

## **Indigenous Recognition Policy**

Both as a company and as individuals, we want to do everything we can to better understand Indigenous Australian cultures and their respect for Country, work towards indigenous recognition, and create awareness of the historical and ongoing injustices committed against Indigenous peoples.

This document outlines the ways in which Milieu seeks to advocate for and advance the voice of Indigenous Australian communities.

This document represents Milieu's first steps towards enabling Indigenous recognition and reconciliation, but it is far from complete. Both this document, and the actions we take as a company, will evolve over time through ongoing consultation and collaboration with Indigenous Australians.

We recognise that private property development and indigenous land rights is an uncommon and often contentious pairing. We aim to demonstrate our sincere commitment to Indigenous recognition through sustained and meaningful action that will lead to tangible outcomes.

### **Acknowledgement**

We recognise that all of Milieu's commercial operations occur on Wurundjeri Land, and we acknowledge the Wurundjeri Woi Wurrung People as the Traditional Custodians of this Land. We also pay respect to the Elders past, present and emerging of the Kulin Nation and extend that respect to all Indigenous Australians.

### **Listen & Learn**

We strive to listen to and learn from Aboriginal and Torres Strait Islander peoples, with a goal to ensure that all of our commercial activities are respectful of Indigenous cultures. Wherever possible and relevant, we will seek out Indigenous perspectives and embed Indigenous knowledge into our commercial activities.

This includes:

- education on country, culture and dreaming
- collaboration on projects with Indigenous organisations, designers, creators and professional practitioners
- engaging with the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation
- participating in Indigenous-led workshops and activities

### **Empower & Advocate**

We seek to increase the participation and success of Indigenous architects, designers, craftspeople, artists and professional practitioners. Wherever possible and relevant, we will engage with Aboriginal and Torres Strait Islander Peoples working in architecture, design, craft, art and construction, and provide opportunities for them to participate in our commercial activities.

In the event that working with an Indigenous practitioner is not possible, we will seek out a non-Indigenous practitioner with a demonstrated commitment to and awareness of Indigenous recognition.

### **Respect for Country, culture and history**

In addition to the steps outlined above, Milieu will demonstrate its commitment to reconciliation by:

- contributing 3% of Milieu HQ rent to pay the rent\* for the land on which we work
- establishing OC Budgets to include 0.5% of all annual OC fees within Milieu properties to pay the rent\* for the land on which we live

\*Pay the rent is a voluntary donation made to a first nations owned or run organisation. This is to acknowledge that sovereignty of the land where we live and work have never been ceded.

**Last updated:** July 2021