



Nourishing Our Country

REFLECT RECONCILIATION ACTION PLAN

September 2025 – September 2026



RECONCILIATION
ACTION PLAN

REFLECT

WE PAY OUR DEEP RESPECTS

OzHarvest acknowledges the Traditional Custodians of the lands on which we operate across Australia. We pay our respects to Aboriginal and Torres Strait Islander Elders past and present, and acknowledge their continuing connection to Country, culture and community. We recognise that Aboriginal and Torres Strait Islander peoples have been caring for this land for over 65,000 years with deep knowledge, wisdom and sustainable practices that have nurtured and preserved the environment for countless generations.

As an organisation with a mission of 'Nourishing our Country' through rescuing food and creating a more sustainable food system, we have deep respect for the wisdom and care that Aboriginal and Torres Strait Islander peoples have brought to the land for millennia. We recognise there is so much we can learn from their understanding of sustainable food systems, their profound connection to Country, and their practice of taking only what is needed while nurturing the land's continued abundance. Their approach to caring for and appreciating the land offers invaluable guidance as we work toward building a more sustainable and respectful relationship with the environment and the food systems that sustain us all.





Photo credit Nikki To. Picture shows Smoking Ceremony at CEO CookOff, 2019

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Our Reconciliation Artwork

Anumara: A Symbol of OzHarvest's Reconciliation Journey

OzHarvest has chosen "Caterpillar Dreaming / Anumara" by Yurpiya Lionel to represent our inaugural Reconciliation Action Plan and display in the heart of our HQ. This stunning artwork connects deeply with our mission and values in several meaningful ways.

The vibrant yellow artwork depicts the tjukurpa (dreaming) of the caterpillar at Anumara, a significant site near Irrunytju in Western Australia. As Yurpiya explains, the painting shows "anumara tjina tjuta" (many caterpillar tracks) crawling across her family's country, creating a visual representation of care, connection, and responsibility.

The multiple caterpillar tracks resonate with the diverse ways OzHarvest works to "Nourish our Country" - through food rescue, education, innovation and advocacy. Just as the artist paints to "keep country safe and strong," the work we do aims to strengthen and care for communities and protect the land we all share. The caterpillar itself represents transformation and growth, perfectly reflecting this significant step in our reconciliation journey. As we move forward with purpose and commitment, this artwork will serve as a beautiful reminder of our path toward deeper understanding and meaningful action.

Through this powerful visual story, we honour Indigenous knowledge and connection to country while embracing our own responsibility to contribute to reconciliation in Australia.

Anumara - Caterpillar Dreaming





YURPIYA LIONEL

Anumara - Caterpillar Dreaming

Yurpiya was born at the homeland Donald's Well, near Kenmore Park, about 45 kms east of Ernabella community on the APY Lands in SA.

She is the daughter of Pantjiti Lionel, a very senior Pitjantjatjara woman and artist. Her family lived in Ernabella where she attended school. In 2004 Yurpiya started painting at Ernabella Arts and is now a leader of the women's painting studio. She has three children and several grandchildren - her daughters Rachael and Alison Lionel are rising stars of the painting and ceramic studios.

Yurpiva is also a very accomplished fibre sculptor and weaver. In 2011 her work was acquired by the University of Newcastle. In 2015 Yurpiya was a finalist in the National Aboriginal and Torres Strait Islander Art Awards, and in 2018 she was a finalist in the Wynne Prize.

In 2017 she exhibited alongside her two daughters and her mother in The Lionel family - Tjukurpa titutjura kunpu ngaranytjaku (Keeping our tjukurpa strong forever.)

In 2018 Sabbia Gallery featured her work at Sydney Contemporary. In the same year, her paintings were exhibited in APY LANDS LA: Central Desert Painters of Australia in Los Angeles.

In 2020 she participated in Nganampa ngura-nguru nyurampa ngurakutu (From our place to your place) at Aboriginal Signature in Brussels.

Yurpiya continues to exhibit both nationally and internationally.

RAP Introduction and Acknowledgement

Statement from CEO of Reconciliation Australia

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

OzHarvest 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.

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 OzHarvest 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 OzHarvest, 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



I am filled with deep gratitude, humility and pride to see OzHarvest's Reconciliation Action Plan come to life.

Twenty years may seem significant in the life of an organisation, but it is merely a moment when viewed alongside the 65,000+ years that First Nations peoples have cared for this land. Their profound wisdom around sustainable food practices, community nourishment, and deep respect for the earth runs deep within OzHarvest's values.

As we've grown, so has our understanding that addressing food waste and food insecurity requires us to learn from and walk alongside First Nations peoples. When we rescue food, we're honouring the resources and care that went into growing it.

This Reconciliation Action Plan represents our commitment to deepening these connections with open hearts and genuine respect. We commit to embedding First Nations perspectives throughout OzHarvest and creating meaningful opportunities for collaboration.

With deep gratitude,

Ronni Kahn AO
Founder and Visionary-in-Residence, OzHarvest

RAP Introduction and Acknowledgement



It is with both pride and a deep sense of responsibility that I share OzHarvest's Reconciliation Action Plan (RAP).

This plan reflects our genuine commitment to meaningful reflection, learning, collaboration and action as we walk together toward a more equitable future. Every day, OzHarvest creates impact through connection – and this plan weaves reconciliation deeper into how we operate.

We've set clear, measurable goals aligned with the Reflect RAP framework, focused on deepening relationships with First Nations communities and embedding a culture of listening and learning across our organisation. We'll establish formal partnerships with Indigenous First Nations food producers and work alongside Aboriginal and Torres Strait Islander organisations to address food security in ways that honour cultural knowledge.

We know that reconciliation is a continuous journey, and we are committed to listening, learning, and evolving as we go.

Together, through deliberate listening, meaningful action and genuine collaboration, we can help build a more just and reconciled Australia.

With deep gratitude,

James Goth
Chief Executive Officer



As Board Chair of OzHarvest, I am immensely proud that our organisation is embarking on this important journey through our Reflect Reconciliation Action Plan. This represents a significant milestone in our commitment to not only addressing food waste and hunger, but also acknowledging and respecting the rich cultural heritage of Australia's First Nations peoples.

Reconciliation is fundamental to building a more inclusive and equitable society where all Australians can thrive. The food relief sector has a unique role to play in Australia's reconciliation journey, sitting at the intersection of food security, community wellbeing, and social justice—areas where Aboriginal and Torres Strait Islander peoples have faced disproportionate challenges.

Through this Reflect RAP, we are taking our first formal steps toward understanding how we can better serve First Nations communities while learning from their deep knowledge of sustainable food practices and connection to Country. This is just the beginning of what I hope will be a transformative journey for OzHarvest.

Lawrence Goldstone
Chairman

About OzHarvest

OzHarvest is Australia's leading food rescue organisation, with a driving purpose to Nourish our Country. Our mission is to stop food waste, feed people in need, and protect our planet by championing the value of food and driving change at all levels of society. Grounded in sustainability and community impact, OzHarvest supports five of the United Nations Sustainable Development Goals. Each week, we save over 250 tonnes of quality food from more than 2,600 food donors, redistributing it to over 1,500 charities across Australia that serve people in need. Alongside food rescue, we promote long-term systemic change through our national education programs - Nourish, Food Education and Sustainability Training (FEAST), and Nutrition Education and Skills Training (NEST) - which foster food literacy, nutrition, and sustainability skills across communities.

Our organisation employs 363 paid staff members and has a network of over 3,000 volunteers who play a vital role in our mission. While the exact number of Aboriginal and Torres Strait Islander staff is not currently known, we will work within this RAP to determine culturally appropriate ways to understand this, as part of our ongoing reconciliation efforts. OzHarvest operates across Australia, with a presence in every state and territory, spanning both metropolitan and regional areas, including: Adelaide, Brisbane, Cairns, Canberra, Coffs Harbour, Darwin, Gold Coast, the Illawarra region, Kakadu, Launceston, Melbourne, Newcastle, Perth, Port Macquarie, Sunshine Coast, Sydney, Townsville and Toowoomba. Our reach also extends globally, with affiliated organisations in New Zealand, South Africa, the United Kingdom, Vietnam, and Japan following the Global Harvest model.





Photo credit Nikki To. Picture shows Smoking Ceremony at CEO CookOff, 2019

Our RAP

OzHarvest is developing a Reconciliation Action Plan (RAP) to formalise and strengthen our commitment to supporting Aboriginal and Torres Strait Islander peoples and advancing reconciliation. Over our 20 years, OzHarvest has worked to nourish and protect people and the planet through rescuing food, providing food relief, education, engagement, advocacy, and innovation. Guided by our purpose to 'Nourish Our Country', we recognise that our values align with the philosophies of Aboriginal and Torres Strait Islander peoples, whose deep connection to the land and communities spans over 65,000 years. Building stronger, and more engaged and meaningful relationships with Aboriginal and Torres Strait Islander communities is a vital step in addressing food insecurity, especially in particularly vulnerable areas.

Throughout our history, OzHarvest has engaged with Aboriginal and Torres Strait Islander communities across metropolitan, regional, and remote locations in Australia. Our work includes providing food relief and delivering educational programs such as FEAST, NEST, and Nourish, all of which aim to promote food literacy, health, and sustainability. We have also partnered with First Nations-owned social enterprises, supporting their growth through collaboration and partnership. By developing a RAP, OzHarvest is committed to deepening our engagement with Aboriginal and Torres Strait Islander peoples, working together to collaborate and contribute to solutions that promote food security, drive better health and nutrition outcomes, and empower communities economically.



Our RAP

Our approach to implementing the RAP is guided by inclusivity, kindness, and intentionality. We will actively communicate our RAP commitment and plans to staff and stakeholders, keeping them updated and involved throughout the journey. To lead this important work, our Joint Head of Impact will serve as our RAP Champion, driving internal engagement and raising awareness of the RAP across our organisation. We will also establish RAP champions within our organisation to support and drive our RAP initiatives. As part of this ongoing process, we will engage with Aboriginal and Torres Strait Islander community members to strengthen our connections and ensure our work is guided by their insights and feedback.

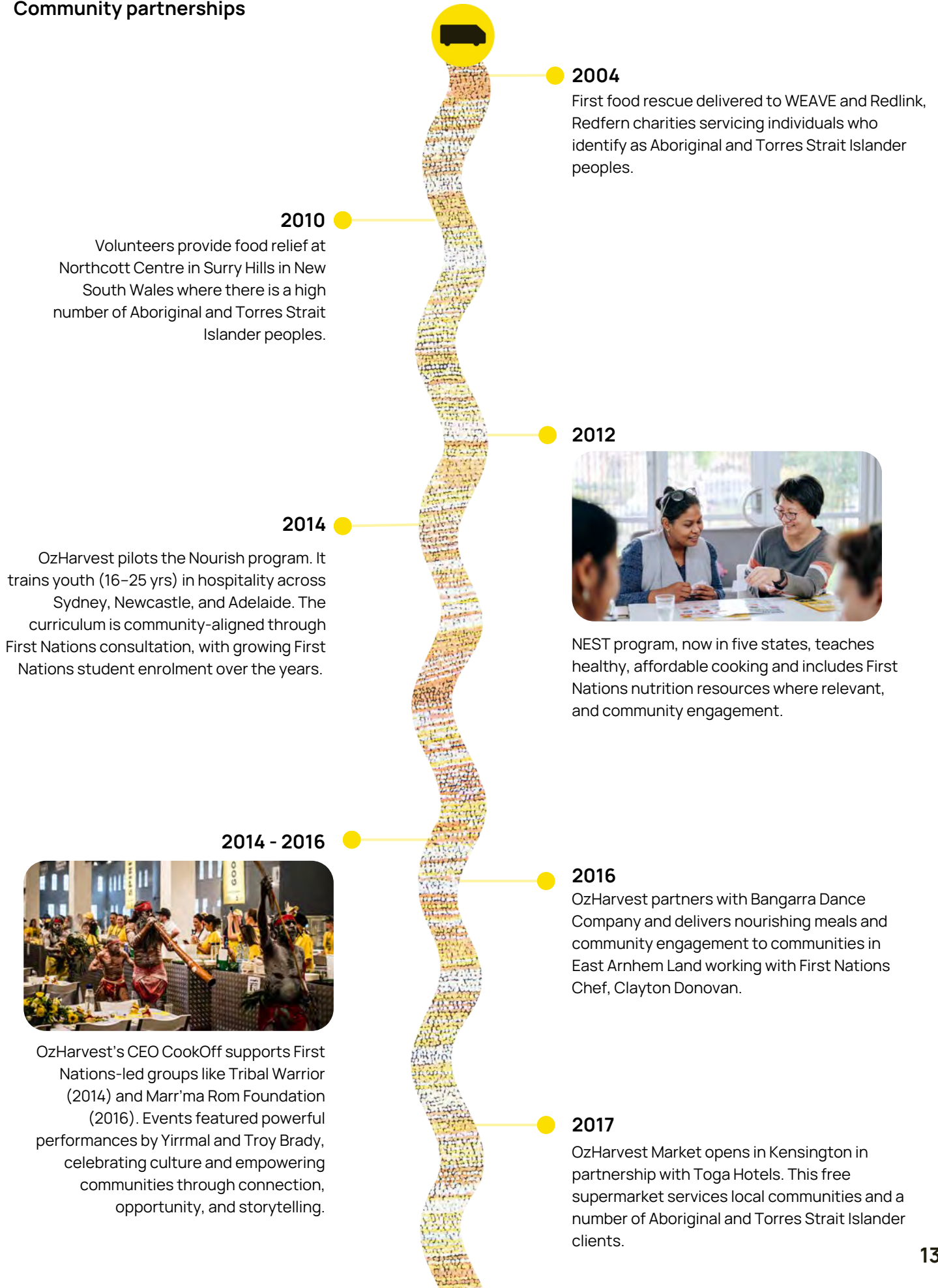
OzHarvest's reconciliation journey to date has been informal but meaningful. Over the years, we have supported Aboriginal and Torres Strait Islander communities through food rescue, food relief, and engagement via our programs. While this journey has not been formally structured, we have built strong collaborations with various First Nations-led community groups across the country. With the establishment of our RAP, OzHarvest is prioritising reconciliation within our Environmental, Social, and Governance (ESG) commitments. We are dedicating time, resources, and a renewed focus to engage more deeply and strengthen our relationships with Aboriginal and Torres Strait Islander communities to work towards intentional and meaningful progress towards reconciliation in the years ahead.



Photo credit Annie Tonkin. Picture shows Smoking Ceremony at opening of OzHarvest Waterloo Market, June 2021.

Our Partnerships and Current Activities

Community partnerships



Our Partnerships and Current Activities

Community partnerships



2020



“ Always give without remembering, and always receive without forgetting. That’s what OzHarvest is doing. Thanks to all the staff and volunteers for making people happy
SWAY, OzHarvest Market Customer

OzHarvest Market in Waterloo opens (after the closure of our Kensington market) servicing local communities with a high number of Aboriginal and Torres Strait Islander clients.

2020

OzHarvest Mobile Market (OMM) delivers food into regional and remote communities, including communities with a high percentage of Aboriginal and Torres Strait Islander peoples.

2021

Supporting business’ owned by First Nations peoples and female-owned businesses through social enterprise Harvest Bites; including collaborations with Chocolate on Purpose, Indigiearth and Kungkas Can Cook.



Photo credit OzHarvest. Picture shows Ronni Kahn, Prof Veena Sahajwalla, Fiona Harrison

Founder of OzHarvest, Ronni Kahn hosts a ‘Kahnversation’ with First Nations entrepreneur, Fiona Harrison from Chocolate on Purpose.

2022

Formal RAP Journey exploration by OzHarvest internal team.

2023

Nourish graduates a high number of Aboriginal and Torres Strait Islander students.

OzHarvest publicly supports the Uluru Statement of the Heart and the YES Referendum campaign.

Our Partnerships and Current Activities

Community partnerships

2023

OzHarvest participates in Food Equity Symposium hosted by NSW Aboriginal Affairs.

OzHarvest FEAST education program engaged with First Nations trainers to design cultural literacy into its programs in collaboration with Kylie Captain of Dream Big Education Wellbeing & Consulting.

In November, OzHarvest NT food rescue and food relief activities officially start across Darwin, Humpty Doo and Kakadu with partners such as Red Lily Health.

2023



Photo credit Bec Walton. Picture shows Ben Tyler, Ronni Kahn, Tim Triggs

OzHarvest Ventures embarks on collaboration with First Nations-owned business, Kakadu Kitchen founded by Ben Tyler, developing the Conscious Drink which aims to provide economic empowerment and education to consumers around challenges facing the native bush food sector and food waste. The Conscious Drink front label artwork was created by Trentin Rasmussen, an emerging young First Nations artist.



Photo credit Chris Chen. Picture shows Kakadu Kitchen x OzHarvest Conscious Drink

2024

Collaboration on engagement programs like Cooking for a Cause partnering with First Nations local food business Native Foodways to educate clients about native bush food.

OzHarvest Ventures participated in National Reconciliation Week events hosted by Impact North in Darwin highlighting partnerships between Aboriginal-owned businesses in collaboration with non-Indigenous organisations.

Internal Activities and Initiatives



Photo credit OzHarvest Staff Member. Picture shows Sharon Winsor, Jayarna Kay and the OzHarvest Management Team

- ♥ An information session was hosted at OzHarvest headquarters to learn more about the Voice Referendum for OzHarvest staff and volunteers in 2023 with an engaging yarn and Q&A with Kenny Bedford.
- ♥ OzHarvest Markets & NAIDOC Week Celebrations are hosted annually bringing our staff together with community.
- ♥ OzHarvest Newcastle team has engaged with local Elders to speak at a number of local events and engage with the Nourish program.
- ♥ Over the years, during NAIDOC week, OzHarvest has hosted a number of Aboriginal and Torres Strait Islander special guests to share their stories and have a yarn with staff and team members including Isaiah Dawe from I.D Know Yourself, Sharon Winsor from Indigiearth, Fiona Harrison from Chocolate On Purpose and Corinne Hodson from Barang Alliance.
- ♥ OzHarvest Kitchen Teams and Chefs have had special presentations about bush foods with Ben Tyler from Kakadu Kitchen and Corey Grech from Native Foodways.
- ♥ OzHarvest Management Team participated in a cultural immersion learning experience with Sharon Winsor from Indigiearth and Jayarna Kay learning about history, cultural traditions and knowledge and native bush foods, also supporting First Nations-owned social enterprise, Welcome to Country.
- ♥ OzHarvest People Leaders were invited to a cultural learning session with Indigenous-owned and operated Corporate Culcha, founded by Paul Dodd to understand how our organisation can engage with the Reconciliation journey.
- ♥ OzHarvest participated in the NSW Aboriginal Affairs Food Symposium in 2023 in panel sessions, engagement and conversations.
- ♥ OzHarvest established a Core RAP Working group in August 2024 to work on implementing OzHarvest's RAP.
- ♥ OzHarvest Refettorio hosts a dinner with Sharon Winsor of Indigiearth sharing bush food knowledge and culture in September 2024.
- ♥ OzHarvest participated in the UNSW Early Careers Symposium in October 2024 to increase understanding of the needs of Aboriginal and Torres Strait Islander students in both their studies, early careers and graduate careers. This learning will contribute to our actions to create a Culturally Safe Workplace for clients, volunteers, staff and internal and external stakeholders.

Reconciliation Deliverables

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.	September 2026	Head of Operations & EA to CEO and Visionary in Residence (VIR)
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	September 2026	Head of Operations & EA to CEO and Visionary in Residence (VIR)
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026	NSW/ACT NEST Team Lead
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2026	WA & NT FEAST Education 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 2026	Head of OzHarvest Ventures
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	September 2025	CEO & Visionary In Residence
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	September 2025	Head of Impact
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	September 2025	Head of Impact & Head of OzHarvest Ventures
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	September 2025	Director of Governance, Risk & Compliance
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	January 2026	Director of Governance, Risk & Compliance

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.	March 2026	Director of Governance, Risk & Compliance
	Conduct a review of cultural safety learning needs within our organisation.	February 2026	Director of GRC & WA & NT FEAST Education Coordinator
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.	March 2026	Head of Operations and EA to CEO and VIR
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2026	Head of Operations and EA to CEO and VIR
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.	June 2026	NSW & ACT NEST Lead
	Introduce our staff to NAIDOC Week through planning, education and promoting external events in our local area.	June 2026	Head of Operations and EA to CEO and VIR
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2026	Head of OzHarvest Ventures

Reconciliation Deliverables

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.	September 2026	Head of Operations
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2026	Head of Operations
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.	November 2025	Head of Impact
	Develop a list of Aboriginal and Torres Strait Islander suppliers.	October 2025	EA to CEO and VIR & Head of OzHarvest Ventures

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	September 2026	Head of Impact
	Draft a Terms of Reference for the RWG.	September 2025	Director of GRC
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	September 2026	Head of Impact
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	September 2025	Head of Impact
	Continue to engage senior leaders in the delivery of RAP commitments by providing quarterly updates at management meetings.	September, December 2025 March, June, September 2026	Head of Impact & Head of OzHarvest Ventures
	Continue to engage and communicate with our organisation and volunteers with the actions we are taking and have achieved relating to our RAP.	September, December 2025 March, June, September 2026	Head of Impact & Head of OzHarvest Ventures
	Provide support to senior leaders to effectively champion our RAP internally.	September 2025	Head of Impact
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2026	Head of Operations
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	Head of Impact
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, annually	Head of Impact
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Head of Impact
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2026	Head of Impact



Nourishing Our Country

For more information about OzHarvest's Reconciliation Action Plan, please contact: reconciliation@ozharvest.org, ozharvest.org