

Leading change positive impact



APPROVALS | SUSTAINABILITY | GOVERNMENT | STAKEHOLDER | COMMUNITY

About us



ReGen Strategic is a specialist consultancy.

Our multi-disciplinary team of experts is dedicated to helping organisations navigate complex environmental approvals, sustainability, government and stakeholder challenges, and build deep connections with their communities.

A significant part of our work supports the realisation of large-scale WA projects, guiding proponents from concept and pre-feasibility through formal environmental approvals to operations. Our project clients include ports, mines, housing developments, and a range of renewable energy projects.

First established in 2011, our clients have trusted us with their most complex projects in areas as diverse as mining, construction, renewables, energy, infrastructure and NFPs – providing ongoing insights, experience and advice to help clients work smarter and more sustainably.

Many of our clients have a strong positive impact on people and planet, and we are proud to support these organisations secure funding and approvals, operate sustainably, build relationships, manage reputation and deliver improved social outcomes.

Through the WA Approvals Accelerator, a joint service with Tactica Advisory, we now offer integrated coverage of the full WA project development pathway, from pre-approvals advisory through formal environmental approvals to sustained government relations.

Others want to get started on their ESG journey, recognising the importance of strong ESG performance to employee, customer and investor attraction and retention, as well as market access and overall brand and reputation. We help make the ESG journey easy for these clients, providing them with a sustainability service that can be tailored to every level of organisational maturity.

As a registered lobbyist, ReGen maintains strong bipartisan political networks at both the state and federal levels, developed through first-hand experience at all levels of government, working directly under MPs and ministers, or within the senior levels of government departments.

We start with our expertise in approvals, policy and sustainability, and build on this foundation with deep community, stakeholder and government relationships to ensure our clients can deliver projects and services in a timely and cost-effective way.

Our values



ReGen is committed to giving our clients access to a high-performing team of trusted advisors working in unison to support organisations that matter.

Crucial to supporting this performance, is a shared understanding of what we expect from one another, and a guide to how we navigate some of the complex challenges that we face.

Our values have been formed as a team – they mean something to each of us – and they underpin everything we do at ReGen.



Purpose

We deliver more, to make a difference.



Make an impact

We are passionate about making a positive impact on the world and bringing a sustainability lens to everything we do.



Do the right thing

We say what we do and do what we say, always acting with integrity, treating each other with respect and taking pride in the way we work.



Stay curious

We keep digging until we truly understand how we can do things differently, better and more creatively.



Let it sing

We take our work to the next level, producing high-quality and impactful outcomes that address client challenges and exceed expectations. We don't stop until it's perfect.

How we help you

Fit for purpose solutions for any project



Accelerate project and environmental approvals

Through our WA Approvals Accelerator, a joint service with Tactica Advisory, we cover the full WA project pathway from pre-feasibility through to formal environmental approvals. Strong relationships with government agencies and deep approvals experience help minimise delays, reduce risk, and secure timely approvals. Our in-house skills span environmental science, EPA and EPBC referrals, and IFC-aligned ESG.



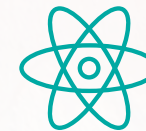
Secure stakeholder and government support

By analysing influence, interest and alignment with your strategic objectives, we prioritise relationships that matter most, enabling you to focus resources strategically. Our cross-sector expertise and deep contacts within agencies, ministerial offices, and Commonwealth funders ensure your goals are understood, supported, and championed by those who matter most.



Develop communication strategies for your organisation or project

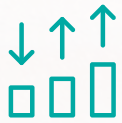
ReGen's strategy development process works to fit your organisation's objectives, resources, timeline and budget, through a collaborative process. Our integrated strategies ensure your engagement and sustainability goals are supported through narrative development, media relations, digital communications, publications and events, targeted to reach both internal and external audiences.



Ensure you meet your sustainability obligations

With strong in-house technical capabilities in sustainability backed by deep experience in strategic communication, we ensure you meet evolving ESG and climate disclosure requirements, while aligning your sustainability strategy with investor, customer, and community expectations.

How we help you



Measure your ongoing stakeholder relationships

Our stakeholder database technology tracks and analyses stakeholder sentiment, interest and alignment over time, enabling you to adjust strategies, strengthen relationships and demonstrate measurable progress in building stakeholder confidence and long-term support.



Understand the people you impact and gain their trust

We help you build a clear picture of the communities around your project – mapping demographics, values, and priorities – to create an informed foundation for decision making and long-term engagement. We design social investment and shared value strategies that ensure project benefits flow to local communities and Traditional Owners in meaningful, sustainable ways.



Deliver community engagement using trusted methodology

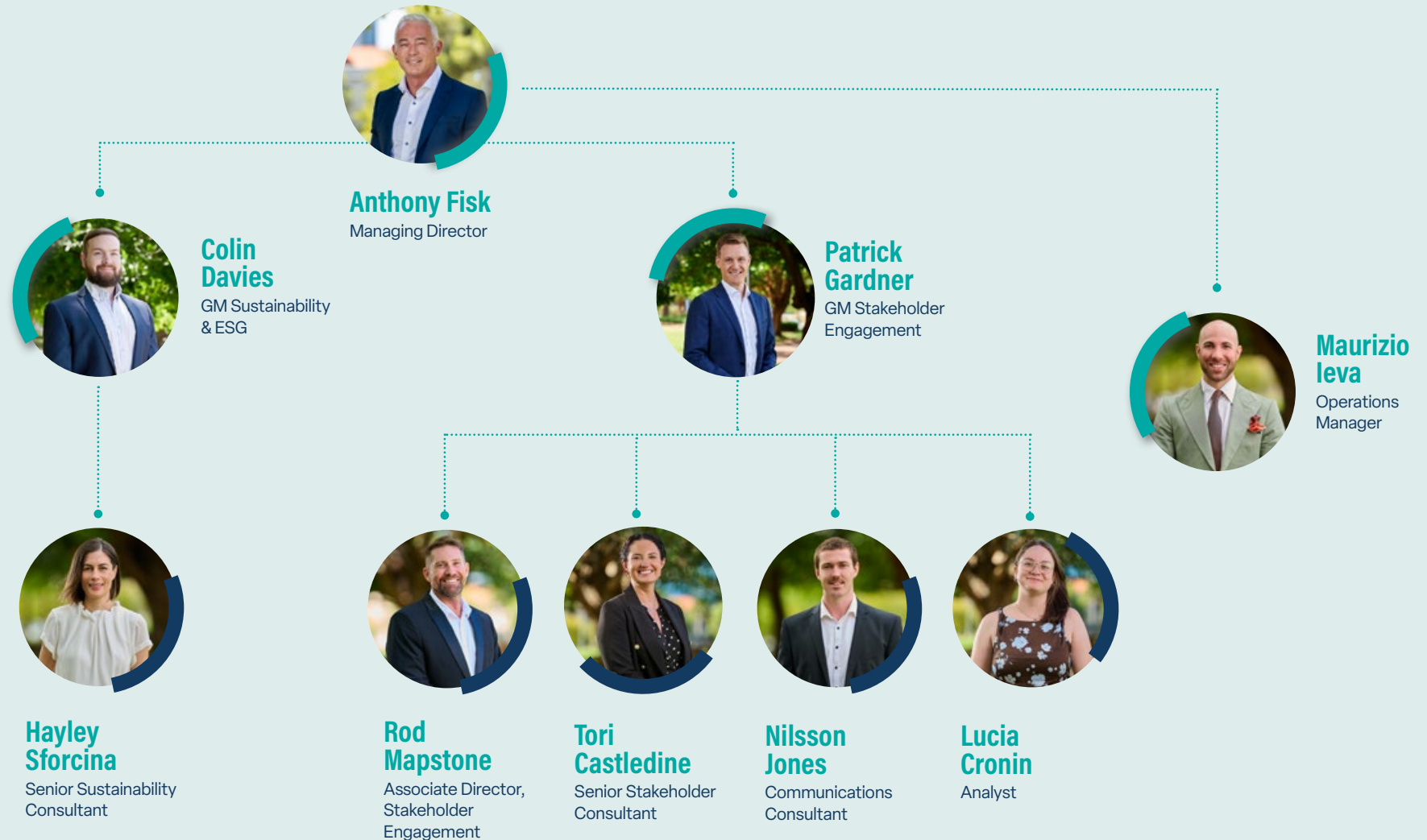
Our engagement and impact assessment methodology is guided by internationally recognised social performance principles, including the IFC Performance Standards, IAIA Social Impact Assessment Guidelines, and the IAP2 Public Participation Spectrum. These frameworks underpin our commitment to meaningful, inclusive, and transparent engagement that genuinely informs and influences decision-making.



Create community-led messages that resonate

ReGen has a long heritage in building messaging and implementing communications for effective public campaigns – including the WA Vote Yes campaign and Go Gentle's public campaign in support of Voluntary Assisted Dying legislation.

Organisation structure



Our people

Anthony Fisk

Managing Director

BA (Hons), EMBA, GDip Comm

Mgt, DipInvRel



With corporate and investor communication experience within some of Australia's largest companies, Anthony Fisk has a strong track record of partnering with senior leaders to achieve strategic outcomes.

For more than 20 years, Anthony has provided strategic counsel to leading firms in the mining, education, property, utilities, technology and local government sectors – leading both internal corporate affairs functions and as an external advisor.

As Managing Director of ReGen Strategic, Anthony is responsible for engaging with the highest levels of state and federal government, managing our corporate communication advisory, and shepherding some of the most contentious projects through government approval processes.

Anthony holds an Executive MBA from the University of Western Australia, a Bachelor of Arts (Honours) from Macquarie University, a Graduate Diploma in Communication Management from UTS, and a Diploma of Investor Relations from the Australasian Investor Relations Association.

Colin Davies

General Manager,
Sustainability and ESG

MSc, BSc



Colin Davies is an environmental scientist and ESG professional with over 15 years of diverse experience in resources, infrastructure and industrial projects across Australia, Europe and South-East Asia.

His knowledge on the application of sustainable development principles and safeguards stems from more than a decade as an independent reviewer, auditor and technical specialist. During this time, Colin has worked on a range of investment projects for some of the world's leading international financial institutions including the World Bank, International Finance Corporation and European Bank for Reconstruction and Development. His skillset also includes materiality assessments, ESG strategy, frameworks and reporting.

Colin's ESG and sustainable development experience is underpinned by a Master of Science in environmental management and sustainable development. Colin is also an Exemplar Global Certified Lead Environmental Auditor and has completed a plethora of statutory legal compliance audits.

Patrick Gardner

General Manager,
Stakeholder Engagement

BCom, BA, GradDipCA



Patrick Gardner is a collaborative campaign manager and strategy consultant with more than 20 years' experience. His diverse skillset includes stakeholder engagement and advocacy, community engagement, strategy development and implementation planning and environmental regulation and assessment.

Patrick has worked for several global professional services firms, primarily in Deloitte's Perth consulting practice where he led projects across a wide array of sectors including resources, health care and the public sector. He also spent two years as an economic adviser to former leader of the opposition Eric Ripper, and has served as a councillor for the City of Belmont.

Patrick has recently worked for the Wilderness Society, overseeing campaigning and organising activities to protect globally significant ecosystems from deforestation, land clearing and fossil fuels.

Patrick holds a Bachelor of Arts and a Bachelor of Commerce from the University of Notre Dame, along with a Graduate Diploma of Chartered Accounting from the Institute of Chartered Accountants Australia.

Our people



Rod Mapstone OLY

Associate Director, Stakeholder Engagement

BSc



Rod Mapstone OLY is an accomplished corporate affairs professional with more than 25 years' experience working with organisations operating in complex, highly regulated sectors. He specialises in stakeholder engagement, social performance, and strategic communications, helping clients navigate social, regulatory, and reputational risks to enable confident decision-making and effective project delivery.

Known for his pragmatic and collaborative approach, Rod works closely with clients and multidisciplinary teams to deliver clear, fit-for-purpose engagement and communications strategies that align organisational objectives with community expectations and regulatory requirements.

Rod brings a strong focus on transparency, relationship building, and practical outcomes. He supports clients and communities to identify pathways forward that are respectful, balanced, and deliver enduring value.

An elite athlete who represented Australia at the Olympic Games and World Athletics Championships, Rod brings the same discipline, resilience, and commitment to his professional practice. He holds a Bachelor of Science (Psychology) supported by formal governance training.

Hayley Sforcina

Senior Sustainability Consultant

BSc



Hayley Sforcina is a sustainability and strategy professional who brings more than 20 years of cross-sector experience to her role as Senior Sustainability Consultant at ReGen Strategic.

Her career includes more than 15 years driving innovation at a global medical technology leader across the heavily regulated UK and WA health sectors.

In her recent public sector role, Hayley co-developed the first Environmental Sustainability Strategy and established a program to build organisational readiness for emerging climate-related mandates. Her work set direction across governance, climate adaptation and resilience, energy optimisation, waste and water management, and capability uplift.

Hayley is on the pathway to a Master of Sustainability and has recently completed executive education in various sustainability and ESG topics. She holds a PMP certification and a Graduate Certificate in Leadership and Strategy, completed with High Distinctions.

Her formal governance experience includes a former Board Director position with PMI, WA Chapter and advocacy in Diversity, Equity, Inclusion and Belonging. Hayley is a volunteer mentor with EIANZ.

Tori Castledine

Senior Stakeholder Consultant

BA, MBA



Tori Castledine joins ReGen Strategic as a Senior Consultant in the stakeholder engagement practice, bringing more than 15 years of experience across renewable energy development, social performance, First Nations engagement, regional economic development and corporate affairs.

Her previous roles include Senior Management Consultant at Stride Renewables, where she delivered stakeholder engagement, First Nations engagement and community benefit sharing programs for renewable energy projects nationally, including government funding bids and BESS acceleration projects. She has also held roles with Fortescue's APAC Green Energy team, Southern Ports, the Department of Premier and Cabinet, Esperance Aged Care Facility, Regional Development Australia Goldfields Esperance and as Chief Executive Officer of regional industry and First Nations organisations.

Tori lives and works in Esperance in Western Australia's South East, bringing strong regional connections and a first-hand understanding of how regional and remote communities operate. She is passionate about thriving regional communities and remains deeply involved in regional governance and leadership.

Our people

Nilsson Jones

Communications Consultant
BA, BJ



Nilsson Jones brings nearly a decade of journalism and government relations experience to ReGen Strategic. He holds a dual degree in Journalism and Political Science from the University of Queensland, complemented by studies at the University of Sheffield, UK.

His career spans some of Australia's most respected newsrooms, including the Courier Mail, Gladstone Observer, and Herald Sun where he covered state politics, urban affairs and major regional issues. Most recently, he served as Media and Government Relations Advisor at Fire Rescue Victoria, managing crisis communications on active firegrounds and liaising directly with ministerial offices.

For ReGen Strategic clients, Nilsson's journalism background is a genuine asset. He understands how media and government audiences think, what cuts through and what doesn't, and how to position complex issues in ways that land with the people who matter. His experience working directly with ministerial offices gives him a practical understanding of government decision-making that informs sharper, more targeted communications strategies.

Lucia Cronin

Analyst
BA



Lucia Cronin joins ReGen Strategic as an Analyst in the firm's stakeholder engagement practice.

Lucia comes to ReGen from UWA's Public Policy Institute, where as Strategic Communications Officer she developed and delivered a three-year communications plan to strengthen government engagement and deepen relationships with policy and academic stakeholders. She led the production of major research reports and policy publications, translating complex evidence into clear narratives for government, industry and community audiences. Prior to that, she managed policy content and stakeholder engagement campaigns at UWA's Centre for Public Value.

She holds a Bachelor of Arts in Media and Communications Studies and Applied Ethics from UWA and is completing a Master of International Relations at Curtin University.

At ReGen, Lucia supports clients across stakeholder engagement, government relations and strategic communications, drawn to work that connects research and evidence with the audiences who most need to hear it.

Maurizio Ieva

Operations Manager



Maurizio Ieva is a business and operations professional with over a decade of experience across luxury retail, global hospitality and tech-enabled services. He holds an MBA from Torrens University Australia, alongside qualifications in revenue management, data analytics and hospitality management.

His career spans global five-star brands including the Mandarin Oriental and NH Hotels Group in Europe, where he worked as a revenue analyst supporting a portfolio of 31 hotels, and as Operations Manager with Just Eat Takeaway across Southern Italy. In Australia, Maurizio has led operations, production coordination and client relationships for House of Khirzad, a Perth luxury boutique.

A certified Lean Six Sigma practitioner, Maurizio brings disciplined, KPI-led thinking and a strong commercial mindset to ReGen Strategic's operations and client delivery functions.



Our Services

Approvals Accelerator

The decisions that most shape WA project outcomes are made before formal approvals begin. Site selection, government engagement, funding strategy, community positioning: all settled in the concept and pre-feasibility stages.

The WA Approvals Accelerator was built around that reality. We work with you at the concept and scoping stage, before formal obligations are triggered, and carry that engagement through formal approvals and sustained government relations.

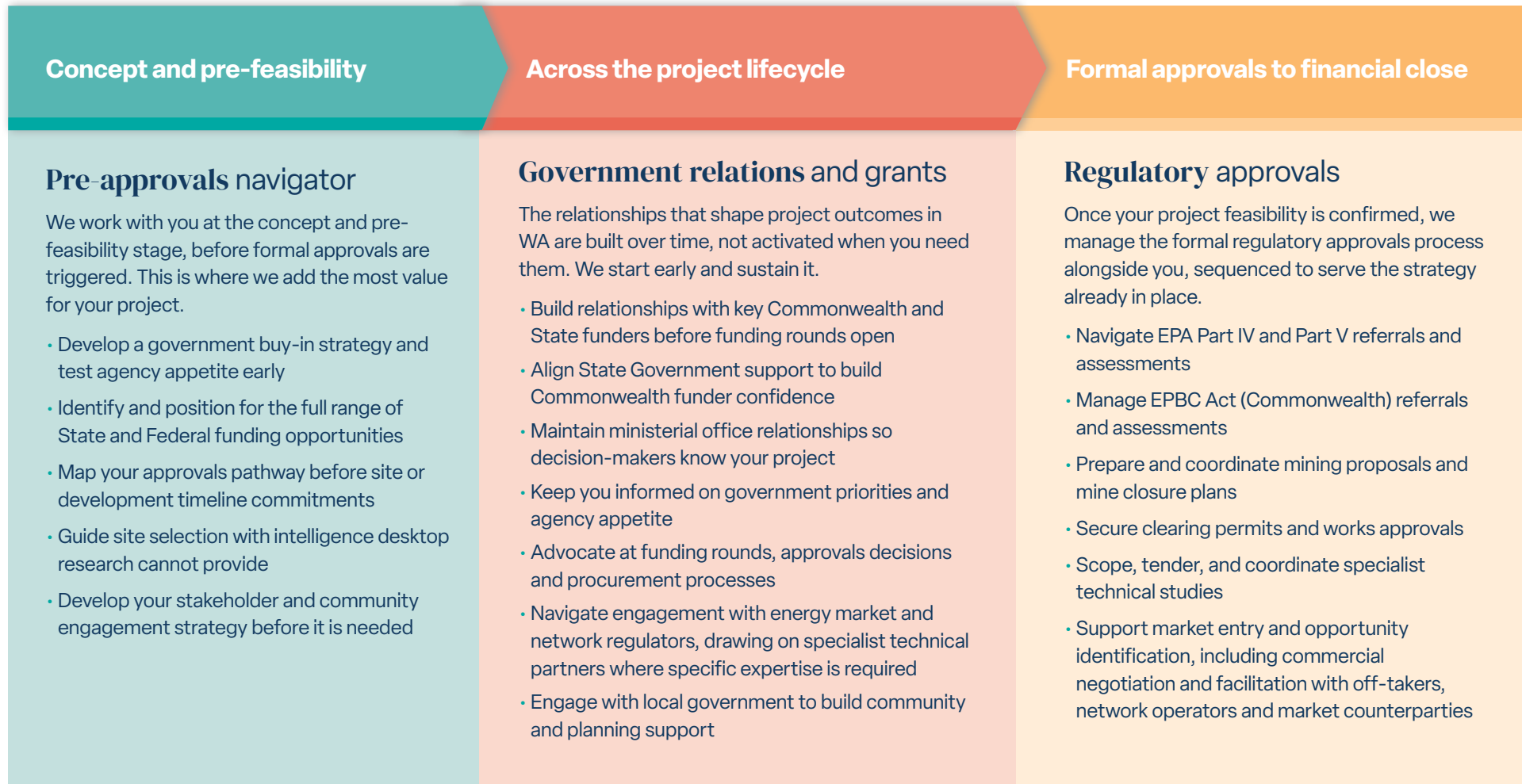
Introducing Tactica Advisory

The Approvals Accelerator is delivered in partnership with Tactica Advisory. Tactica is led by Hon. Peter Tinley AM, former WA Cabinet Minister and Chair of the Domestic Gas Inquiry, and Jessica Shaw, former Parliamentary Secretary to the Premier and Minister for State and Industry Development and an energy industry executive with extensive experience across gas, electricity and infrastructure markets, together bringing senior government relationships, deep policy expertise and hands-on commercial and sector experience to every engagement.

Our Services | Approvals Accelerator (Cont)

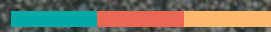


Pre-approvals advisory, government relations, and formal environmental approvals, delivered as one connected service.





Our Services



Sustainability and ESG

Our Services | Sustainability and ESG (Cont)

Materiality assessments, strategy, and AASB S2-aligned reporting under recognised global frameworks.

Materiality assessments

We conduct robust double materiality assessments to identify and prioritise material sustainability and ESG topics that matter most to your business and stakeholders.

- Identify financial and impact-related sustainability risks and opportunities
- Engage internal and external stakeholders
- Prioritise topics through qualitative and quantitative data analysis
- Build the foundation for credible sustainability strategy and reporting

Sustainability strategy

We help organisations design actionable sustainability strategies and frameworks that drive impact and deliver long-term value.

- Collaborate to develop fit for purpose sustainability and ESG goals and targets for your material topics
- Align with SDGs, TCFD, ISSB and other global standards and frameworks
- Embed sustainability into business operations and governance
- Create clear implementation roadmaps with measurable milestones
- Build IFC-aligned and Equator Principles ESG documentation that supports approvals and financial close
- Climate transition planning aligned with AASB S2 Strategy and Metrics and Targets pillars

Sustainability reporting

We support sustainability reporting under AASB S2 and global standards to meet mandatory climate disclosure obligations and communicate progress.

- Preparation of AASB S2 climate disclosures and voluntary sustainability reports
- GHG Protocol-compliant emissions inventory across Scope 1, 2 and 3, delivered with our eco-shaper partnership
- Enhance investor, regulator, and stakeholder confidence
- Bespoke print and digital design that is both accessible and engaging

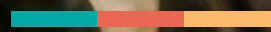
Executive education

We equip leaders with the knowledge and tools to govern sustainability risks, opportunities, and disclosures in an evolving regulatory and investor landscape.

- Sustainability and ESG governance training for boards and executives
- Briefings on evolving legal and fiduciary duties
- Customised sessions aligned to your industry and maturity
- Director and executive training on AASB S2 governance and assurance obligations



Our Services



Government relations

Our Services | Government relations (Cont)

Government relations to strengthen political support, secure funding, and accelerate project approvals.

Government relations strategy

We see lobbying and government relations as critical to ensuring our clients can deliver projects and services that deliver positive social and environmental outcomes.

- Agreement on why government engagement is necessary and how change can be progressed
- Government and political stakeholder mapping and analysis
- Alignment to priority policies or emerging issues
- Perception audits to understand how you are perceived and supported at all levels of government

Lobbying and building relationships

As a lobbying and government relations firm, ReGen Strategic maintains strong bipartisan networks across all levels of government.

- Meeting coordination, preparation and advice
- Development of briefing materials and messaging
- Secure management of engagement information and periodic reporting
- Active relationships with federal agencies including EFA, CEFC, NRFC, NAIF and ARENA to provide access to funding rounds.

Policy analysis

We provide a nuanced understanding of government policy and identify opportunities to make progress and influence change.

- Briefing papers on new policies, legislation or upcoming consultations
- Advice and development of submissions and public comments
- Integration of changing policy landscape into engagement strategies

Parliamentary briefings

We stay close to parliamentary processes and keep clients informed of emerging issues and inquiries that are relevant to their commercial interests.

- Review of Hansard and parliamentary procedures, including parliamentary debates, the progression of bills and committee reports
- Engagement and relationship building with local members and advisors



Our Services

Stakeholder engagement

Our Services | Stakeholder engagement (Cont)



Stakeholder engagement to deliver strategic objectives, gain visibility and deliver accountability against your goals.

Stakeholder relations strategy

ReGen Strategic provides a detailed stakeholder engagement strategy, with a five-element framework based on Simon Sinek's golden circle model, starting with Why.

- A detailed map of stakeholders and their influencers, along with key interests, mapped according to interest and influence
- The approach recommended for achieving your objectives
- A detailed action plan that aligns with your timeline, resourcing and budget

Stakeholder Management System (SMS)

Through the utilisation of Simply Stakeholders, we record and track engagement activity to maintain momentum.

- Uploading of stakeholder interactions, meeting notes and actions
- Periodic reporting to measure effectiveness of engagement efforts
- Integration of engagement data with environmental approvals and regulatory requirements.

Public Communications

ReGen builds communication strategies that deliver against your objectives across all platforms – integrating digital, social or traditional.

- Build communications plans to reach target audiences
- Agree on tactics and messaging for each stage of the delivery timeline
- Coach spokespeople to ensure they respond effectively and consistently
- Secure coverage for stories and updates across all platforms
- Create advertisements, media releases and social media posts that cut through
- Receive real-time media alerts and monthly reporting

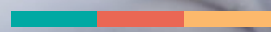
Access to ReGen events and client introductions

We can introduce clients to our network of experts, proponents, operators and regulators. With strong relationships at all levels of government and within the renewables, rare earths and resources communities, ReGen is well placed to facilitate conversations and identify win-win opportunities.

- Meetings and introductions to build collaboration and support
- Invites to our Lunch Leaders program with expert guest speakers
- Sponsorship of the Leadership Matters series and access to networking events



Our Services



Community relations

Our Services | Community relations (Cont)



ENGAGEMENT INSTITUTE
CONSULTANCY MEMBER

Community relations and public communications to help deliver community support and secure project approvals.

Community relations strategy (IAP2)

Using the International Association of Public Participation (IAP2) principles, ReGen's community engagement consultants work with your organisation to identify and engage with key communities and influential stakeholders.

- Develop strategies that are grounded in community understanding and research
- Agree on the expected level of engagement and methods of communication
- Facilitate fit-for-purpose opportunities for two-way communication
- Quantitative and qualitative research: polling, surveys, focus groups, and workshops

Accurate feedback through respectful engagement

In line with IFC Performance Standard and IAP2 best practice, participants are provided with timely, clear, and relevant information to support informed feedback.

- Personnel that can be deployed both across WA and nationally
- Facilitation that is culturally respectful, trauma-informed, and conflict-sensitive
- Ensure safe and productive conversations on potentially sensitive issues
- First Nations engagement that follows cultural protocols, enabling the integration of traditional knowledge and perspectives.

Communications planning and implementation

With a heritage in strategic communication, ReGen Strategic is highly skilled in simplifying complex issues and communicating them effectively.

- Build effective communications plans to reach target communities
- Coordinate engagement and communications against set objectives
- Agree on key messaging for each stage of the delivery timeline
- Integrate with our CRM to direct message via SMS and email
- Monthly management reporting against communication objectives

Community activation and advocacy campaigns

ReGen Strategic has worked with clients to deliver community campaigns to change laws and secure important social reforms. This included coordinating the ground campaign for *WA Says YES!*, in favour of marriage equality. It also included supporting Andrew Denton's *Go Gentle* organisation in passing voluntary assisted dying legislation through the Parliament of Western Australia.

MUNICIPALITY OF BOULDER
THIS STONE WAS LAID BY
PHILLIP C. ...IER, ESQ. M. L. A.
ON ... VEMBER, 1907
J ... MAYOR
E ... CLERK
OSWALD ARCHITECT
...UBBS DIRECTOR



Our Services



Social performance

Our Services | Social performance (Cont)

Uplifting social performance by assessing and managing the impacts and opportunities of your projects and deepening the quality of your relationships with communities.

Social performance for projects

We support project teams to embed proactive social performance across all stages - from planning to closure. Our technical services and advice help manage social risks, enhance community outcomes, and meet approvals and sustainability requirements.

- Develop and implement Social Performance Frameworks
- Address social risks across a range of sectors including infrastructure, mining, and energy
- Monitor community sentiment and social licence indicators
- Align with lender, regulator, and stakeholder expectations

Social Impact Assessment (SIAs)

Our SIAs meet legislative requirements, providing evidence-based assessments and management plans to support decision-making, regulatory approvals, and social performance.

- Prepare SIAs for major projects, including assessment of cumulative and holistic impacts
- Design and implement community and stakeholder engagement plans with a focus on those who are impacted
- Assess both tangible impacts (e.g. dust, noise, vibration, visual amenity) and intangible impacts (e.g. wellbeing, services, culture, livelihoods)
- Integrate SIA findings into Social Impact Management Plans, EPA referrals and EPBC assessments

Human Rights Risk and Impact Assessments

We deliver rigorous Human Rights Risk Assessments and Human Rights Impact Assessments that identify, assess, and address actual and potential human rights impacts across operations and supply chains in line with global standards.

- Conduct assessments aligned with UNGPs and OECD Guidelines
- Identify and assess the scale, scope and irremediability of potential and actual human rights risks and impacts
- Integrate findings into sustainability, ESG and modern slavery reporting
- Improve corporate accountability

Meaningful Engagement

We design and deliver meaningful engagement throughout the project lifecycle, going beyond information-sharing to embed methods that are inclusive, respectful and two-way, as well as adapted over time as relationships deepen.

- Stakeholder mapping and early engagement during exploration, planning and design phases
- Grievance mechanisms and ongoing community engagement during construction and operation
- Exit planning with communities for closure, decommissioning and ownership transitions
- Sustain and management social relationships over the long term



Added value

ReGen is pleased to deliver the following additional value to our clients:

Simply Stakeholders

ReGen provides best-practice stakeholder engagement tracking and reporting to all our clients through the Simply Stakeholders platform. This enables all client stakeholder engagements to be logged through an online portal from any location, with login details provided to our clients for their internal use.

Records are kept in way that satisfies regulatory requirements for stakeholder engagement, including those through environmental approvals processes.

Lobbying Governance

ReGen is a registered as a lobbying firm with state and federal lobbyist registers. It is a requirement of all lobbying firms to comply with government-driven legislative, regulatory and code of conduct requirements in the performance of government relations services.

ReGen has also developed our own code of conduct and policy on lobbying and political donations to provide even stronger governance to our lobbying services, as well as confidence to both our clients and government stakeholders.

Through our partnership with Tactica Advisory, the WA Approvals Accelerator delivery team is held to the same lobbying code and governance standards across every engagement.

Leadership Matters Series

ReGen sponsors The West Australian *Leadership Matters series* – WA's leading corporate and political event platform. This allows us to invite you to key political speeches and presentations from leaders – including the ability to network with people crucial to the success of your business.

Added value (Cont)



ESG Voice

ReGen publishes a weekly sustainability e-newsletter, *ESG Voice*, capturing the latest in local, national and global sustainability and ESG news.

The Pulse

ReGen's *The Pulse* is an inside source for everything politics. Hosted by Pat Gardner and Libby Lyons, this podcast goes beyond the headlines to bring you sharp political insight and all the background and analysis of issues impacting Western Australian voters.

Lunch Leaders

ReGen clients have access to our Lunch Leaders program, featuring casual lunch sessions in ReGen's offices on Parliament Place, with guest speakers including Directors General, regulatory heads and leaders from the environmental, social and governance fields.

The Source

All ReGen clients receive our political e-newsletter, *The Source*, which is published weekly and focuses on the latest in political and policy news from a uniquely Western Australian perspective.

For further information
please **contact us.**

ReGen Strategic

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VISIT OUR WEBSITE