



**Rangelands NRM**  
*Enabling Prosperity*



Your paragraph text

# ANNUAL REPORT

2023 - 2024



**Rangelands NRM acknowledges the Traditional Owners of Country throughout Western Australia and acknowledges their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the Elders past and present.**

# CONTENTS



About Us	Page 4
Activity Highlights	Page 6
Chairperson & CEO Report	Page 9
Board of Directors	Page 11
Audited Financial Statements	Page 12

**Image:** Billy, First Prize overall, Year 5, Kalgoorlie School of the Air "Thirsty Lizard"

# ABOUT RANGELANDS NRM

## **A LEADER IN NATURAL RESOURCE MANAGEMENT**

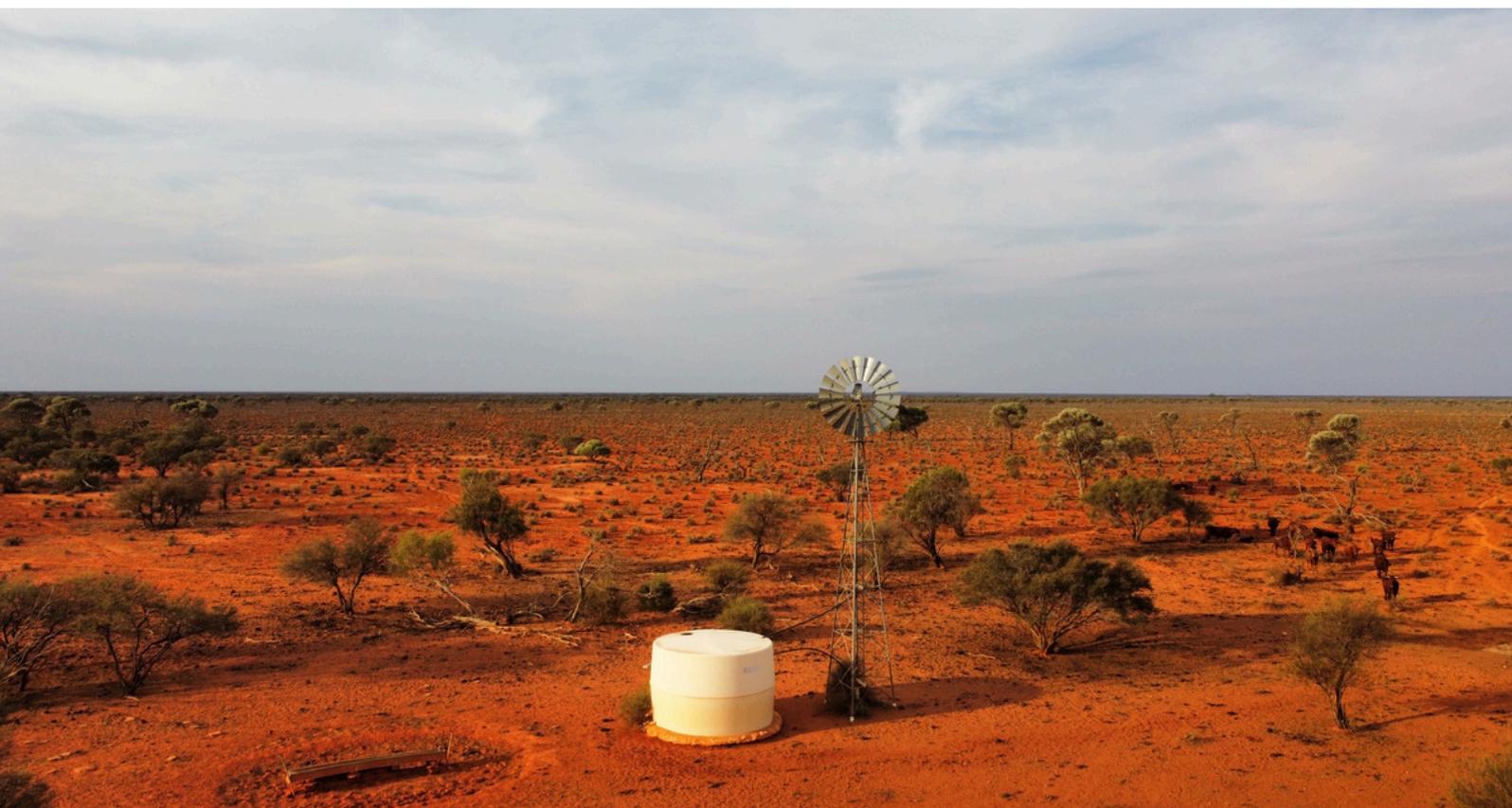
The Rangelands NRM region covers 85% of Western Australia's land, coast and sea, an area the size of approximately 28% of Australia. The region boasts Australia's most iconic landscapes, flora, and fauna, including spectacular World Heritage and Ramsar sites.

Rangelands NRM enables the integrated management and sustainable utilisation of the natural resources of the region; by working with pastoralists, landowners, traditional owners and their ranger teams, industry, government and community bodies, as well as the resource sector when delivering outcomes.

Rangelands NRM works to deliver ecological restoration, build drought and climate resilience, and facilitates community development. To enable this, we leverage our unique and complex project management methodology, problem-solving skills, and use our extensive networks and community relationships.

With a focus on ethical considerations and the empowerment of individuals and communities, Rangelands NRM has designed and delivered over \$100 million of environmental and agricultural projects, enabling prosperity for the people of the region and Western Australia.

**Image:** Gordon 3rd Prize Lower Primary, Year 2 Kalgoorlie School of the Air 'Kurrajong Windmill'



## ABOUT US

Our region was mandated by the Australian Commonwealth in 1997 and comprises of:



227 million hectares



85% of Western Australia (28% of Australia)



15,000km of the WA coastline



7 Sub Regions



25+ Regional Shires & Councils



100+ Traditional Custodian groups



27+ Ranger Groups



430+ Pastoral Leases



100+ Resource Interests



4 UNESCO World Heritage Sites



5 Ramsar Sites



Australian Government Priority Places



493 Natural Resource Assets



# ACTIVITY HIGHLIGHTS

## Shining a light on the scale and impact of our work



The 2023-2024 year showcased the remarkable scale and impact of the Rangelands NRM work undertaken. This year saw the completion of several long-term, major projects while simultaneously launching new initiatives. The Rangelands NRM team not only maintained their high standards of project delivery but also demonstrated their capability in designing and securing future investments.

### Key Highlights:

- Successful finalisation of the 5-Year Regional Landcare Program (RLP) Projects:
  - Sustainable Agriculture Projects: Collaborated with agricultural land managers to optimise practices that enhance productivity and ecological sustainability.
  - Saving Native Species Projects: Focused on protecting endangered species such as the Bilby, Night Parrot and Malleefowl.
  - World Heritage Area Protection: Ongoing efforts to protect Shark Bay and Ningaloo Coast areas of high environmental value and national and international significance.
  - Ramsar Site Conservation: Restoration and protection of Roebuck Bay and 80 Mile Beach, key sites on the internationally significant migratory bird wetlands.
- Comprehensive Rehydration Review:
  - A 250+ page synthesis report that consolidated over 3+ decades of work on reversing land dehydration and desertification across the rangelands. The report linked assets and activities that help mitigate the impacts of drought and flooding.
  - Developed a public resource library containing hundreds of resources.
  - Conducted a number of week-long educational trips and developed four major case studies.
- Drought Projects Across WA:
  - Worked with land managers across northern, mid-west, and southern WA to implement improved drought management and climate extreme strategies and practices.
- Toad Containment Zone (TCZ):
  - Developed a proposal and WA state government 'seed funding' for a project to support the once-in-a-lifetime opportunity to halt the spread of cane toads into the Pilbara.

# ACTIVITY HIGHLIGHTS

While delivering these projects, the team also worked intensively on the design and co-design and development of new major projects for 2023-2028. This involved significant collaboration to secure new funding/investment and partnerships.

Secured Projects as Regional Delivery Partners 2023-2028:

- Two Ramsar Projects: Protecting migratory bird wetlands at Eighty Mile Beach and Roebuck Bay.
- Sustainable Agriculture Facilitator: A role aimed at advancing sustainable agriculture practices.
- Malleefowl Conservation Interventions: Ongoing efforts to protect and enhance habitats for this endangered species.
- Yampi Sound Priority Place: New effort to protect NW Kimberly land and sea country, including islands.
- Emergency Response Management Process Design: Development of processes for managing environmental emergencies.
- Sustainable Agriculture Project: Expanding the reach of sustainable practices in agriculture.
- Regional Capacity Services: Development of governance and NRM capacity to build awareness and projects within the region to meet national outcomes.

Despite the remote and expansive nature of the WA rangelands, which presents challenges in gaining visibility, this financial year has seen the work receive increased recognition and attention for its broad-scale impact.

Throughout 2023-2024, case studies and detailed information about our projects were actively shared across our social media platforms, resulting in increased media attention and coverage. Multiple news outlets have featured our work, and discussions are underway for further opportunities to highlight our achievements in future.

One project that has garnered substantial attention and recognition is the **Dampier Peninsula Fire Working Group Project**. This ongoing initiative continues to thrive, covering an expansive area larger than some countries. The project involves a coordinated effort among a wide range of stakeholders, including:

- Indigenous ranger groups and traditional custodians
- Pastoralists/agricultural land managers
- Scientists
- Corporate entities
- State bodies such as Main Roads, Water Corp, DFES, DPIRD, Shires
- Various community groups and other organisations

# ACTIVITY HIGHLIGHTS

This collaborative approach has driven the project's increasing and compounding success. In recognition of the immense work being undertaken, the project has received two **WA Landcare Awards** and has been nominated for two categories in the **National Landcare Awards**:

- **Landcare Community Partnership Award**
- **Landcare First Nations Collaboration Award**

These nominations highlight the profound impact of the project on the entire Dampier Peninsula and the broader community.

A heartfelt thank you to the Rangelands NRM Team for their dedication and passion toward both the organisation and the rangelands.

For the latest updates on our projects and activities, follow us on social media: Facebook, Instagram, and LinkedIn.



## **THE OPPORTUNITIES AND CHALLENGES IN FRONT OF US ARE ENORMOUS; HAVING THE RIGHT PEOPLE IS KEY TO DELIVERING SUCCESSFUL NATURAL RESOURCE MANAGEMENT OUTCOMES ACROSS 28% OF THE AUSTRALIAN LANDSCAPE.**

### **Overview**

In the 2023 - 2024 fiscal year, Rangelands NRM maintained its impeccable project management and successfully concluded its \$15.6 million portfolio of long, medium, and short-term projects. Remaining as ambitious as ever, Rangelands NRM underwent a significant transformation on November 27th, 2023, maturing into a company structure and changing its name to Natural Resource Management Australia Ltd, trading as Rangelands NRM. This change marks the beginning of a transformational pathway that extends beyond an Association model, enhancing our reputation and seeking broader opportunities.

### **Challenges and Commitments**

While natural resources are under pressure, we remain steadfast in being part of the solution. Our operating environment is increasingly influenced by various external factors, including climate change, shifts in government investment and funding priorities and policies, sustainability targets, occupational health and safety obligations, Indigenous cultural heritage, and broader stakeholder expectations. The past financial year has been challenging for Rangelands NRM and its dedicated team. An 18-month investment into a Federal Government Tender process has taken its toll both financially and emotionally and resulted in significant delays in contracting, which adversely impacted cashflow. Fortunately, our financial risk management strategy of building reserves over time has sustained the operations.

### **People and Safety**

In a very tight labour market, Rangelands NRM continues to prioritise attracting, developing, and retaining quality people who can deliver on the business's direction. Over the past 12 months, our workforce has remained constant, a testament to the team's ability to deliver under pressure. We continue to aim for improvement by creating environments where our people feel welcome, safe, and supported. Rangelands NRM focuses on safety and is now in its 22nd year of zero reportable incidents, highlighting the significant importance we place on safety. Mental health is a priority and continues to be supported, acknowledged, and addressed, with Rangelands NRM providing tools, such as Work-Life Balance and a confidential open-door policy on mental health, as well as offering confidential external support services.

### **Leadership and Governance**

As we mature, our Board and leadership team will continue to evolve to reflect a diverse range of skills, experiences, and perspectives. In November 2023, the Board was strengthened by appointing Neil Hackett, BEc, FFin, GAICD, an independent, non-executive director. Neil is an ASX Chairman and has held senior roles in mineral exploration and diversified industries, ESG and Aboriginal Advisory, and is experienced with Native Title negotiations and Reconciliation Action Plan implementation.

Over the past seven years, board composition has evolved to include a diverse array of skills and experiences, reflecting the changing demands of governance and strategy. This shift is driven by the need to better align board structures with the dynamic nature of the business and to enhance the overall director experience. This maturation in board composition not only supports safe and productive decision-making but also fosters innovation and resilience in the face of emerging challenges.

The Board and executive leadership team understand and accept our shared responsibility to closely monitor our business and operating environments, proactively engaging with government, community, and industry, while continuing to act in the best interests of our region and stakeholders.

### Acknowledgements

The Board commends Debra Tarabini and the executive leadership team for their stewardship and commitment to growing the company in a way that stays true to its origins – ambitious and agile – and continuing to demonstrate foresight, assess risk, and act in the best interests of its people and stakeholders. Rangelands NRM continues to demonstrate that it has the business model and team capable of bringing transformational environmental projects to life across various domains, including Threatened Species, World Heritage, Ramsar Wetlands, Sustainable Agriculture, and First Nations, delivering strong and sustained value.

On behalf of the company and the Board, we extend our gratitude to Peter Long and Diana Russell Coote, who will retire from the board later this year and thank them for their significant contributions. The Board also acknowledge the extraordinary effort of the executive and operations teams in the backdrop of a very difficult and stressful year. This is a true testament to the team's commitment to our region and the environment.

### Closing Remarks

As CEO, it is my pleasure to help guide Rangelands NRM's continued success, and I am excited for all that lies ahead for our business, people, communities, and stakeholders.

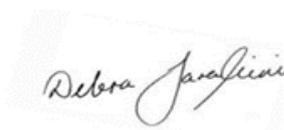
As Chair, I thank the Board for its vision, commitment, and commercial acumen in steering Rangelands NRM towards a more commercially and financially sustainable future.

The Board also acknowledges the continued and unwavering support of both Saliba Sassine (Chair) and John Carlson (Deputy Chair) during this difficult year.

Thank you to everyone who has contributed to making 2024 a remarkable year for Rangelands NRM.



**Saliba Sassine**  
Chair



**Debra Tarabini**  
CEO

# BOARD OF DIRECTORS

## Board Member Attendances FY 2023/2024

Meeting Type	Total Meetings Held	Total Attendances	Number of Attendances							
			Rob Edkins	Neil Hackett	John Carlson	Dianna Russell Coote	John Hart	Saliba Sassine	Robin Moustaka	Peter Long
Board of Directors (incl AGM)	5	34	3	2	5	5	5	5	5	4
Audit & Risk Committee	4	7		2		4			3	
Nomination & Remuneration Committee	3	6			3	1		2		
MarComms Committee	4	4			4					
Enterprise Committee	3	10	1		3	1	1	2	2	

**Perth (Head Office)**

Suite 12-13,  
58 Kishorn Road  
Mt Pleasant WA 6153  
Tel: 08 9468 8250

**Broome**

Unit 11 Lotteries House  
20 Cable Beach Road East  
Broome WA 6725  
Tel: 08 9192 5507

**Dongara**

Community Resource Centre  
11 Morton Terrace  
Dongara WA 6525

**Carnarvon**

Carnarvon Research Station  
262 South River Rd  
Carnarvon WA 6701

---

Keep up to date with Rangelands NRM by following us:



---

**Cover Image:** Taken by Rangelands NRM staff while out on a station

**Image 1:** James 2nd Prize Kindy/Pre Primary, Pre Primary Port Hedland School of the Air 'Billy Lizard Holding On'

**Image 2:** Nash 1st Prize Kindy/Pre Primary, Pre Primary Port Hedland School of the Air 'Sunset Spinifex'

**Image 3:** James, 2nd Overall, Year 4 Carnarvon School of the Air 'Nothing More Beautiful than Adventures with Friends'

**Image 4:** Billie 1st Lower Primary, Year 1 Kimberley School of the Air 'The Surprise Puppy'