



RECONCILIATION
ACTION PLAN

REFLECT

MONEYME

Reflect Reconciliation Action Plan

March 2023 – March 2024

MONEYME

***Where ambitions
are backed.***



Acknowledgement Of Country

MONEYME acknowledges the Aboriginal and Torres Strait Islander peoples who are the Traditional Custodians of the land throughout Australia where we work and live. We recognise them as Australia's First Peoples and recognise their continued connection with land, waterways, seas, and community. We pay our respects to Elders past and present.

We recognise the systemic discrimination and oppression inflicted on First Nations peoples to eradicate their culture and identity, and their courage, tenacity, and perseverance to keep their culture and sovereignty alive. We are committed to reconciliation, and we accept the invitation of the Uluru Statement from the Heart, to walk with First Nations peoples for a better future.

Statement from the CEO of Reconciliation Australia



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

MONEYME joins a network of more than 1,100 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 MONEYME 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 MONEYME, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer



Our Business

MONEYME offers digital-first consumer finance products & experiences that challenge the traditional way of credit, servicing customers across Australia. We innovate for tomorrow's world today, and we are well on our way to becoming the #1 challenger to the banks.

Our Values



We challenge

We dare to question, we aim higher, and we fight for better



We move fast

We exist to save you time, we drive change, and we move in the same direction



We have heart

We are bold, we lead with purpose, and we are passionate about our people and planet

MONEYME employs 106 people in Australia, who mostly work out of two major offices in NSW, one on Gadigal Land (Sydney CBD) and another on Awabakal land (Newcastle). We also have a small number of staff who work remotely from Victoria, Queensland, and Western Australia. We conduct anonymous voluntary diversity surveys of all of our staff annually and our most recent results indicate that greater than 40% of our employees identify as being from a racial or ethnic minority group. Our diversity surveys also indicate that MONEYME has a small number of staff identifying as Aboriginal and/or Torres Strait Islander, however the exact number is unknown due to the confidentiality restrictions that we place on these surveys. Our aim is to better understand and engage with Aboriginal and Torres Strait Islander employees as part of this Reconciliation Action Plan (RAP).

MONEYME challenges the status quo. We aim higher and fight for better, and we are committed to being a sustainable and ethical business. We recently cemented this commitment by amending our Constitution to state that our purpose is to deliver returns to shareholders whilst having an overall positive impact on society and the environment. As a result, environmental, social, and governance (ESG) outcomes are highly elevated and prioritised in the business. Our reconciliation journey is a key focus under the social element of ESG.

Our approach to ESG, and by extension reconciliation, goes beyond ticking boxes. We approach it with a genuine desire to create change. Reconciliation should be inclusive, and we are committed to listening, learning, and eventually leading with boldness by embedding reconciliation into our company DNA.



Our Reconciliation Action Plan

Our first Reflect RAP represents a crucial step in our reconciliation journey. It will help us build a solid foundation for contributing to reconciliation in a meaningful way through cultural awareness programs and engagement with First Nations peoples and cultures. We are confident that our company values will assist us in developing and executing a meaningful RAP:

1. We challenge

We challenge ourselves to reflect on the historical discrimination perpetuated against First Nations Australians and to embrace our role in helping Australia reach reconciliation.

2. We move fast

We strive to quickly create meaningful change in the world, however we acknowledge that we will need to take the time to listen and learn before we can act.

3. We have heart

We care deeply about people and the planet, and we will put the needs and desires of Aboriginal and Torres Strait Islander peoples first in this opportunity to work towards reconciliation.

We have already implemented a number of minor initiatives to begin addressing reconciliation, including;

- beginning all companywide calls with an Acknowledgement of Country, which each week gives different team members the opportunity to acknowledge the Country that they are joining the call from;
- a flexible public holiday initiative for January 26, which allows employees to choose an alternative day to take as public holiday leave instead of January 26, if they would prefer not to celebrate on this date; and
- sharing information and resources with employees about various reconciliation-related topics and events, including National Reconciliation Week (NRW), NAIDOC Week, the importance of the Acknowledgement of Country, and why January 26 is also referred to Invasion Day or Survival Day.

Implementing our RAP will be a co-ordinated approach by several key individuals and teams across different areas of the business. We will establish a RAP Working Group (RWG) to oversee the effective implementation and governance of our RAP and our RAP Champion will be our Head of ESG. It will be particularly important that we engage with senior leadership in order to embed our RAP into the culture and DNA of the business.





Relationships

We strive to build meaningful and equitable relationships with Aboriginal and Torres Strait Islander peoples in our community, which will inform our reconciliation journey.

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	Jul 2023	Head of ESG
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	Jul 2023	Head of ESG
	<ul style="list-style-type: none"> Engage and build relationships with Aboriginal and Torres Strait Islander artists 	Dec 2023	Art Director
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2023	Talent Acquisition Manager
	<ul style="list-style-type: none"> RAP Working Group (RWG) members to participate in an external NRW event. 	27 May – 3 Jun 2023	Talent Acquisition Manager
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May – 3 Jun 2023	Talent Acquisition Manager
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	May 2023	HR Officer
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	Sep 2023	Head of ESG
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	Dec 2023	Head of ESG
	<ul style="list-style-type: none"> Publish our RAP on our website and promote it through social media. 	May 2023	Art Director
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	July 2023	HR Officer
	<ul style="list-style-type: none"> Conduct a review of HR (Human Resources) policies and procedures to identify existing anti-discrimination provisions, and future needs. 	Aug 2023	HR Officer

 **Respect**

We strive to ensure that respect is the key pillar in all of our reconciliation initiatives and in all interactions with Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation. 	Oct 2023	Head of ESG
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation and identify opportunities for cultural competency training. 	Oct 2023	HR Officer
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation’s operational area. 	Apr 2023	Head of ESG
	<ul style="list-style-type: none"> Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	Apr 2023	HR Officer
	<ul style="list-style-type: none"> Publish an Acknowledgement of Country on our website. 	Mar 2023	Art Director
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June 2023	HR Officer
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June 2023	HR Officer
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2023	HR Officer



 **Opportunities**

We strive to leverage our business and its influence in order to improve outcomes for Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	Oct 2023	Talent Acquisition Manager
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	July 2023	HR Officer
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	Feb 2024	Head of ESG
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	Feb 2024	Head of ESG





Governance

We strive to integrate our reconciliation journey into the governance of the business, ensuring accountability and elevating the voice of Aboriginal and Torres Strait Islander peoples in our business.

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. 	May 2023	Head of ESG
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	Jun 2023	Head of ESG
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	Sep 2023	Head of ESG
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	May 2023	Head of ESG
	<ul style="list-style-type: none"> Engage senior leaders and the Board in the delivery of RAP commitments. 	Jul 2023	Head of ESG
	<ul style="list-style-type: none"> Maintain a senior leader to champion our RAP internally. 	Oct 2023	CEO
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	May 2023	Head of ESG
12. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	<ul style="list-style-type: none"> 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. 	Jun annually	Head of ESG
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	1 Aug annually	Head of ESG
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 Sep annually	Head of ESG
	<ul style="list-style-type: none"> Report RAP implementation progress in annual Sustainability Reports and Annual Reports. 	Aug 2023	Head of ESG
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	Dec 2023	Head of ESG


Contact details:
Name: Alex Graham

Position: Head of Environmental, Social, and Governance

Phone: +61 420 900 703

Email: esg@moneyme.com.au



MoneyMe Limited
Level 3, 131 Macquarie Street
Sydney, New South Wales 2000
www.moneyme.com.au