

# CELEBRATING RECONCILIATION



**OUR 2019 JOURNEY**

  
**Wesfarmers**



## **ABOUT WESFARMERS**

From its origins in 1914 as a Western Australian farmers' cooperative, Wesfarmers has grown into one of Australia's largest listed companies. With headquarters in Perth, Wesfarmers' diverse businesses in this year's review cover: home improvement; apparel, general merchandise and office supplies, and an Industrials division with businesses in chemicals, energy and fertilisers and industrial safety products. Prior to its Coles demerger and other divestments in 2018, the Group's businesses also included supermarkets, liquor, hotels and convenience retail and coal. Wesfarmers is one of Australia's largest private sector employers with approximately 105,000 team members and is owned by approximately 484,000 shareholders.

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## **OUR RAP LOGO**

Our Reconciliation Action Plan (RAP) logo was created with support from Marcus Lee Design and depicts 'yonga' tracks, the name given to the kangaroo by the Nyoongar peoples of Western Australia. 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**



# CELEBRATING OUR JOURNEY

Welcome to Wesfarmers' 2019 celebration of our journey towards reconciliation.

This booklet contains stories which showcase some of the many activities, programs and celebrations from across our businesses, as we work together to close the gap on Indigenous\* disadvantage.

It also contains commitments from our RAP, as we build on our progress to date.

The Wesfarmers Stretch RAP for 2017 – 2020 can be found online at [www.wesfarmers.com.au/our-impact/indigenous-engagement/reconciliation-action-plan/2017-reconciliation-action-plan](http://www.wesfarmers.com.au/our-impact/indigenous-engagement/reconciliation-action-plan/2017-reconciliation-action-plan)

\*In this document the term 'Indigenous' is intended to reflect all Aboriginal and Torres Strait Islander peoples.



Indigenous art mural at the Target store in Kununurra, Western Australia



## MESSAGE FROM OUR MANAGING DIRECTOR

Working across a number of Wesfarmers businesses over a long time, I've seen first hand the positive contribution we can make to closing the gap on Indigenous disparity.

At Wesfarmers, we are focused on ensuring that Aboriginal and Torres Strait Islander people feel welcome in our businesses as team members, customers, suppliers and visitors. The dedication and enthusiasm of our team members to engage with our local communities is making a meaningful difference.

When we implemented the demerger in 2018, Coles employed around 4,000 Indigenous team members making it one of the leading employers of Indigenous people in Australia. We were very proud to demerge Coles with this Wesfarmers legacy.

As at 30 June 2019, we employed 1,755 Indigenous team members across our continuing businesses. This is 1.8 per cent of our Australian workforce. We are dedicated to driving reconciliation through further employment and training opportunities.

Wesfarmers' RAP and Indigenous strategy is focused around five core areas.

First, employment – we aim to have a workplace that reflects the diversity of the communities we serve. We employ Indigenous people in all our businesses across Australia and have set a target of employment parity, which is three per cent of our workforce by the end of 2022.

Second, career development – we want our Indigenous team members to have fulfilling jobs, but also to provide them with opportunities to build successful, rewarding careers, progressing through the organisation on their own leadership journey.

Third, supplier engagement – increasing the diversity of our supplier base is an important area where we can make a real difference to the economic prosperity of Indigenous people and communities, while also enhancing our own businesses. Today, we are working with Indigenous businesses to support them to develop and scale.



Fourth, community partnerships – we recognise the value of sharing our knowledge and exploring ways of collaborating with national and local community partners. We're particularly proud of our partnership with The Clontarf Foundation which goes back to 2001, as a founding supporter. The engagement between our businesses and many Clontarf academies across Australia is exciting. We employ some 400 young Indigenous men through Clontarf and take great confidence in seeing them complete their high school education and enter the workforce – sometimes with our businesses.

Lastly, celebrating Indigenous culture – by recognising Indigenous heritage and culture, we are building a shared identity among all Australians. We offer cultural awareness training throughout many of our businesses. We acknowledge and respect the Indigenous owners of the land where we work and meet. For many years, we have supported contemporary Indigenous art – recognised as Australia's greatest contribution to world culture. We do this through our Wesfarmers Arts sponsorship program and The Wesfarmers Collection of Australian art.

Our vision for reconciliation is an Australia where everyone has an equal opportunity.

We recognise that we have an opportunity to contribute to Australia's reconciliation journey.

We will have played our part when our workplaces fully reflect the diversity of the communities we serve, and when more of our suppliers are Indigenous businesses, supporting their local Indigenous communities.

This is not an easy journey, and we are not there yet – but we are committed to playing our role, and I look forward to working with our employees, customers, suppliers and the community as we continue this journey.



**Rob Scott**  
**Managing Director**  
**Wesfarmers**



## MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia congratulates Wesfarmers on the leadership it has shown throughout its extensive reconciliation journey, and the achievements made in working toward a just, equitable and reconciled Australia.

Reconciliation requires organisations and Aboriginal and Torres Strait Islander communities to work in partnership to achieve mutually beneficial outcomes; practice respectful communication and understanding of Aboriginal and Torres Strait Islander peoples, histories and cultures; and drive social and economic change through training and development and employment opportunities.

Since adopting its first RAP in 2009, Wesfarmers has continuously demonstrated its deep commitment to reconciliation through tangible actions, and I commend them for the efforts made against their seventh RAP objectives.

Over the course of this journey, Wesfarmers has championed reconciliation at every level of the organisation. Reconciliation is advanced through the continued development of relationships, respect and opportunities between Aboriginal and Torres Strait Islander and non-Indigenous stakeholders. In this, Wesfarmers clearly welcomes positive and sustainable organisational change.

On behalf of Reconciliation Australia, I commend Wesfarmers on its past achievements and look forward to following its continued 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 is focused on ensuring that Aboriginal and Torres Strait Islander people feel welcome in our businesses as team members, customers, suppliers and visitors.

Wesfarmers' Reconciliation Action Plan is focused on five core areas.

## **1 Sustainable employment**

As one of Australia's largest employers, we believe we can provide Indigenous people with opportunities to participate in sustainable employment.

As at 30 June 2019, we employed 1,755 Indigenous team members which is 1.8 per cent of our Australian workforce.

Over the coming years, we aim to increase our Indigenous team members by a further 1,600 roles, 800 of which will be aimed at Indigenous high school students. This will see total Indigenous team member numbers increase to more than 3,000, representing three per cent of our Australian workforce.

## **2 Career progression**

We want to provide our Indigenous team members with fulfilling jobs including opportunities to build successful careers which progress through the organisation. We have an opportunity to increase the number of Indigenous people in management positions and have plans to support the leadership development of high potential Indigenous team members in the coming year.



## Indigenous team members<sup>1</sup>

2019	1,755	
2018	1,647	
2017	1,342	
2016	990	
2015	977	

<sup>1</sup> Excludes Coles

### 3 Indigenous procurement

Increasing the diversity of our supplier base is an important area where we can make a real difference to the economic prosperity of Indigenous communities.

During the year, we paid approximately \$25 million to Indigenous suppliers.

We recognise that there is more we can do in this area to help Indigenous businesses develop and scale and we are committed to this.

In the coming year, our new BOAB (Building Outstanding Aboriginal and Torres Strait Islander Businesses) Fund will combine grants and/or loans and supplier contracts with Wesfarmers businesses to potential new and existing Aboriginal and Torres Strait Islander suppliers to help them grow.

### 4 Community partnerships

We recognise the value in collaborating with national and local community partners. We are particularly proud of our partnership with The Clontarf Foundation which dates from 2001, as a founding supporter.

Based on the strong relationship established with Wesfarmers Industrials, in 2019 Wesfarmers corporate office established a new partnership with CareerTrackers, a national non-profit

organisation with the goal of creating pathways and support systems for Indigenous young adults to attend and graduate from university with high marks, industry experience and bright professional futures. Community partnerships like these are of mutual benefit. Indigenous students are provided additional education support, while Wesfarmers creates meaningful employment and real-world experience designed to enhance students' selected fields of study.

### 5 Celebrating Indigenous culture

Indigenous art stands as Australia's most significant contribution to world culture.

As a nation, we benefit enormously from the opportunity to understand more about the richness and diversity of Indigenous culture through the work of Indigenous artists.

Wesfarmers has supported Indigenous cultural organisations, artists and communities for over four decades – both through actively collecting the work of living Indigenous artists for The Wesfarmers Collection of Australian Art and through our partnerships with the National Gallery of Australia and premier Indigenous arts companies like Yirra Yaakin Aboriginal Theatre.

# KMART SOUTH HEDLAND RECOGNISED FOR INDIGENOUS RECRUITMENT

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The Kmart team at South Hedland in Western Australia has been working with local organisations to forge stronger connections with their community. Through Ashburton, a local Aboriginal employment agency, the store management team were able to attract a strong group of young talent to work at the store.

The team's efforts did not go unnoticed and were recognised by local MP, the Honourable Peter Tinley AM MLA, Minister for Youth, for being the leading retail store in Western Australia for Aboriginal and Torres Strait Islander recruitment.

Both the store management team and the new young team members, many of whom were taking on their first job, built a great support system to fill shifts and build confidence for various in-store roles. One team member, Ashonique Coffin (pictured right) remarked she felt 'very proud' of the moment during one shift when three Aboriginal team members were controlling the front end of the store.

The South Hedland store also recognised Aboriginal and Torres Strait Islander culture during NAIDOC week with a range of festive activities including crafts for children, morning tea and cultural performances.



The Kmart South Hedland Store in Western Australia, with some of their team



# BUNNINGS CONNECTS WITH INDIGENOUS COMMUNITIES

Bunnings recognises Aboriginal and Torres Strait Islander peoples' unique connection to country. Indigenous communities are an important part of the Bunnings team and community.

During the year, Bunnings team members supported over 580 Indigenous activities through community projects, in-store activities, DIY training, structured work experience programs and pre-employment workshops.

Activities undertaken included:

- Kalgoorlie team members continued to support the remote Aboriginal communities in Wiluna, Leinster and Laverton in Western Australia;
- Team members worked closely with the Western Australian Health Department, local police, Headspace and Outreach to deliver 13 activities including DIY craft workshops, sausage sizzles and product donations;
- In Alice Springs, the local team supported the Hawkesbury-Hills Student Leadership Program for the second year, donating products to Nyangatjatjara College in the Northern Territory. Students in the program spent time at the college, painting the school buildings and working in the school gardens; and
- Bunnings continued its long-standing collaboration with The Clontarf Foundation, which aims to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men. During the year, Bunnings teams supported over 200 activities with Clontarf, with further kitchen installations in Clontarf academies planned for the next financial year.



Bunnings teams from Bibra Lake, O'Connor, Cockburn Central and Cottesloe stores provide hands-on gardening support to the Clontarf Fremantle Academy, in Western Australia



## OFFICEWORKS PARTNERSHIP WITH THE ALNF

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Officeworks' ongoing partnership with The Australian Literacy and Numeracy Foundation (ALNF) continues to support disadvantaged Australian students. The annual fundraising appeal 'Wall of Hands' raised \$344,173 in September 2018, providing 1,250 literacy packs to Indigenous students nationally and supporting literacy programs at Gillen Primary School in Alice Springs, in the Northern Territory. In 2019, Officeworks repeated the Wall of Hands appeal.

All teachers and support staff in the early childhood team at Gillen Primary have undergone extensive training with ALNF.

This training is an accredited Certificate IV course which combines speech and language pathology and early years education best practice to provide training in direct, explicit instruction in pre-writing, pre-phonics, oral language and vocabulary development and uniquely designed resources to complement and underpin the program.

As a result of the program, more students are reading at an early age and the school's results are now ranked as 'substantially above' similar schools.



Literacy packs being handed out at a Waranwarin Child and Family Centre, in New South Wales



## ART WRAPS THE TARGET KUNUNURRA STORE

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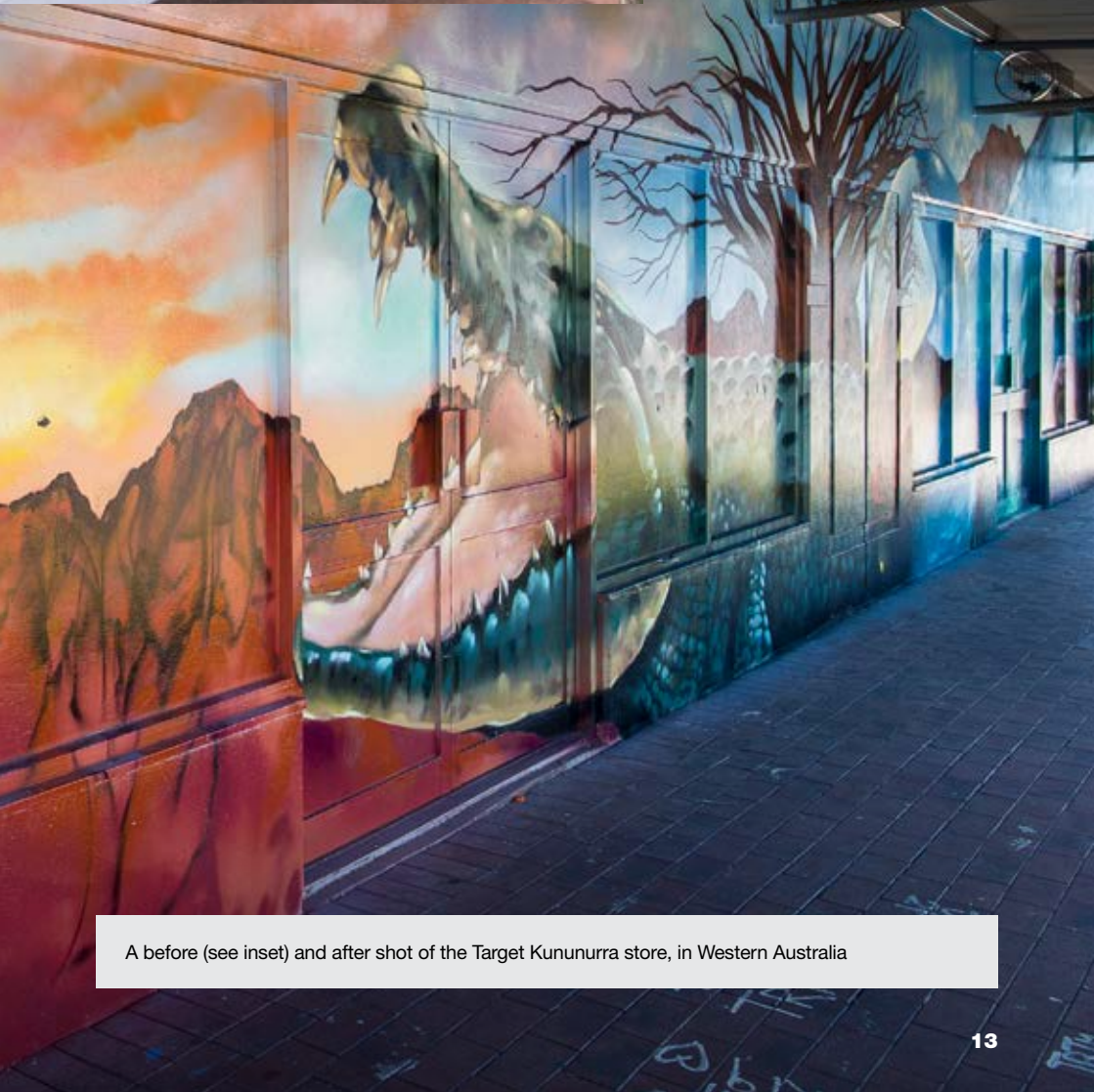
During the year, the Target team in Kununurra in Western Australia was invited by Cally Bugg (pictured below with young community members), the director of local art gallery Artopia, to be part of an inspiring local art project.

The project's aim was to bring community groups and businesses together to help address anti-social behaviour, including graffiti on store walls, through the introduction of local art to the landscape.

What resulted was the Target store wrapped in unique artwork displaying a range of iconic places and animals of the Kimberley.

The Target Kununurra team will use this celebration of Aboriginal culture and the friendships formed to create opportunities for local Aboriginal and Torres Strait Islander peoples.





A before (see inset) and after shot of the Target Kununurra store, in Western Australia

# WESCEF CREATES OPPORTUNITIES FOR YOUNG ABORIGINAL PEOPLE

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Wesfarmers Chemicals, Energy and Fertilisers (WesCEF) and its businesses are committed to making a positive impact in the communities where they operate, including creating positive steps towards reconciliation by closing the gap in opportunities afforded to Aboriginal and non-Aboriginal Australians.

WesCEF is proud of its relationship with the local Aboriginal community in Kwinana and Rockingham in Western Australia, regularly connecting with Aboriginal Elders and businesses through its Aboriginal Engagement and Advisory Group.

Through this connection, WesCEF has developed meaningful ways to employ young Aboriginal people by creating career opportunities and equipping them with skills for the future.

WesCEF also engages with young Aboriginal people through its strong partnership with Clontarf Gilmore Academy, a long-term partnership that fosters positive learning and personal growth for young Aboriginal men, as well as South Metro Youth Link Community Services, a not-for-profit organisation that, among other services, provides Aboriginal traineeships.

Through the relationship with these organisations, WesCEF has provided 17 employment opportunities to Indigenous youth since 2014.





CSBP team members Alan Trindall (left) and Kai Ballard at Kwinana, Western Australia

# INDUSTRIAL AND SAFETY INITIATIVES TO SUPPORT INDIGENOUS STUDENTS

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Across all of its businesses, Wesfarmers Industrial and Safety has committed to supporting Indigenous students by providing them with training, development and employment opportunities. In 2019, every Industrial and Safety business hosted an intern from CareerTrackers, a national non-profit organisation with the goal of creating pathways and support systems for Indigenous tertiary students. Three interns transitioned into full-time roles at Blackwoods following graduation.

Bullivants selected the recipients of its inaugural Indigenous Scholarship in Engineering (or other related study), with two Indigenous students receiving \$10,000 each for every year of study. Caitlin Ramsay

(pictured right) is one of the scholarship recipients. The funding will support their tertiary education and both students will receive the opportunity to gain relevant hands-on business experience within the Bullivants business during university breaks.

A group of Clontarf students began or continued their employment journey at Blackwoods through school-based traineeships. For Junathean Coady (pictured below), the combination of his hard work completing Year 12 in 2018, and an industry-recognised certification coupled with relevant experience through his traineeship, has helped him to secure a full-time role at Blackwoods.



Clontarf alumni Junathean Coady





Bullivants scholarship recipient Caitlin Ramsay

## WESFARMERS ARTS

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Our support for the cultural life of the community is reflected in our long-term support for a wide range of premier performing and visual arts organisations and the ongoing development of The Wesfarmers Collection of Australian Art.

From rare watercolours dating from the earliest years of European settlement to contemporary Indigenous art, spanning painting, photography, sculpture and digital media, the Wesfarmers Collection reflects the diversity of creative Australia through the work of our country's defining artists. During the year, we shared works from our collection with museums and galleries throughout Australia and online via Instagram and the Wesfarmers Art Collection app, which is available free from the App Store.

A highlight of the Wesfarmers Collection is our holding of more than 300 premier works of art by Indigenous artists, reflecting the rich diversity of Indigenous culture in Australia. As part of our commitment to celebrating

the work of living Australian Indigenous artists on the world stage, we are sharing our Indigenous collection with the international community in the exhibition Indigenous Masterpieces from the Wesfarmers Collection and National Gallery of Australia touring to Singapore, Hong Kong and China in 2020 and 2021.

In 2019, the Wesfarmers Arts sponsorship program provided significant support of the activities of 14 leading arts organisations including the National Gallery of Australia, Perth Festival, the Art Gallery of Western Australia, West Australian Ballet, West Australian Opera, West Australian Symphony Orchestra, Black Swan Theatre Company, Awesome Children's Festival, Form Contemporary Craft and Design, Co3 Contemporary Dance and Yirra Yaakin Aboriginal Theatre, as well as the Western Australian tours of the Australian Chamber Orchestra, Bell Shakespeare Company and Musica Viva Australia.



In 2019, Wesfarmers Arts and Waringarri Aboriginal Arts and Culture in Kununurra, collaborated on a gift commission project with artist Kittey Malarvie (pictured right) and the JamFactory, to produce a limited edition of stoneware beakers. Malarvie's signature 'nagppa' design depicts the waters of Sturt Creek at the artist's Country north of the Great Sandy Desert. Her work incorporates layers of circle and line motifs interpreting the transition of flooding wet season rains to a land that is dry, leaving behind the patterned ground of 'luga' cracked mud when 'ngappa' runs into the hollows of the 'luga' creating beautiful abstract designs. © Kittey Malarvie, Wesfarmers and Waringarri Aboriginal Arts and Culture.



# OUR ONGOING JOURNEY

For over 100 years, Wesfarmers has remained focused on the long term. Since Wesfarmers became a publicly-listed company in 1984, our core objective has been to deliver satisfactory returns to shareholders over the long term. We believe it is only possible to achieve this by managing our businesses in a sustainable manner and continuing to play a positive role in the communities we serve.

While we are proud of what we have achieved to date we are constantly looking at ways to improve our performance year on year.

As one of Australia's largest employers, we are looking at what we can do to provide more opportunities for Indigenous people to have sustainable jobs and careers.

Following the demerger of Coles in 2018, the continuing businesses in our Group have over 1,700 Indigenous team members, which is about 1.8 per cent of our Australian workforce. That makes us a large Indigenous employer, but we have got more work to do to reach employment parity of three per cent and we have set a target to achieve that by the end of 2022.

Wesfarmers corporate office is located in Perth, while our divisions are headquartered in Melbourne and Sydney. It is important that our team members and visitors understand and respect the Wadjuk heritage of the land on which we work in Perth. In 2019, we hosted on country cultural experiences on Wadjuk Nyoongar Boodja (Western Australia) with the Wesfarmers Leadership Team and senior managers from across the Group. These experiences are designed to inform and educate our teams on the rich culture, history and sustainability principles of the Nyoongar peoples.





Dr Richard Walley OAM and Wesfarmers Managing Director Rob Scott, at an on country cultural experience with the Wesfarmers Leadership Team





**Wesfarmers**



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