



Reflect

Reconciling

Action

Plan

2024-25

25

Reflect Reconciliation Action Plan
(July 2024 - July 2025)



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Acknowledgement of Country

Acknowledgement of Country

MyState Limited acknowledge Aboriginal and Torres Strait Islander people and their rich culture. We acknowledge the Traditional Owners and Custodians of country throughout Australia and their connections to land, sea and community.

We acknowledge MyState's Aboriginal and Torres Strait Islander employees, partners, and stakeholders, and pay our respects to their Elders, both past and present, for they are the knowledge keepers who hold the memories and traditions of the oldest continuing living culture in the world.

We recognise and value the ongoing contribution of Aboriginal and Torres Strait Islander cultures to Australian life and how this enriches us and our communities. We embrace the spirit of reconciliation, working towards mutual respect, equality, and a better future together.



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About MyState Limited

Our customers know us as MyState Bank and TPT Wealth. We are listed on the ASX, our head office is in nipaluna (Hobart) and our branch network covers the three regions of lutruwita (Tasmania) employing over 380 staff.

Our purpose:

We're a Tasmanian-based financial services company with big ambitions. We make managing your money easy, to help you achieve what matters most. We invest in our people and communities, so together we can thrive. Together for the better.

What this purpose means for:

Our shareholders – we deliver sustainable, profitable growth

Our community – we invest into and support our local communities

Our customers and clients – we care about what matters

Our people – we grow and achieve great things

Our values:

Create customer 'wow'

- » We walk in our customers' shoes and appreciate their perspectives
- » We think and act in the best interests of our customers
- » We are clear, concise and trustworthy in our customer interactions
- » We design and deliver exceptional customer experiences, with a human touch
- » We make things easier and simpler for our customers

Chase the better

- » We are bold in our ambition
- » We seek out and embrace the change that is required to succeed
- » We have the courage to try new things and grow from our failures
- » We simplify (and digitise) to deliver faster
- » We seek industry leading productivity and always strive for better outcomes

Collaborate to win

- » We care for each other, our customers, our partners and our community
- » We give our best, do the right thing, and trust our colleagues to do the same
- » We hold each other to account
- » We openly share information so that everyone can make informed decisions
- » We reach out across teams to rapidly solve problems – and celebrate our successes and learnings!



Message from our Managing Director and CEO



On behalf of the Board, the Executive team and the MyState Bank & TPT Wealth team, it's my privilege to present our Reflect Reconciliation Action Plan, the first step in formalising our commitment to reconciliation. At MyState, reconciliation means working together for a future that understands, respects and celebrates the strengths of First Nations people and cultures.

We are committed to fostering understanding and strengthening relationships with Aboriginal and Torres Strait Islander people and we're taking action. A focus for us is educating our employees on recognising Aboriginal and Torres Strait Islanders as First Nations people and the purpose and significance behind cultural protocols. We acknowledge that we have much to learn from the stories, practices and perspectives of Tasmanian Aboriginal people.

We are also getting involved and celebrating culturally significant events including National Reconciliation Week and NAIDOC week.

Our target for employees who identify as Aboriginal or Torres Strait Islanders is 3% by 2026. There's still progress to be made with our current workforce well under this target at 1.5%. We'll work towards our goal by continuing to focus on fair and unbiased recruitment, and we have provided unconscious bias training to our leaders to support this objective.

Central to MyState's purpose is a commitment to investing in our communities. Through the MyState Foundation, we have provided grants to programs specifically designed to support First Nations youth, empowering them to reach their full potential.

While we recognise that our contribution alone won't close the gap, we look forward to playing our part to bring about change, understanding and respect through the delivery of the initiatives outlined in this Reflect Reconciliation Action Plan.

Brett Morgan

Managing Director and CEO





Message from Reconciliation Australia

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

MyState joins a network of more than 3,000 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 close to 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.

'These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.'

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 MyState 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 MyState, 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



About the artwork:

"For the artwork, I wanted to do something that represented the journey that MyState is on in terms of their Reconciliation Action Plan and the growth of their company. Learning more about First Nations people and their commitment to learn from us and walk alongside us. The tree branches represent the three main areas in which MyState operate from, the top being gum leaves to represent the Gum Trees that surround the kanamaluka (Tamar River), on the right side there is a salt bush leaf to represent the coastal aspects of the Devonport region, while the bottom is a fern leaf to represent the fern trees that surround kunanyi (Mt Wellington) which is a well-loved aspect of Hobart. The borders on the side represent the journey of walking and growing together. Although the meaning of the petroglyphs have been lost due to colonisation, we know that they tell stories of our old people, therefore people such as myself like to include them in our art work so the symbols themselves do not get lost as well."



'...The borders on the side represent the journey of walking and growing together.'

About the artist:

Bianca Templar is a proud Truwulway/Bunurong woman who resides on the unceded banks of the kanamaluka (Tamar River, Launceston). Bianca was privileged to grow up around her elders, where she learnt cultural crafts such as weave, kelp basket making and shell stringing. Bianca then started her own business named 'Takamuna rrala designs' which is palawa kani for Stand Strong Designs. Here she expanded her craft to include more contemporary aspects such as resin art, digital design, clay work and acrylic paintings. The name Takamuna rrala designs is an homage to the adversities Bianca has faced throughout her lifetime, but despite this she has continued to thrive. Bianca is a strong advocate for her people and works hard to educate others on the true history of lutruwita (Tasmania).



Our Reconciliation Journey

Our commitment to a diverse workforce and inclusive culture is reflected in our policy, plan and targets, and helps us deliver on our purpose and live our values. Our Board regularly reviews the impact of our diversity and inclusion program, and we monitor and report on our progress. To enable us to make a genuine difference we concentrate our efforts - Aboriginal and Torres Strait Islander representation is one of four focus areas for MyState. Recognising, respecting, and understanding Aboriginal and Torres Strait Islander people and cultures strengthens our relationship with those communities throughout our homeland of lutruwita (Tasmania).

The Reflect Reconciliation Action Plan is a tangible demonstration of our genuine desire to send a message of welcome and inclusiveness to Aboriginal and Torres Strait Islander people, especially our investors, customers, employees and members of the Tasmanian community who identify as Aboriginal and Torres Strait Islander people. An inclusive workplace culture is authentic when our people feel a sense of belonging and can bring their best selves to work every day.

We want to learn together to broaden our knowledge of the world's oldest living cultures, and provide employment opportunities for Aboriginal and Torres Strait Islander people. The actions outlined in this Reflect Reconciliation Plan will further support us in understanding, exploring and measuring where and how we can have the most meaningful impact and lay firm foundations for reconciliation.

Our Reconciliation Journey



Where we are now?

With an emphasis on awareness, education and celebration we have implemented the following workplace initiatives:

- » We have proudly been a member of the Tasmanian Reconciliation Collective since 2021.
- » As a job provider, we took part in Reconciliation Tasmania's Aboriginal Employment Pilot Program in 2022.
- » Our employees have represented at local community events celebrating National Reconciliation Week (NRW), such as the NRW breakfasts hosted by Reconciliation Tasmania. We also attend the annual Reconciliation Tasmania forum.
- » Elder Uncle Rodney Dillon presented a Welcome to Country and truth-telling session to support our Executive team in leading authentically and making a difference.
- » Leading with our Executive team, we hosted Voice to Parliament workshops open to all our employees from August 2023 to October 2023.
- » We have developed and implemented accessible protocols for Acknowledgement and Welcome to Country addresses.
- » Through our employee assistance provider, Newport & Wildman, we offer a specialised counselling support service for Aboriginal and First Nations people.
- » At our Head office, we have commenced the naming of meeting rooms and facilities with the traditional language of our First Nations people.
- » Through the MyState Bank Foundation, we've provided two grants to Reconciliation Tasmania to support Youth Mob; a youth network for Aboriginal and Torres Strait Islander people aged 16 – 24.



Our Reconciliation Plan

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.	July 2024	Culture and Capability Advisor
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2025	Culture and Capability Advisor
	Identify Aboriginal and Torres Strait Islander organisations to apply for the next MyState Foundation grant round.	July 2025	Senior Manager Internal Communications
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Senior Manager Internal Communications
	RAP Working Group members to participate in an external NRW event.	May 2025	General Manager People, Community & Public Affairs
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2025	General Manager, People Community & Public Affairs
	Use LinkedIn Learning to explore the range learning modules about reconciliation for our people during NRW	December 2024	Culture and Capability Advisor
	Use social media platforms to celebrate NRW with MyState / TPT Wealth Customers and the Tasmanian community.	June annually	Senior Manager Partnerships, Loyalty & Customer Marketing
3. Promote reconciliation through our sphere of influence	Communicate our commitment to reconciliation to all staff.	July 2024	Managing Director and CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	July 2025	Managing Director and CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2025	Managing Director and CEO
4. Promote positive race relations through anti-discrimination strategies	Research best practice and policies in areas of race relations and anti-discrimination.	December 2024	Culture and Capability Advisor
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2024	Senior Manager Human Resources

Respect

Action	Deliverable	Timeline	Responsibility
5. 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.	October 2024	General Manager People, Community & Public Affairs
	Conduct a review of cultural learning needs within our organisation.	March 2025	Senior Manager Culture & Capability
6. Demonstrate respect to Aboriginal and Torres Strait Islander people 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.	January 2025	Culture and Capability Advisor
	Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2025	General Manager People, Community & Public Affairs
7. 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.	July annually	Senior Manager Internal Communications
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July annually	Senior Manager Internal Communications
	RAP Working Group to participate in an external NAIDOC Week event.	July annually	General Manager People, Community & Public Affairs
	Celebrate NAIDOC Week on social media platforms.	July annually	Senior Manager Partnerships, Loyalty & Customer Marketing

Our Reconciliation Plan cont.

Opportunities

Action	Deliverable	Timeline	Responsibility
8. 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.	December 2024	Senior Manager Human Resources
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	April 2025	Senior Manager Human Resources
	Continue to work with our RAP Artist Bianca Templar to further develop artwork in our locations of work.	April 2025	Culture and Capability Advisor
9. 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 including catering.	March 2025	Senior Manager Procurement
	Investigate Supply Nation membership.	May 2025	Senior Manager Procurement

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Draft a Terms of Reference for the RWG.	September 2024	Senior Manager Strategy, ESG & Investor Relations
	Establish greater Aboriginal and Torres Strait Islander representation on the RWG, including the opportunity to explore internal and external participants.	October 2024	Culture and Capability Advisor
11. Provide appropriate support for effective implementation of RAP commitments	Engage senior leaders in the delivery of RAP commitments.	September 2024	Managing Director and CEO
	Appoint a senior leader to champion our RAP internally.	July 2024	Managing Director and CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2024	Managing Director and CEO
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Culture and Capability Advisor
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August annually	Culture and Capability Advisor
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September annually	Culture and Capability Advisor
13. Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP.	April 2025	Culture and Capability Advisor


Our Reconciliation Working Group

Managing Director and CEO (Executive Sponsor)
General Manager People, Community & Public Affairs
(Business Owner)
Chief Financial Officer
Chief Risk Officer
Head of Strategy, ESG & Investor Relations
Senior Manager Enterprise Risk

Supported by Culture and Capability Advisor
Belong Committee

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