

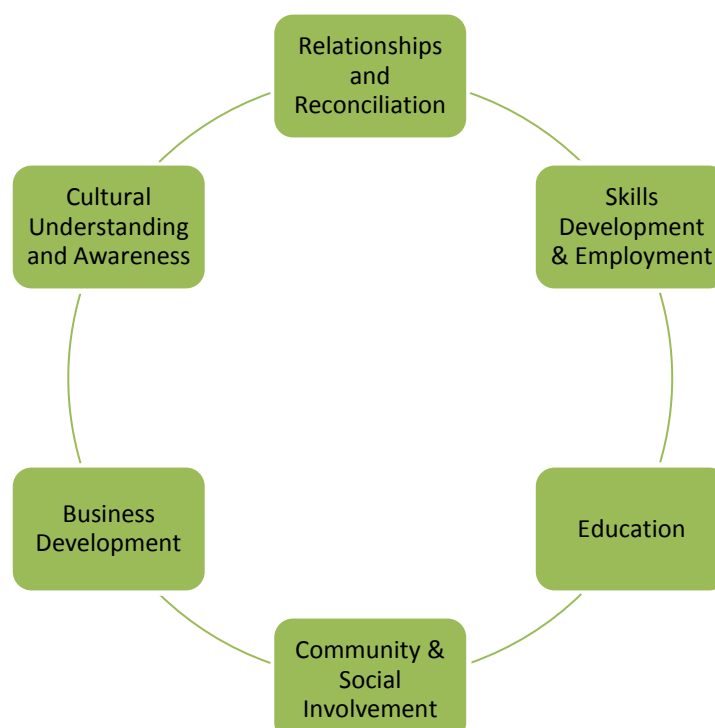
Xstrata Coal NSW – Proposed Reconciliation Action Plan (RAP)

Xstrata Coal New South Wales (XCN) would like to acknowledge the registered Aboriginal parties who participated in the Ravensworth Operations consultation. Their sharing of social concerns and aspirations has led to the proposed development of a Reconciliation Action Plan to drive social and community wellbeing initiatives within XCN's sphere of influence and strengthen community and company relationships

XCN would also like to thank those corporations, organisations and individuals that have provided feedback during recent RAP consultation sessions.

What is XCN proposing?






- 💡 With the input of a RAP Community Group, develop a RAP covering its operational areas in the Upper Hunter Valley.
- 💡 To develop a RAP with the following focus areas:



What is a RAP?

- ✔ A RAP is a tool to build **positive relationships** between Aboriginal and non-Aboriginal people.
- ✔ RAP's and the RAP journey are about **including** a wide range of people and everyone being **respectful** of each other.
- ✔ RAP's include many partners that **work together** to **positively contribute** to social programs which benefit Aboriginal people and promoting the cause of reconciliation.
- ✔ A RAP is playing a positive part in the **national effort** to **close the 17-year gap** in life expectancy between Indigenous and other Australians.
- ✔ Framework that captures commitment toward **reconciliation**.
- ✔ Framework for existing and new **initiatives**.
- ✔ **Mutually beneficial** based on **partnerships** and **sustainability**.
- ✔ Focus on '**sphere of influence**'. That is: do things that that XCN are **capable** of doing, and not trying to do things XCN are not capable of.
- ✔ A RAP sets out a plan of **actions** which **contribute** to the **wellbeing** of Aboriginal people
- ✔ A RAP is a public document available for **everyone** to look at.
- ✔ A RAP is **measured** and **refreshed** every year. This involves looking at what has **worked**, what has not worked and what are the **possibilities** for the next year.
- ✔ RAPs look at three main areas: Improving **relationships**, Increasing **respect** and Improving **opportunities**

What a RAP is NOT

-  A RAP is not setting amounts of money to be distributed.
-  A RAP is not a Trust Fund.
-  A RAP is not deciding who gets access and who doesn't get access to services or programs.
-  A RAP is not taking over the responsibilities of others.
-  A RAP does not replace Aboriginal Cultural Heritage Management.

XCN is seeking to establish a RAP Community Working Group to help guide the development of a RAP.