



Wesfarmers Reconciliation Action Plan 2014

For more information visit www.wesfarmers.com.au/rap



Message from the Managing Director



I am pleased to present Wesfarmers' 2014 Reconciliation Action Plan (RAP).

Every year since 2009, we have launched our new RAP on the eve of our annual general meeting. This practice reminds us of the commitments we've made, the successes we have had, and the work that lies before us.

Throughout 2013, we made good progress on our RAP commitments. We continued to promote Aboriginal culture inside and outside of Wesfarmers. We saw steady growth in our community investments and Group-wide engagement in our supplier diversity program. I am also pleased to report an increase in our Aboriginal workforce.

In 2014 we will:

- maintain our support for Aboriginal communities through financial, in-kind and secondee contributions
- continue to promote Aboriginal culture inside and outside of Wesfarmers
- grow our supplier diversity program
- support all of our divisions to employ, develop and retain Aboriginal team members

Thank you to the Wesfarmers team and community members who are working hard to implement these RAP commitments.

A handwritten signature in blue ink that reads "Richard Goyder".

Richard Goyder AO
Managing Director

Our business

Wesfarmers is one of Australia's largest listed companies and employers. Our businesses interact with millions of people every day. Our operations are grouped into eight autonomous divisions: Coles; Home Improvement and Office Supplies (includes Bunnings and Officeworks); Kmart; Target; Insurance; Resources; Chemicals, Energy and Fertilisers; and Industrial and Safety.

Given our size and diversity, we take seriously our responsibilities to our 200,000 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**.

For more information, please visit our website
www.wesfarmers.com.au

Our vision for reconciliation

Our vision for reconciliation is an Australia that affords equal opportunities to all.

Wesfarmers will ensure that Aboriginal 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 Reconciliation Action Plan

This Wesfarmers RAP contains high-level actions and targets that will drive our businesses towards our goal of a workplace that reflects the diversity of the communities that we serve.

Each Wesfarmers division operates as a separate business and has a distinct culture. In keeping with this model, all Wesfarmers divisions have their own Aboriginal and Torres Strait Islander strategies. These strategies align with our RAP and reflect unique divisional priorities, operations, localities and cultures. Our RAP is a 12 month, calendar year document.

2013 Reconciliation Action Plan Report

Achieved ● On track ● Not achieved ●

2013 commitments	Highlights and learnings
Relationships	
Celebrate National Reconciliation Week (NRW) internally and promote external NRW events to team members.	● NRW promoted through internal events and communications in eight divisions.
Support Aboriginal organisations through the provision of skilled secondees.	● 25 six-week secondments (totalling 729 work days) provided to Aboriginal organisations through our partnership with Jawun Indigenous Corporate Partnerships. 52 additional days of pro bono support provided to Aboriginal programs. Two executives continue to serve on the boards of The Clontarf Foundation and Red Dust Role Models.
Ensure alignment of Wesfarmers' and Aboriginal community aspirations through an effective RAP Working Group.	● The RAP Working Group will be reviewed in 2014. Regular consultation takes place with Aboriginal team members and external stakeholders.
Partner with programs and organisations that foster Aboriginal education access and study-to-work transitions.	● \$394,675 contributed to Aboriginal education programs during the year. \$1,294,388 contributed to other Aboriginal organisations during the year, including \$105,000 in-kind support and/or product-based donations.
Establish new strategic community partnerships with Aboriginal organisations or programs in capital cities where Wesfarmers does not have a significant Aboriginal community partner.	● Wesfarmers has commenced a partnership with the Australian Indigenous Mentoring Experience, extending Wesfarmers' Aboriginal community investments into Queensland, New South Wales and Victoria.
Drive divisional RAP engagement through the Wesfarmers Indigenous Network (WIN).	● The WIN met seven times during the year and remains an important network for sharing learnings across the Group.
Share Aboriginal engagement and employment success stories and learnings between divisions.	● An internal blog 'diversity@wesfarmers' has proven an effective tool for sharing learnings and ideas within Wesfarmers.
Respect	
Develop the cultural awareness of our team members.	● 717 team members completed face-to-face cultural awareness training.
Develop the cultural awareness of Wesfarmers executives and Board.	● Five team members (including two general managers) attended the 2013 Garma Festival, in the Northern Territory. Two divisional leadership teams completed cultural awareness training. 15 senior leaders (including two Wesfarmers Board directors) attended multi-day Aboriginal cultural community programs.
Scope an online cultural awareness training package.	● We reviewed online cultural awareness training packages and have not yet found a suitable model for Wesfarmers. We will continue to explore online cultural awareness training options.
Establish a database of cultural awareness training providers, accessible by divisions.	● A database of cultural awareness providers is available on our intranet and the diversity@wesfarmers blog.
Celebrate NAIDOC Week internally and support Aboriginal staff to participate in NAIDOC Week celebrations.	● More than 170 NAIDOC Week events held nationally. 345 NAIDOC Week children's activities held at Bunnings stores.
Acknowledge Traditional Owners of the land at appropriate events.	● Acknowledgement of Country and Welcome to Country are conducted regularly, including at new store openings and the Wesfarmers annual general meeting.
Promote Aboriginal arts and culture as the National Gallery of Australia (NGA) Indigenous Art Partner.	● Wesfarmers continues its partnership with the NGA. In 2013, Wesfarmers launched <i>LUMINOUS WORLD: contemporary art from the Wesfarmers Collection</i> . This exhibition includes Aboriginal works and is touring nationally.
Foster Aboriginal leadership and professional development in the visual arts through the Wesfarmers Arts Indigenous Fellowship.	● 10 Associate Fellows participated in the Wesfarmers Arts Indigenous Arts Leadership program at the NGA.
Continue to actively and ethically collect, display and loan the work of past and current Aboriginal artists.	● Aboriginal art continues to comprise 15 per cent of the Wesfarmers Collection of Australian Art. Aboriginal works are regularly loaned to museums and galleries nationally.
Raise awareness of contemporary Aboriginal lives and aspirations.	● We display the <i>Aboriginal Business Magazine</i> and the <i>Koori Mail</i> in our corporate office reception areas.
Opportunities	
Refresh divisional Aboriginal strategies, incorporating lessons learned.	● Five divisions have public Aboriginal strategies and four divisions updated their strategies during the year. Wesfarmers will continue to support all divisions to maintain meaningful, relevant and current Aboriginal engagement and employment strategies.
Review all divisional recruitment and retention strategies to support sustainable Aboriginal employment at all levels and across all disciplines.	● Four divisions have implemented tailored Aboriginal employment programs, including the Coles First Step program and the Resources division's 'Oothungs (Sisters) in Mining' program. During the year, 247 new Aboriginal team members commenced at Coles. Three other divisions have participated in community or Wesfarmers-led Aboriginal employment programs. Wesfarmers will continue to support all divisions to develop sustainable Aboriginal employment practices.
Scope a Wesfarmers multi-divisional, place-based employment program.	● All retail divisions participated in a Wesfarmers Aboriginal employment pilot program in Perth, including pre-employment training and mentoring. All 10 participants commenced permanent part-time employment in June.
Continue the corporate office cadetship program.	● Two cadets are employed in corporate office and one cadet is employed at Wesfarmers Resources.
Support divisions to engage with Aboriginal businesses as part of their supply chains.	● All divisions were represented at Supply Nation Connect 2013, Australia's pre-eminent Aboriginal business conference. Six divisions were represented at Wesfarmers First Step training, an in-house supplier diversity training program (delivered by Supply Nation trainers). \$535,000 spent with 16 Aboriginal-owned businesses.

2014 Reconciliation Action Plan

Relationships

Action	Responsibility	Timeline	Target
Build relationships with the Aboriginal communities we serve			
Support Aboriginal organisations through the provision of skilled secondees.	Human Resources teams Manager Aboriginal Affairs	December 2014	Provide 25 six-week secondments.
Partner with programs and organisations that foster Aboriginal education access and study-to-work transitions.	Manager Sustainability and Community Partnerships	June 2014	Maintain a national portfolio of Aboriginal community partnerships.
	Manager Aboriginal Affairs	Ongoing	Participate in community partners' events. Provide in-kind support to community partners as appropriate.
Celebrate National Reconciliation Week (NRW) and support team members to participate in community events.	Wesfarmers Indigenous Network	May - June annually	Distribute information about NRW to all divisions. Hold five internal events to promote NRW, including one event in corporate office.
Strengthen networks to support RAP implementation			
Ensure alignment of Wesfarmers' and Aboriginal community aspirations through an effective RAP Working Group (or equivalent).	Manager Aboriginal Affairs	June 2014	Re-launch the RAP Working Group (or equivalent).
		Annually	Hold two RAP Working Group meetings.
		Ongoing	Encourage all divisions to seek internal and external Aboriginal input into RAP activities.
Drive divisional RAP engagement through the Wesfarmers Indigenous Network.	Manager Aboriginal Affairs	Annually	Hold two Wesfarmers Indigenous Network Days. Hold four teleconferences.
Share RAP learnings internally and externally.	Manager Aboriginal Affairs Wesfarmers Indigenous Network	Ongoing	Regular sharing of best practice through our internal diversity blog. Participate in relevant, external forums such as the Business Council of Australia Business Indigenous Network.

Respect

Action	Responsibility	Timeline	Target
Foster understanding of and respect for Aboriginal histories, cultures and aspirations			
Develop the cultural awareness of our team members.	Human Resources teams Manager Aboriginal Affairs	Ongoing	Provide cultural awareness training to existing team members as part of all Aboriginal employment programs. Incorporate Aboriginal content into leadership development programs. Include this RAP or divisional diversity strategies in all team member inductions.
		November 2015	600 people to complete cultural awareness training.
Develop the cultural awareness of Wesfarmers executives.	Manager Aboriginal Affairs Wesfarmers Indigenous Network	June 2015	Four divisional leadership teams to complete cultural awareness training.
		November 2015	30 senior leaders to attend an off-site cultural immersion experience.
Maintain database of cultural awareness training providers.	Aboriginal Development Coordinator	Ongoing	Cultural awareness training provider database on our internal diversity blog.
Observe Aboriginal cultural protocols and events of significance			
Celebrate NAIDOC Week and support team members to participate in community events.	Wesfarmers Indigenous Network	July annually	Distribute information about NAIDOC Week to all divisions. Hold five internal events to promote NAIDOC Week, including one event at corporate office.
Acknowledge Traditional Owners of the land at appropriate events.	Aboriginal Development Coordinator	Ongoing	Share Welcome to Country and Acknowledgement of Country guidelines and contact details on the Wesfarmers extranet and our internal diversity blog.
	Corporate Affairs and Human Resources teams	November 2014	Observe Welcome to Country and Acknowledgement of Country at major company events, including the Wesfarmers annual general meeting.
Promote Aboriginal culture and success to the wider community			
Promote Aboriginal arts and culture as the National Gallery of Australia Indigenous Art Partner.	Manager, Wesfarmers Arts	Ongoing	Wesfarmers continues as the Indigenous Art Partner of the National Gallery of Australia.
Foster Aboriginal leadership and professional development in the visual arts through the Wesfarmers Arts Indigenous Fellowship.	Manager, Wesfarmers Arts	December 2014	Award 10 Associate Fellowships.
Continue to actively and ethically collect, display, appropriately document and lend the work of Aboriginal artists.	Manager, Wesfarmers Arts	Ongoing	Aboriginal art continues to comprise 15 percent of the Wesfarmers Collection of Australia Art.
			Promote Aboriginal art through company offices and publications.
			Share Aboriginal art with the national community through loans to museums and galleries.

Opportunities

Action	Responsibility	Timeline	Target
Grow and improve divisional Aboriginal strategies to achieve our overarching RAP objective of a workforce that reflects the communities we serve			
Embed systems that enable divisions to routinely identify Aboriginal team members when they commence, and to monitor Aboriginal team member development and retention.	Human Resources teams	July 2014 Commencing July 2014, then quarterly	Invite all new starters to identify as Aboriginal and/or Torres Strait Islander on their employee record. Report Aboriginal team member numbers and retention corporate office.
Refresh divisional Aboriginal strategies to reflect divisional priorities and opportunities.	Wesfarmers Indigenous Network Human Resources teams	November 2014	Update all divisional Aboriginal strategies to reflect this RAP (minimum of one action for each of Relationships, Respect and Opportunities).
Review all divisional recruitment and retention strategies to support sustainable Aboriginal employment at all levels and across all disciplines.	Human Resources teams	November 2014	One per cent of Wesfarmers' Australian workforce is Aboriginal.
Continue corporate office cadetship program.	Corporate office Human Resources department	Ongoing	Employ two cadets at all times.
Increase engagement with Aboriginal businesses			
Support divisions to engage with Aboriginal businesses as part of their supply chains.	Divisional supplier diversity advocates	June 2014	Minimum of four Wesfarmers divisions to be represented at Supply Nation Connect.
	Aboriginal Development Coordinator	November 2014	Hold one 'Meet the buyer' event to encourage purchasing relationships between Wesfarmers divisions and Aboriginal suppliers.
	Group Procurement Manager	November 2015 Six-monthly	Spend \$2,000,000 with Aboriginal-owned businesses. Update internal database of Aboriginal suppliers.

Tracking progress and reporting

Action	Responsibility	Timeline	Target
Refresh and report on RAP.	RAP Working Group Manager Aboriginal Affairs	September 2014	Complete the Reconciliation Australia RAP Impact Questionnaire and Business Council of Australia Indigenous Engagement Survey.
		November 2014	Report on and refresh the RAP. Include a RAP update in the Group Sustainability Report, including Aboriginal employee numbers.
		Annually	Provide a RAP update to the Wesfarmers leadership team and the Board.
Distribute RAP to key internal and external stakeholders.	Manager Aboriginal Affairs	November annually	RAP accessible on www.wesfarmers.com.au and www.reconciliation.org.au



About the artwork:

Jan Billycan

born c 1930
language: Yulparija
Kirriwirri 2010

synthetic polymer paint on board

91.0 x 60.5 cm each, 2 parts

The Wesfarmers Collection of Australian Art, Perth

© Jan Billycan, courtesy of Short St Gallery, Broome, Western Australia

Jan Billycan is a senior Yulparija Kimberley artist who paints the Kirriwirri country where she was born. Radiant and lyrical, her work is a poetic response to the colours, light and depths of this dynamic living landscape.

For more information about any of the programs in this RAP, please contact us:

+61 8 9327 4211 | reconciliation@wesfarmers.com.au | www.wesfarmers.com.au/rap

Designed by Marcus Lee Design. Printed by Print Junction. Both companies are certified by Supply Nation, of which Wesfarmers is a founding member.

*The word 'Aboriginal' is used throughout this document to denote all Aboriginal and/or Torres Strait Islander people. Wesfarmers acknowledges the support of the Australian Government's Indigenous Employment Program.