

ClearBridge
A Franklin Templeton Company

Reconciliation Action Plan

Innovate

February 2026 – February 2028



About the Artwork

Traditions, Knowledge and History.

This painting represents traditions and knowledge passed down through generations, expressed through linework that reflects the same artistic style my family has used for generations. Each mark carries the stories, teachings, and cultural memory of those who came before me, continuing that lineage through my own hands. The circular symbols throughout the work represent waterways, and the ripple effect they create speaks to how knowledge is shared, carried, and expanded over time, moving from one generation to the next. Together, the flowing lines and repeating forms reflect both continuity and connection, showing how culture, story, and learning travel, evolve, and remain alive through ongoing practice and remembrance.

About the Artist



My name is Ngalnya, a proud Yorta Yorta artist originally from Shepparton, but now calling Naarm home since 2021. My journey as an artist has been deeply intertwined with my cultural heritage, a legacy passed down by elders throughout generations. This connection to my artwork isn't just a creative pursuit; it's a vital link to my community and a cherished avenue for bonding with my family. My artwork provides a platform for me to express my thoughts, share the stories of my people, and celebrate my connection to mob. My art serves as more than just visual expression—it's a bridge between generations, a testament to my personal journey, a vibrant reflection of Yorta Yorta culture and a way to connect with the world around me.

The style of art I gravitate toward features intricate linework and repetitive symbols—techniques that hold deep cultural and personal meaning for me. This approach was inspired by the artwork that was created and passed down to me by my aunts, helping me communicate my story in a way that words alone couldn't. Each line and pattern represents a part of a greater narrative—my journey, my values, and the knowledge passed down through generations. These elements not only reflect Yorta Yorta traditions, but also give me the freedom to express my beliefs and identity in a way that feels true to who I am and where I come from.

A Statement from Our RAP Champion

I am proud to present ClearBridge Investments Limited's Innovate Reconciliation Action Plan (RAP) - a significant milestone in our reconciliation journey, following the successful completion of our Reflect RAP.

At ClearBridge, we recognise that reconciliation is not a destination, but a continuous journey of learning, reflection, and meaningful action. Our Innovate RAP represents a deepened commitment to building respectful relationships with Aboriginal and Torres Strait Islander peoples, and to embedding reconciliation into the heart of our business.

As a global investment manager with a strong presence in Australia, we understand the importance of using our influence to foster equity, inclusion, and opportunity. We acknowledge the enduring connection of Aboriginal and Torres Strait Islander peoples to land, waters, and culture, and we pay our respects to Elders past, present and emerging.

This RAP is an opportunity for us to listen more deeply, engage more meaningfully, and act more purposefully. It builds on the foundations laid during our Reflect RAP and sets out clear, actionable goals to strengthen cultural capability across our organisation and enhance partnerships with First Nations communities.

We are committed to ensuring that our workplace is culturally safe and inclusive, and that our investment decisions reflect our values of sustainability, responsibility, and respect. Through this RAP, we aim to build stronger relationships with Aboriginal and Torres Strait Islander peoples and support initiatives that promote equity, opportunity and self-determination.

I am personally committed to championing this RAP and to ensuring that reconciliation is not just a corporate responsibility, but a shared value embraced by every member of our team. We look forward to walking alongside First Nations peoples, learning from their wisdom, and contributing to a reconciled and equitable Australia.

Together, we can build a future that honours the past and creates lasting impact.



Nick Langley

Co-Founder, Portfolio Manager, Head of Real Assets
ClearBridge Investments Limited

A Statement from CEO of Reconciliation Australia

First Innovate RAP

Reconciliation Australia commends ClearBridge Investments Limited on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for ClearBridge Investments Limited to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, ClearBridge Investments Limited, on will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. ClearBridge Investments Limited is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals ClearBridge Investments Limited readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations ClearBridge Investments Limited on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our Vision for Reconciliation

ClearBridge Investments Limited (ClearBridge) seeks to be part of a future where Aboriginal and Torres Strait Islander peoples are respected, empowered, and have equal opportunities to thrive. We believe reconciliation is not a symbolic gesture but a shared responsibility to foster understanding, equity, and inclusion across all aspects of Australian society. Our vision is to contribute to a nation where cultural heritage is celebrated, voices are heard, and meaningful partnerships drive positive change.

As a financial services organisation, ClearBridge recognises that trust, integrity, and long-term relationships are at the heart of our business. Reconciliation aligns with these values by ensuring that we engage with Aboriginal and Torres Strait Islander peoples in ways that are respectful, transparent, and mutually beneficial. By embedding reconciliation into our frameworks, we aim to foster sustainable pathways for participation and financial empowerment.

Through our Innovate RAP, we commit to tangible actions that aim to achieve real impact. This includes increasing and supporting cultural awareness across our workforce and partnering with communities to build respectful and enduring relationships. By integrating reconciliation into our business culture, we strive to foster a more inclusive and prosperous future for all Australians.

Our Business

ClearBridge Investments Limited (ClearBridge) is an Australian unlisted public company (ABN 84 119 339 052, AFSL 307727). ClearBridge is wholly, indirectly owned by Franklin Resources, Inc. (operating as “Franklin Templeton”), a publicly traded company listed on the New York Stock Exchange (NYSE:BEN).

ClearBridge was founded in 2006, and its head office is located in Sydney, Australia with a satellite office in Brisbane. ClearBridge and its subsidiary provide investment management and advisory services to wholesale clients (both pooled funds and institutional clients) in Australia, EU and EEA, UK, USA, Canada (Ontario and Quebec), Kuwait, Korea, Philippines and Taiwan. The firm has a focus on global listed infrastructure as an asset class with an additional capability to provide access to other asset classes primarily derived via its Authorised Representative, ClearBridge Investments, LLC. As of 31

December 2025, infrastructure assets under management (“AUM”) were in excess of A\$15.13 billion with combined assets for the ClearBridge Investments brand of US\$210 billion.

ClearBridge employs 36 staff (as of 31 December 2025). Two members of staff are Aboriginal or Torres Strait Island peoples. One of our Client Portfolio Managers is a proud Torres Strait Islander man, and our Client Service Associate is a proud Dabee man from Wiradjuri Country. In March and April 2025, we also hosted a First Nations intern, a proud Wodiwodi woman from Dharawal Country, currently studying at Macquarie University Law School.

The ClearBridge RAP Champion, responsible for driving and championing internal engagement and awareness of the RAP is an Executive Director of the ClearBridge Board.

ClearBridge’s sphere of influence is shaped by our role as a trusted fiduciary of client assets, as well as by the relationships we maintain with our employees, clients, service providers, and industry peers. While we are a smaller scale organisation with approximately 36 employees, our influence extends beyond our immediate team through the decisions we make, the standards we uphold, and the conversations we lead within the financial services sector.

Within our organisation, we have the ability to create a culturally safe and inclusive workplace where Aboriginal and Torres Strait Islander peoples feel respected and valued. Through cultural awareness initiatives, education programs, and inclusive policies, we can influence the attitudes and behaviours of our employees and leadership team. These actions help embed reconciliation into our corporate culture and decision-making processes.

Although our size limits the scale of our direct impact, our position in the investment and governance ecosystem allows us to advocate for reconciliation principles with clients, partners, and suppliers. By incorporating reconciliation considerations into procurement, engaging First Nations businesses where possible, and sharing our learnings with industry networks, we can amplify our influence. In doing so, we aim to demonstrate that meaningful progress is achievable regardless of organisational size.

Our Reconciliation Journey

ClearBridge’s commitment to reconciliation has deepened significantly since the implementation of our first Reflect RAP. This journey has been marked by meaningful learning, structural change, and a growing sense of shared responsibility across the organisation.

Key Learnings

We learned that reconciliation is not a static goal but a dynamic process requiring ongoing reflection, listening, and action. Early engagement with First Nations consultants highlighted the importance of cultural safety and the need to embed First Nations’ perspectives into governance, not just community outreach.

Challenges

One of the most significant challenges was moving beyond symbolic gestures to embed reconciliation into core business practices. This required a shift in mindset – away from viewing RAP actions as compliance to recognising them as strategic imperatives. Building internal capability and confidence to engage respectfully with Aboriginal and Torres Strait Islander peoples takes time and dedicated leadership and remains part of our journey as a company.

Timeline of Impact



Achievements

- **Governance Integration:** Reconciliation principles are now embedded in our cultural frameworks, with RAP progress reported quarterly to the Board and as a standing item on a fortnightly basis to the ClearBridge Australia Leadership Team.
- **Procurement Reform:** ClearBridge has adopted a First Nations procurement approach, resulting in partnerships with First Nations’-owned firms including Tasman Environmental Markets and Indigenous Women in Business.
- **Cultural Learning:** Over 80% of staff have completed cultural awareness training, with ongoing sessions tailored to all functional areas of the business.

Staff Reflection

“The RAP has changed how I think about leadership. It’s not just about compliance—it’s about listening, learning, and making space for First Nations’ voices in our decisions.”

– Annette Golden, Managing Director, Head of Legal, Risk & Compliance



Our RAP

ClearBridge is proud to be advancing to the next stage of our Reconciliation journey through the development of our Innovate Reconciliation Action Plan (RAP). This progression reflects our deepening commitment to fostering meaningful relationships with Aboriginal and Torres Strait Islander peoples and embedding Reconciliation into the core of our business practices.

We are developing our Innovate RAP to:

- Build on the foundations laid during our Reflect RAP and move from awareness to action
- Strengthen our internal capacity to engage respectfully and effectively with First Nations communities
- Identify and implement practical initiatives that create sustainable opportunities for Aboriginal and Torres Strait Islander peoples
- Ensure our workplace culture, policies, and partnerships reflect our values of inclusion, respect, and equity

The development of our Innovate RAP has been a collaborative and consultative process. It has involved:

- Internal engagement across teams, led by our RAP Working Group with support from the Diversity & Inclusion Council
- Input from senior leadership, including our Co-Founder, who continues to champion our RAP and advocate for Reconciliation across the firm
- Ongoing consultation with Aboriginal and Torres Strait Islander stakeholders, including our Aboriginal and Torres Strait Islander employees, who play active roles in community engagement and cultural education
- External guidance from Reconciliation Australia and First Nations advisors to ensure our approach is culturally informed and respectful

As part of our Reflect RAP, we established a RAP Working Group, who will lead the implementation of our Innovate RAP. Members are:

- Co-Founder, Portfolio Manager, Head of Real Assets (RAP Champion)
- Head of Human Resources, Australia (Chair of the Franklin Templeton/SIMs Diversity, Equity and Inclusion Committee)
- Head of Legal, Risk & Compliance/Company Secretary/Executive Director (RAP Working Group Chair)
- Senior Legal Counsel (Secretary for the ClearBridge Australia Leadership Team and APAC Representative of ClearBridge Investments Inclusion Council)
- Client Service Associate (First Nations representative)
- Office Manager & Executive Assistant (RAP Working Group Secretary)

Our RAP Working Group currently includes one First Nations' representative, and previously included a Torres Strait Islander representative, each of whom have provided significant cultural awareness training. Their honest and truthful lived experience and community connections are central to shaping our initiatives and engagement strategies.

The RAP Working Group is responsible for overseeing the implementation of our Innovate RAP, tracking progress against our goals, and reporting to the RAP Champion, ClearBridge Australia Leadership Team, CIL Board, FT/SIMs DEI Committee, ClearBridge Investments Inclusion Council, Reconciliation Australia, and other stakeholders. We will continue to follow a structured timetable for each action item, with regular reviews informed by internal feedback and external advice.

We acknowledge that Reconciliation is an ongoing journey. ClearBridge is committed to walking alongside Aboriginal and Torres Strait Islander peoples, not only in words but through sustained action. Our Innovate RAP marks a significant step forward in our efforts to create a more inclusive and equitable future within our sphere of influence.

Relationships

Building strong relationships with Aboriginal and Torres Strait Islander peoples is essential to CIL's commitment to inclusive governance, meaningful engagement, and fostering partnerships that reflect the diverse communities in which we invest and operate.

| Action | Deliverable | Timeline | Responsibility |
|--|--|---|---|
| 1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations | <ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement | Review - February 2027 | <u>Lead:</u> Head of LRC <u>Support:</u> Senior Legal Counsel |
| | <ul style="list-style-type: none"> Develop and implement a scalable engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations, that prioritises relationship-building with local First Nations' organisations, focusing on key partnerships | Review - February 2027 | <u>Lead:</u> Head of LRC <u>Support:</u> Senior Legal Counsel |
| 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 2026 | <u>Lead:</u> Office Manager <u>Support:</u> Client Service Associate |
| | <ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event | 27 May- 3 June (annually) | <u>Lead:</u> Office Manager <u>Support:</u> Client Service Associate |
| | <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 June (annually) | <u>Lead:</u> Head of HR <u>Support:</u> Head of LRC |
| | <ul style="list-style-type: none"> Organise at least one NRW event each year | 27 May- 3 June (annually) | <u>Lead:</u> Office Manager <u>Support:</u> Client Service Associate |
| | <ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website | May (annually) | Office Manager |
| 3. Promote reconciliation through our sphere of influence | <ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce, with a key focus on organising a First Nations' event every quarter (including NAIDOC Week and National Reconciliation Week) | April 2026 | <u>Lead:</u> Head of HR <u>Support:</u> Head of LRC |
| | <ul style="list-style-type: none"> Circulate resources and materials to staff in respect of Harmony Day | March (annually) | <u>Lead:</u> Office Manager <u>Support:</u> Senior Legal Counsel |
| | <ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly, via the CIL website | February 2026 | Senior Legal Counsel |
| | <ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes | Review - February 2027 | <u>Lead:</u> Client Service Associate <u>Support:</u> Senior Legal Counsel |
| | <ul style="list-style-type: none"> Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation, as well as other investors and industry stakeholders | February 2027 | <u>Lead:</u> Client Service Associate <u>Support:</u> Senior Legal Counsel |
| | <ul style="list-style-type: none"> Circulate resources and materials to staff in respect of Indigenous Literacy Day | 4 September 2026 | <u>Lead:</u> Office Manager <u>Support:</u> Senior Legal Counsel |
| | 4. Promote positive race relations through anti-discrimination strategies | <ul style="list-style-type: none"> Conduct a desktop review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs, focusing on cultural safety and anti-discrimination, using RAP-aligned checklists | October 2026 |
| <ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy | | October 2026 | Head of HR |

| | | |
|---|---------------|------------|
| <ul style="list-style-type: none"> Update existing anti-discrimination policy for our organisation, to align with focus on cultural safety and anti-discrimination | December 2026 | Head of HR |
| <ul style="list-style-type: none"> Educate senior leaders on the effects of racism, through a targeted cultural learning session for senior leadership and other staff | December 2026 | Head of HR |

Respect

Respect for Aboriginal and Torres Strait Islander peoples, cultures, histories, knowledge and rights is central to CIL's vision of a diverse and inclusive workplace, where understanding, learning and acknowledgment enrich our culture and contribute to shared success.

| 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"> Conduct a review of cultural learning needs within our organisation, via an online staff survey | August 2026 | <u>Lead:</u> Head of LRC <u>Support:</u> Senior Legal Counsel |
| | <ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy | April 2026 | <u>Lead:</u> Senior Legal Counsel <u>Support:</u> Client Service Associate |
| | <ul style="list-style-type: none"> Develop, implement, and communicate a cultural learning strategy and roadmap document for our staff via our company intranet | April 2026 | <u>Lead:</u> Senior Legal Counsel <u>Support:</u> Client Service Associate |
| | <ul style="list-style-type: none"> Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning | Review - February 2027 | <u>Lead:</u> Office Manager <u>Support:</u> Head of HR |
| 6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols | <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 | August 2026 | <u>Lead:</u> Client Service Associate <u>Support:</u> Senior Legal Counsel |
| | <ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol guide document, including protocols for Welcome to Country and Acknowledgement of Country, via our company intranet | August 2026 | <u>Lead:</u> Senior Legal Counsel <u>Support:</u> Client Service Associate |
| | <ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year | December (annually) | <u>Lead:</u> Client Service Associate <u>Support:</u> Senior Legal Counsel |
| | <ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings or events | December (annually) | <u>Lead:</u> Head of LRC <u>Support:</u> Office Manager |
| 7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week | <ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event | First week in July (annually) | <u>Lead:</u> Office Manager <u>Support:</u> Senior Legal Counsel |
| | <ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week, with a focus on ensuring that HR policies support cultural leave and flexible arrangements, including for NAIDOC Week participation | May 2026 | Head of HR |
| | <ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff | First week in July (annually) | Office Manager |

Opportunities

Creating opportunities for Aboriginal and Torres Strait Islander peoples is important to CIL's commitment to being a diverse and inclusive workplace, reflected in our support for existing First Nations' team members and our focus on retention, professional development and early career pathways such as internships. We look forward to continuing key partnerships with First Nations' organisations and building upon these in a meaningful way.

| 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"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities | February 2026 | <u>Lead</u> : Head of HR <u>Support</u> : Head of LRC |
| | <ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy | April 2027 | <u>Lead</u> : Head of HR <u>Support</u> : Head of LRC |
| | <ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy, with a focus on piloting a mentoring program in partnership with a local organisation | April 2027 | <u>Lead</u> : Head of HR <u>Support</u> : Head of LRC |
| | <ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders | August 2027 | <u>Lead</u> : Head of HR <u>Support</u> : Head of LRC |
| | <ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace, with a focus on ensuring recruitment and onboarding processes are culturally inclusive and equitable | August 2027 | <u>Lead</u> : Head of HR <u>Support</u> : Head of LRC |
| 9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes | <ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy, focusing on suppliers for catering, office and business merchandise and cultural learning opportunities | April 2026 | <u>Lead</u> : Office Manager <u>Support</u> : Senior Legal Counsel |
| | <ul style="list-style-type: none"> Investigate Supply Nation membership | April 2026 | <u>Lead</u> : Office Manager <u>Support</u> : Client Service Associate |
| | <ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff | December 2026 | <u>Lead</u> : Office Manager <u>Support</u> : Client Service Associate |
| | <ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses | December 2026 | <u>Lead</u> : Office Manager <u>Support</u> : Head of LRC |
| | <ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses | December 2026 | <u>Lead</u> : Head of LRC <u>Support</u> : Office Manager |
| 10. Promote mutual visibility and access in the Finance sector, by leveraging our expertise and networks to raise awareness and foster interest | <ul style="list-style-type: none"> Collaborate with First Nations' stakeholders to develop and share a simple 'exploring career pathways' guideline resource for First Nations' students, to be shared with at least one university, school, or First Nations' education organisation | February 2027 | <u>Lead</u> : Client Service Associate <u>Support</u> : Senior Legal Counsel |
| | <ul style="list-style-type: none"> Feature one First Nations' business or entrepreneur per quarter in internal communications | February, May, August, & November (annually) | <u>Lead</u> : Client Service Associate <u>Support</u> : Senior Legal Counsel |

Governance

Maintaining our strong governance framework is essential to achieving the goals of our RAP. CIL's dedicated RAP Working Group will continue to guide its implementation with a clear commitment to accountability, transparency and continuous learning.

| Action | Deliverable | Timeline | Responsibility |
|---|--|--|---|
| 11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP | <ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RWG | Review – January (annually) | Client Service Associate |
| | <ul style="list-style-type: none"> Review and update Terms of Reference for the RWG | March 2026 | Senior Legal Counsel |
| | <ul style="list-style-type: none"> Meet at least four times per year to drive and monitor RAP implementation | February, April, June, August, October & December (annually) | <u>Lead:</u> Office Manager <u>Support:</u> Senior Legal Counsel |
| 12. Provide appropriate support for effective implementation of RAP commitments | <ul style="list-style-type: none"> Define resource needs for RAP implementation, including any internal funding requirements | February (annually) | <u>Lead:</u> Head of LRC <u>Support:</u> Office Manager |
| | <ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments, via the RAP standing item in our regular senior management meetings | Ongoing, fortnightly 2026 & 2027 | <u>Lead:</u> Head of LRC <u>Support:</u> Senior Legal Counsel |
| | <ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments | February 2026 | Senior Legal Counsel |
| | <ul style="list-style-type: none"> Maintain an internal RAP Champion from senior management | February 2026 | Head of LRC |
| 13. 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 | June (annually) | Head of LRC |
| | <ul style="list-style-type: none"> Complete and submit the annual RAP Impact Survey to Reconciliation Australia | 30 September (annually) | Head of LRC |
| | <ul style="list-style-type: none"> Report RAP progress to all staff and senior leaders quarterly, via the existing senior management and board meetings | February, May, August & November (annually) | <u>Lead:</u> Head of LRC <u>Support:</u> Senior Legal Counsel |
| | <ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings, annually via the ClearBridge Stewardship Report | December (annually) | <u>Lead:</u> Head of LRC <u>Support:</u> Senior Legal Counsel |
| | <ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer | March 2026 | <u>Lead:</u> Head of LRC <u>Support:</u> Senior Legal Counsel |
| | <ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP | September 2027 | <u>Lead:</u> Head of LRC <u>Support:</u> Senior Legal Counsel |
| 14. 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 | August 2027 | <u>Lead:</u> Head of LRC <u>Support:</u> Senior Legal Counsel |

Contact Us

Annette Golden

Managing Director, Head of Legal, Risk & Compliance
& Company Secretary/Executive Director

Phone: 0424 195 775

Email: AGolden@ClearBridge.com

ClearBridge

A Franklin Templeton Company