

# WESFARMERS STRETCH RECONCILIATION ACTION PLAN

NOVEMBER 2017 - NOVEMBER 2020



RECONCILIATION  
ACTION PLAN

STRETCH



Wesfarmers



## FRONT COVER

### ELIZABETH NYUMI

Born c1947 near Jupiter Well, Western Australia  
works Kururrungku, close to Balgo, Western Australia  
Language: Pintupi

### PARWALLA 2010

*Synthetic polymer paint on canvas*

This painting depicts the artist's father's country: Parwalla. Located far south of Balgo and west of Kiwirrkurra, in the Great Sandy Desert, the area is dominated by *tali* (sand hills). Parwalla is a large swampy area, which fills with water after the wet season rain and consequently produces an abundance of bush foods. The greater part of Nyumi's painting shows the different bush foods, including *kantjilyi* (bush raisin), *pura* (bush tomato) and *minyili* (seed). The area of whitish colour throughout the painting represent the spinifex that grows strongly and seeds after the wet season rains. White in colour, these seeds grow so thickly they obscure the ground and other plants below.

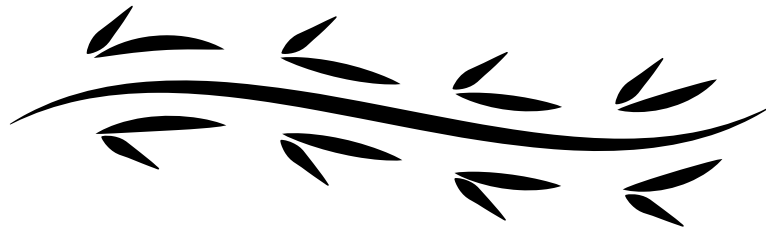
Source: Warlayirti Art Centre.

© the artist and Warlayirti Art Centre, Balgo.

## OUR RECONCILIATION ACTION PLAN LOGO

Our Reconciliation Action Plan logo was created with support from Marcus Lee Design. The 'yonga' is the name given to the kangaroo by Western Australia's Noongar people. The yonga will travel long distances to find life sustaining food and water. For Wesfarmers, the yonga tracks represent the long yet sustainable path that we are on in our RAP journey.

Wesfarmers has engaged Marcus Lee Design for the last five years on their RAP celebration documents. Marcus Lee Design's credo "We believe good working relationships are the key to creating successful outcomes in all projects" expresses this very successful relationship.





## MESSAGE FROM WESFARMERS

**Working across a number of Wesfarmers businesses over a long period of time, I have seen firsthand the positive contribution we can make to closing the gap on Indigenous disparity.**

The dedication and enthusiasm of our team members to engage with our local communities is starting to make a meaningful difference.

We have reached a new milestone of 4,231 Indigenous employees to the end of June 2017. This is a great achievement. We increased engagement with our community partners across the Group, and our supplier diversity program continues to thrive.

Every year since 2010 we have celebrated our RAP achievements on the eve of our annual general meeting. This practice reminds us of the commitments we have made, the successes we have had, and the work that lies before us.

I look forward to working with you to continue this journey. The opportunity to grow our supplier diversity program, provide opportunities to employ, develop, retain Indigenous team members and deepen our engagement with the communities in which we operate will be a measure of our success going forward.

A handwritten signature in black ink, appearing to read 'Rob Scott', written in a cursive style.

Rob Scott  
Wesfarmers Managing Director



## MESSAGE FROM RECONCILIATION AUSTRALIA

**Reconciliation Australia congratulates Wesfarmers on its deep commitment to reconciliation as it implements its seventh Reconciliation Action Plan (RAP), since starting its reconciliation journey in 2009.**

The implementation of a Stretch RAP signifies that Wesfarmers is a leading advocate for reconciliation, and is dedicated to making progress across the key pillars of the RAP program – respect, relationships, and opportunities.

Wesfarmers understands the importance of building and maintaining respectful relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities, in order to produce mutually beneficial outcomes. The organisation champions these relationships by committing to have all new starters engage in a bespoke online cultural awareness induction program.

Respect for Aboriginal and Torres Strait Islander peoples, histories and cultures is key to Wesfarmers' core values and vision for reconciliation. This is exemplified by its aim to ensure that fifteen per cent of Wesfarmers' collection of Australian art is by Aboriginal and/or Torres Strait Islander artists.

Wesfarmers is dedicated to driving reconciliation through employment and training opportunities for Aboriginal and Torres Strait Islander peoples, as demonstrated by its actionable goal to achieve three per cent Aboriginal and Torres Strait Islander employment by 2020.

On behalf of Reconciliation Australia, I commend Wesfarmers on this Stretch RAP, and look forward to following its ongoing reconciliation journey.

A handwritten signature in black ink, appearing to read 'Karen Mundine'.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia



## OUR VISION FOR RECONCILIATION

Our vision for reconciliation is an Australia that affords equal opportunities to all. Wesfarmers will ensure that Aboriginal and Torres Strait Islander people feel welcome in our businesses as employees, customers, suppliers and visitors. We will know that we have succeeded when we have a workplace that reflects the diversity of the communities we serve.

## OUR BUSINESS

Wesfarmers is one of Australia's largest listed companies and employers. Our businesses interact with millions of people every day. Our diverse business operations cover: supermarkets, liquor, hotels and convenience stores; home improvement; department stores; office supplies; and an Industrials division with businesses in chemicals, energy and fertilisers, industrial and safety products and coal.

Given our size and diversity, we take seriously our responsibilities to our 223,000 team members, our wider customer base, and the communities and families across Australia where we operate. Our company values are integrity, openness, accountability and boldness.

We currently employ more than 4,200 Aboriginal and Torres Strait Islander people.

# WESFARMERS INDIGENOUS NETWORK

## We believe governance is equitable and inclusive.

Each Wesfarmers division operates as a separate business and has a distinct culture. In keeping with this model, all Wesfarmers divisions have their own engagement and employment strategies. Each division has a representative on the Wesfarmers Indigenous Network (WIN). The WIN provides each of our businesses with the opportunity to

share learnings and successes from their strategies. These strategies are aligned with our RAP and reflect unique divisional priorities, operations, locations and cultures. The RAP Steering Committee provides leadership and oversight on our RAP activities and is made up of Wesfarmers executives and community members.



As at 30 June 2017.

# WESFARMERS BRANDS

From its origins in 1914 as a Western Australian farmers' cooperative, Wesfarmers has grown into one of Australia's largest listed companies.

Headquartered in Western Australia, its diverse business operations cover: supermarkets, liquor, hotels and convenience stores; home improvement; office supplies; department stores; and an industrial division with businesses in chemicals, energy and fertilisers, industrial

and safety products and coal. Wesfarmers is one of Australia's largest private sector employers and has a shareholder base of approximately 515,000.

## COLES

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## HOME IMPROVEMENT

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## DEPARTMENT STORES

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## OFFICEWORKS

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## INDUSTRIALS

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## OTHER BUSINESSES

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# OUR RECONCILIATION ACTION PLAN (RAP)

**This is our seventh Reconciliation Action Plan (RAP).<sup>\*</sup> Our RAP sets out what we intend to do to drive our businesses towards our goal of a workplace that reflects the diversity of the communities that we serve.**

We recognise that providing meaningful employment opportunities will assist the Indigenous community in 'closing the gap' on disparity. As a supporter of the Employment Parity Initiative, Wesfarmers' goal is to achieve three per cent Indigenous employment by 2020.

Our RAP is championed by our Managing Director, the Wesfarmers Leadership Team and countless team members from across the Wesfarmers Group who believe in making sustainable change. In recognition of those working hard to close the unemployment gap between Indigenous and non-Indigenous Australians, we introduced a RAP Champion Award in November 2016.

We started our RAP journey in 2010 and have learnt many lessons since then. One key insight on our RAP journey has been the recognised value of sharing our knowledge and continually exploring ways of collaborating with local community partners, such as Clontarf Foundation. Clontarf Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men and by doing so equips them to participate meaningfully in society. Wesfarmers has been a founding partner of Clontarf and we are proud of the engagement between our businesses and the many Clontarf academies across Australia, as we watch many of these young men complete their education and enter the workforce.

*<sup>\*</sup>Wesfarmers worked closely with Reconciliation Australia to develop this RAP between July 2016 and November 2017.*



Clontarf students Jermaine Bropho and Cedric Cuttabutt are engaged in Certificate II Warehousing school-based traineeships at Blackwoods Canning Vale, Western Australia.



# OUR RAP JOURNEY



For further information and stories of success from our reconciliation journey please visit [www.wesfarmers.com.au/our-impact/indigenous-engagement](http://www.wesfarmers.com.au/our-impact/indigenous-engagement).

# WESFARMERS RAP STEERING COMMITTEE MEMBERS



## JENNY BRYANT

**Chief Human Resources Officer,  
Wesfarmers Limited**

Jenny joined Coles as Human Resources Director in 2011, and became Business Development Director in 2015. She then took on the role of Chief Human Resources Officer for Wesfarmers in 2016. Her previous work experience encompasses Mars, Vodafone and EMI Music in a number of global roles and she has experience in manufacturing, sales and marketing, business development and human resources.

Jenny has been involved in sustainability programs throughout her career. In her global HR role at Vodafone she worked extensively across Africa and the Indian sub-continent, championing many community development initiatives in areas as diverse as the townships of South Africa and rural India. She is passionate about creating employment opportunities for all and has been active in the Aboriginal and Torres Strait Islander employment programs at Coles and now across Wesfarmers.

Jenny has a Masters degree in Humanities from Cambridge.



## ALAN CARPENTER

**Executive General Manager,  
Corporate Affairs, Wesfarmers Limited**

Alan joined Wesfarmers as Executive General Manager, Corporate Affairs in December 2009. Prior to that he was Premier of Western Australia from January 2006 to September 2008 and served 13 years in the Western Australian Parliament. During his time in Parliament he served as Minister for State Development and Trade, Energy, Science and Innovation, Education and Training, Indigenous Affairs, Federal Affairs, Public Sector Management and Sport and Recreation. Alan has also worked as a journalist with the Seven Network and the ABC and lectured and tutored in Australian politics at the University of Notre Dame, Fremantle.

Alan Carpenter has an arts degree, majoring in politics, from The University of Western Australia.



## PROFESSOR COLLEEN HAYWARD AM

**Pro-Vice-Chancellor  
Equity and Indigenous, Edith Cowan  
University**

Professor Colleen Hayward is a senior Noongar woman with extensive family links throughout the south-west of WA. She is Head of Kurongkurl Katitjin; Edith Cowan University's Centre for Indigenous Education and Research and concurrently holds the position of Pro-Vice-Chancellor, Equity and Indigenous across the University. She has an extensive background in a range of areas including health, education, training, employment, housing, child protection and law and justice as well as significant experience in policy and management.

In 2015, Colleen co-authored the book "Teaching Indigenous Students: Cultural awareness and classroom strategies for improving learning outcomes", published by Allen & Unwin and was awarded the Leadership WA 2015 Honorary Fellow Award. In 2016, Colleen was also a WA finalist in the Australian of the Year Awards, received one of Murdoch University's Distinguished Alumni Awards and was made a Life Member of Celebrate WA.



## **NOELENE MANTELLATO**

**Aboriginal Development Consultant,  
Wesfarmers Chemicals, Energy &  
Fertilisers (WesCEF)**

Noelene is a descendant of the Yamatji and Noongar people. Born in Pinjarra Western Australia, she is an active member of the Noongar community. Noelene joined WesCEF in 2014. Prior to joining WesCEF, Noelene has more than 20 years' experience working in the Vocational Education Training (VET) sector with a focus on Aboriginal workforce and community development.

Noelene is passionate in the pursuit of excellence in education and employment because it affords her the privilege of contributing to the empowerment of community and individuals. Noelene was recognised for her work by being awarded the Sustainability Award for the development of the Pathways to Better Health Program. The Pathways to Better Health Program was part of the presentations to the national judging panel for the 2012 Australian Training Provider of the Year. Noelene holds a Graduate Certificate in Public Sector Management from Flinders University.



## **MICHAEL SCHNEIDER**

**Managing Director, Bunnings Group  
and Managing Director, Bunnings  
Australia & New Zealand**

Michael was appointed Managing Director, Bunnings Group on 29 May 2017 and will continue as Managing Director, Bunnings Australia & New Zealand, a role he was appointed to in March 2016 following the acquisition of the Homebase business. Prior to this, Michael led the store operations teams across Bunnings Australia and New Zealand, after joining Bunnings in 2005.

Before joining Bunnings, Michael held a range of senior operational, commercial and human resource roles across regional and national markets, both in retail and financial services businesses.

Michael holds a Bachelor of Arts degree from the University of NSW and has completed the Advanced Management Program at INSEAD, and the Advanced Strategic Management Program at IMD.



## **PHIL SILLIFANT**

**Manager Aboriginal Affairs,  
Wesfarmers Limited**

Phil is a Noongar man with family connections across the south west of Western Australia. Phil was appointed Manager Aboriginal Affairs at Wesfarmers Limited in January 2016. Prior to this, Phil was the Aboriginal Development Coordinator at Wesfarmers Chemicals, Energy & Fertilisers since 2011.

Phil has spent the last nine years working across a number of projects in Indigenous employment program delivery and community engagement management. Prior to that Phil spent seven years in the banking and finance sector, working on commercial deposits, merchants and fraud analytic projects.

Phil holds a Graduate Certificate in Business and is currently studying his Master of Business Administration at Curtin University. In 2016, Phil was invited to join the Business Council of Australia Business Indigenous Network.

## RELATIONSHIPS

We will deepen the connections between Wesfarmers and Aboriginal and Torres Strait Islander communities, so that we better understand the needs and ambitions of our local regions. We will also strengthen our internal network of people committed to celebrating Aboriginal and Torres Strait Islander cultures and addressing Aboriginal and Torres Strait Islander disadvantage. Relationships are important to us because they help our teams get to know their local customers and learn what's really important to their local community.

**Wesfarmers businesses formed or maintained partnerships with over 360 Aboriginal and Torres Strait Islander organisations in 2017**



Noongar Elder Dr. Richard Walley OAM performing the Welcome to Country ceremony at Wesfarmers 2016 AGM.

Action	Target	Start Date	Review Date	Responsibility
1. RAP Steering Committee (RAPSC) actively monitors RAP development and implementation	1. Oversee the development, endorsement and launch of the RAP	February, May, August, November 2018, 2019, 2020	November 2017, 2018	Manager Aboriginal Affairs
	2. Ensure there are Aboriginal and Torres Strait Islander peoples on the RAPSC		November 2017	
	3. Meet at least four times per year to monitor and report on RAP implementation		November 2017, 2018	
	4. Appoint RAP Champion/s from senior management	May 2018	November 2018	
	5. Review Terms of Reference for the RAPSC			
2. Celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between Aboriginal and Torres Strait Islander team members and all of our employees	6. Organise five internal NRW events each year	27 May–3 June 2018, 2019, 2020	September 2018 & 2019	Divisional WIN Representative
	7. Register NRW events via Reconciliation Australia's NRW website	March 2018, 2019, 2020		Manager Aboriginal Affairs
	8. Encourage staff and senior leaders to participate in external events to recognise and celebrate NRW			

## RELATIONSHIPS (CONTINUED)

Action	Target	Start Date	Review Date	Responsibility
3. Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	9. Meet with two (one per year) local Aboriginal and Torres Strait Islander organisations to develop guiding principles for local engagement	July 2018	September 2018, 2019	Divisional WIN Representative
	10. Commit to establishing at least three (one per year) formal two-way partnerships to build capacity in Aboriginal and Torres Strait Islander organisations and/or communities relevant to our sphere of influence			Manager Aboriginal Affairs
	11. Implement and review an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders			Divisional WIN Representative
	12. Foster mutually-beneficial and multi-faceted partnerships with organisations that foster Aboriginal and Torres Strait Islander education and employment outcomes			Manager Community Partnerships with support from Manager Aboriginal Affairs
	13. Continue to provide financial and in-kind support to Aboriginal and Torres Strait Islander organisations and programs in support of our RAP actions			Manager Community Partnerships with support from Manager Aboriginal Affairs
	14. Each division to engage in at least one relevant community partner event promoting, engaging and interacting with Aboriginal and Torres Strait Islander communities			Divisional WIN Representative
4. Raise internal and external awareness of our RAP and divisional Aboriginal strategies to promote reconciliation across our business and sector	15. Implement and review a strategy to communicate our RAP to all internal and external stakeholders	April 2018, 2019, 2020	November 2017, 2018, 2019	Manager Aboriginal Affairs with support from Manager Community Partnerships
	16. Promote reconciliation through ongoing active engagement with all stakeholders			June 2018
	17. Continue to engage senior leaders in the delivery of RAP outcomes		September 2018, 2019, 2020	Manager Aboriginal Affairs
	18. At least one RAP engagement event held in Wesfarmers Corporate Office each year		November 2017, 2018, 2019	Manager Aboriginal Affairs
	19. Each division to include their Aboriginal Strategy in all team member inductions		September 2017, 2018, 2019	Divisional WIN Representative
5. Support State Reconciliation Councils and the Recognise campaign	20. Establish a relationship with all State Reconciliation Councils, meeting at least annually	May 2018	September 2018, 2019, 2020	Manager Aboriginal Affairs
6. Recognise the brilliant efforts of those team members who 'go above and beyond' when it comes to RAP initiatives	21. Each division to nominate at least two team members for the RAP Champions Award	July 2018, 2019, 2020	November 2017, 2018, 2019	Divisional WIN Representative
	22. Award to be presented by Wesfarmers CEO on the eve of our AGM			November 2017, 2018, 2019

Wesfarmers will ensure that Aboriginal and Torres Strait Islander people feel welcome in our businesses as employees, suppliers, customers and community members. To this end, we will grow our collective knowledge of Aboriginal and Torres Strait Islander histories and cultures, with a particular focus on our executives and operational leaders. Building respect for Aboriginal and Torres Strait Islander cultures is important, as it is only by developing genuine respect for culture that we can create an inclusive workplace.

**In 2017 our businesses celebrated more than 1,000 NAIDOC and National Reconciliation Week events**



Wesfarmers corporate office team proudly wear their AIME hoodies in support of National Hoodie Day 2017.

### TEAM MEMBERS THAT HAVE COMPLETED CULTURAL AWARENESS TRAINING

Year	Number of Team Members
2017	1,210
2016	1,046
2015	1,305
2014	706
2013	717
2012	643

Action	Target	Start Date	Review Date	Responsibility
7. Increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements	23. 200 staff each year to undertake face to face cultural workshop learning activities	January 2018	November 2018 & 2019	Divisional WIN Representative
	24. 100 staff undertake cultural learning activities such as cultural tours, information sessions and community engagements	January 2018	November 2019	Divisional WIN Representative
	25. Wesfarmers executives to visit a regional/remote location for an 'on country' cultural experience	July 2018	November 2018	Manager Aboriginal Affairs
	26. Each division of Wesfarmers to review and identify benchmarks for their own cultural awareness training strategies, defining continuous cultural learning needs of employees in all areas of our business and consider various ways cultural learning can be provided (online, face to face workshops or cultural immersion)	August 2018	November 2019	Divisional WIN Representative
	27. 250 Wesfarmers Group team members to have completed online cultural awareness training annually	January 2018	November 2018 & 2019	Divisional WIN Representative
	28. All RAPSC members invited to engage in annual NRW and NAIDOC cultural events and activities			Manager Aboriginal Affairs

## RESPECT (CONTINUED)

Action	Target	Start Date	Review Date	Responsibility
8. Demonstrate respect to Aboriginal and Torres Strait Islander people and communities by embedding cultural protocols as part of the way our organisation functions	29. Implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country	May 2018	November 2018 & 2019	Manager Aboriginal Affairs
	30. Invite a local Traditional Owner to provide a Welcome to Country at Wesfarmers' Annual General Meeting (AGM) and Leadership Conference			
	31. All team members to provide an Acknowledgement of Country at all significant public events			
	32. Maintain and review a list of key contacts for organising a Welcome to Country			
	33. Include Acknowledgement of Country at the commencement of important internal meetings			
	34. Create and display an Acknowledgment of Country plaque in our head offices			
	35. Include a Welcome to Country or Acknowledgement of Country at new store and office openings	May 2018		Divisional WIN Representative
36. Embed Aboriginal and Torres Strait Islander cultural communication protocols within a protocol document relevant to State and Territory and specific local communities			Manager Aboriginal Affairs	
9. Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander team members to engage with culture and community during NAIDOC Week	37. Review HR policies and procedures to ensure there are no barriers to team members participating in NAIDOC Week	January 2018	December 2018	Divisional WIN Representative with support from Manager Aboriginal Affairs
	38. Identify opportunities for Aboriginal and Torres Strait Islander team members to participate in local NAIDOC Week events	July 2018 & 2019	November 2017, 2018, 2019	Divisional WIN Representative
	39. Each division to participate in a NAIDOC Week event with input and engagement from each division's Aboriginal and Torres Strait Islander team members		November 2018 & 2019	Divisional WIN Representative
	40. Wesfarmers corporate office to hold at least one NAIDOC event	July 2018, 2019, 2020	November 2017, 2018, 2019	Manager Aboriginal Affairs
10. Ensure Aboriginal and Torres Strait Islander artwork is collected, displayed, promoted and handled respectfully and appropriately	41. Collect, display, document and lend the work of Aboriginal and Torres Strait Islander artists	November 2017, 2018, 2019	November 2018, 2019, 2020	Manager Wesfarmers Arts
	42. Ensure fair promotion and ethical trade of artwork by Aboriginal and Torres Strait Islander artists through observing the Aboriginal Art Code or other relevant cultural protocols			
	43. Ensure 15 per cent of Wesfarmers' Collection of Australian Art is by Aboriginal and Torres Strait Islander artists			
	44. Seek opportunities to promote and celebrate Aboriginal and Torres Strait Islander arts internally and externally			
	45. Foster Aboriginal and Torres Strait Islander leadership and professional development in the arts through the Wesfarmers Arts Aboriginal Fellowship; 10 Associate Fellowships awarded			
	46. Promote the Wesfarmers Arts Aboriginal Fellowship program and recipients			
	47. Promote Aboriginal arts and culture as the National Gallery of Australia (NGA) Aboriginal Art Partner			
	48. Wesfarmers retained as the NGA Aboriginal Art Partner			

As an employer of more than 200,000 Australians, we take seriously our objective of increasing Aboriginal and Torres Strait Islander representation in our workforce in order to reflect and relate to the communities in which we operate. We understand that Aboriginal and Torres Strait Islander employment success will happen when our workplaces are appreciative of cultural diversity. This appreciation will benefit our entire workforce. We want to create meaningful training, employment and supplier diversity opportunities because we see ourselves as an Australian employer of choice.

## ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT

Business	2012	2013	2014	2015	2016	2017*
Coles	695	640	862	1,765	2,318	2,872
Bunnings	121	176	336	410	423	516
Officeworks	53	54	67	73	65	161
Kmart	105	270	279	278	333	429
Target	103	86	107	161	136	155
WesCEF	9	15	13	17	19	29
Resources	17	22	18	20	19	17
Industrial & Safety	47	37	28	35	13	50
Corporate	2	2	1	3	1	2
Group Total	1,152	1,302	1,711	2,762	3,327	4,231

\*Figures as at 30 June 2017.

Action	Target	Start Date	Review Date	Responsibility
11. Increase Aboriginal and Torres Strait Islander recruitment and retention	49. Report progress towards 3% Aboriginal employment representation annually in Wesfarmers Sustainability Report and in RAP communications	November 2017	November 2018 & 2019	Divisional WIN Representative
	50. Each division to implement, review and update Aboriginal and Torres Strait Islander employment and retention divisional strategies, which include professional development		January 2018	Divisional WIN Representative with support from Manager Aboriginal Affairs
	51. Engage with existing Aboriginal and Torres Strait Islander community members to consult on employment strategies, including professional development			Divisional WIN Representative
	52. Invite all Aboriginal and/or Torres Strait Islander new starters to self-identity			
	53. Continue to engage at least one university cadet for opportunities within Wesfarmers corporate office annually		November 2018 & 2019	Manager Aboriginal Affairs
	54. Scope regional community engagement and employment program across a minimum of four Wesfarmers regional retail sites			
	55. Scope and implement an Aboriginal and Torres Strait Islander team member leadership or mentoring program for the professional development of Aboriginal and Torres Strait Islander team members	January 2018	December 2018	Divisional WIN Representative with support from Manager Aboriginal Affairs
12. Increase Aboriginal and Torres Strait Islander supplier diversity	56. Implement, review and update an Aboriginal and Torres Strait Islander procurement strategy	January 2018	November 2018	Manager Aboriginal Affairs & Manager Group Procurement
	57. Wesfarmers maintains Group-wide membership with Supply Nation		November 2018 & 2019	Manager Aboriginal Affairs
	58. Educate relevant procurement team members about supplier diversity and Wesfarmers' membership of Supply Nation	May 2018, 2019, 2020		Manager Aboriginal Affairs & Supply Nation
	59. Encourage all Wesfarmers divisions to send delegates to Supply Nation Connect Conference	July 2018	November 2018 & 2019	Manager Group Procurement
	60. Hire Aboriginal and Torres Strait Islander performers for internal events; with a minimum of three performances annually			Manager Aboriginal Affairs





## TRACKING PROGRESS AND REPORTING

Action	Target	Start Date	Review Date	Responsibility
13. Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report	61. Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia	January 2018	September 2018, 2019, 2020	Manager Aboriginal Affairs
	62. Investigate participation in the RAP Barometer		June 2018	
	63. Each division to regularly attend, provide updates against engagement plans, share learnings and successes at all WIN meetings and discussions		November 2018, 2019, 2020	Divisional WIN Representative
	64. Each division to identify and report on number of team members to have engaged in Aboriginal and Torres Strait Islander events		December 2018	Divisional HR Executives with support from divisional WIN Representative and Manager Aboriginal Affairs
	65. Develop and implement systems and capability needs to track, measure and report on RAP activities		December 2018	
	66. Reporting on Aboriginal and Torres Strait Islander Group employment figures to the Wesfarmers Leadership Team		November 2018, 2019, 2020	Manager Aboriginal Affairs
	67. Complete Business Council of Australia Aboriginal Engagement Survey			Divisional WIN Representative
	68. Report Aboriginal and Torres Strait Islander employee numbers in Wesfarmers Sustainability Report			Manager Sustainability
14. Report RAP achievements, challenges and learnings internally and externally	69. Publicly report our RAP achievements, challenges and learnings	November 2017, 2018 & 2019		Manager Aboriginal Affairs
15. Review, refresh and update RAP	70. Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	December 2018	February 2019	Manager Aboriginal Affairs
	71. Send draft RAP to Reconciliation Australia for formal feedback and endorsement	March 2019	April 2019	

## KEY RAP ACTIONS

While we are fully committed to these approaches in our efforts to addressing Aboriginal and Torres Strait Islander inequality, we will make the following RAP targets a key focus over the coming period.

Target	Start Date	Review Date
1. Increase Wesfarmers Group Aboriginal and Torres Strait Islander employment to 3% representation of our Australian workforce	November 2017	July 2018, 2019, 2020
2. Identify opportunities to support constitutional reform, recognising Australia's Aboriginal and Torres Strait Islander people	November 2017	November 2018, 2019, 2020
3. All new starters to our businesses to engage in a bespoke online cultural awareness induction	November 2017	November 2019
4. Divisions to display Acknowledgment of Country plaques on new store builds	November 2017	November 2018, 2019, 2020
5. Wesfarmers Group to increase annual spend with Aboriginal and Torres Strait Islander suppliers (minimum spend \$22m)	November 2017	July 2018, 2019, 2020
6. Each division develop a minimum of two commercial relationships with Aboriginal businesses (purchasing from or supplying to)	November 2017	November 2019
7. Each division to nominate at least one appropriately qualified team member to participate in a 12 month pilot business-to-business mentoring program supporting Aboriginal and Torres Strait Islander businesses through the provision of a skilled volunteer, donating a minimum of 50 volunteer hours of service per division	November 2017	November 2018, 2019, 2020

### Contact details

For all inquiries about the Wesfarmers RAP, please contact us at [reconciliation@wesfarmers.com.au](mailto:reconciliation@wesfarmers.com.au)



