



RECONCILIATION
ACTION PLAN

REFLECT



METRICS

REFLECT RECONCILIATION ACTION PLAN

JULY 2022 – JUNE 2023

MESSAGE FROM RECONCILIATION AUSTRALIA

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

Metrics Credit Partners 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 Metrics Credit Partners 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 Metrics Credit Partners, 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



ACKNOWLEDGEMENT OF COUNTRY

Metrics acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands and water on which we live and work each day and recognise their connection to land, waters and community.

We pay our respect to their Elders past, present and emerging across our great nation.



ARTIST - SARRITA KING

Sarrita King is a Gurindji, Waanyi woman living on Larrakia Country in Darwin, not far from where she spent most of her youth and the land her ancestors inhabited. Sarrita learnt about her Aboriginal culture from her father, highly regarded artist, William King Jungala.

Sarrita's exposure to the power and uniqueness of the Australian landscape and its harsh climate has provided the theme for her works of art since she began painting at age 16. Rolling sand hills, cracking lightning and thunderstorms, torrential rain, fire, desert and tangled bush are all scathing environmental factors that shaped her forefather's lives and also her own. On a world scale, her depictions couldn't be more seasonable and well-timed.

Stylistically, Sarrita utilises traditional Aboriginal techniques such as 'dotting' but also incorporates unorthodox techniques inherited from her father, as well as self-developed practices. Her art is a fusion of the past, present and future and represents the next generation of artists who have been influenced by both their indigenous history, and current Western upbringing.



ARTWORK – KANKULAK

The original painting showcased in this document was created by Sarrita King to celebrate Metrics reconciliation ambition.

Kankulak, meaning upwards in Gurindji, hangs proudly in Metrics Sydney office. It forms part of Sarrita's Earth Elements series, through which she has expanded the way in which she sees the earth and its elements and increased her own appreciation for the Australian natural landscapes that have nourished and protected her people for generations.

Vibrant colour and movement depict the beauty and contrast of Australia's land and sea, bringing a feeling of uplift, lightness and brightness. Kankulac juxtaposes Country against fresh and saltwater sources that meet and move forward as one, representing the spirit of reconciliation.

Sarrita's desire to visually communicate her inspiration and the land keeps her ancestral narrative alive and provides a new way of looking back while looking forward.

MESSAGE FROM OUR MANAGING PARTNERS

We are proud to present Metrics first Reconciliation Action Plan which acknowledges that Aboriginal and Torres Strait Islander people have suffered from historic injustices, including dispossession of their lands, and seeks to promote respect for the Traditional Custodians of Country throughout Australia.

The connections of Aboriginal and Torres Strait Islander people to land and sea for over 60,000 years has made a priceless contribution to the proper management of the Australian environment. In spite of the historical injustices and ongoing inequalities Aboriginal and Torres Strait Islander people have endured, they remain the oldest continuing cultures in human history.

Metrics commitment to sustainability drives us to continually reflect on our contribution to the United Nations Sustainable Development Goals. We have identified reconciliation as a critical component of the equitable society we wish to create. In particular, our efforts in working together with Aboriginal and Torres Strait Islander people aim to reduce inequality, generate decent work and economic growth and promote the wellbeing of Aboriginal and Torres Strait Islander people.

We admire the resilience of Aboriginal and Torres Strait Islander peoples' social structures, cultures, spiritual traditions, histories and deep connection to land, sea and community. We seek to learn from, and build upon, their legacy in our efforts to support sustainable and equitable development.

Our Reconciliation Action Plan records our plans for building respect for the knowledge, cultures and traditional practices of Aboriginal and Torres Strait Islander peoples within our sphere of influence.

We hope that you will join us on our journey to a future that embraces all who call Australia their home.



Andrew Lockhart
Managing Partner



Justin Hynes
Managing Partner



Graham McNamara
Managing Partner



Andrew Tremain
Managing Partner

OUR BUSINESS

We are a leading Australian non-bank corporate lender and alternative asset manager specialising in fixed income, private credit, equity and capital markets.

Through our managed funds we provide unrivalled access to the highly attractive Australian private debt market to investors ranging from individuals to global institutions.

We offer tailored borrowing solutions to corporate and other entities of all sizes and across all industries in Australia, New Zealand and developed Asia.

We launched our first wholesale fund in 2013 and we are the manager of a number of wholesale investment trusts in addition to the Metrics Master Income Trust (ASX:MXT), which successfully listed on the ASX in October 2017. Our second ASX-listed vehicle, Metrics Income Opportunities Trust (ASX:MOT) started trading in April 2019.

We have established a range of innovative investment products that are designed to provide investors with access to investment opportunities that seek to provide capital stability and regular income. We managed in excess of A\$12 billion as at 30 June 2022.

Metrics experienced investment team comprises the four Managing Partners who are supported by a team of approximately 100 servicing our clients from offices in Sydney and Melbourne, and 6 in Auckland. Our highly qualified investment professionals have skills and experience covering origination, credit and financial analysis, portfolio risk management, legal, and fund administration. While the number of Aboriginal and Torres Strait Islander staff is currently not known, we will work within this RAP to determine culturally appropriate ways to understand this.

For more information, please visit our website at www.metrics.com.au.



OUR REFLECT RECONCILIATION ACTION PLAN

Metrics recognises Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of this land. We are committed to playing our part in the achievement of the United Nations Sustainable Development Goals and contributing to a better future. This includes supporting a fair and equitable society.

We accept and seek to understand the wrongs done to Aboriginal and Torres Strait Islander peoples, raise awareness of our history and our national identity, reduce prejudice and discrimination and acknowledge that all these issues are interrelated.

Our aim is to be recognised as a leader in financing the acceleration of, and mainstreaming of, economic activity which mitigates social issues and challenges and achieves positive social outcomes. We recognise that, as investors, we can play a significant role by making sure that the social dimension is fully integrated into our investment, capital allocation and operating activities.

We seek to lead by example by demonstrating a high level of corporate social responsibility. We strive to achieve this by increasing awareness of our efforts in accordance with our Social Policy and fostering socially responsible behaviour amongst our staff, our suppliers, the entities in which we invest and our peers at all levels.

People and our culture define our unique position in the market. We place significant value on the individual skills and talent of our team members and strive to maintain an environment that is diverse, inclusive, and rewarding. We look forward to incorporating a greater awareness of Aboriginal and Torres Strait Islander culture into our workplace and to better understanding our spheres of influence and opportunities for creating meaningful and long-lasting relationships with Aboriginal and Torres Strait Islander individuals and organisations.

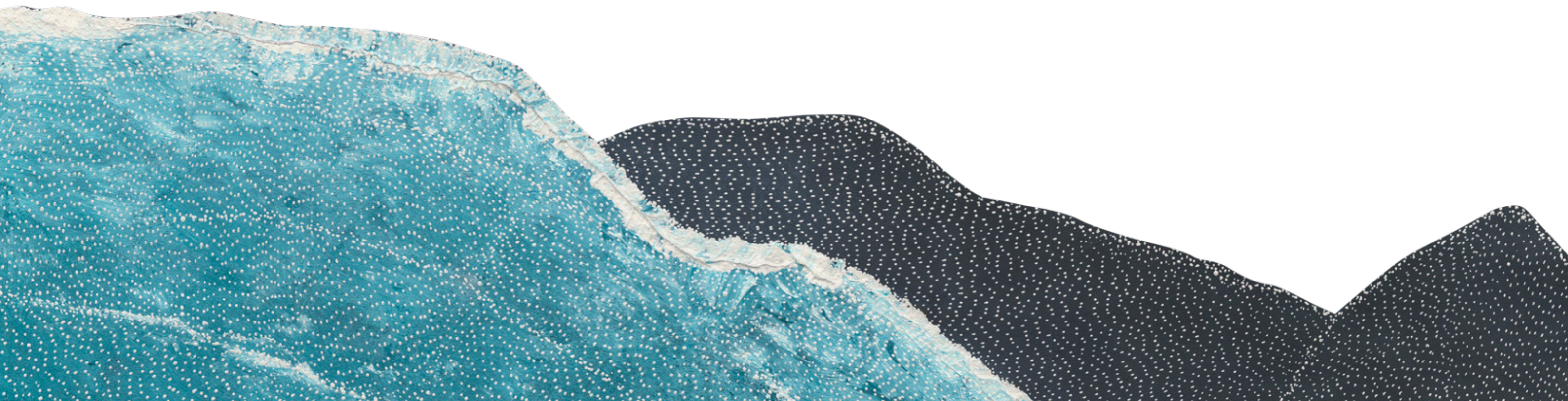
We are proud to begin our reconciliation journey through the preparation of this Reflect Reconciliation Action Plan, which will lay the foundations and prepare us for future Reconciliation Action Plans and reconciliation initiatives.

Our Senior RAP Champion is Andrew Lockhart, one of our four Managing Partners, who is responsible for raising awareness of this Reconciliation Action Plan and driving internal engagement on our reconciliation initiatives.

OUR CURRENT ACTIVITIES

Metrics is early in the reconciliation process, but is currently engaged in activities contributing to reconciliation through:

- > showcasing First Nations artwork in our offices, as well as sourcing First Nations furniture and decor
- > working with the New South Wales Aboriginal Land Council as an investor in our funds
- > consulting and collaborating with public, private and not-for-profit organisations in the development of our lending product aimed at supporting the growth of Aboriginal and Torres Strait Islander small and medium enterprises, including:
 - Indigenous Business Australia
 - the University of Melbourne's Dilin Duwa Centre for Indigenous Business Leadership
 - the National Indigenous Australians Agency
 - the Aboriginal and Torres Strait Islander Legal Service
 - Supply Nation
- > reviewing research and policy documents to inform our strategy and action plan for reconciliation, including:
 - the National Roadmap for Indigenous Skills, Jobs and Wealth Creation, together with State roadmaps
 - the Munderoo Foundation's "Backing Black Business" report
 - Supply Nation's Research Report No 4 "What makes Indigenous business unique?"
 - Supply Nation's "Principles for designing post COVID-19 support programs for Indigenous business"
- > the rollout of cultural awareness training and distribution of cultural awareness material to our Team
- > procurement of goods and services from Aboriginal and Torres Strait Islander owned businesses, including Alinga Energy Consulting, our renewable energy and energy efficiency consultant
- > establishing a platform for the donation of surplus IT equipment to charities offering educational support for Aboriginal and Torres Strait Islander people
- > investigating other ways to engage with and support our Aboriginal and Torres Strait Islander stakeholders in our local communities



OUR RECONCILIATION WORKING GROUP

Our Reconciliation Working Group (RWG) has been established and is led by our four Managing Partners, Andrew Lockhart, Justin Hynes, Graham McNamara, and Andrew Tremain.

Our RWG consists of the following members:

- > Andrew Lockhart
Managing Partner, Senior RAP Champion and RWG Chair
- > Justin Hynes
Managing Partner
- > Graham McNamara
Managing Partner
- > Andrew Tremain
Managing Partner
- > Alison Chan
Investment Director, Sustainable Finance
- > Paul Wilkinson
Associate Director, Sustainable Finance
- > Hamish Mitchell
Investment Director
- > Matt Turner
Investment Director
- > Cathy Valentine
Financial Controller
- > Colette Connelly
Financial Controller
- > Tim Warren
Investment Analyst
- > Will Black
Investment Analyst
- > Rebecca Chan
Legal Counsel
- > Julia Humphries
Investment Director, Compliance & Portfolio Risk
- > Gia Tamayo
Executive Assistant to Managing Partners



RELATIONSHIPS

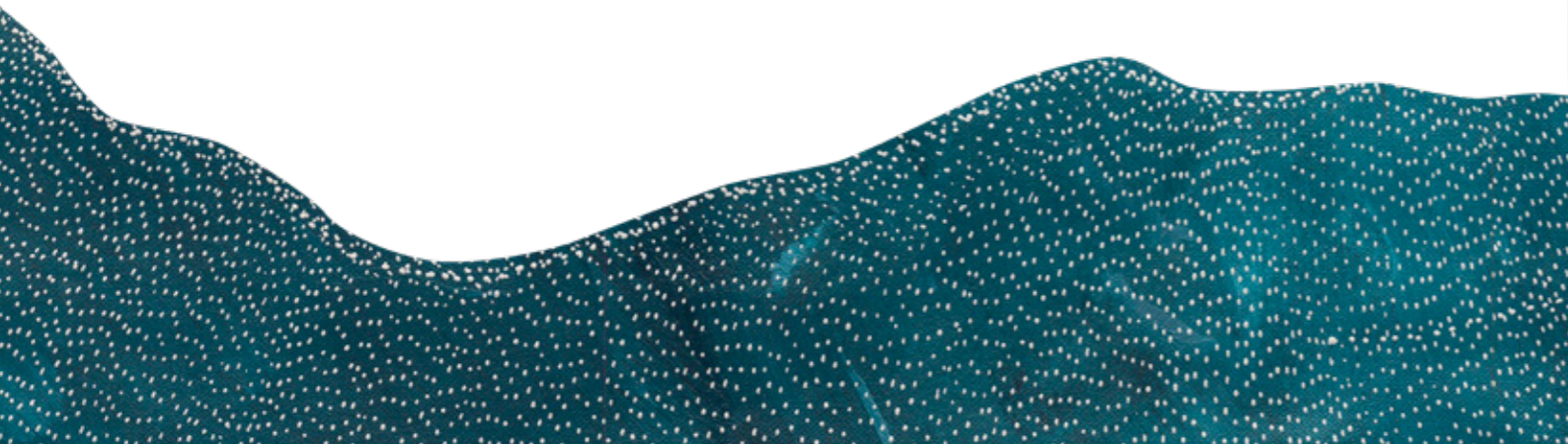
At the heart of reconciliation is the relationship between the broader Australian community and Aboriginal and Torres Strait Islander peoples. We seek to better understand and value Aboriginal, Torres Strait Islander and non-Indigenous cultures, rights, and experiences, to help us build stronger relationships based on trust and respect.

No.	Action	Deliverable	Timeline	RWG member responsible
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 2022	Investment Director
		Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2022	Investment Director
		Maintain and strengthen our current relationships with Aboriginal Land Councils	March 2023	Investment Director, Sustainable Finance Associate Director, Sustainable Finance
2	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	July 2022	Investment Director, Sustainable Finance Associate Director, Sustainable Finance
		RAP Working Group members to participate in an external NRW event.	29 May - 2 June 2023	Financial Controller
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	29 May – 2 June 2023	Investment Director, Sustainable Finance Associate Director, Sustainable Finance

No.	Action	Deliverable	Timeline	RWG member responsible
3	Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	July 2022	Investment Director
		Identify external stakeholders that our organisation can engage with on our reconciliation journey.	September 2022	Investment Director
		Consider amending our Responsible Investment and Environmental, Social and Governance Policy to include specific acknowledgement of the UN Declaration of the Rights of Indigenous Peoples.	May 2023	Investment Director, Sustainable Finance Associate Director, Sustainable Finance
		Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2022	Investment Director
		Communicate our reconciliation commitment and advocate for RAP development amongst members of the Pinnacle group.	July 2022	Investment Director, Sustainable Finance Associate Director, Sustainable Finance
	Publish our RAP on our website.	July 2022	Investment Director, Sustainable Finance Associate Director, Sustainable Finance	



No.	Action	Deliverable	Timeline	RWG member responsible
4	Establish relationships with local stakeholders and organisations focused on increasing education opportunities about First Nations cultures and people or for First Nations people.	Investigate opportunities to partner with a First Nations education organisation to which we can donate surplus computer equipment.	November 2022	Investment Director, Sustainable Finance Associate Director, Sustainable Finance
		Investigate opportunities to collaborate with schools in our communities to increase understanding of Aboriginal and Torres Strait Islander cultures.	January 2023	Investment Analyst
5	Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	November 2022	Investment Director
		Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	November 2022	Legal Counsel
		Recognise and promote Harmony Day 21 March (United Nations International Day for the Elimination of Racial Discrimination) within our organisation.	March 2023	Executive Assistant

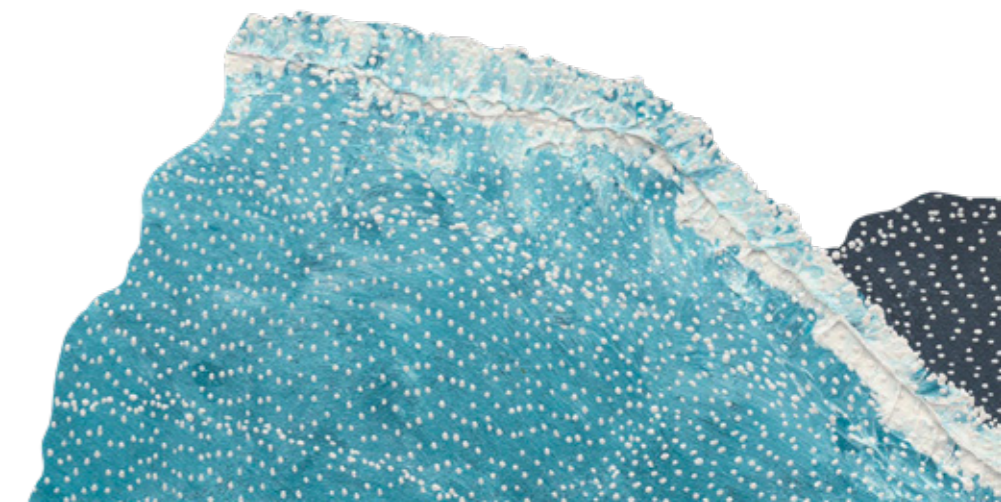


RESPECT

Understanding of Aboriginal and Torres Strait Islander cultures, rights and experiences underpins progress toward reconciliation. We seek to embed cultural competence into our business to help us promote respect for and protection of culture, along with equality and non-discrimination for all peoples, including Aboriginal and Torres Strait Islander peoples.

No.	Action	Deliverable	Timeline	RWG member responsible
6	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.	August 2022	Investment Analyst
		Conduct a review of cultural learning needs within our organisation.	September 2022	Investment Analyst
		Develop and communicate a cultural learning strategy document for our staff.	September 2022	Investment Analyst
		Offer cultural awareness training sessions to all staff.	April 2023	Investment Analyst
		Create an online portal to provide staff with resources and information about Aboriginal and Torres Strait Islander histories, cultures and achievements.	April 2023	Investment Analyst
7	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 2022	Financial Controller
		Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2022	Financial Controller
		Develop and make available an optional staff email sign off including an Acknowledgement of the local Traditional Owners or Custodians of the lands and waters and a link to our RAP.	September 2022	Financial Controller
		Update website to acknowledge the local Traditional Owners or Custodians of the lands and waters of our office locations.	September 2022	Financial Controller

No.	Action	Deliverable	Timeline	RWG member responsible
8	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 2022	Investment Director, Sustainable Finance Associate Director, Sustainable Finance
		Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2022	Investment Director, Sustainable Finance Associate Director, Sustainable Finance
		RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023	Investment Director, Sustainable Finance Associate Director, Sustainable Finance
9	Demonstrate respect by promoting Aboriginal and Torres Strait Islander artwork and signage in our workplaces.	Explore the commissioning of further Aboriginal and Torres Strait Islander artwork and/or other items for our offices.	November 2022	Financial Controller
		Engage with local Traditional Owners to discuss potential for dual naming of our meeting rooms in First Nations languages.	November 2022	Financial Controller



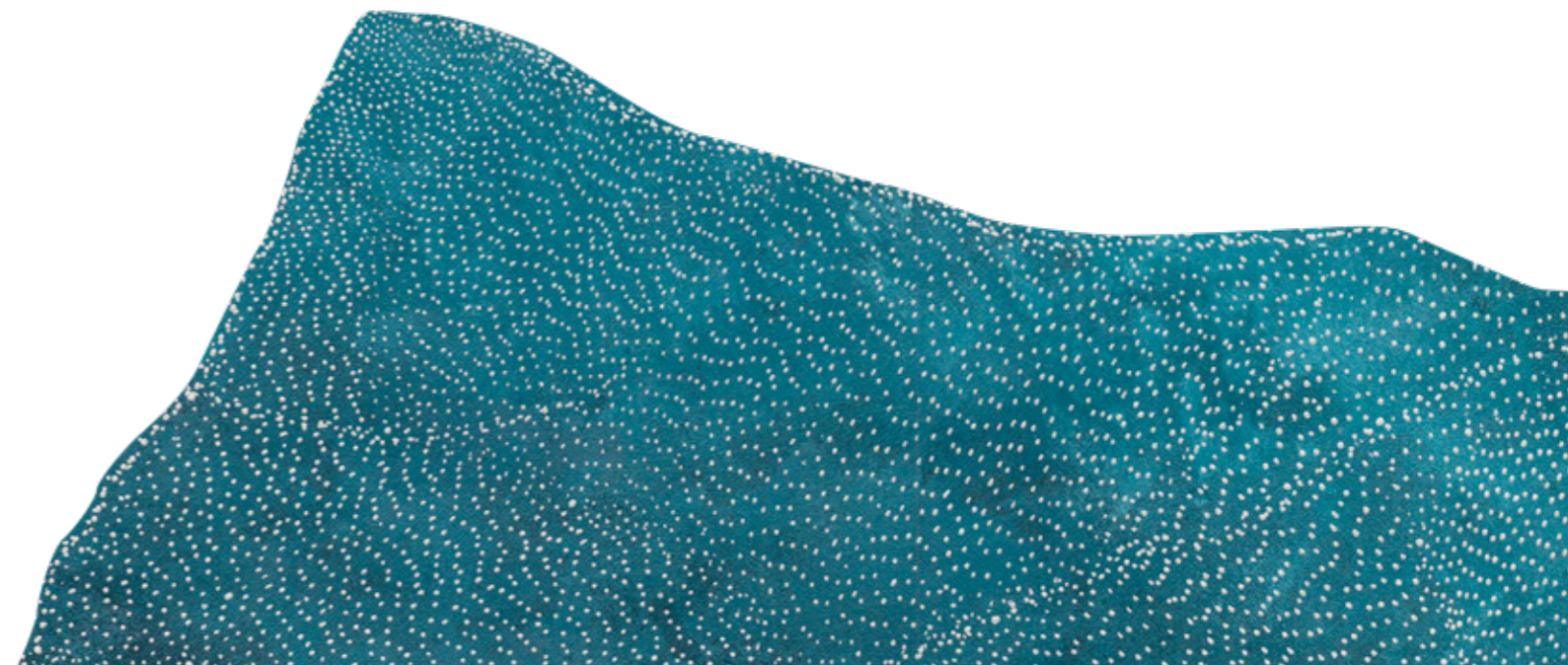
OPPORTUNITIES

Equal participation in a range of life opportunities is crucial for the well-being of all peoples.

We seek to develop and implement culturally appropriate, partnership-centred solutions that uphold the unique rights of Aboriginal and Torres Strait Islander peoples and help us contribute to the creation of an environment in which Aboriginal and Torres Strait Islander peoples can participate equally in a range of life opportunities.

No.	Action	Deliverable	Timeline	RWG member responsible
10	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.	October 2022	Investment Director, Compliance & Portfolio Risk
		Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2022	Investment Director, Compliance & Portfolio Risk
11	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.	January 2023	Financial Controller
		Investigate opportunities to procure goods and services for our upcoming office refurbishment from Aboriginal and Torres Strait Islander owned businesses.	November 2022	Investment Director
		Increase proportion of office stationery procured from Aboriginal and Torres Strait Islander owned businesses.	October 2022	Executive Assistant
		Investigate Supply Nation membership.	July 2022	Financial Controller

No.	Action	Deliverable	Timeline	RWG member responsible
12	Improve access to finance for Aboriginal and Torres Strait Islander owned businesses to support improved economic and social outcomes.	Develop a tailored offering by Metrics Business Finance to support the growth of Aboriginal and Torres Strait Islander owned businesses.	July 2022	Investment Director, Sustainable Finance Associate Director, Sustainable Finance
		Consult and work with First Nations businesses, Supply Nation, academics, Indigenous Business Australia and other relevant organisations on the development of the Metrics Business Finance tailored offering.	July 2022	Investment Director, Sustainable Finance Associate Director, Sustainable Finance
		Review published research and policy papers on the barriers to financial inclusion for Aboriginal and Torres Strait Islander businesses and, where possible, improve the Metrics Business Finance tailored offering to remove those barriers.	May 2023	Investment Director, Sustainable Finance Associate Director, Sustainable Finance



GOVERNANCE

We are committed to following Reconciliation Australia’s RAP Framework to help us embed the principles and purpose of reconciliation.

No.	Action	Deliverable	Timeline	RWG member responsible
13	Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain our RWG to govern RAP implementation.	July 2022	Legal Counsel
		Draft a Terms of Reference for the RWG.	July 2022	Legal Counsel
		Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2023	Legal Counsel
14	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2022	Legal Counsel
		Engage senior leaders in the delivery of RAP commitments.	July 2022	Legal Counsel
		Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2022	Legal Counsel
15	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022	Investment Director, Sustainable Finance Associate Director, Sustainable Finance
16	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia’s website to begin developing our next RAP.	June 2023	Investment Director, Sustainable Finance Associate Director, Sustainable Finance



CONTACT DETAILS

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