



## **d'Arenberg Vision for Reconciliation**

d'Arenberg is a proud 4<sup>th</sup> generation family business that has embraced a holistic approach to environmental social governance through sustainability, carbon reduction programs and reconciliation. Our primary aim for reconciliation is to build positive relationships, mutual respect, and trust between the wider Australian community and the Aboriginal and Torres Strait Islander Peoples of Australia. We acknowledge Aboriginal and Torres Strait Islander peoples as the First Australians and the traditional owners of the land on which d'Arenberg and its vineyards are located. We pay our respects to both Elders past, present and emerging in maintaining their culture, connections to country, land, and waters.

d'Arenberg envisions an Australia that works together to improve and embrace unity, for a country with a national culture that has race equality, historical acceptance of our shared history to ensure past wrongs are never repeated and free of racism. To be a valued part of the reconciliation journey d'Arenberg is committed to:

- Having an inclusive and diverse workplace
- Ensuring employees are given the opportunity to engage and learn during Aboriginal and Torres Strait Islander cultural training to strengthen positive knowledge of cultural protocols and awareness of the living cultures and history of the Aboriginal and Torres Strait islander peoples.
- Staff have awareness, knowledge, and respect to share with visitors to d'Arenberg
- Engage with and value the culture, history, and achievements of the local Kurna and other Aboriginal groups with inclusive and respectful partnerships
- Gain understanding of our lands from the traditional owners
- Build and increase our influence for reconciliation in the local community and the greater wine and tourism industries
- Identify employment and business development opportunities
- Building partnerships with Indigenous business's based on shared values