



WANDERLUST

Reconciliation Action Plan Reflect

July 2022 – July 2023



Acknowledgement of Country

In the spirit of reconciliation, Wanderlust acknowledges the Traditional Owners of Country throughout Australia.

We pay our respects to Aboriginal and Torres Strait Islander Elders past, present and emerging. We acknowledge that we exist on traditional lands where Aboriginal and Torres Strait Islander peoples have lived for many thousands of years. We honour their ongoing connection to these lands and strive to respect the Traditional Custodians in our work.

We accept the invitation in the Uluru Statement from the Heart to walk together with Aboriginal and Torres Strait Islander peoples in a movement of the Australian people for a better future.



About the Artist and Artwork



Marjorie Williams

Marjorie was born in Alice Springs. Her mother was from Hermannsburg from the Driffen family. Her father was Musty Syddick, a Central Australian man from Aboriginal and Afghan cameleer origins. Marjorie married Brian Williams, a member of the Hermannsburg Williams family. He grew unwell and so the couple moved into Alice Springs so he could access medical support. He passed away in 2005, and Marjorie remained in Alice Springs. She has four children, grandchildren and a great grandchild here in Alice Springs to keep her busy. Marjorie has painted for herself in the past after starting in Hermannsburg before moving to Alice Springs. She has also painted with Ngurratjuta Many Hands Art Centre before they dedicated themselves to watercolourists.

As a senior Western Arrernte woman, she is strong in her commitment to Western Arrernte Women's Law. She is also committed to the Lutheran faith of the former Mission of Hermannsburg Community in Ntaria, now the Finke River Mission, based in Alice Springs. Marjorie sings regularly in the Central Australian Women's Choir, and has travelled internationally to perform, Marjorie has undertaken translation work, being fluent and literate in both Western Arrernte and English.

Since joining Tangentyere Artists in 2017, Marjorie has been heavily engaged in artistic programs and day-to-day life at the Art Centre. Along with close friend, fellow artist, church member, and family member, Lizzie Jako, Marjorie participated in an Artist in Residency at Mulgara Gallery, Voyages, Yulara during the month of October 2019, which both artists found an immensely rewarding opportunity.

Marjorie paints in a range of styles, figurative and abstract, with the imagery she paints strongly relating to her Country, the Country of her mother, Ntaria. Many of Marjorie's artworks have strong graphical elements, and she paints about water, and women's activities such as collecting water, and dancing, bush tucker species, particularly echidna. She also paints memories from her early life spent between Iwupataka [Jay Creek Reserve] and Ntaria. The narratives in her stories and the rich palettes she selects means her works are incredibly popular.

Artwork



Marjorie Williams, My Country, Tempe Downs, 2022
Acrylic on Linen, 920 x 1220 mm

'My Country, Tempe Downs, and the Elders are on top of the sandhill looking down at the Country.

They can see everything from there. There's horses and stockmen, and the people, all families having picnic day, and the birds are flying everywhere, and the kids are waving to the Elders from the bottom of the sandhill.

The Elders can see kangaroos, and horses and their riders rounding up bullocks, and bush turkeys, and emus, camels and donkeys, perenties, echidnas, bullocks, free horses.

There's bullock yard and the stockmen looking after the bullocks that are in the yard. And the family sitting down, they all talking stories under the tree. Also, there's the kangaroos and lots of different birds in the sky and Eagle, the dangerous eagle always flying up there. Elders like to be up top of sandhill to look down and see all their Country that way. They can see the waterholes the birds come to. They swoop in and then swoop out, one kind after other one. There's different bush flowers and trees, all in that Country. That's good Country there, my Country.'



Our Business

Wanderlust is a purpose-driven business that has been bringing more wellness to the world since 2009, after creating the world's first wellness festival at Palisades, Tahoe. Since then, Wanderlust has brought together global leaders in mindfulness, yoga, nutrition, and holistic health worldwide. From Australia, Italy, Portugal and Madrid – you can experience Wanderlust in every corner of the world.

At the heart of the business, Wanderlust's mission is to help you find your true north – to cultivate your best self. While there are many paths to help you on your journey to wellness, Wanderlust focuses on these three:

Wanderlust Events

From breathtaking festivals and mindful triathlons to transformational experiences, Wanderlust events gather and celebrate a conscious community of world-class experts, seekers, practices and big ideas to guide you on your journey as you learn, move and grow.

Wanderlust Products

Inspired by this spirit of exploration, Wanderlust now also offers a range of plant-powered and naturopathically formulated supplements and wholefoods. Combining a selection of organic, plant or naturally derived ingredients, every Wanderlust product is created and made in Australia with intelligence and purpose, so you can positively support yourself and the planet.

Wanderlust Content

Wanderlust TV offers you the experience of being your best self, everywhere. Inviting you to step on the mat wherever you are with 1,000+ live and on-demand classes from the world's most sought-after teachers across yoga, meditation, breathwork and fitness.

Wanderings, the online journal for Wanderlust, speaks to all people on their wellness journey, whatever stage, providing tools, education, inspiration, and guides to live a mindful and conscious life and to inspire a deeper connection to self.

In 2018, Wanderlust expanded its presence in Australia with Light Warrior (Wanderlust's parent company) officially partnering with Wanderlust for the region. Since then, Wanderlust has expanded into products – supplements and wholefoods – which launched in Australian pharmacies and health food stores in 2021.

Currently, Wanderlust Australia employs 30+ team members with most living and working on Bunurong or Wurundjeri Country, and a wider team also residing on Gadigal, Darug, Arakwal, Whadjuk and Meanjin lands. We have no known team members who identify as Aboriginal and/or Torres Strait Islander at present.



Message from Tom Coleman CEO Light Warrior Wellness

Message from Wanderlust Leadership

It is with great pride I share Wanderlust's Reflect Reconciliation Action Plan with all of our team members, community, partners, and those we engage with as a business.

Aboriginal and Torres Strait Islander peoples have a deep spiritual relationship to the land. Despite ongoing dispossession, Aboriginal and Torres Strait Islander peoples maintain their connections with lands and waters through storytelling, ceremony, and activism. Still, the fight for rights to Country is a continuous struggle for recognition and respect. We need to continue to work to make Australia a more equitable country for all.

We know that the past can teach us important lessons for the future and that we are on a journey to keep listening and learning, and this Reflect RAP is an important first step for our business. This Reflect RAP is our commitment to respectfully recognise and celebrate Aboriginal and Torres Strait Islander peoples and histories. Working with Aboriginal and Torres Strait Islander partners and communities, we seek to enrich our understanding of the cultures and knowledges which are intrinsic to the fabric of Australia and its prosperity in the future.

I want to thank everyone at Wanderlust who has contributed to and embraced this Reflect RAP. We are honoured to champion this work and excited to jump in alongside our teams and partners in working towards reconciliation in Australia.

Tom Coleman
CEO
Light Warrior Wellness

Reconciliation Australia CEO Statement

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

Wanderlust Products 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 Wanderlust Products 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 Wanderlust Products, 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



Our RAP

Wanderlust hopes to reflect on and develop thoughtful operational practices, employment opportunities, supplier partnerships, product development and community engagement with Aboriginal and Torres Strait Islander peoples. As a health and wellness business, we acknowledge the gap in health outcomes for Aboriginal and Torres Strait Islander peoples and the importance of this work towards a world where everyone is offered an equal opportunity to thrive.

Our RAP has been formalised by the guidance we have received from working with Reconciliation Australia, our First Nations advisor Adam Goodes and our RAP Working Group. Our RAP supports our people and business with the framework to have a meaningful impact towards reconciliation.

Wanderlust's RAP sits alongside the business' major shareholder Light Warrior Group's RAP, as our organisations continue to work together to contribute to reconciliation.

Wanderlust RAP working group members:

RAP Advisor: **Adam Goodes** – RAP Advisor

RAP Champion: **Cheryl Goodman**, Senior Manager Regulatory & Compliance

Alicia Miltins, People & Culture Director

Stefanie Jung, Social and Partnership Manager

Amy Buttsworth, National Business Manager

Damien Barnes, Finance Director

Natasha Korfiatis, Consumer and Customer Care Representative

Pat Machar, Product Development Manager

Sandra Geroges, Territory Manager



Our Partnerships and Current Activities

Over the past 12 months, we have been committed to elevating Aboriginal and Torres Strait Islander representation in mainstream media and marketing activities.

We proudly partnered with Adnyamathanha man and Australian of the Year Adam Goodes and Walmatjarri/Yamatiji woman and model Billie-Jean Hamlet to introduce the first Wellness Activists for the Wanderlust brand. Adam Goodes and Billie-Jean Hamlet are proud First Nations people who are prominent in their communities and committed to championing our message of holistic health.

Throughout our RAP creation journey we have elevated our reconciliation commitment and implemented small yet pertinent actions. The importance of our commitment is clear to all team members, having been formally communicated by our Chairman, General Manager and RAP Champion during National Reconciliation Week activities. We have also begun our first steps with incorporating inclusive day-to-day actions including commencing key meetings and signing off emails with an Acknowledgement of Country; displaying acknowledgement of Traditional Ownership plaques in our office; adding our Traditional Place name to our address on product labels and website; and seeking to procure supplies from First Nations owned/supportive businesses after creating a preferred suppliers list.

We also actively participate in National Reconciliation Week and NAIDOC Week events, organising in-office activities such as yarning circles and Wayapa sessions, providing internal education as well as encouraging all team members to attend external events in their local community.

In partnership with our parent company Light Warrior we are also actively involved in the following:

Children's Ground– An organisation led by Aboriginal and Torres Strait Islander communities that seeks to ensure First Nations children enjoy a life of opportunity, strong cultural identity, and personal wellbeing by having voice and agency over their social, cultural, political and economic future. Annually, Light Warrior selects team members to join the Children's Ground team on country in Mparntwe (Alice Springs) to deepen their cultural awareness and understanding of challenges faced by Aboriginal and Torres Strait Islander peoples.

Wanderlust proudly partnered with **Igniting Change** by purchasing Igniting Change Journals that offered a space to dream and draw, with all proceeds going back to support individuals in the community.

Through the **Lightfolk Foundation**, Radek & Helen Sali are proud sponsors of The Sali Shepparton Scholarship Program. The scholarship is available to Aboriginal and Torres Strait Islander community members in the Shepparton and broader Goulburn Murray region to undertake Bachelor of Business degree at La Trobe University. Light Warrior also aims to make ongoing annual charitable donations. Throughout 2021, we are delighted to have provided financial support to Spinafex Gum (an all-female, all-First Nations musical collaboration from Cairns) and Explore Byron Bay (a guided local tour led by Delta Kay, an Arakwal Bundjalung woman who is passionate about sharing the area's First Nations cultures).



Relationships

Action	Deliverable	Timeline	Who
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 2022	PD Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2022	NB Manager
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	P&C Director
	RAP Working Group members to participate in an external NRW event.	May 2023	RAP Champion
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2023	RAP Champion
Promote reconciliation through our sphere of influence.	Re-communicate our commitment to reconciliation to all staff once RAP is published.	July 2022	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2022	NB Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2022	RAP Champion
Promote positive race relations through anti-discrimination strategies.	Ensure key documents including Information Memorandums, reports and presentations include an Acknowledgement of Country.	September 2022	Finance Director
	Communicate reconciliation commitment and RAP to our Wanderlust Teachers & Karma community.	July 2022	S&P Manager
	Publish endorsed RAP on websites.	July 2022	S&P Manager
	Investigate supporting Aboriginal and Torres Strait Islander organisations through a workplace giving program.	March 2023	NB Manager
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2022	P&C Director
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	December 2022	P&C Director

Respect Action

Action	Deliverable	Timeline	Who
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.	September 2022	RAP Champion
	Conduct a review of cultural learning needs within our organisation.	December 2022	P&C Director
	All staff to participate in at least one cultural awareness training activity.	June 2023	RAP Champion
	Incorporate Aboriginal On-Country experiences into whole of organisation strategic planning and team building days.	December 2022	P&C Director
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.	September 2022	P&C Director
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2022	P&C Director
	Display plaques in our office acknowledging the local Traditional Owners or Custodians of the lands and waters.	August 2022	Finance Director
	Include an Acknowledgement of Country at the start of all Board meetings and other significant or formal meetings.	July 2022	P&C Director
	All staff email sign offs to include an Acknowledgement of the local Traditional Owners or Custodians of the lands and waters.	July 2022	P&C Director
	Update website to acknowledge the local Traditional Owners or Custodians of the lands and waters.	July 2022	P&C Director
	Commence all external Wanderlust events with a Welcome to Country from Traditional Owners or if not possible an Acknowledgement of Country.	September 2022	RAP Champion
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, 2023	P&C Director
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2022, 2023	P&C Director
	RAP Working Group to participate in an external NAIDOC Week event.	July 2022, 2023	RAP Champion

Opportunities

Action	Deliverable	Timeline	Who
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Assess current workplace for cultural safety.	December 2022	RAP Champion
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March 2023	P&C Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2022	P&C Director
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.	June 2023	Territory Manager
	Investigate Supply Nation membership.	March 2023	Territory Manager
	Identify Australian native ingredients to incorporate into our product range and potential First Nations suppliers.	March 2023	Territory Manager

Governance

Action	Deliverable	Timeline	Who
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	July 2022	RAP Champion
	Draft a Terms of Reference for the RWG.	August 2022	RWG Chair
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	July 2022	RWG Chair
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2022	RAP Champion
	Engage senior leaders in the delivery of RAP commitments.	July 2022	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2022	RWG Chair
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.	September 2022	RWG Chair
	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.	August 2022	RWG Chair
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August 2022	RWG Chair
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	April 2023	RAP Champion