

Reflect Reconciliation Action Plan

AUG. 2023 – DEC. 2024





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Many Atlassians work from First Nations land around the world.

As an Australian-founded company, whose headquarters are on the lands of the Gadigal people of the Eora nation, we pay our respects to Elders both past and present. We recognise their continuing connection to land, water, and community.

THE STORY BEHIND THE ARTWORK:

This design has been created to describe Atlassian's mission in its steps to unleashing its vision for Reconciliation. This design represents the three pillars for impact being people, place, and platform.

ARTIST PROFILE:

Garawa Aboriginal Designs is a collaboration between Karina Jeffrey and Shaun Lee, both artists live and reside in Darwin, Northern Territory, Australia. Garawa Aboriginal Designs aim to share the knowledge of indigenous culture, inspiring the next generation the love of art, carvings, cultural practices and storytelling.

Karina Jeffrey is a Woolwonga and Uwanwul contemporary aboriginal artist. Karina has been creating art since she was a young girl, she has committed herself to pursuing a career in the arts in her own unique style.

Shaun Lee is a Darwin born, Larrakia Wadaman and Karijarry man. As an established self-taught contemporary indigenous artist, Shaun is committed to working with the Darwin community providing cultural knowledge and sharing his traditional expertise. Skilled in murals, woodworks, canvas, fine art and running workshops.

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Message from the Co-CEOs and Co-Founders



We began Atlassian in 2002. It started as just the two of us and our ultimate goal was to work somewhere where we felt like we were building something that could make a difference. Fast forward 20-odd years and we are humbled each day to know that over 10,000 Atlassians around the world choose to work with us, to serve customers in more than 190 countries.

Although much has changed in the past two decades, our pride in being an Australian-founded company has never wavered. But we can't be proud of our heritage without recognising the confronting history of our nation. And as we look to our future, we must think about what stronger leadership toward reconciliation looks like.

PICTURED, OPPOSITE:
Mike Cannon-Brookes (left) and
Scott Farquhar (right), Co-CEOs
and Co-Founders, Atlassian

Unleashing potential towards reconciliation.

Atlassian's team collaboration software connects teams around the world - no matter where they're working or what they're working on. This focus on collaboration has always extended beyond our products, and it will shape how we work together toward achieving reconciliation too.

Our mission to unleash the potential of every team, and our values which include be the change you seek; build with heart and balance; play as a team - define what we stand for, and the world we want to collectively build with our employees, our customers and the communities we operate in. This is also the driving force in how we think about our reconciliation journey.

To unleash the potential of every team, we must ensure that every

one, in every team, can contribute openly and freely to building a future we can be proud of. This must be a team effort, and one that is undertaken with deep care, consideration and understanding for the experiences of First Nations people.

This is just the beginning of our RAP journey, but it's an important step in putting long-term measurable actions in place. We'll need to borrow a bit from how our software teams craft products - responsibly measure, experiment, learn, iterate - as we map out our approach to reconciliation. But our north star will remain the same - to make our company and the broader business community a fairer and more equitable place for First Nations people.

A massive thanks to all Atlassians, customers, partners, investors, and other stakeholders for backing us on this journey.

Mike & Scott

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Message from Reconciliation Australia



PICTURED, OPPOSITE:
Karen Mundine, Chief Executive
Officer, Reconciliation Australia

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

Atlassian joins a network of more than 2,500 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 Atlassian 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 Atlassian, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

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Our Business

Behind every great human achievement, there is a team.

Atlassian is a global software company helping teams around the world unleash their potential. We build tools that help teams collaborate, build, and create together. From medicine and space travel to disaster response and pizza deliveries, our products help teams all over the planet advance humanity through the power of software.

We believe the power of teams has the potential to make the world more open, authentic, and inclusive. This extends beyond just the products we create, into how we act as an organisation.

We have 250,000+ customers in over 190 countries and a team of over 10,000 Atlassians globally – with 3,500+ of them in Australia. Our Australian office is in Sydney, however, our distributed work policy means we have Atlassians based all over the country, from Perth to Brisbane and beyond.

The number of Aboriginal and Torres Strait Islander staff who have self-identified is unknown. We will work within this RAP to determine culturally appropriate ways to change this.

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Our Aim for Reconciliation

At Atlassian, our mission is to unleash the potential of every team. In the same vein, our vision for reconciliation is to help unleash the potential of First Nations communities.

We will focus our ambitions for delivering on this vision through Reconciliation under three pillars for impact: people, place, and platform.

1 PEOPLE

Growing and developing First Nations talent within Atlassian, while creating an inclusive and culturally aware company

2 PLACE

Acknowledging the importance of Country, and its connection to culture, and our relationships with the traditional owners of the lands where we operate. And, building a respect for the land, sky and waterways where we operate in a Team Anywhere world.

3 PLATFORM

Leveraging our area of expertise, our products, our business operations, and our reputation to enact and advance positive change. To promote the economic impact of increasing First Nations representation in the tech sector.

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Our RAP

While corporate Australia has made significant process in supporting self-determination for First Nations Australians, there is a lot of progress still to be made. And at Atlassian, **we know that being committed to a culture of inclusion is one thing, but making that happen in practice is another.** Reconciliation Action Plans (RAPs) are one mechanism to support, promote and measure our progress on Reconciliation within our business and within the communities we operate in.

The purpose of Atlassian developing a Reflect RAP is to put a formalised structure in place for how we continue to connect and educate our growing Australian Atlassian community on the importance of reconciliation.

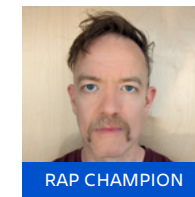
We believe every Atlassian is accountable for making this company a great place to work, for everyone.

This is a core tenet that will contribute to the success of our reconciliation journey. The cross-collaborative nature of our RAP Working Group (RWG) is one example of this.

In implementing Atlassian's RAP, the RWG will strive to be open about what we have done well, where we fall short, and where we're going. We look forward to sharing our updates as we go.

Our RAP Committee

Our committee is made up of Atlassians who have actively volunteered to support our RAP journey. Every RAP Working Group (RWG) member has completed cultural competency training through either Evolve Communities or Black Card, to help inform the approach to Atlassian's RAP. Our Committee also includes three members who identify as Aboriginal and/or Torres Strait Islander peopleW.



Jonathon Creenaune
RAP CHAMPION
ENG- CLOUD



Alice Young
DIVERSITY, EQUITY
INCLUSION



Ana Keltchina
COMMUNICATIONS



Andrea Olrich
ENGINEERING



Anna Jaffe
PUBLIC POLICY



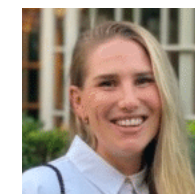
Biana Nona
TALENT ACQUISITION



David Masters
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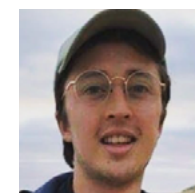
Jaiki Pitt
ENGINEERING



Kelly Woodward
TALENT ACQUISITION



Lauren Black
FOUNDATION



Michael Han
ENGINEERING



Yvette Salem
LEGAL

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Our Partnerships and Current Activities

Atlassian has already made some progress on our Reconciliation journey. Core examples of these activities and partnerships include:

A contribution to the Uluru Statement

Atlassian has publicly expressed our strong support for a referendum to enshrine a Voice to Parliament in the Constitution, through [a submission to the Federal Government](#) in April 2021. We believe that all Australians, including those in the private sector like Atlassian, have a responsibility to promote and facilitate Reconciliation in a way that honours the voices of Aboriginal and Torres Strait Islander peoples. The consensus views of the Uluru Statement, calling for a Voice to Parliament that is enshrined in the Constitution, reflect an important and practical first step towards fulfilling this responsibility.

Activations through Atlassian Foundation

Atlassian Foundation has provided funding to [Ngutu College](#) as one of the Foundation's impact investments. Ngutu College is an independent, not-for-profit, socially-just K-12 college based in Kurna Country (South Australia). Learning programs acknowledge and engage the individuality of all children and young people in an experiential environment in which Aboriginal knowledges are seamlessly integrated with the formal curriculum.

Atlassian Foundation partners with [Deadly Science](#), a First Nations-led non-profit that aims to ensure all schools have access to our history of science by providing resources that connect schools to the first scientists of Australia: Aboriginal and Torres Strait Islander people. The Foundation will fund Deadly Science USD 30,000 in FY23 and engage Atlassian employees in skilled and general volunteering activities to support Deadly Science in expanding its reach to remote schools.

Collaboration in our development of Tech Central, Atlassian's new office opening in 2026

In the design and development of Atlassian's new Sydney office, we consulted and partnered with a number of Aboriginal and Torres Strait Islander groups including Metropolitan Local Aboriginal Land Council, Gadigal Elders, local community Elders, and an Aboriginal archaeologist and anthropologist. Atlassian also produced an Aboriginal Cultural Heritage Assessment Report (ACHAR) in accordance with the Secretary's Environmental Assessment Requirements (SEARs) for the State Significant Development Application.

- 1. Designing with Country:** Atlassian engaged [Kevin O'Brien](#), an architect of Kaurereg and Meriam Mir heritage, to lead our Designing with Country framework. This provided a practical methodology to guide the ongoing design process and included the geographical, political, and cultural environments of Country associated with the site and highlighted the multi-layered relationships the site has with culture, identity, people, and place.
- 2. Design process:** the themes out of the Design with Country framework heightened Atlassian's awareness of the opportunities to connect people to the significance of the site. Caring for the land has been embedded in Atlassian's decision-making framework, not only on the ground plane but also in the elevated parks, place-making locations, and concepts for living spaces, traveling routes, and meeting locations.

Supply Nation Partnership

To date, Atlassian has informally engaged Supply Nation and explored corporate membership options. We also plan to explore supplier diversity training for our team and develop Indigenous business spend analytics capabilities.

Engaging Atlassians around NAIDOC Week

During NAIDOC Week, the head of the Indigenous Law Centre and co-convenor of the Uluru Dialogue, Prof. Megan Davis joined Atlassians to discuss the Uluru Statement and the upcoming referendum, committed by the Labor government following the 2022 election. We look forward to curating more educational activities and events during NAIDOC Week 2023.

Partnership with Goanna Education

In 2022, Atlassian began a partnership with Goanna Education, an Indigenous-owned education organisation that specialises in providing accredited developer and analytics training programs. Its goal is to ensure that First Nations people, communities, and enterprises are able to participate in and benefit from the digital economy. Atlassian sponsored five students within the 2022 Bootcamp, with a commitment to sponsor five more in 2023. Atlassian is also actively working with Goanna Education to share our lessons learned, to improve the program for students in years to come.

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Relationships

Unleashing the potential of First Nations communities requires us to ‘play, as a team’ - one of Atlassian’s values. No one company is going to solve reconciliation - this must be a team effort. Only by sharing and working together can we begin to see a step-change towards a better future.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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.	December 2023	Director of Regulatory Affairs & Ethics
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2023	Social Impact Manager, Project Manager
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia’s NRW resources and Reconciliation materials to our staff.	June 2024	Senior Communications Manager
	RAP Working Group members to participate in an external NRW event.	June 2024	Senior Communications Manager, Social Impact Specialist, Event Producer
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and educate around NRW.	June 2024	Head of Cloud Engineering, Senior Communications Manager
Promote Reconciliation through our sphere of influence.	Communicate our commitment to Reconciliation to all staff.	September 2023	Senior Communications Manager
	Identify external stakeholders that our organisation can engage with on our Reconciliation journey.	January 2024	Senior Communications Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our Reconciliation journey.	January 2024	Senior Communications Manager
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	March 2024	Director of Employment Law
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2024	Director of Employment Law

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Respect

Building respect requires us to foster culture that encourages meaningful discussions and opportunities for education. It means finding ways for people to connect, and embrace the culture of First Nations communities.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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 2023	Head of Global Policy & Regulatory Affairs
	Conduct a review of cultural learning needs within our organisation.	September 2023	DEI Talent Acquisition Lead
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.	June 2024	Director of Regulatory Affairs & Ethics
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2023	Senior Communications Manager
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 2024	Senior Communications Manager, Social Impact Specialist, Event Producer
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2024	Senior Communications Manager, Social Impact Specialist, Event Producer
	RAP Working Group to participate in an external NAIDOC Week event.	July 2024	Senior Communications Manager, Social Impact Specialist, Event Producer

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Opportunities

Overcoming decades of tech industry “truth” about talent, potential, and who belongs requires a huge paradigm shift, and one that we need everyone on board with – from executives to interns, and from people in majority groups to those in underrepresented ones.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2024	DEI Talent Acquisition Lead, Campus Recruiter, TABP - R&D
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2024	DEI Talent Acquisition Lead, Campus Recruiter, TABP - R&D
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 2024	Procurement Manager
	Investigate Supply Nation's JumpStart program.	December 2023	Procurement Manager

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Governance

Not about you, without you is fundamental to our reconciliation journey. We will engage with and actively include the voices and experiences of First Nations Atlassians. This is an all-of-Atlassian effort, and our RWG team is a reflection of this belief.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	September 2023	Head of Cloud Engineering
	Draft a Terms of Reference for the RWG.	August 2023	Senior Communications Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	August 2023	DEI Talent Acquisition Lead
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2023	Senior Communications Manager, Head of Cloud Engineering
	Engage senior leaders in the delivery of RAP commitments.	October, December 2023 February, July, 2024	Senior Communications Manager, Head of Cloud Engineering
	Appoint a senior leader to champion our RAP internally.	September 2023	Head of Cloud Engineering
	Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2023	Project Manager
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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.	June 2024	Head of Global Policy & Regulatory Affairs
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August 2024	Project Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2024	Head of Global Policy & Regulatory Affairs
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP	July 2024	Head of Global Policy & Regulatory Affairs



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