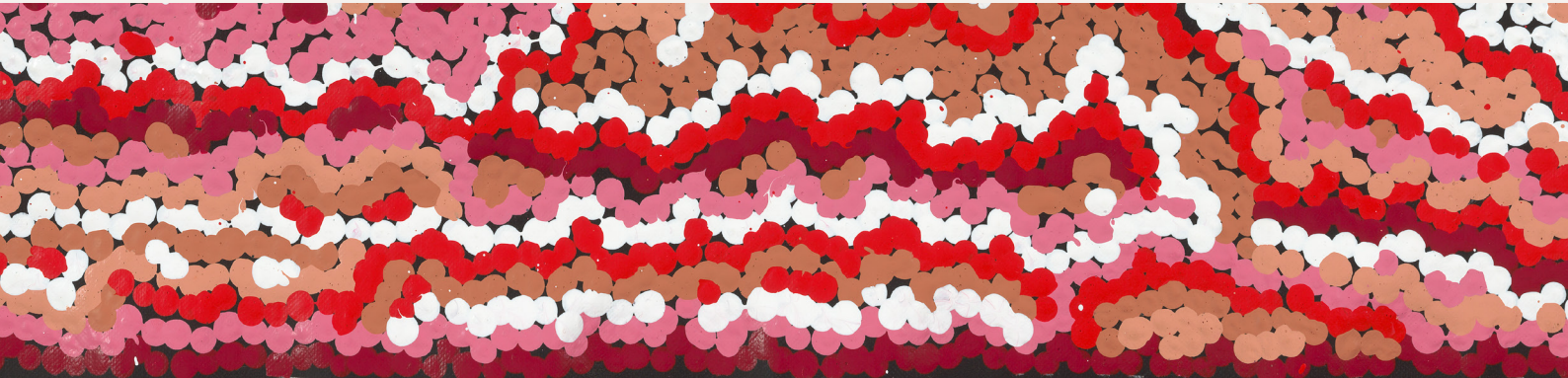




Acler

SIGNIFICANT OTHER

Innovate Reconciliation Action Plan
August, 2024 - August, 2026





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ACKNOWLEDGEMENT OF COUNTRY

The Line II acknowledge the continued inequality that exists within our Aboriginal & Torres Strait Islander communities. As an Australian business, Reconciliation is an essential foundational pillar. There is still a huge inequality within the educational, health and employment outcomes of Aboriginal & Torres Strait Islander Peoples, and we are committed to doing what we can to not only raise awareness for Reconciliation, but to provide practical support to help. One of these initiatives includes the development of a Fashion Design Scholarship in partnership with TAFE.

When representing Aboriginal & Torres Strait Islander communities - we do not seek to be the voice, but to support their voice, to be advocates, to listen, to learn and ensure we have Aboriginal & Torres Strait Islander involvement in whatever we do that involves or impacts these communities.

We acknowledge Traditional Owners of Country throughout Australia and recognise the continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.

Statement from CEO of Reconciliation Australia

INAUGURAL INNOVATE RAP

Reconciliation Australia commends The Line II Pty Ltd 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 The Line II Pty Ltd 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, The Line II Pty Ltd 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. The Line II Pty Ltd is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals The Line II Pty Ltd's 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 The Line II Pty Ltd on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

OUR RAP ARTWORK

JADE AKAMARRE
PWERLE FOUNDING DIRECTOR

Alyawarre/ Anmatyerre woman Jade Torres, founded Pwerle Gallery in 2015, inspired by her father Fred Torres' enterprise DACOU. Together, their mission was to unveil the distinctive artwork from their community, Atnwengerrp, to the world. Through the powerful medium of art and visual storytelling, Pwerle Gallery emerged as a platform to showcase profound stories deeply rooted in the Atnwengerrp landscape.

Employing her skin name, Jade Akamarre facilitated her transition into a full-time artist, as she absorbed the essence of storytelling through painting. "I grew up surrounded by my family, four generations of painters, it was second nature for me."

Jade carries a profound love for art, deeply ingrained in her family's legacy. With a grandmother and great-grandmother, both recognised Australian Aboriginal artists the late Barbara Weir and the late Minnie Pwerle, respectively, Jade naturally followed in their footsteps. Jade's artistry is a testament to her profound connection to her culture and homeland - Atnwengerrp.

Her paintings reflect her passion for the land, a deep understanding of its natural patterns, and a spiritual affinity to her ancestors. Using a distinctive technique of loosely executed dots in linear patterns, her artworks evoke an aerial view of her country's beauty. Paying homage to her family and the generations preceding her, Jade has become a driving force in promoting Aboriginal art and culture. In 2018, she earned a place among Vogue Austra-

lia's Game Changers, standing alongside notable figures like Emma Watson and Margot Robbie.

Jade understands the importance of preserving and celebrating cultural heritage. Her commitment has gained recognition, making her a finalist in InDaily's '40 under 40' awards in 2021. Beyond her creative pursuits, Jade has made significant contributions to her community and state. Her recent appointment as a board member of Brand SA is a testament to her unwavering dedication to promoting culture and art on a global scale. As the director of Pwerle Aboriginal Art Gallery, she consistently contributes to her community by championing Aboriginal art and culture, solidifying her as an invaluable addition to the Australian art scene.



Dreaming in my Grandmother's Country
'Shades of Ochre' Collection
60CM X 90CM, ACRYLIC ON LINEN
2022

OUR VISION

Our vision for Reconciliation is an equitable future for all Aboriginal and Torres Strait Islander peoples, with equal access to education and employment opportunities. We aim to use our unique market position to celebrate and highlight Aboriginal and Torres Strait Islander voices, cultures, and traditions.

As two of Australia's leading forces in fashion, Acler & Significant Other are uniquely positioned to provide practical support to improve the outcomes for Aboriginal and Torres Strait Islander peoples in Australia, with a key focus on the following areas.

Our commitment is to provide a meaningful contribution in progressing Reconciliation by listening, learning, supporting, advocating, and putting in place practical measures with our staff, business ventures, stakeholders, and our customers.

We do not seek to be the voice of Aboriginal and Torres Strait Islander peoples, but to support their voice, to be advocates, to listen, to learn and to ensure we have their consent in all that we do that involves or impacts their communities.

EMPLOYMENT

- We acknowledge our power & privilege in providing employment and training opportunities in the fashion industry.
- Our vision is to target the key skills required to propel opportunity pathways forward.
- We aim to do this by connecting Aboriginal and Torres Strait Islander fashion students with industry support and ongoing mentorship, via our TAFE SA scholarship programme.

EDUCATION

- Our goal is to foster a culture of education in our own workplace (amongst our own employees) and utilising our owned channels (website, social media channels) to provide education to our customer.
- We aim to do this by providing educational support to our employees by way of keynote speaker engagements. And, highlighting Aboriginal and Torres Strait Islander voices, cultures, and traditions across our owned channels throughout the calendar year.

INDUSTRY LEADERSHIP

- A competitor landscape review showcases that many of our design contemporaries do not have a RAP.
- With incredible global reach and industry respect, we're uniquely placed to lead by example.
- We aim to do this by publicly publishing our RAP and sharing amongst all key stakeholders with a view to influencer the Australian fashion industry, proving a road map for others to follow.

OUR BUSINESS

The Line II is the home of two renowned Australian Fashion labels: Acler and The Significant Other. Our vision for both labels is to create luxury apparel with a focus on both quality and accessibility. From the fabrications we use to the finishings and even stitching and trim; we want every piece that we put out into the world to exude quality and craftsmanship. Our vision also includes global accessibility. We have the foundations to sell our pieces across the globe with retailers in all major regions and our own ecommerce presence here in Australia, that also ships globally.

We aim to conduct our business with integrity across everything we do. From our design process, through to our supply chains and the choices we make every day in our office. We're guided by creating a space that prioritises integrity; Because of this, we're working towards more sustainable business practices and supply chain management. This guiding principle is also integral to the work we're committed to in the Reconciliation space.

We currently employ more than 50 people at our Adelaide office, and we recognise the Kaurna People as the Traditional Custodians of the land on which we work. Our extended team at our dispatch warehouse in Padstow Sydney, operates on Bidjigal lands. We have a retail store in the Strand in Sydney and we have 8 staff who also work predominantly from Sydney on Gadigal land. We do not currently employ any Aboriginal or Torres Strait Islander People. However, a major part of our RAP addresses how we can work towards rectifying that.

Currently we see over 120,000 monthly visitors to our websites, and we have a combined total Social Media reach of 286,000. This is accumulative across Acler and The Significant Other.

You can find our website for Significant Other here
<https://shopsignificantother.com/>

You can find our website for Acler here
<https://shopacler.com/>

Our stockists include Australian Major Retailers: David Jones and The Iconic, as well as international stockists. A full list can be found here:

For Significant other
<https://shopsignificantother.com/pages/store-locator>

And, here for Acler
<https://shopacler.com/pages/stockists>



OUR RAP

We've assembled a Reconciliation Working Group that's comprised of members from each department for a cross departmental approach. This group includes the two brand Founders and Creative Directors Julia Ritorito and Kathryn Forth, Social Media & Content Manager Jess Champion, Wholesale Manager Kate Wissell, two Design Technicians Georgia Palmer and Catherine Ziersch, Office Manager Alana Zanini, HR Co-ordinator Hazel Farrington, and Reconciliation Working Group Chairperson and CEO Julia Sumner. We have already started work on many initiatives in our RAP but this RAP will officially go from August 2024 - August 2026 with initiatives being implemented across the Australian business via collaborations, volunteering, and business partnerships.

As part of developing our RAP, we have sought advice and had representation from a number of Aboriginal and Torres Strait Islander people. We have worked with Haydyn Bromley from Bookabee Consulting, Jade Akamaree an Aboriginal artist and advisor based in Adelaide, Kaylene Dyinawili has provided advice on the purpose and development of the RAP and our scholarship award winner Damien Ralphs has also been involved in the development. They have all provided invaluable advice and direction throughout the process. As per the requirements of our Innovate RAP, we will ensure to have ongoing Aboriginal and Torres Strait Islander representation on our RAP Working Group. Both Jade and Kaylene will continue to support our journey as members of our RAP Working Group and we will call on additional Aboriginal and Torres Strait Islander voices to provide advice and support as we implement specific elements of the RAP actions.

Our RAP is championed by our CEO who has also been involved in developing RAP's in previous workplaces.

We have chosen the Innovate RAP because over the last 2 years we have already undertaken some key steps in our reconciliation journey and the Innovate RAP will help guide us to further support the cause of Reconciliation and in particular, the inequity of Aboriginal and Torres Strait Islander communities. We recognise that Acler & The Significant Other have a major part to play not only within South Australian Aboriginal and Torres Strait Islander communities, but within this community throughout Australia.

Our RAP aims to leverage our brand presence, endorse Aboriginal and Torres Strait Islander creatives and complimentary businesses, create opportunities for Aboriginal and Torres Strait Islander communities and promote Reconciliation and meaningful change.

We would like to thank our internal RAP Working Group for their commitment and support. We extend this thanks to our entire team for opening their hearts and minds to our plan, and the different cultural awareness training sessions that we have undertaken.

We would especially like to thank the wonderful Aboriginal and Torres Strait Islander advisers and contributors, who are helping us on this journey - Kaylene Dyinawili Wombat, Haydyn Bromley and Bookabee Consulting, Jade Akamaree, Damien Ralphs and all other Aboriginal and Torres Strait Islander people and companies who have provided goods, training, and advice on our journey.

We are also so grateful to Jade Akamarre for supporting us to develop the most beautiful artwork to support our RAP. Soon this unique and beautiful artwork will be located in our head office.

This RAP is also our public commitment to ensure we are held to account for the commitments we pledge to make.



RELATIONSHIPS

It is critical to our organisation that we build meaningful relationships in everything we do. In this case it is even more important, to ensure that our actions in supporting Reconciliation are based on the guidance and advice of Aboriginal and Torres Strait Islander people. Over the last 3 years we have been privileged to bring in Aboriginal and Torres Strait Islander voices to help us with the development of our RAP, as well as supporting us with education and other initiatives. This has included helping us to execute exciting photoshoots, like our collaboration with ODAS (Of Desert & Sea) dance group. Building these meaningful relationships enriches our culture and ensures the work we do in this space is also truly centred around achieving outcomes.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
1. ESTABLISH AND MAINTAIN MUTUALLY BENEFICIAL RELATIONSHIPS WITH ABORIGINAL AND TORRES STRAIT ISLANDER STAKEHOLDERS AND ORGANISATIONS.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	August 2025	CEO
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2025	Lead: Office Manager Support: RAP Working Group
2. BUILD RELATIONSHIPS THROUGH CELEBRATING NATIONAL RECONCILIATION WEEK (NRW).	Register all our NRW events on Reconciliation Australia's NRW website.	August 2025	Office Manager
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025, 2026	Content Executive
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2025 & 2026	CEO
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2025 & 2026	CEO
	Organise at least one NRW event each year.	27 May- 3 June 2025 & 2026	CEO
3. PROMOTE RECONCILIATION THROUGH OUR SPHERE OF INFLUENCE.	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	August 2025	CEO Support: RAP Working Group
	Implement strategies to engage our staff in reconciliation.	August 2025	CEO Support: RAP Working Group



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
3. PROMOTE RECONCILIATION THROUGH OUR SPHERE OF INFLUENCE.	Communicate our commitment to reconciliation publicly.	May 2025 & 2026	Lead: CEO Support: Content Executive
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	August 2025	Lead: CEO Support: RAP Working Group
4. PROMOTE POSITIVE RACE RELATIONS THROUGH ANTI-DISCRIMINATION STRATEGIES.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2025	CEO
	Develop, implement and communicate an anti-discrimination policy for our organisation.	August 2025	CEO
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	August 2025	CEO
	Educate senior leaders on the effects of racism.	August 2025	CEO



RESPECT

Respecting the history and culture of the world's longest surviving culture is a driving force behind why we wanted to develop our RAP. We are proud of this history and want to learn and understand more. The relationships we have with the Bookabee Team, Jade Akama-ree, Damien Ralphs, Kaylene Dyinawili as well as hearing directly from Tanya Hosch about racism back in 2023 have highlighted how important the pillar of Respect is in Reconciliation. Our team are acutely aware of the ongoing injustices faced by our Aboriginal and Torres Strait Islander people and acknowledge that education, awareness and training are critical in increasing respect and understanding. Mutual respect and shared growth are key values for our business and will guide all our actions in this area.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
5. INCREASE UNDERSTANDING, VALUE AND RECOGNITION OF ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES, HISTORIES, KNOWLEDGE AND RIGHTS THROUGH CULTURAL LEARNING.	Conduct a review of cultural learning needs within our organisation.	March 2025	Office Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	August 2025	CEO
	Develop, implement and communicate a cultural learning strategy for our staff.	August 2025	CEO
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	December 2024	CEO
6. DEMONSTRATE RESPECT TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES BY OBSERVING CULTURAL PROTOCOLS.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2024	Lead: CEO Support: Content Executive
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	August 2025	Lead: CEO Support: Marketing team
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	August 2025	Lead: CEO Support: Marketing team



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
6. DEMONSTRATE RESPECT TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES BY OBSERVING CULTURAL PROTOCOLS.	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	August 2024	Lead: CEO Support: entire Company
7. BUILD RESPECT FOR ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES AND HISTORIES BY CELEBRATING NAIDOC WEEK.	RAP Working Group to participate in an external NAIDOC Week event.	July 2025 & 2026	CEO
	RAP Working Group to participate in an external NAIDOC Week event	July 2025 & 2026	Lead: Office Manager Support: RAP Working Group
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	August 2025	CEO



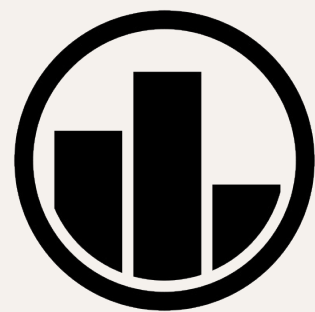
OPPORTUNITIES

It is here that we can practically support individuals and groups to have greater access to employment, training and benefit from economic growth. Working with Aboriginal and Torres Strait Islander businesses, writers, photographers and models is a practical way to not only advance Reconciliation but to provide increased opportunities and economic benefits. The centrepiece of our work here has been the development of what we believe to be the first ever in Australia, an Aboriginal and Torres Strait Islander Scholarship through TAFE SA Fashion School. We are covering the costs of the course, as well as an internship to help develop an individual to be job ready in a key role in the fashion industry when leaving TAFE.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
8. IMPROVE EMPLOYMENT OUTCOMES BY INCREASING ABORIGINAL AND TORRES STRAIT ISLANDER RECRUITMENT, RETENTION AND PROFESSIONAL DEVELOPMENT.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2025	CEO
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	August 2025	CEO
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	August 2025	CEO
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	August 2025	CEO
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	August 2025	CEO
9. INCREASE ABORIGINAL AND TORRES STRAIT ISLANDER SUPPLIER DIVERSITY TO SUPPORT IMPROVED ECONOMIC AND SOCIAL OUTCOMES.	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	August 2025	CEO
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	August 2025	Lead: Office Manager Support: Content Executive
	Investigate Supply Nation membership.	August 2025	Office Manager
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	August 2025	Lead: Office Manager Support: Content Executive



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
9. INCREASE ABORIGINAL AND TORRES STRAIT ISLANDER SUPPLIER DIVERSITY TO SUPPORT IMPROVED ECONOMIC AND SOCIAL OUTCOMES.	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2025	CEO
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	August 2025	Lead: Office Manager Support: Content Executive
10. PROVIDE OPPORTUNITIES TO ELEVATE ABORIGINAL ARTISTS AND FASHION DESIGNERS THROUGH OUR GLOBAL PLATFORMS AND INDUSTRY RELATIONSHIPS	Scope out a project to work with an Aboriginal artist to utilise a print in our Collection	March 2025	Lead: Office Manager Support: Content Executive
	Develop a royalties policy for the use of any artwork and consult Aboriginal artists and relevant bodies in the development of this policy	September 2024	Lead: Office Manager Support: Content Executive
	Use our global social media platforms to highlight the talents and voices of Aboriginal artists	June 2025	Content Executive
	Use our global social media platforms and networks to support the talents of emerging Aboriginal Fashion designers	June 2025	Content Executive
	Work with other like-minded fashion businesses to look at ways to better support emerging Aboriginal Fashion Designers	September 2025	CEO



GOVERNANCE

Our governance actions will ensure we have clear implementation plans and transparency for our RAP. We will ensure ongoing Aboriginal and Torres Strait Islander representation and that we are accountable through annual reporting.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
11. ESTABLISH AND MAINTAIN AN EFFECTIVE RAP WORKING GROUP (RWG) TO DRIVE GOVERNANCE OF THE RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	August 2025	Lead: CEO Support: RAP Working Group
	Establish and apply a Terms of Reference for the RWG.	December 2024	CEO
	Meet at least four times per year to drive and monitor RAP implementation.	August 2025	Lead: Office Manager Support: CEO
12. PROVIDE APPROPRIATE SUPPORT FOR EFFECTIVE IMPLEMENTATION OF RAP COMMITMENTS.	Define resource needs for RAP implementation.	December 2024	CEO
	Engage our senior leaders and other staff in the delivery of RAP commitments.	December 2024	CEO
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2024	Lead: CEO Support: RAP Working Group
	Appoint and maintain an internal RAP Champion from senior management.	December 2024	CEO
13. 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 annually	Lead: CEO Support: Office Manager
	Report RAP progress to all staff and senior leaders quarterly.	September 2024	CEO/Office Manager



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
13. BUILD ACCOUNTABILITY AND TRANSPARENCY THROUGH REPORTING RAP ACHIEVEMENTS, CHALLENGES AND LEARNINGS BOTH INTERNALLY AND EXTERNALLY.	Publicly report our RAP achievements, challenges and learnings, annually.	December 2024, 2025	CEO
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	June 2026	CEO
	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2026	Lead: CEO Support: Office Manager
14. CONTINUE OUR RECONCILIATION JOURNEY BY DEVELOPING OUR NEXT RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2026	Lead: CEO Support: Office Manager

