



REFLECT

# Reconciliation *Action Plan*

March 2024 – February 2025



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## Acknowledgement *of Country*

Albemarle acknowledges the Traditional Custodians of Country throughout Australia, and their continuing connection to land, waters and community. We pay our respects to all members of Aboriginal and Torres Strait Islander communities and cultures; and to Elders past and present.





## RAP Artwork

My artwork explores the journey Albemarle is on through their Reflect RAP.

Starting from the centre, infusing cultural knowledge into the organisation to create opportunities for our people, and educating staff on culturally safe ways of working.

Around the centre are circles to represent yarning spaces where we continue to have these conversations.

The six darker circles represent the organisation's core values, driving how we navigate these conversations.

The circles further out symbolise the continued conversations around how we can positively influence the organisation and the communities Albemarle works alongside.

**Kevin Wilson,**  
Artist & Co-founder,  
Nani Creative

Kevin Wilson is a Wongi man with family ties to the Goldfields region, Leonora and South Australia. With an instinct for visual storytelling, Kevin runs Nani Creative, an Aboriginal owned and led design agency focusing on bringing more mob into the creative industry.





## Message from Reconciliation Australia CEO

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

Albemarle joins a network of more than 2,500 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.

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 Albemarle 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 Albemarle, 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



## Message from Albemarle Australia Chief Operating Officer

As Albemarle Australia's newly appointed Chief Operating Officer, I am very proud to present Albemarle Lithium Australia's Reflect Reconciliation Action Plan (RAP). As an American who has lived in Australia since 2022, the development of Albemarle's RAP has been instrumental in broadening my understanding of Australia's First Nations histories and cultures. More importantly, this initiative has alerted me to the important role companies such as ours can and should undertake to progress reconciliation across our field of influence.

Led by our Vice President External Affairs and RAP Champion, Beverley East, the RAP process has afforded us the opportunity to deeply consider what reconciliation means to us as an organisation and to the communities in which we operate. Talking with our colleagues and communities, these learnings have informed the development of our RAP while also influencing how we have developed the foundations of our company here in Australia.

As Albemarle grows our Australian operations, we are in the unique position to embed our commitment to reconciliation into the heart of our business and to create a culturally aware workplace where Australia's deep First Nations histories are respected and valued. We want our people to know and respect the history of the land and waters on which they live and work. We strive to forge strong relationships and partnerships with the Traditional Custodians of the lands on which we operate.

Across our sphere of influence, from employment to procurement, to our relationships with our communities, developing our Reflect RAP has given us opportunity to consider all our operations and how we can integrate our commitment to reconciliation and turn this commitment into action.

This consideration has proven our RAP's close alignment with our company's purpose to **build a more resilient world** and our company values of Care, Curiosity, Collaboration, Humility, Accountability and Integrity. Our values ground and guide us in everything we do and this extends to delivering on our RAP commitments.

Albemarle is at the beginning of our reconciliation journey and we recognise we have much to do. Reconciliation is everyone's responsibility and I invite all in the Albemarle community to join me in supporting Albemarle's RAP Champion, Beverley East, as we work together to make reconciliation a reality across our community.

**Walter Sopp Jr.**  
Chief Operating Officer  
Albemarle Australia



# Our Purpose and Values

Albemarle’s six core values allow us to achieve our corporate purpose to enable a more resilient world. They guide us in our work and in our interactions with our stakeholders.

**Care**

We improve the safety and support the resilience of our communities, employees and environment.

**Curiosity**

We continuously learn and are comfortable taking informed risks to innovate.

**Collaboration**

We work together, value each other and encourage diverse thought to drive more impactful solutions.

**Humility**

We share the credit and value the ideas of others to achieve goals together.

**Accountability**

We act with courage to take ownership for what matters and responsibly deliver results.

**Integrity**

We do what we say with honesty and transparency for the benefit of all.

**Our corporate purpose is to enable a more resilient world.**



# Our Business

Albemarle leads the world in transforming essential resources into critical ingredients for **mobility, energy, connectivity, and health**.

From our strength in lithium and bromine specialties, we partner with customers to pioneer new ways to **move, power, connect and protect** with people and planet in mind.

Headquartered in the United States, with a global employee base of over 7,000 and growing, Albemarle produces materials and technology critical to building a resilient world and enabling the energy transition.

As Australia’s largest lithium producer and manufacturer, Albemarle employs over 700 people in Australia. We have offices in the Perth CBD and Bunbury and produce value-added lithium hydroxide at our world-leading processing plant near Bunbury in Western Australia’s South West.

Currently we have nine employees who identify as Aboriginal and/or Torres Strait Islander.

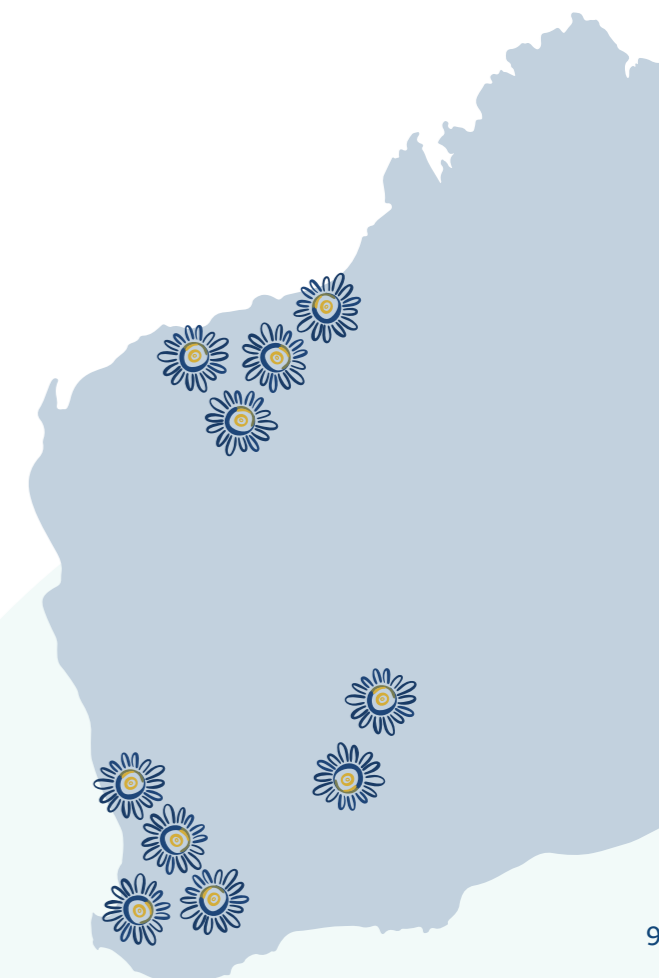
The Kemerton Lithium Hydroxide Processing Plant was completed in 2022 with two processing trains. It is the most modern plant of its type in the world.

Expansion of Kemerton to four processing trains commenced in mid 2023, and when complete will see Kemerton’s production capacity increase from 50,000 metric tonnes of lithium hydroxide to 100,000 metric tonnes per annum. This is enough to support the manufacturing of approximately 2.4 million electric vehicles annually.

Albemarle also holds strategic investments in lithium mining in Western Australia including the MARBL Joint Venture Wodgina lithium mine in the Pilbara and the Talison Greenbushes lithium mine in the South West. Greenbushes supplies spodumene concentrate which is converted at Kemerton into lithium hydroxide.

As a values-led company, we understand it is not enough to build things better, stronger and faster. We have to be cleaner, safer and smarter. Through the world’s most diverse and reliable lithium supply chain, we adapt, manage and utilise our world’s essential resources to create the greatest value out of every molecule. To help lead the way in progressing modern living, we also have to lead the way in safe and responsible operations.

**Albemarle has all the elements for a better world – one where people and planet thrive.**





## Our RAP

Sustainability is at the heart of everything we do at Albemarle. It is an integral part of living our Core Values of Care, Curiosity, Collaboration, Humility, Accountability and Integrity. We believe that sustainability entails a commitment to improve the quality of human life through innovative products, protection of the environment and doing the right thing in our communities.

Albemarle is committed to establishing long-term community relationships based on meaningful engagement, care, respect, trust, transparency, honesty, humility and good faith. We recognise the unique relationship of Aboriginal and/or Torres Strait Islander communities with their environments and we respect and seek to promote the cultures, heritage, life systems, customs, beliefs, rites and socio-cultural practices associated with First Nations communities in the areas of our operations.

With an international workforce in Australia, and a global footprint that traverses over 100 countries, we believe that developing a Reconciliation Action Plan will provide us with the best opportunity to develop our employees' knowledge, understanding and respect of Aboriginal histories and cultures and create an environment where cultural diversity is valued and celebrated.

This extends to sharing Australia's First Nations culture and history with our colleagues and customers throughout the world, providing an opportunity to enhance global knowledge and understanding of the world's oldest continuing living culture.

Led by our RAP Champion, Vice President External Affairs Australia, Beverley East, our RAP will guide us as we develop and strengthen our relationships with the First Nations communities where we operate, and provide the framework to ensure we can actively develop programs that will increase employment, training and business development opportunities for Aboriginal and Torres Strait Islander people.

## Our Current Activities

Albemarle is establishing relationships with the Traditional Custodians of the lands on which our operations are located, with a particular focus on the South West of Western Australia.

Partnering with Noongar Elders and artists, Albemarle has commenced development of two major public artworks as part of the Albemarle Paris Grove Village currently under construction in Australind. When complete, these artworks will form the entry statement to the village, proudly acknowledging the Noongar Nation's ancient culture and continuous connection to the land on which the village is built.

To assist in the preservation and reawakening of the Noongar language, Albemarle is also working with Elders to develop a Noongar naming protocol to be implemented across the village. This will ensure that everyone who visits the village and resides there will become familiar with Noongar language.

Throughout 2023 we were very pleased to support a number of First Nations-led initiatives in the South West through Albemarle's Community Investment Program.

The Harvey Aboriginal Corporation was funded to expand the delivery of the Ngaala Kaartdijin Yaanginy/ Sharing Our Knowledge project to improve knowledge and understanding of Noongar culture throughout the South West of Western Australia. In recognition of NAIDOC Week, Albemarle also provided funding assistance to the South West Aboriginal Medical Service to assist in the delivery of their annual NAIDOC Family Fun Day.

In addition, a number of other activities supporting First Nations cultural development were supported including IndigefestOZ by CinefestOz and the development of the Richmond Wellbeing Yarning Circle at the Step Up Step Down facility in Bunbury.



# 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	March 2024	Project Lead External Affairs
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	March 2024	Project Lead External Affairs
2. Build relationships through celebrating National Reconciliation Week (NRW)	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May 2024	Project Lead External Affairs
	• RAP Working Group members to participate in an external NRW event	27 May- 3 June, 2024	Project Lead External Affairs
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May- 3 June, 2024	RAP Champion
3. Promote reconciliation through our sphere of influence	• Communicate our commitment to reconciliation to all staff	March 2024	RAP Champion
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey	March 2024	Project Lead External Affairs
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	March 2024	Project Lead External Affairs
	• Publish RAP on website and communicate RAP progress via regular updates through internal communication channels	March 2024	Communications Manager
	• Include RAP Briefing in on-boarding induction of all new employees	March 2024	Human Resources Director Support – Project Lead External Affairs
4. Promote positive race relations through anti-discrimination strategies	• Research best practice and policies in areas of race relations and anti-discrimination	May 2024	Human Resources Director
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	May 2024	Human Resources Director

# 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 cultural learning strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation	July 2024	Training Manager
	• Conduct a review of cultural learning needs within our organisation	July 2024	Training Manager
	• Undertake Albemarle Employee Cultural Awareness Survey to establish baseline data	May 2024	Human Resources Director Support – Project Lead External Affairs
	• Introduce online cultural competency course, to be undertaken as part of induction for all new employees, and within twelve months of introduction for all existing employees	July 2024	Human Resources Director Support – Project Lead External Affairs
6. 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	July 2024	Project Lead External Affairs
	• Increase employee's understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country protocols	March 2024	Project Lead External Affairs Support - Internal Communications
	• Collaborate with local Traditional Custodians and Elders to implement Noongar naming protocol at key company sites in Australia	June 2024	Project Lead External Affairs
	• Collaborate with Elders to develop artworks for display at key Albemarle sites	June 2024	Project Lead External Affairs
	• Develop a list of Elders who can be invited to provide Welcome to Country at Albemarle sites	March 2024	Project Lead External Affairs
	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week	June 2024	Communications Manager
	• Introduce our staff to NAIDOC Week by promoting external events in our local area	June 2024	Project Lead External Affairs Support – Internal Communications
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	• RAP Working Group to participate in an external NAIDOC Week event	First week in July 2024	Project Lead External Affairs
	• Seek opportunities to support Aboriginal organisations to deliver NAIDOC Week activities and events in the South West	March and October annually	Senior Community Relations Advisor





# Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	• Develop a strategy for Aboriginal and Torres Strait Islander employment within our organisation	August 2024	Human Resources Director
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	May 2024	Human Resources Director
	• Conduct a review of recruitment, onboarding/induction and retention practices to ensure Albemarle provides a culturally safe, inclusive and responsive environment for Aboriginal and Torres Strait Islander employees	July 2024	Human Resources Director
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	• Develop a strategy for procurement from Aboriginal and Torres Strait Islander owned businesses	August 2024	Regional Capital Procurement Director
	• Investigate Supply Nation membership	May 2024	Regional Capital Procurement Director
	• Develop relationship with Noongar Chamber of Commerce and Industry and investigate membership	May 2024	Regional Capital Procurement Director



# Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RAPWG) to drive governance of the RAP	• Annual call for nominations for membership to RAPWG	May annually	Project Lead External Affairs
	• Review annually Terms of Reference for the RAPWG	June 2024	Project Lead External Affairs
	• Establish and ensure ongoing opportunities for Aboriginal and Torres Strait Islander representation on the RAPWG	May annually	Project Lead External Affairs
11. Provide appropriate support for effective implementation of RAP commitments	• Define resource needs for future RAP implementation	August 2024	RAP Champion Human Resources Director Support - Project Lead External Affairs
	• Engage senior leaders in the delivery of RAP commitments	March, June, September and December annually	RAP Champion
	• Appoint a senior leader to champion our RAP internally	January 2024	Chief Operating Officer
	• Review appropriate systems and capability to track, measure and report on RAP commitments	June annually	Project Lead External Affairs
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	Project Lead External Affairs
	• Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Questionnaire	1 August annually	Project Lead External Affairs
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia	30 September annually	Project Lead External Affairs
13. Continue our reconciliation journey by developing our next RAP	• Register via Reconciliation Australia's website to begin developing our next RAP	November 2024	Project Lead External Affairs







**Albemarle Lithium Pty Ltd**  
Level 7, 179 St Georges Terrace  
Perth WA 6000  
Ph: 1300 021 983  
[www.albemarle.com](http://www.albemarle.com)

Please direct RAP enquiries to:

**Louise Paterson**  
Project Lead External Affairs Australia  
Ph: 0419905224  
E: [louise.paterson@albemarle.com](mailto:louise.paterson@albemarle.com)