

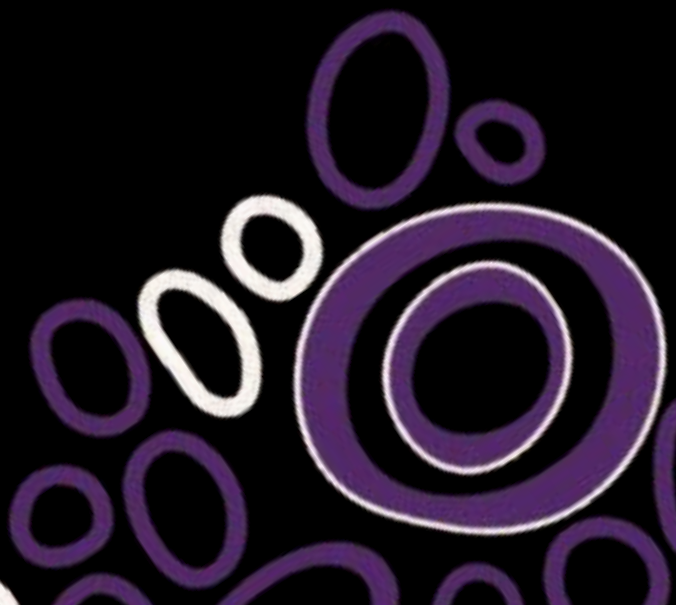
MOMA Solar

2021-2022



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Message from the Director

MOMA Solar was created with the purpose of working with the environment and the natural resources it can provide. This venture began in 2017 and has been growing ever since. This growth has partly been achieved through partnering with people and businesses that hold the same goals and values as us, of which we aim to achieve within our day-to-day business practices.

The industry that MOMA Solar has been a part of comes with many new perspectives, and it has become clear that we needed to get our message out and about on our own support and recognition of the Custodial Landowners whose land we practice our business upon. Reconciliation Australia has opened an avenue for us to go ahead with this in a manner that is meaningful and recognisable, with a level of accountability that will keep us on track towards our Reconciliation Goals.

Our Reconciliation Action Plan is the first major step we are taking to achieve our goals. All our staff will be involved with the implementation of our Plan and there will be an ongoing education of the past, present, and future of Aboriginal and Torres Strait Islander peoples.

MOMA Solar's involvement with the environment and working with people and companies that share a common goal, gives us a sense of reassurance that we are taking positive steps to working together as a nation to build a future foundation of mutual respect, recognition, and education.

Michael Jarvis

Michael Jarvis
Director



About the Artist/Art

Acacia is a BadimiaYamatji Ballardong Noongar artist from Perth, WA.

She comes from two large families in the mid and southwest of WA and is heavily involved within the community through her artwork. Acacia runs a successful business, *Acacia Cultural Designs*, where she specialises in graphic designs, canvas paintings and artistic workshops.

Acacia has made a beautiful piece of artwork for us that represents the MOMA Solar journey into their first Reconciliation Action Plan. Each part of the Artwork represents a different aspect of us as a company and our journey into meaningful reconciliation:

- The main ringed circle/logo is MOMA, the rings going outwards showing the growth of the business.
- Branching out from there are 2 path pathways with footprints walking outward. There are the RAP Focus points - Relationships & Respect.
- Each intricate line and circle represent everyone involved and their experience and stories that they bring to not only MOMA Solar but also to the RAP journey



For more information about her amazing work check out her website here:

<https://www.acaciaculturaldesigns.com/>

Our Business

MOMA Solar holds a focus on providing sustainable solar lighting solutions. With our innovative pop-up base, we are able to provide temporary lighting solutions made of recyclable materials that create a no dig solution for sectors such as Mining, Council and Roadwork/Construction. We also provide permanent lighting solutions that replace outdated technology with sustainable solar energy at a lower cost. Our main goal is to create lighting solutions that reduce noise, light, and air pollution to ensure we can move towards a more sustainable and healthier environment for all.

We currently employ 7 people at our office in Canning Vale WA, one of whom identifies as a First Nations Person.

We are focused on our national reach, working with WALGA (Western Australian Local Government Association) and the Vic Road project to work towards sustainable solutions to electricity or diesel-based alternatives that are currently in place.

Our Elected RAP Champion will be our WALGA Representative. They are the bridge between the Local Governments, MOMA Solar management and as they identify as Aboriginal this role seems fitting as we can work with multiple perspectives within our company while implementing our RAP.





Our RAP

September 2021-September 2022

At MOMA Solar, we hold a Philosophy of a “Better Future for All”, as part of this pursuit we felt the need to start at home (so to speak) and work on our own awareness and understanding of Aboriginal and Torres Strait Islander people’s history and cultures. Using reconciliation as a steppingstone towards putting this philosophy into action is our main motivation. Without the understanding of whose future, we are attempting to improve we will come to a standstill within our journey. Reconciliation is only the beginning, but it is an important beginning that sets us up to move steadily forward as our company grows.

We are currently partnered with Carbon Neutral’s “Plant-a-Tree” Program, planting 200 trees each month to offset our Carbon Footprint as well as restore natural flora to the Yarra Yarra region that was previously cleared for agriculture. The hope with this restoration is to allow for native fauna to return to these regions and restore the natural order, as well as improving the soil, water, and ecological conditions of these cleared areas.

We intend to implement our RAP proficiently through our RAP Working Group and elected RAP Champion in order to remain consistent and on task throughout our Reflect Journey so we may pursue further reconciliation initiatives in the future. Our RAP Working Group will consist of our Admin Assistance, WALGA Representative and our Managing Director to allow for multiple perspectives within our company when implementing our RAP. We will be meeting monthly to follow up on our progress and ensure all our planned tasks are on track with our 12-month timeline.

RAP: Reflect – Deliverables and Timeline



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 2021	Admin Assistant
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2021	Admin Assistant
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022	Admin Assistant
	RAP Working Group members to participate in an external NRW event.	27 May – 2 June 2022	WALGA Representative
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2022	Admin Assistant
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	September 2021	Managing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2021	Admin Assistant
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2021	Admin Assistant
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	November 2021	Admin Assistant
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2021	Managing Director



Respect

Action	Deliverable	Timeline	Responsibility
1. 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.	February 2022	Admin Assistant
	Conduct a review of cultural learning needs within our organisation.	January 2022	Managing Director
2. 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.	September 2021	Admin Assistant
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	January 2022	Managing Director
3. 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 2022	Admin Assistant
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	Admin Assistant
	RAP Working Group to participate in an external NAIDOC Week event.	First Week in July, 2022	Admin Assistant



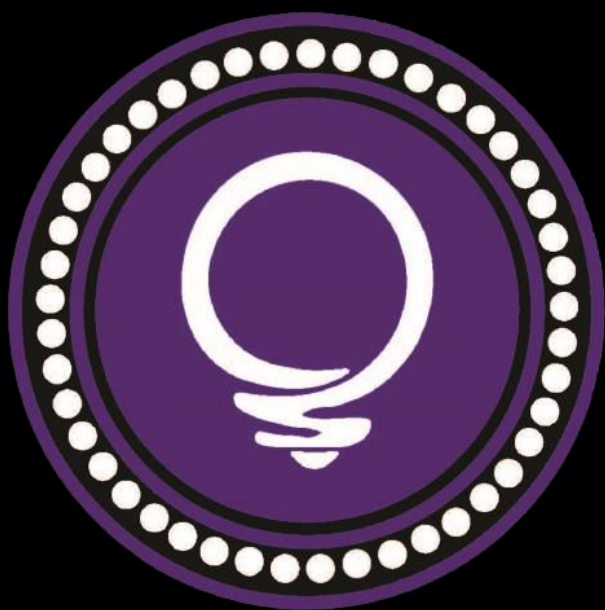
Opportunities

Action	Deliverable	Timeline	Responsibility
1. 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 2022	Managing Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January 2022	Managing Director
2. 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.	December 2021	Managing Director
	Investigate Supply Nation membership.	September 2021	Admin Assistant



Governance

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	September 2021	WALGA Representative
	Review and update Terms of Reference for the RWG.	February 2022	Admin Assistant
	Maintain Aboriginal and Torres Strait Islander representation on the RWG	April 2022	WALGA Representative
2. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	November 2021	Admin Assistant
	Engage senior leaders in the delivery of RAP commitments.	November 2021	WALGA Representative
	Define appropriate systems and capability to track, measure and report on RAP commitments.	November 2021	Admin Assistant
3. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022	Admin Assistant
4. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2022	Admin Assistant



Contact Details

Name: Michael Jarvis

Position: Owner/Managing Director

Phone: +61 8 6141 3204

Email: michael@momasolar.com.au