

'Working Together' Principles

We work with individuals, small groups and families, community organisations, enterprises and big business. We approach every relationship and collaboration from a place of deep respect for people and a desire to create mutual value.

The following principles underpin our approach to 'working together'.

- We create **lasting positive value** through all our relationships and collaborations.
- We put **people at the centre** of our work.
- We are **accountable and transparent**, and act with **integrity** at all times.
- We invest in relationships based on **mutual trust and respect**, and a **shared aspiration**.
- We build on our **strengths** and that of our partners.
- We respect the **knowledge and experience** of our collaborators, and seek to protect its exchange.
- We co-design with **people and place** in mind.
- We **learn** from all our collaborations, and seeks to understand the **full impact** of our work.
- We **tread lightly** on the planet, protecting and enhancing environmental values.
- We make a **long-term commitment** to the people, programs and industries we support.

Collaboration with First Australians

Kindred Spirits Enterprises works closely with First Australians, and supports a range of programs and organisations in different parts of Australia.

The following principles underpin our approach to every relationship and collaboration with First Australians, and [work more broadly within Australia](#).

- We acknowledge the inequality that exists in Australia between Indigenous and non-Indigenous Australians, and the imperative for healing and reconciliation.
- We respect the **unique knowledge and experience** of First Australians including their history, culture, language and understanding of the environment.
- We are committed to **working in partnership** with First Australians towards the creation of a positive, shared future.
- We acknowledge and **respect** the Traditional Owners of the land on which our work and collaborations takes place.
- We back the **aspirations** of First Australians through all aspects of our work.
- We champion the **rights** of First Australian's to self-determination.
- We support the **leadership and full participation** of First Australians in the sectors in which we work..
- We create a **culturally safe work environment**.
- We promote **cross-cultural understanding** in the teams in which we work.
- We seek **full consent** for the use of Indigenous communities' traditional knowledge.
- We proactively and **respectfully share information** that may impact on or benefit Indigenous communities.

‘Working Together’ Principles - Behaviours and Actions

We create lasting positive value through all our collaborations.

We outcomes we value include:

- Relationships as the building blocks of working together
- Quality of life (improvements in social outcomes e.g. health, well-being, livelihoods)
- Quality in our projects, products and services
- The natural environment
- Enterprise and initiative viability
- New knowledge, skills and experiences
- Safe, collaborative physical space for our work
- Opportunities for everyone

We collaborate with values-aligned individuals and organisations.

- We understand the value our collaborators are seeking to create, based on their aspirations.
- We identify how this aligns with our objectives and work.
- We articulate the shared value we strive to create together, as the foundation for our collaboration.
- We monitor and evaluate the creation of value through the collaboration, and adjust our to meet our shared objectives.
- If a collaborator no longer gains value from the arrangement or is unable to meaningfully contribute, we may decide to reassess how we work together, and pause or conclude the collaboration.
- We look for ways to bring additional value to the collaboration, value that may sit outside the immediate project or partnership scope.

We put people at the centre of our work.

- We get to know the people we collaborate with. Their relationships and their world is important to us because it’s important to them.
- We communicate regularly and openly with our collaborators to ensure all parties are effectively engaged and our expectations are aligned.
- We listen and learn from others, and always reflect on the impact of decisions on people.
- We seek to engage people who are impacted by a decision, in the decision-making process.
- We share our knowledge and experience broadly to create the greatest benefit possible and promote a collaborative environment.

We are accountable and transparent, and to act with integrity at all times.

- We work hard to do what we say we'll do.
- We hold ourselves to account based on our 'Working Together' principles (this document), our Strategy, and our Project and Partnership Agreements.
- We communicate proactively and openly regarding work progress, opportunities, challenges and other factors that may impact on the value or effectiveness of the collaboration.

We invest in relationships based on mutual trust and respect.

- We strive to respect all people – their culture, their history and their perspectives.
- We work with people who show respect, care for others and act with integrity.

We build on our strengths and that of our collaborators.

- We recognise that each of our collaborators brings different strengths through their knowledge, experience and resources.
- We design our work to build on and best use everyone's strengths and resources.

We respect the knowledge and experience of our collaborators, and seek to protect its exchange.

- Our work involves the two way exchange of knowledge. We are mindful of the implications of this knowledge exchange and the associated management of intellectual property for all stakeholders (Indigenous enterprise, science, industry).
- We seek to negotiate and define intellectual property ownership at the commencement of collaborations. We monitor and action this throughout the collaboration.
- We provide opportunity for our collaborators to review and propose revisions to the publication of any materials or content directly relevant to the project or program on which we are collaborating.

We co-design with people and place in mind.

- We believe the best outcomes are created when stakeholders work together to co-design the collaboration (objectives, outcomes, activities, resources).
- We understand every community and location is unique - in its vision, resources, history, culture, environment and opportunities. Therefore, we co-design with the place in mind.

We learn from all our collaborations, and seek to understand the full impact of our work.

- We create space for reflection, encourage creativity and nurture an environment that promotes learning and safe, two-way knowledge sharing.
- We celebrate the successes of our collaborators, and provide encouragement and support when challenges are experienced.

- We monitor and evaluate activities and outcomes throughout our collaborations, to ensure good design and delivery for positive impact and the identification and management of unintended consequences.
- We strive to minimize potential negative outcomes and ensure a process is in place for resolving any grievances.
- We communicate the impact and lessons of our work to everyone who may benefit.

We tread lightly on the planet, protecting and enhancing environmental values.

- We recognise the important relationship that exists between people and their environment.
- We incorporate environmental values into the design of our projects, programs and core operations.

We make a long-term commitment to the people, programs and industries we support.

- We understand that relationship building and sustained change takes time and as such, we make a long-term commitment to the people, programs and industries we support.

Collaboration with First Australians - Behaviours & Actions

We acknowledge the inequality that exists in Australia between Indigenous and non-Indigenous Australians, and the imperative for healing and reconciliation.

- We work towards addressing inequalities that exist in Australia between Indigenous and non-Indigenous Australians through our work.
- We believe every organisation can support reconciliation.
- Our *Reconciliation Action Plan* guides our contribution to this agenda.

We acknowledge and respect the Traditional Owners of the land on which our work and collaborations takes place.

- We acknowledge and respect the long history, deep knowledge and significant experience of First Australians. This includes culture, land rights and knowledge systems.
- We seek to ensure the protection of traditional knowledge in all research and commercial activity.
- We put the appropriate agreements and/or permits in place before working with Indigenous communities.
- We ask permission before visiting Indigenous communities and follow appropriate protocols while there.
- We ensure that traditional lands, territories, sacred sites and resources are accessed with communities' full knowledge and consent, as it relates to our work.

We back the aspirations of First Australians through all aspects of our work.

- We support the aspirations of First Australians to stay on or return to country and develop meaningful livelihoods. This directly informs our work in remote and regional areas.
- We look for opportunities to support First Australians through our programs and enterprises, procurement, training and employment.
- We create opportunities for Indigenous business ownership, including the creation of innovative products and services.
- We recognise that caring for country is an aspiration and practice shared by First Australians. We support them in working towards conserving natural and cultural resources.

We champion the rights of First Australian's to self-determination.

- We believe First Australia's have the right to the decisions on issues that impact them.
- We endorse the *Uluru Statement from the Heart*.

We support the leadership and full participation of First Australians in the sectors in which we work.

- We create an enabling environment for Indigenous leadership to thrive in our focus industries and in related social areas.
- We ensure that our Indigenous collaborators are treated as equal business partners and clearly understand the implications of all arrangements to ensure equitable participation.
- We ensure that Indigenous communities themselves, rather than the other collaborators, should determine the level of their involvement in project and enterprise activities.

We create a culturally safe work environment.

- The well-being of our Indigenous collaborators is our priority.
- We create a work environment that is physically, spiritually, socially and emotionally safe for people.
- We identify cultural mentors or Aboriginal Reference groups for all our projects.
- We require cross-cultural training for team members.

We promote cross-cultural understanding in the teams in which we work.

- We promote respectful interactions between all our collaborators.
- We are conscious of how we provide introductions, and to whom.
- We extend our focus on a culturally safe work environment, to building cross-cultural competency.

We seek full consent for the use of Indigenous communities' traditional knowledge.

- We act to protect traditional knowledge of plants and the environment, for the benefit of First Australians.
- We strive to ensure that traditional knowledge and its representation are protected from commercial exploitation. This includes plants, artwork, crafts, ceremonies, rituals, performing arts and all intangible assets.
- We strive to ensure that storytelling and narratives told about Indigenous communities are accurate and defined and approved by the Indigenous community itself, with respect and appreciation for traditional languages.

We proactively and respectfully share information that may impact on or benefit Indigenous communities.

- We want to see First Australians derive maximum benefit from our work, so seek to share new information and the impact of our work broadly.
- We consider appropriate communication and engagement for each of our Projects and document these activities in a 'Communications and Engagement Plan'.