

**100** years  
Thousands  
of stories

  
**Wesfarmers**



**2014 Reconciliation Action Plan  
Report and FY15 – FY16  
Reconciliation Action Plan**



## 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 operations are grouped into seven autonomous divisions: Coles; Home Improvement and Office Supplies (includes Bunnings and Officeworks); Target; Kmart; 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.

We currently employ around 1,700 Aboriginal and Torres Strait Islander people.

## Our Reconciliation Action Plan

This is our sixth Reconciliation Action Plan (RAP). 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.

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 strategies. These strategies are aligned with our RAP and reflect unique divisional priorities, operations, locations and cultures.

Our RAP is overseen by a Steering Committee that consists of non-Indigenous and Aboriginal and Torres Strait Islander staff members, members of the Wesfarmers Leadership Team and an external Aboriginal advisor. Additionally, Aboriginal and Torres Strait Islander people lead Aboriginal and Torres Strait Islander programs in three divisions.

In 2014, we made the decision to transition from a calendar-year RAP to one published every two years at the conclusion of the financial year. Transitioning to a financial year document aligns our RAP with the Wesfarmers Annual Report and Sustainability Report. Because of this change in reporting periods, there is a six-month overlap between our 2014 RAP reporting period and 2015 – 2016 RAP commitments.

This document contains a detailed report against Wesfarmers' 2014 RAP and Wesfarmers' 2015 – 2016 RAP commitments.

## Report legend

Exceeded	In progress
Achieved	Not achieved

# 2014 Reconciliation Action Plan Report

## Relationships

Action	Timeline	Target	Status	Comments
Support Aboriginal and Torres Strait Islander organisations through the provision of skilled secondees	December 2014	Provide 25 six-week secondments		<ul style="list-style-type: none"> <li>Wesfarmers provided 17 six-week secondments through its partnership with Jawun Indigenous Corporate Partnerships.</li> <li>Bunnings piloted a one-week team member secondment to The Clontarf Foundation in Brewarrina.</li> <li>Officeworks provided a one-week secondee to the Desert Feet Tour.</li> <li>Wesfarmers corporate office provided a one-week secondee to conduct a feasibility analysis of an agri-development project in Alekerange (Ali Curung) community.</li> </ul>
Partner with programs and organisations that foster Aboriginal and Torres Strait Islander education access and study-to-work transitions	June 2014 Ongoing	Maintain a national portfolio of Aboriginal and Torres Strait Islander community partnerships Participate in community partners' events Provide in-kind support to community partners as appropriate		<ul style="list-style-type: none"> <li>Wesfarmers corporate office continued its partnerships with The Clontarf Foundation, the Graham (Polly) Farmer Foundation, The Kaiela Institute and Celebrate WA (Western Australian of the Year Aboriginal Award). It also provided support to Gina Williams' Noongar language song recording project. FY14 Aboriginal and Torres Strait Islander sponsorships totalled \$617,500.</li> <li>Wesfarmers commenced a four-year, national partnership with the Australian Indigenous Mentoring Experience (AIME). Wesfarmers Resources continued its partnership with AIME. Wesfarmers corporate office and Wesfarmers Industrial and Safety (WIS) celebrated AIME National Hoodie Day. Target commenced in-kind support to AIME through the donation of mentor and mentee uniforms and hoodies for National Hoodie Day.</li> <li>Students from The Clontarf Foundation visited Officeworks, WesCEF, Wesfarmers Resources and Wesfarmers head offices.</li> <li>Wesfarmers divisions provided financial and/or in-kind support to a range of Aboriginal and Torres Strait Islander organisations and programs including but not limited to The Fred Hollows Foundation Indigenous Australia program, the Australian Literacy and Numeracy Foundation*, The Smith Family*, Red Dust Role Models, Tribal Warrior Association, Australian Football League Indigenous Programs, AFL NT*, Desert Feet Tour, the Jimmy Pike Trust, The Clontarf Foundation (WesCEF), The Long Walk and the Yarramunua Foundation.</li> </ul> <p>*These organisations provide support to Aboriginal and Torres Strait Islander communities.</p>
Celebrate National Reconciliation Week (NRW) and support team members to participate in community events	27 May – 3 June annually	Distribute information about NRW to all divisions Hold five internal events to promote NRW.		<ul style="list-style-type: none"> <li>Information about NRW was made available to divisions on the diversity@wesfarmers blog.</li> <li>Kmart and Wesfarmers corporate office held NRW events.</li> <li>Officeworks celebrated NRW with team members and customers in more than 80 stores.</li> <li>WIS celebrated NRW nationally, with tailored intranet communications and events in many offices and branches.</li> </ul>

Action	Timeline	Target	Status	Comments
Ensure alignment of Wesfarmers' and Aboriginal and Torres Strait Islander community aspirations through an effective RAP Working Group (or equivalent)	June 2014 Annually Ongoing	Re-launch the RAP Working Group (or equivalent) Two RAP Working Group meetings held All divisions encouraged to seek internal and external Aboriginal input into RAP activities		<ul style="list-style-type: none"> <li>The Wesfarmers RAP Working Group was reformed and re-named the Wesfarmers RAP Steering Committee. Two meetings were held.</li> <li>Coles, Officeworks and WIS have Aboriginal strategy steering committees that incorporate Aboriginal and Torres Strait Islander perspectives.</li> <li>WesCEF has an Aboriginal Engagement and Advisory Group that meets twice per year to facilitate sharing of information and ideas between local Aboriginal community members and WesCEF leaders.</li> <li>Coles, Target and Wesfarmers Chemicals, Energy &amp; Fertilisers (WesCEF) Aboriginal and Torres Strait Islander programs are led by Aboriginal and Torres Strait Islander people.</li> </ul>
Drive divisional RAP engagement through the Wesfarmers Indigenous Network	Annually	Hold two Wesfarmers Indigenous Network Days Four teleconferences held		<ul style="list-style-type: none"> <li>The Wesfarmers Indigenous Network (WIN) is an internal network that facilitates the sharing of RAP-related information between Wesfarmers divisions.</li> <li>In 2014, the WIN met face-to-face twice and via teleconference five times.</li> </ul>
Share RAP learnings internally and externally	Ongoing	Regular sharing of best practice via diversity@wesfarmers, our internal diversity blog Participate in relevant, external forums such as the Business Council of Australia (BCA) Business Indigenous Network		<ul style="list-style-type: none"> <li>The diversity@wesfarmers blog facilitates sharing of information about diversity initiatives, including the RAP, between Wesfarmers divisions. It is updated monthly.</li> <li>Wesfarmers regularly participates in the BCA Business Indigenous Network and Supplier Diversity Steering Committee.</li> <li>Wesfarmers regularly participates in consultations conducted by Government, Reconciliation Australia and other organisations.</li> </ul>

## Respect

Action	Timeline	Target	Status	Comments
Develop the cultural awareness of our team members	Ongoing  Ongoing  November 2015	Provide cultural awareness training to existing team members as part of all Aboriginal and Torres Strait Islander employment programs  Include this RAP or divisional diversity strategies in all team member inductions  Incorporate Aboriginal and Torres Strait Islander content into leadership development programs  600 people complete cultural awareness training		<ul style="list-style-type: none"> <li>Bunjil creation story resources (DVD and story book) developed by Kmart in collaboration with Wurundjeri Traditional Owners and distributed to schools across Victoria.</li> <li>Cultural awareness training is provided as part of all Aboriginal and Torres Strait Islander employment programs.</li> <li>In 2014, 706 team members completed face-to-face cultural awareness training.</li> <li>Aboriginal and Torres Strait Islander content was included in Wesfarmers, Kmart, Officeworks, Target and WIS national conferences.</li> <li>WIS developed and implemented an Indigenous Online Induction for new starters, including an introduction to this RAP and the WIS Aboriginal and Torres Strait Islander Strategy.</li> </ul>
Develop the cultural awareness of Wesfarmers executives	June 2015  November 2015	Four divisional leadership teams complete cultural awareness training  30 senior leaders attend an off-site cultural immersion experience		<ul style="list-style-type: none"> <li>WIS team members and suppliers participated in The Fred Hollows Foundation 'See Australia' trip.</li> <li>To date, Kmart, Target, Resources, WesCEF and WIS leadership teams have completed cultural awareness training.</li> <li>Five Wesfarmers Board and executive members participated in Jawun Indigenous Corporate Partnerships executive trips.</li> <li>WesCEF and WIS continue to provide face-to-face cultural awareness training for senior leaders.</li> </ul>
Maintain database of cultural awareness training providers	Ongoing	Cultural awareness training provider database available on diversity@wesfarmers		<ul style="list-style-type: none"> <li>A database of cultural awareness trainers is accessible via diversity@wesfarmers.</li> </ul>
Celebrate NAIDOC Week and support team members to participate in community NAIDOC Week events	July annually	Distribute information about NAIDOC Week to all divisions  Hold five internal events to promote NAIDOC Week, including one event in corporate office		<ul style="list-style-type: none"> <li>NAIDOC Week was celebrated in Wesfarmers corporate offices, Kmart head office and Officeworks and Bunnings stores.</li> <li>Information about NAIDOC Week was published on diversity@wesfarmers.</li> <li>WIS promoted NAIDOC Week with educational internal communications, events, and the inclusion of Aboriginal and Torres Strait Islander guests and speakers.</li> </ul>
Acknowledge Traditional Owners of the land at appropriate events	Ongoing  November 2014	Share Welcome to Country and Acknowledgement of Country guidelines and contact details on the Wesfarmers extranet and diversity@ wesfarmers blog  Observe Welcome to Country at major company events, including the Wesfarmers Annual General Meeting		<ul style="list-style-type: none"> <li>Acknowledgement of Country and Welcome to Country guidelines are available on the Wesfarmers extranet and diversity@wesfarmers.</li> <li>Acknowledgement of Country and Welcome to Country protocols are observed regularly, including at divisional national conferences, the Wesfarmers Leadership Conference and the Wesfarmers Annual General Meeting</li> <li>Welcomes to country are often included in new store openings.</li> </ul>

Action	Timeline	Target	Status	Comments
Promote Aboriginal and Torres Strait Islander arts and cultures as the National Gallery of Australia Indigenous Art Partner	Ongoing	Wesfarmers continues as the Indigenous Art Partner of the National Gallery of Australia		<ul style="list-style-type: none"> <li>Wesfarmers continued as the Indigenous Art Partner of the National Gallery of Australia.</li> </ul>
Foster Aboriginal and Torres Strait Islander leadership and professional development in the visual arts through the Wesfarmers Arts Indigenous Fellowship	December 2014	Award 10 Associate Fellowships		<ul style="list-style-type: none"> <li>Complete.</li> <li>To date, Wesfarmers has supported 50 Wesfarmers Arts Indigenous Leadership scholarships and 4 Wesfarmers Arts Fellowships.</li> </ul>
Continue to actively and ethically collect, display, appropriately document and lend the work of Aboriginal and Torres Strait Islander artists	Ongoing	Aboriginal and Torres Strait Islander art continues to comprise 15 percent of the Wesfarmers Collection of Australia Art Promote Aboriginal and Torres Strait Islander art through company offices and publications Share Aboriginal and Torres Strait Islander art with the national community through loans to museums and galleries		<ul style="list-style-type: none"> <li>Complete and ongoing. Aboriginal and Torres Strait Islander art is part of the <i>Luminous World: Contemporary Art from the Wesfarmers Collection</i> touring exhibition. Wesfarmers is a corporate partner and member of the Indigenous Art Code.</li> </ul>

## Opportunities

Action	Timeline	Target	Status	Comment
Embed systems that enable divisions to routinely identify Aboriginal and Torres Strait Islander team members when they commence, and to monitor Aboriginal and Torres Strait Islander team member development and retention	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 and Torres Strait Islander team member numbers and retention corporate office		<ul style="list-style-type: none"> <li>Throughout 2014, all divisions adjusted their employee databases to enable regular reporting on Aboriginal and Torres Strait Islander employee numbers.</li> <li>Quarterly reporting of Aboriginal and Torres Strait Islander numbers has commenced.</li> <li>Quarterly reports will be circulated to the Wesfarmers Leadership Team.</li> </ul>
Refresh divisional Aboriginal strategies to reflect divisional priorities and opportunities	November 2014	Update all divisional Aboriginal strategies to reflect this RAP (minimum of one action for each of Relationships, Respect and Opportunities)		<ul style="list-style-type: none"> <li>In 2014, five divisions launched new or updated Aboriginal strategies.</li> <li>Remaining divisions continue work to enhance Aboriginal and Torres Strait Islander engagement in their workplaces.</li> </ul>
Review all divisional recruitment and retention strategies to support sustainable Aboriginal and Torres Strait Islander employment at all levels and across all disciplines	November 2014	1 per cent of Wesfarmers' Australian workforce is Aboriginal and or Torres Strait Islander		<ul style="list-style-type: none"> <li>Wesfarmers started collecting information about employees' ethnicity in 2010, thus we do not have comprehensive information about the Aboriginality of our workforce.</li> <li>Data collected in 2014 indicates that our Group-wide workforce is at least 0.9% Aboriginal and or Torres Strait Islander.</li> </ul>
Continue corporate office cadetship program	Ongoing	Employ two cadets at all times		<ul style="list-style-type: none"> <li>Two cadets completed their cadetships at the end of 2013.</li> <li>Wesfarmers corporate office currently employs one cadet and is actively exploring further employment opportunities for Aboriginal and Torres Strait Islander people.</li> </ul>

Action	Timeline	Target	Status	Comment
Support divisions to engage with Aboriginal and Torres Strait Islander businesses as part of their supply chains	June 2014 November 2014 November 2015 Six-monthly	Minimum of four Wesfarmers divisions attend Supply Nation Connect Hold one "Meet the buyer" event to encourage purchasing relationships between Wesfarmers divisions and Aboriginal and Torres Strait Islander suppliers Spend \$2,000,000 with Aboriginal and Torres Strait Islander-owned businesses Update internal database of Aboriginal and Torres Strait Islander suppliers		<ul style="list-style-type: none"> <li>• Wesfarmers continues its membership of Supply Nation.</li> <li>• To date, Wesfarmers divisions have spent more than \$20 million with Supply Nation-certified suppliers.</li> <li>• In 2014, Coles held a "Meet the buyer" event with members of Coles sourcing and procurement teams. This was attended by 13 Supply Nation suppliers.</li> <li>• Representatives of five divisions and corporate office attended Supply Nation Connect.</li> <li>• Representatives of five divisions and corporate office attended in-house supplier diversity training, which was delivered by Supply Nation facilitators in October 2014.</li> <li>• A database of Aboriginal and Torres Strait Islander suppliers is on diversity@wesfarmers and the Wesfarmers intranet.</li> </ul>



# FY15 – FY16 Reconciliation Action Plan

This section contains Wesfarmers' Reconciliation Action Plan commitments for the 2015 and 2016 financial years (1 July 2014 to 30 June 2016).

## 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 culture and addressing Aboriginal and Torres Strait Islander disadvantage.

Action	Timeline	Target	Responsibility	Guiding principles for divisions
<b>Build our networks</b>				
Drive divisional RAP engagement through the Wesfarmers Indigenous Network (WIN)	Each financial year, reported at June 2016	Two face-to-face meetings held per year  Four teleconferences held per year  Learnings and success shared via the diversity@wesfarmers	Manager Aboriginal Affairs  Wesfarmers Indigenous Network	Participate regularly and actively in the WIN
Ensure alignment of Wesfarmers' RAP and Aboriginal and Torres Strait Islander community aspirations through our RAP Steering Committee	February and August annually	Two face-to-face meetings held	Manager Aboriginal Affairs  RAP Steering Committee	Seek Aboriginal and Torres Strait Islander advice and leadership on Aboriginal engagement and employment activities
Foster mutually-beneficial and multi-faceted partnerships with organisations that foster Aboriginal and Torres Strait Islander education and employment outcomes	Reported at June 2016	Portfolio of Aboriginal and Torres Strait Islander community partnerships maintained, including national partnerships with The Clontarf Foundation and the Australian Indigenous Mentoring Experience  Regular participation in community partners' events	Executive General Manager Corporate Affairs  Manager Sustainability and Community Partnerships  Manager Aboriginal Affairs	Seek opportunities to provide financial and in-kind support to Aboriginal and Torres Strait Islander organisations and programs  Identify opportunities to leverage this support of Aboriginal organisations and programs
Share success and opportunities with Aboriginal and Torres Strait Islander communities nationally	February 2015	Aboriginal media circulation list developed and available on the Wesfarmers intranet and diversity@wesfarmers	Aboriginal Affairs Advisor	Promote Aboriginal employment opportunities and good news stories in Aboriginal media
Promote and celebrate National Reconciliation Week (NRW)	27 May – 3 June annually	Information about NRW provided to all divisions  10 NRW events held, including one in corporate office	Wesfarmers Indigenous Network	Celebrate NRW internally  Support team members to participate in community NRW events

Action	Timeline	Target	Responsibility	Guiding principles for divisions
<b>Create champions</b>				
Support Aboriginal and Torres Strait Islander organisations through the provision of skilled secondees and volunteers	June 2016	150 weeks of service provided to Aboriginal and Torres Strait Islander organisations	Human Resources teams Manager Aboriginal Affairs	Promote the Wesfarmers Jawun Secondment Program internally and nominate appropriately qualified team members to participate  Seek ways to support Aboriginal and Torres Strait Islander organisations through pro bono contributions and volunteering
Design and implement a RAP Champions program to recognise outstanding supporters of the RAP throughout the Wesfarmers Group	December 2015	RAP Champions program commenced	Manager Aboriginal Affairs Aboriginal Affairs Advisor	Recognise and celebrate the contributions of team members involved in Aboriginal engagement activities.
Raise awareness about the Wesfarmers RAP internally	December 2015	Three RAP engagement events held nationally (Sydney, Melbourne and Perth)	Manager Aboriginal Affairs Aboriginal Affairs Advisor Wesfarmers Indigenous Network	Nominate team members to attend RAP engagement events
	December 2015	Two Wesfarmers Jawun Secondment Program alumni networking events held	Manager Aboriginal Affairs Aboriginal Affairs Advisor	Promote Wesfarmers Jawun Secondment Program networking events to appropriate team members

## Respect

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.

Action	Timeline	Target	Responsibility	Guiding principles for divisions
<b>Foster inclusive workplaces</b>				
Acknowledge Traditional Owners	June and December annually  Reported at June 2016	Welcome to Country and Acknowledgement of Country protocols reviewed and available on Wesfarmers intranet and diversity@wesfarmers  Welcome to Country practised at major events, including Wesfarmers Annual General Meeting and Leadership Conference  Maintain a national database of Traditional Owner group contact details and make it available on the Wesfarmers intranet and diversity@wesfarmers	Aboriginal Affairs Advisor  Corporate Affairs and Human Resources teams	Share and promote Welcome to Country and Acknowledgement of Country protocols  Include a Welcome to Country or Acknowledgement of Country at significant internal and external events, such as new store or office openings  Contribute to the national database of Traditional Owner group contact details
Develop the cultural awareness of our leaders	December 2015  June 2016	All (8) divisional leadership teams completed cultural awareness training  All of the Wesfarmers Leadership Team and Board have participated in an "on country" cultural experience  All of the Wesfarmers Leadership Team to have developed a personalised, location-specific Acknowledgement of Country they deliver in accordance with the protocols	Manager Aboriginal Affairs  Wesfarmers Indigenous Network	Provide cultural awareness training to divisional leadership teams  Seek opportunities for executives to increase their cultural awareness through 'on country' cultural experiences  Provide professional development opportunities for all members of the Wesfarmers Leadership Team to develop a personalised location specific Acknowledgement of Country
Develop the cultural awareness of our team members	January 2015 - June 2016	500 people completed face-to-face cultural awareness training  National database of cultural awareness trainers reviewed and available on Wesfarmers intranet and diversity@wesfarmers  <a href="http://www.shareourpride.org.au">www.shareourpride.org.au</a> is included on the Wesfarmers intranet and extranet Reporting a mechanism developed to accurately record numbers of people who have completed cultural awareness training	Human Resources teams  Manager Aboriginal Affairs	Provide cultural awareness training to existing teams as part of Aboriginal employment programs  Contribute to the national database of cultural awareness trainers
Include this RAP in team member inductions and development programs	Reported June 2016	This RAP is included in all Wesfarmers corporate office inductions	Aboriginal Affairs Advisor	Incorporate this RAP or divisional diversity or Aboriginal strategy into team member inductions

Action	Timeline	Target	Responsibility	Guiding principles for divisions
<b>Celebrate culture</b>				
Celebrate NAIDOC Week	July 2015	Information about NAIDOC Week provided to all divisions 10 NAIDOC Week events held, including one in corporate office	Wesfarmers Indigenous Network	Celebrate NAIDOC Week internally  Support team members to participate in community NAIDOC Week events
Collect, display, document and lend the work of Aboriginal and Torres Strait Islander artists and observe the Indigenous Art Code	Reported June 2016	Around 15 per cent of Wesfarmers Collection of Australian Art is by Aboriginal and Torres Strait Islander artists	Manager, Wesfarmers Arts	Seek opportunities to promote and celebrate Aboriginal and Torres Strait Islander cultures internally and externally  Observe the Indigenous Art Code or other relevant cultural protocols
Foster Aboriginal and Torres Strait Islander leadership and professional development in the arts through the Wesfarmers Arts Indigenous Fellowship	December 2015	10 Associate Fellowships Awarded	Manager, Wesfarmers Arts	Promote the Wesfarmers Arts Indigenous Fellowship program and recipients
Promote Aboriginal arts and culture as the National Gallery of Australia (NGA) Indigenous Art Partner	Reported June 2016	Wesfarmers retained as the NGA Indigenous Art Partner	Manager, Wesfarmers Arts	Promote Wesfarmers Arts' partnerships with the NGA
Seek opportunities to showcase Aboriginal and Torres Strait Islander culture through events and products	Reported June 2016	Aboriginal and Torres Strait Islander performers considered and engaged for internal events  Minimum of four performances	Wesfarmers Indigenous Network	Consider Aboriginal and Torres Strait Islander artists and performers for internal events  Consider collaborations with Aboriginal designers and artists on products

## Opportunities

We will work towards our objective of increasing Aboriginal representation in our workforce in order to reflect and relate to the communities in which we operate. We understand that Aboriginal employment success will happen when our workplaces are appreciative of cultural diversity. This appreciation will benefit our entire workforce.

Action	Timeline	Target	Responsibility	Guiding principles for divisions
<b>Grow our workforce</b>				
Increase our Aboriginal and Torres Strait Islander workforce through direct and targeted employment opportunities such as cadetships, traineeships and pre-employment training programs	December 2019	Wesfarmers Aboriginal and Torres Strait Islander workforce is 2.5 per cent Aboriginal and Torres Strait Islander, spanning entry level to managerial roles	Human Resources teams	Implement Aboriginal and Torres Strait Islander employment programs to achieve a workforce that reflects the community we serve by 2019 (approximately 2.5 per cent nationally)  Seek to employ and develop Aboriginal and Torres Strait Islander people at all levels of the business
Continue Aboriginal cadetship program at Wesfarmers corporate office	Reported June 2016	Two cadets (or equivalent) employed at all times in corporate office	Aboriginal Affairs Advisor	
Scope Wesfarmers-wide collaborations to increase Aboriginal and Torres Strait Islander team membership (for example, a place-based employment program)	Reported June 2016	Divisions consulted on appropriate collaborations and/or support mechanism  Findings implemented	Aboriginal Affairs Advisor	Participate in consultations on how Wesfarmers corporate office can facilitate cross-divisional collaborations  Participate in cross-divisional programs
<b>Develop our people</b>				
Collect and report data about Aboriginal and Torres Strait Islander team membership, development and retention	March, June, October and December annually	Aboriginal and Torres Strait Islander employee data collected quarterly and reported to the Wesfarmers Leadership Team	Human Resources teams  Manager Aboriginal Affairs	Invite all Aboriginal and/or Torres Strait Islander new starters to identify Report on Aboriginal and Torres Strait Islander employee data quarterly
Encourage Aboriginal and Torres Strait Islander participation in internal development programs	Reported June 2016	Aboriginal and Torres Strait Islander candidates sought and considered for all Wesfarmers-convened development programs	Aboriginal Affairs Advisor  Wesfarmers Indigenous Network	Seek Aboriginal and Torres Strait Islander nominees for internal development programs, including managerial training programs
Scope and implement an Aboriginal & Torres Strait Islander team member forum to discuss issues impacting Aboriginal & Torres Strait Islander team members & career development	December 2015	Aboriginal and Torres Strait Islander staff forum scoped and held (pending outcomes of the scoping exercise)	Aboriginal Affairs Advisor	Promote the Wesfarmers and Torres Strait Islander Aboriginal team member forum when established

Action	Timeline	Target	Responsibility	Guiding principles for divisions
<b>Leverage our supply chain</b>				
Increase spend with Aboriginal and Torres Strait Islander suppliers (includes direct purchasing and second-tier arrangements)	June 2016	Cumulative spend of \$40 million with Aboriginal and Torres Strait Islander suppliers	Group Procurement Manager Aboriginal Affairs Manager	Identify opportunities to reach Wesfarmers' target of a \$40 million cumulative spend with Aboriginal and Torres Strait Islander suppliers  Seek opportunities to incorporate Aboriginal and Torres Strait Islander suppliers through direct and second tier purchasing arrangements
Meet, develop and purchase from Aboriginal and Torres Strait Islander suppliers	Renewed annually in June  Per Supply Nation Connect schedule  At Supply Nation Connect	Wesfarmers is a member of Supply Nation  Wesfarmers delegates attend Supply Nation Connect conference/s  Fact sheet on "Supplying to Wesfarmers" developed and distributed to interested Aboriginal and Torres Strait Islander suppliers	Aboriginal Affairs Advisor	Educate relevant procurement team members about supplier diversity and Wesfarmers' membership of Supply Nation  Identify appropriate team members to attend Supply Nation events
Promote Aboriginal and Torres Strait Islander businesses internally	Updated in June and December annually	National database of Aboriginal and Torres Strait Islander suppliers maintained and available on the Wesfarmers intranet and diversity@wesfarmers  Aboriginal and Torres Strait Islander suppliers introduced to relevant divisions	Aboriginal Affairs Advisor	Contribute to the national database of Aboriginal and Torres Strait Islander suppliers  Meet with Aboriginal and Torres Strait Islander suppliers and provide feedback to support supplier development

## Tracking and reporting

Action	Timeline	Target	Responsibility	Guiding principles for divisions
Report on RAP annually	October – November annually	RAP Impact Measurement Survey completed Business Council of Australia Indigenous Engagement Survey completed Updates provided to Wesfarmers Board and Leadership Team RAP report included in Wesfarmers Sustainability Report (including Aboriginal and Torres Strait Islander employee numbers)	RAP Steering Committee  Manager Aboriginal Affairs	Contribute to Wesfarmers reporting processes