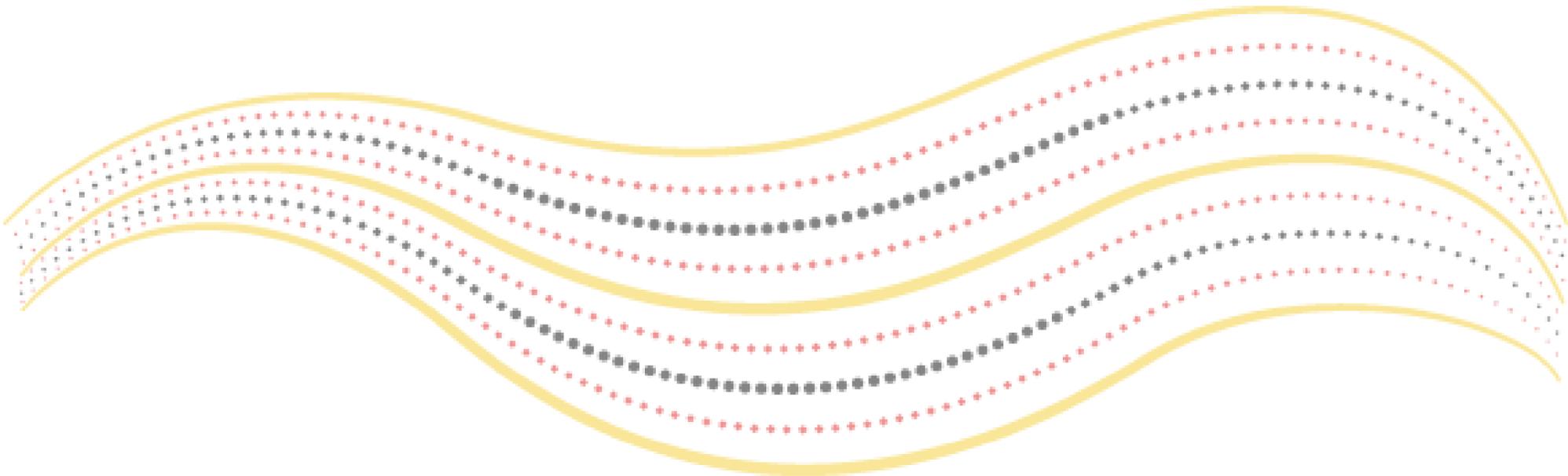


RECONCILIATION PLAN REFLECT

MAY 2022 – MAY 2023



Acknowledgement:

Wormald Australia pay our respects to Elders past, present and future, and to all Aboriginal and Torres Strait Islander peoples across the many communities in which we live, visit and work. We acknowledge the Aboriginal people as the Traditional Custodians of this land and waterways and extend this respect to all Aboriginal and Torres Strait Islander peoples.

Opening

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

Wormald Australia joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Wormald Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Wormald Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine
Chief Executive Officer
Reconciliation Australia



Message from our CEO

On behalf of the employees of Wormald Australia it is my privilege to present Wormald's first Reconciliation Action Plan.

Our RAP has been developed in line with our evolving business and our employees who have a genuine desire to become a part of the reconciliation process. Our RAP is an important part of our business strategy in which we recognise the value and opportunities that enriching our understanding of Aboriginal and Torres Strait Islander history can bring to our business, customers and society.

Wormald is a company that is proud to say it has helped protect people and property for over 130 years, I hope to expand on this to grow our company in order to further understand the challenges in our society especially First Nations communities so that we can build a better future together.

I hope this RAP will play a role in providing access to employment, education, training and community connection through all of Wormald's business activities.

My thanks go to the team who have helped develop this RAP and I look forward to being a part of this important journey of reconciliation.

Andrew Lee
CEO
Wormald



Our Business

Wormald has a long and proud history of delivering specialised fire, security and life safety expertise across Australia helping to protect people and property for over 130 years.

Wormald manages all phases of life and property protection projects from concept to completion, covering risk assessment, design, manufacturing, installation and servicing.

Wormald supplies specialist fire protection, high security and life safety services to a wide range of industries including mining/energy resources, healthcare, defence, hotels/accommodation, petrochemical, data & telecommunications, industrial, education, marine, commercial/facility management, retail and government.

Wormald operates in over 32 locations with 1000 employees nationally and currently there is one known employee who identifies as an Aboriginal and/or Torres Strait Islander person.

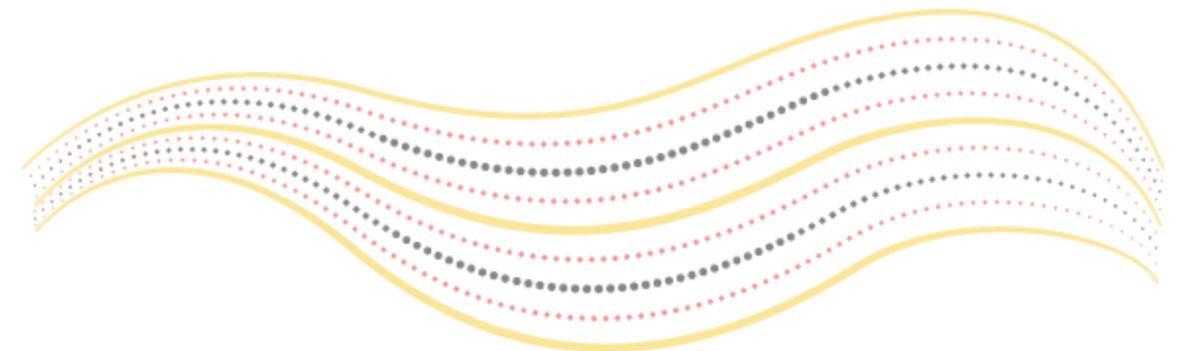
Wormald Indigenous logo

The design acknowledges the Indigenous First Nations Peoples of Australia. With colours of the Aboriginal flag and etchings inspired by Aboriginal art that adorn the iconic Wormald W.

The image also incorporates symbols that depict and portray a swirl of dots laced in colour, telling the story of casting of a net of through the realms and fabric of time to connect the past with the present and represent Wormald's concerted vision and goals, incorporating the world's oldest living culture into every day aspects of Wormald's business within contemporary Australian society.

The logo/design represents Acknowledgement and Journey!

This Indigenised design has been developed in collaboration with Wormald's First Nations Ambassador, Mr Dion Devow.



Our RAP

Wormald have made the decision to progress its reconciliation journey and have chosen to create a Reflect RAP.

Wormald is committed to completing and implementing the actions and initiatives in its RAP journey over the next 12 months.

This Reflect RAP is aimed to focus the organisation on building relationships both internally and externally and raise awareness with our stakeholders and employees to ensure there is shared understanding and ownership of the RAP within its operations.

Through this RAP Wormald would like to promote sustainable opportunities for Aboriginal and Torres Strait Islander peoples.

The development of future RAPS will involve consultation with employees across our organisation including Aboriginal and Torres Strait Islander employees where known and or stakeholders to achieve our vision.

Wormald has nominated an Executive Sponsor Mr David Ross – Regional General Manager QLD and part of Wormald’s Senior Leadership Team who will be responsible for driving engagement and awareness of Wormald’s RAP both internally and externally.





Our partnerships/ current activities

Wormald have commenced a partnership with Mr Dion Devow.

Dion is a three-time NAIDOC Award winner and an Australian Of the Year Recipient.

Wormald are very honoured and proud to be associated with Dion and have engaged him for guidance and direction in order to add his own rich personal story to our story.

We welcome Dion to the Wormald family.



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander Stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	July 2022	RAP Champion
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	July 2022	RAP Champion
2. Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	June 2022	Executive Sponsor
	<ul style="list-style-type: none"> Add RAP to induction for new employees. 	July 2022	LMS Administrator
	<ul style="list-style-type: none"> Identify with external stakeholders that our organisation can engage with on our reconciliation journey. 	August 2022	RAP Champion
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	August 2022	RAP Champion

Relationships

Action	Deliverable	Timeline	Responsibility
3. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	May 2022	Executive Sponsor
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW 	May 2022	RAP Champion
	<ul style="list-style-type: none"> Circulate Reconciliation Australia’s NRW resources and reconciliation materials to employees. 	May 2022	Marketing Executive
	<ul style="list-style-type: none"> Change Email Signatures and IT background to include NRW to encourage awareness. 	May 2022	IT Infrastructure Manager
4. Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> Conduct a review of Wormald’s policies and procedures to identify existing anti-discrimination provision and future needs. 	July 2022	HR Manager
	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	June 2022	HR Manager

Respect

Action	Deliverable	Timeline	Responsibility
5. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	<ul style="list-style-type: none">Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2022	Marketing Executive
	<ul style="list-style-type: none">Investigate external NAIDOC Week events and programs in the locations we operate.	July 2022	Marketing Executive & HR Manager
	<ul style="list-style-type: none">Promote external events in local areas across locations we operate.	July 2022	Marketing Executive
	<ul style="list-style-type: none">RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2022	RAP Champion
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none">Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	July 2022	HR Manager
	<ul style="list-style-type: none">Conduct a review of cultural learning needs within our organisation and engage with our partner (Dion Devow) to create cultural learning program.	July 2022	HR Manager

Respect

Action	Deliverable	Timeline	Responsibility
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	<ul style="list-style-type: none">• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisations operational area.	August 2022	RAP Champion
	<ul style="list-style-type: none">• Increase employee’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to County protocols and include in cultural learning program	August 2022	Learning and Development Manager

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	June 2022	HR Manager
	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	August 2022	HR Manager
	<ul style="list-style-type: none"> Identify future employment and professional development opportunities for current Aboriginal and Torres Strait Islander employees as they are identified. 	August 2022	HR Manager
	<ul style="list-style-type: none"> Ensure that all external advertisements encourage applications from Aboriginal and Torres Strait Islander people. 	May 2022	HR Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	May 2022	Procurement Officer
	<ul style="list-style-type: none"> Investigate Supply Nation membership 	June 2022	Procurement Officer

Governance

Action	Deliverable	Timeline	Responsibility
<p>10. Establish and Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</p>	<ul style="list-style-type: none"> Ask for expressions of interest from the organisation to become members of the RAP working group (RWG) committee. 	<p>May 2022</p>	<p>RAP Executive Sponsor</p>
	<ul style="list-style-type: none"> Maintain RAP Working Group with a cross section of employees/managers and a member from the Senior Leadership Team. 	<p>June 2022</p>	<p>RAP Executive Sponsor</p>
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG 	<p>August 2022</p>	<p>RAP Executive Sponsor</p>
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	<p>March 2023</p>	<p>RAP Executive Sponsor</p>
<p>11. Provide appropriate support for effective implementation of RAP commitments.</p>	<ul style="list-style-type: none"> Define Resource needs for RAP implementation. 	<p>August 2022</p>	<p>RAP Executive Sponsor</p>
	<ul style="list-style-type: none"> Develop a RAP communications plan 	<p>June 2022</p>	<p>Marketing Executive</p>
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	<p>June 2022</p>	<p>Marketing Executive</p>
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments across the country. 	<p>June 2022</p>	<p>RAP Executive Sponsor</p>

Governance

Action	Deliverable	Timeline	Responsibility
<p>12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</p>	<ul style="list-style-type: none">• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	<p>30 September 2022</p>	<p>HR Manager</p>
<p>13. Continue our reconciliation journey by developing our next RAP.</p>	<ul style="list-style-type: none">• Register via Reconciliation Australia’s website to begin developing Wormald’s next RAP.	<p>February 2023</p>	<p>HR Manager</p>

Contact Details

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