable

Timeline

Responsibility

- | | | |
|---|----------------|--------------------------------------|
| • Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. | September 2021 | RAP Coordinator and Accounts Manager |
| • Conduct a review of cultural learning needs within our organisation. | September 2021 | Financial Controller |

6 Action

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverable

Timeline

Responsibility

- | | | |
|--|-----------|-------------------|
| • Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. | July 2021 | RAP Coordinator |
| • Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | July 2021 | Managing Director |

7 Action

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverable

Timeline

Responsibility

- | | | |
|---|-----------|----------------------|
| • Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. | June 2021 | Financial Controller |
| • Introduce our staff to NAIDOC Week by promoting external events in our local area. | June 2021 | Financial Controller |
| • RAP Working Group to participate in an external NAIDOC Week event. | July 2021 | RAP Coordinator |



Opportunities

8

Action

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Deliverable	Timeline	Responsibility
• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2021	Director & Property Manager
• Conduct a review of cultural learning needs within our organisation.	January 2022	Managing Director

9

Action

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverable	Timeline	Responsibility
• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	December 2021	Project Manager
• Investigate Supply Nation membership.	December 2021	RAP Coordinator



Governance

10 Action

Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

Deliverable	Timeline	Responsibility
• Form a RWG to govern RAP implementation.	Marh 2021	RAP Coordinator
• Draft a Terms of Reference for the RWG.	March 2021	RAP Coordinator
• Establish Aboriginal and Torres Strait Islander representation on the RWG.	July 2021	RAP Coordinator

11 Action

Provide appropriate support for effective implementation of RAP commitments.

Deliverable	Timeline	Responsibility
• Define resource needs for RAP implementation.	March 2021	Accounts Manager
• Engage senior leaders in the delivery of RAP commitments.	March 2021	Accounts Manager
• Define appropriate systems and capability to track, measure and report on RAP commiments.	April 2021	Property Manager

12 Action

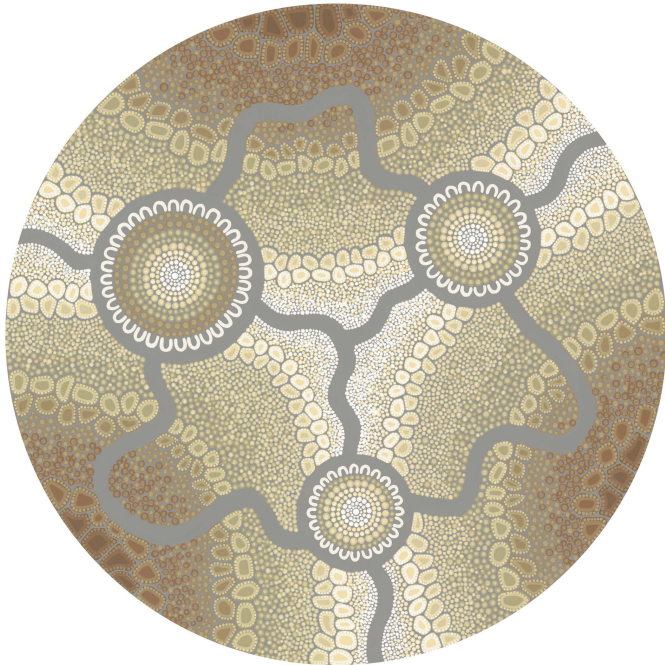
Build accountability and transparency through reporting RAP acheivements, challenges and learnings both internally and externally.

Deliverable	Timeline	Responsibility
• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2021	Property Manager

13 Action

Continue our reconciliation journey by developing our next RAP.

Deliverable	Timeline	Responsibility
• Register via Reconciliation Australia's website to begin developing our next RAP.	November 2021	RAP Coordinator



About the Artwork

“Connectedness” by Leah Brideson

Connectedness represents the interweaving of relationships with people , place and the self. The harmonisation of all three is important for our health, our mind and our being.

About the Artist

Leah Brideson is an Aboriginal woman born in Canberra, ACT. Leah’s mob are Kamilaroi from her Grand-mothers country in the Gunnedah region.

Leah is a self-taught Contemporary Aboriginal Artist and began painting at a very young age. She has been painting in a professional capacity since 2013. Leah is a mother to two young children and also works as a Cultural Integrity Coordinator and Indigenous Education Officer with the ACT Education Dictorate.

<https://www.leahbridesonarts.com.au/>

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