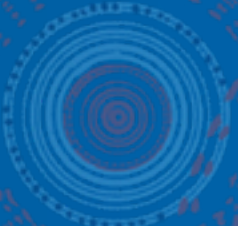




Indigenous Australians Strategy

FY25-27



Acknowledgement of Traditional Owners

UniSuper acknowledges the Traditional Owners of land and waters throughout Australia and we pay our respects to their elders – past and present.

UniSuper also acknowledges and is grateful to the Traditional Owners, elders and organisations that have contributed to our reconciliation journey so far, guiding the approach and design of our previous Reconciliation Action Plans and this Indigenous¹ Australians Strategy.

¹ We have used the term 'Indigenous' to refer generally to Aboriginal and Torres Strait Islander peoples in Australia, but we also acknowledge and respect that there is no single Aboriginal or Torres Strait Islander identity, with many identifying instead with their local community, island or language group, or terms used for specific geographical locations. The terminology also aligns with strategies that have inspired our own (e.g. the Universities Australia Indigenous Strategy) and the use of this term by the Australian Securities and Investments Commission (ASIC) for its Indigenous Financial Services Framework, and Indigenous Outreach Program. One of our key partners – Supply Nation – also uses the term in respect of Indigenous businesses. We are open to listening to and working with our Indigenous stakeholders to refine this terminology as we progress along our reconciliation journey.

A message from our Chief Executive Officer

I am proud to present UniSuper's first Indigenous Australians Strategy, which builds upon the work UniSuper started in 2020 with the launch of our Reflect Reconciliation Action Plan (RAP).

Our Reflect RAP set out actions to increase awareness and respect for the cultures of Indigenous Australians within our organisation. Then, in 2022, we launched our Innovate RAP to build on those actions and focus on opportunities to empower and strengthen relationships with Indigenous Australians, while continuing to engage our staff and stakeholders in reconciliation.

Our Innovate RAP, completed in 2024, strengthened relationships externally with various organisations and universities to support reconciliation activities, and with investee companies regarding their respective reconciliation progress where it is material. We also continued building awareness internally, such as delivering sessions to support confident delivery of Acknowledgement of Country at significant meetings and events like our [Annual Members Meeting](#), and promoting cultural awareness around National Reconciliation Week and NAIDOC Week.

Our Innovate RAP influenced our procurement and recruitment activities. UniSuper joined Supply Nation in 2023 to identify and partner with Indigenous Australian-owned suppliers and reviewed our recruitment procedures to encourage diverse applications.

This strategy is inspired by the approach that several universities and associations (e.g. [Universities Australia](#)) have taken to progress their efforts related to reconciliation and advancing positive outcomes for Indigenous Australians.

It seeks to build on the foundations set by our two completed RAPs, with a particular focus on our members, and sits at the intersection of our overall FY25-27 Strategy, our policy for vulnerable members and our Diversity, Equity & Inclusion (DE&I) work. The next step will be to craft a more tactical 'roadmap' setting out the actions we will take to continue our reconciliation journey to the end of FY27.

At UniSuper, we believe that reconciliation is a shared responsibility and an essential part of our commitment to creating great retirement outcomes for all our members. By embedding reconciliation principles into our core business practices, we aim to build a more inclusive and equitable future for Indigenous Australians and contribute to the broader reconciliation movement in Australia.

Together, we can make a difference. We invite all members, staff, and stakeholders to join us on this journey towards reconciliation and help us create a brighter future for everyone.



Peter Chun
Chief Executive Officer

UniSuper's Reconciliation journey 2000-2024

Our reconciliation journey to date has seen us build relationships and awareness, while incorporating reconciliation into our procurement and recruitment activities.

Building relationships

- Actively worked to develop relationships with Indigenous organisations including: Acknowledge This!, First Nations Foundation, and Supply Nation.
- Actively worked to develop relationships with stakeholders at universities to better understand how we can support Indigenous Australian members and collaborate with universities in reconciliation activities. We also sponsored and/or attended initiatives/events at the University of Adelaide, University of South Australia, Edith Cowan University, University of Melbourne, Victoria University, RMIT, Macquarie University, Charles Sturt University, University of Queensland, Bond University and Mater Dei College WA.
- Where material, our investments team have engaged with the companies we are investing in regarding their reconciliation journeys and how they're progressing.
- Our investments team also engage with industry collaboration groups including the Responsible Investment Association Australasia (RIAA) and Australian Council of Superannuation Investors (ACSI) on topics relevant to Indigenous Australians.

Building awareness

- We incorporated Welcome to Country by an Elder at the annual all-company in-person briefings for staff in 2022 and 2023.
- Delivered Personalising your Acknowledgement of Country sessions for employees to support more confident and informed delivery at internal and external events.
- Reviewed and updated our internal policies and procedures and introduced more inclusive language.
- Encouraged use of culture and community leave to support initiatives related to Indigenous Australians.
- Promoted our commitment to reconciliation externally including on our website, in our annual reports and via LinkedIn.

- Published Acknowledgement of Country and both Aboriginal and Torres Strait Islander flags on public website footer.
- Introduced Indigenous Australian imagery and language into corporate offices.
- We delivered a range of communications and promoted events for National Reconciliation Week and NAIDOC week.
- We offered cultural awareness training to our employees and invited them to a range of internal and external webinar sessions.

Procurement and Recruitment

- Became members of SupplyNation, to more actively identify Indigenous Australian-owned businesses that we can consider using when we're procuring goods and services.
- Maintained ongoing relationships with suppliers such as Winc, which has relationships with Indigenous Australian-owned and endorsed suppliers.
- Updated procurement guidelines to include specific references to Indigenous Australian suppliers.
- Joined the CareerTrackers partner program.
- Reviewed recruitment procedures and updated advertising and position descriptions to include language that encourages all diverse backgrounds to apply for roles with us as well as utilised CareerTrackers job board to promote roles.
- Sought to build an understanding of employees who identify as Indigenous Australian to support future employment and professional development opportunities.

UniSuper Indigenous Australians Strategy FY25-27

At UniSuper, we are committed to providing great retirement outcomes for all our members, including Indigenous Australians. We believe that reconciliation is essential to building strong, respectful relationships and ensuring equity and inclusion within our organisation and the communities we serve.

This strategy, which outlines our approach to the end of June 2027, begins by recognising that Indigenous Australians are Australia's First Peoples.

The Strategy builds upon our two previous RAPs – Reflect (2020-22) and Innovate (2022-24) – to elevate and further embed Indigenous activity within UniSuper and to foster understanding, respect, and meaningful partnerships with Indigenous Australians.

Our Vision

UniSuper aspires to be the leader in retirement through personalisation.

Achieving this strategic vision involves providing great member outcomes by delivering excellent service and advice, enabled by strong foundations, through our values of genuine care, working better together and having a passion for outcomes.

Our reconciliation approach is guided by this, with our strategic vision serving as a signpost for our vision for reconciliation, which is to create a future where Indigenous Australians enjoy the same opportunities and outcomes in retirement as all Australians, unhindered by the barriers many face as they save for retirement today.

We aim to achieve this vision by embedding reconciliation principles into every aspect of our business, from member services and investments to community engagement and workplace culture, and acknowledging that Indigenous Australians:

- Form a socio-economically, geographically, and culturally diverse group with wide-ranging needs, traditions, heritage, knowledge and perspectives.
- Face different challenges and life trajectories, and have different cultural preferences and aspirations compared to the non-Indigenous Australian population.
- Can feel culturally safe and be treated with dignity and respect in interactions with UniSuper across our offices, digital spaces and call centres.

We believe in an equal and inclusive community - one where all Aboriginal and Torres Strait Islander peoples can retire well, with confidence. We want all Indigenous Australians to receive the full benefits of superannuation and be empowered to use and engage with superannuation confidently, through education and targeted services, as they journey towards and through retirement. We seek to help remove the barriers many face as they save for retirement.

Our Commitment

We are dedicated to:

- Working with and learning from Aboriginal and Torres Strait Islander peoples, communities and organisations.
- Embedding Indigenous Australian cultures and knowledge in UniSuper's research and relevant policies (e.g. Vulnerable Members Policy)
- Creating opportunities for Indigenous Australians to achieve financial security and well-being in retirement.
- Building strong relationships with Indigenous Australian communities, organisations, and leaders.
- Respecting and acknowledging the unique cultures, histories, and contributions of Indigenous Australians.
- Promoting equity and inclusion within our organisation and the superannuation industry.

As the superannuation fund that supports the higher education and research sector, we know the importance that education plays in empowering individuals and building a better future. Our continued aim will be to build on the education we have already provided to our employees with further cultural awareness training, whilst better supporting and engaging our Indigenous Australian members through tailored communications, workshops and seminars.

Through this tailored approach, we can feel confident knowing we are helping to educate and bring awareness of the importance of superannuation and retirement adequacy to Indigenous Australian members.

Key focus areas

1. Member success

We will be guided by the outcomes identified through the *ASIC Indigenous Financial Services Framework*'s development process to:

- Reduce the impact of harms and misconduct on individuals and communities.
- Provide accessible and appropriate financial products and services.
- Increase holistic service provision and delivery.
- Create positive and culturally appropriate experiences when engaging with UniSuper.
- Improve financial outcomes and financial wellbeing.
- Strengthen partnerships and collaboration.

We will seek to create opportunities for Indigenous Australian member success by:

- Building financial literacy by refining, adding to and promoting [our learning resources](#) tailored to the needs of Indigenous Australian members.
- Supporting initiatives that enhance the social and economic well-being of Indigenous Australian communities.
- Guest lecturing on incorporating Indigenous Australian perspectives and cultural competence into financial planning for Financial Planning intern students (e.g. via Curtin University).

2. Partnerships

We will foster strong and respectful relationships by:

- Forming partnerships with Indigenous Australian organisations, including suppliers and university Indigenous Australian-led initiatives, to deliver culturally appropriate services and programs.
- Engaging with Indigenous Australian campus communities to understand their needs and aspirations.

3. Indigenous Australian culture, history and Knowledge

We will promote respect for Indigenous Australian culture, history and knowledge by:

- Recognizing and celebrating significant cultural events, such as NAIDOC Week and National Reconciliation Week.
- Acknowledging the Traditional Owners of the land and water at significant meetings and events.
- Providing cultural awareness training internally.

4. Employment pathways

We will seek to provide opportunities for Indigenous Australians to develop their careers as aspiring professionals by:

- Promoting UniSuper as an inclusive, supportive workplace to Indigenous Australian university students and graduates to support our strategic goals to be the best place to work in superannuation.
- Promoting employment within the broader financial services industry (e.g. as financial advisers).
- Creating pathways (e.g. through internships) for recipients of Indigenous Australian student awards that we sponsor.

Implementation and Accountability

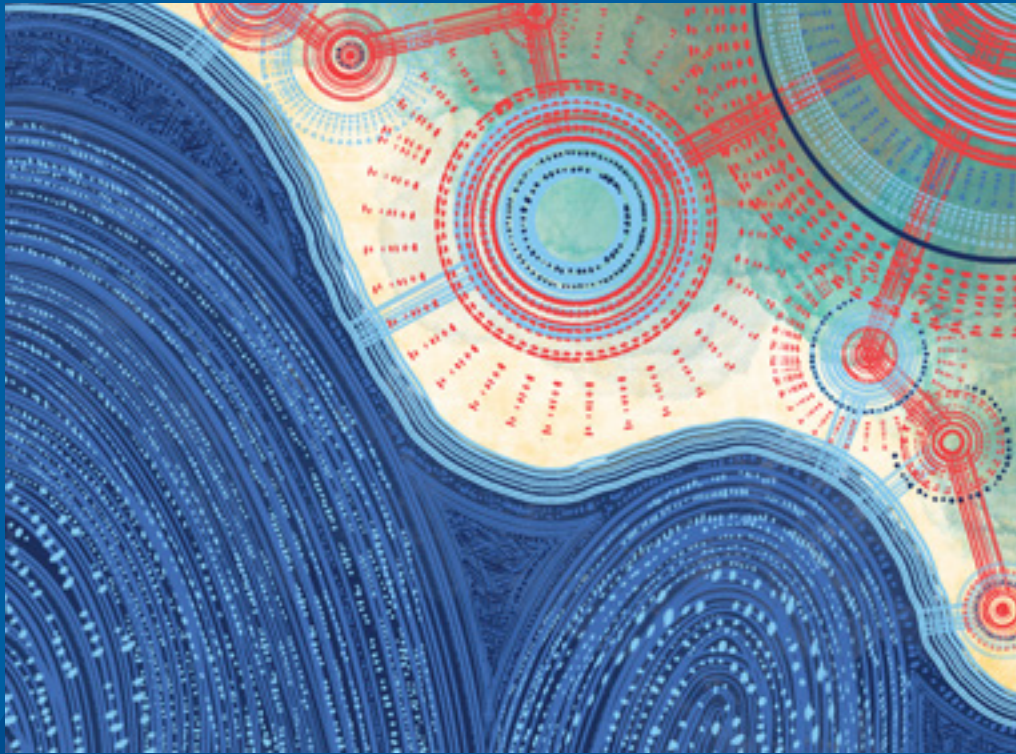
To ensure the successful implementation of this Strategy, we will:

- Establish a UniSuper Indigenous Australians Working Group (U-IAWG) to oversee the development, implementation, and monitoring of a more tactical roadmap setting out the actions we will take to continue our reconciliation journey to the end of FY27.
- Set clear targets and timelines for each action item and report on progress to the relevant Executive team members and the Board's Member Services Committee on a regular basis.

We anticipate these two steps can be achieved by 30 June 2025. However, it will also be dependent on

- Engaging with Indigenous Australian stakeholders to seek feedback and guidance.
- Our continued participation in and contribution to the First Nations Foundation's Indigenous Superannuation Working Group (FNF-ISWG) - a cross-industry Indigenous support and advocacy unit to assist Indigenous Australian people with issues and inquiries relating to superannuation.

We will then review and update our tactical plans annually to reflect our ongoing commitment to reconciliation.



Rhys Paddick
Featured artist

Bandak Boodjar (*Outdoors country*)

ABOUT THE ARTWORK

Water, earth, seen from the sky. Djin djin (good spirit) in red overseeing custodianship of the earth (they are in fact on the green earth) with blue (water) within them - (we came from the ocean).

ABOUT THE ARTIST

Rhys is an advocate of cultural leadership and the development of sound educational and training programs, working in environments that create holistic, healthy and substantial changes. Rhys's career in long-term networks began with educational support and mentoring programs of Aboriginal youth, both in primary and secondary schools. His focus now is to bring a modern adaptation of traditional Indigenous culture into the wider Australian forum in an effort to connect Australians with our common culture - people culture.

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