



RECONCILIATION
ACTION PLAN

REFLECT



Reconciliation Action Plan

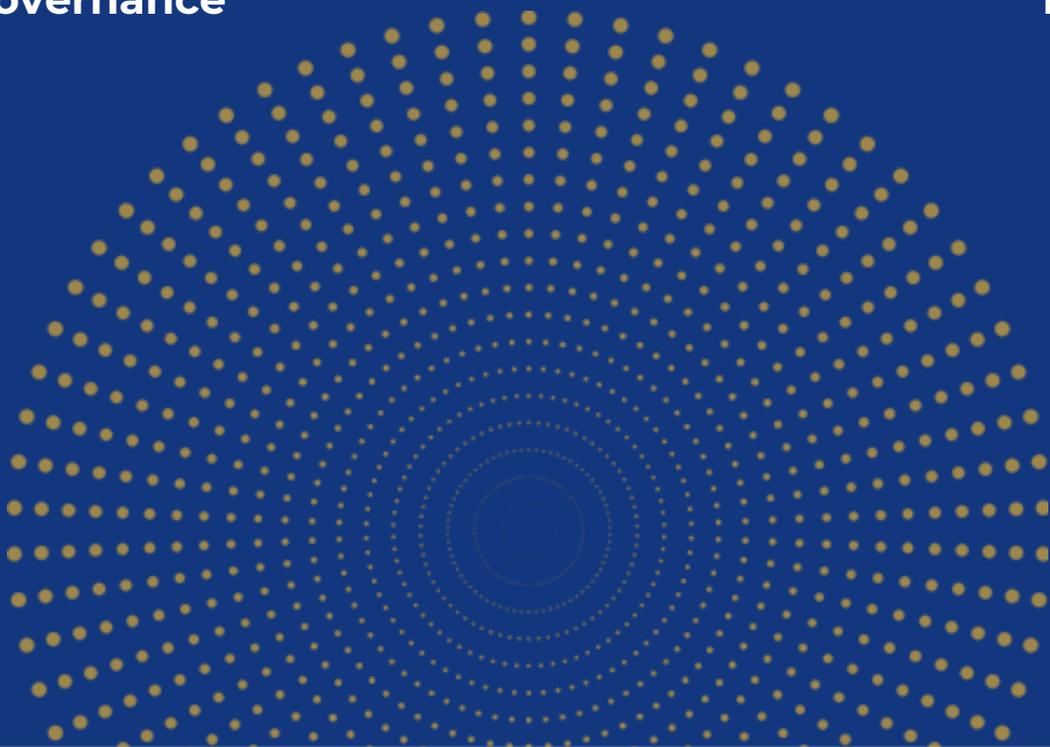
REFLECT

Acknowledge. Educate. Advance.
August 22 – August 23



CONTENTS

• Acknowledgement of Country	3
• About the artwork and artist	4
• A message from Reconciliation Australia	5
• A message from our GM	6
• Our Business	7
• Our RAP	8
• Relationships	10
• Respect	11
• Opportunities	12
• Governance	13





ACKNOWLEDGEMENT OF COUNTRY

P&G Australia recognises and honours Aboriginal and Torres Strait Islander people as Australia's First People. We pay tribute to the deep and unique cultural richness of Aboriginal and Torres Strait Islander peoples and the positive and valued contribution they make to the communities in which we all live.

We recognise Aboriginal people as the Sovereigns over this great land and as the world's oldest living continuous culture with unique languages and spiritual relationships to the land and sea.

We honour and thank the traditional owners of the land on which our offices are located – the Wallamattagal clan of the Dharug Nation and the Wurundjeri people of the Kulin Nation, and the traditional owners of the lands on which our employees live and work.

We pay our respects to their Elders past and present, and to the next generation of leaders.

ABOUT THE ARTWORK

Inspiration for the artwork:

"I had in mind the idea of collaboration unfurling by the campfire as the sun sets in soft earthy gentle hues- creating a yarning circle of communication.

There is movement in the spiral symbolising growth and strength as we return to a deeper understanding of each others cultures."

Justine Kinney, Artist
Cultural Creatives Agency



The founder of Cultural Creatives Agency is Justine Kinney, a Yawaru woman from Broome in the northwest of Western Australia.

Drawing on her people's view of the world that all things are connected, Justine uses fresh communication strategies with creative elements flowing across multiple platforms.

Justine comes from a strong Indigenous business background and has an in-depth understanding of the specific challenges Aboriginal people face in business. She is also well-placed with access to resources, networks and opportunity to give her clients every advantage possible.

Passionate about keeping intercultural dialogue alive, Justine engages clients with art & design that resonates with thousands of years of expression and identity.



A MESSAGE FROM RECONCILIATION AUSTRALIA

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

Procter and Gamble 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.

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 Procter and Gamble 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 Procter and Gamble, 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



A MESSAGE FROM OUR GENERAL MANAGER

On behalf of Procter & Gamble Australia, I'd like to acknowledge the Traditional Owners of Country throughout Australia and pay my respects to Elders, past, present and emerging.

At P&G we aspire to create a company and a world where equality and inclusion is achievable for all; where respect and inclusion are the cornerstones of our culture; where equal access and opportunity to learn, grow, succeed and thrive are available to everyone.

As we begin our reconciliation journey, we are committed to understand, acknowledge and advance with our First Nations people, to help promote equality for our Indigenous populations in both Australia and New Zealand. As individuals and as a company we are building our understanding and awareness of our Indigenous history, traditions and culture during this first phase of our Reconciliation Action Plan. We must seek first to understand and reflect before we can advocate for and advance the conversation with our First Nations people.

I am proud to be a part of this journey and acknowledge that we do have more work to do in this space. I am excited for the opportunities that lay ahead and to deliver on our RAP commitments, building cultural capability within our local teams and building trust within our First Nations sectors and communities to truly be a Force for Good and a Force for Growth.

Kumar Venkatasubramanian
General Manager
P&G Australia and New Zealand

OUR BUSINESS

At P&G, our brands are trusted in millions of living rooms, kitchens, laundry rooms, and bathrooms right across the world—and have been passed down from generation to generation. Over the course of 184 years, they've challenged convention, led innovation, and helped shape culture.

No matter how much we grow as a business, we always keep ourselves grounded in our deep-rooted purpose, values, and principles—and an unwritten acknowledgement between our company and our colleagues that being our best, and doing our best for one another, for the people who buy our products, and for the world around us will lead to mutual success.

We have shown that our ability to grow is directly connected to our commitment to responsible business and doing good. Our ability to do good is in turn strengthened by our growth. We aim to be a force for growth and a force for good. We see these as inseparable. We have embedded Citizenship into how we do business every day.

Citizenship is how we refer to our efforts in Environmental Sustainability, Equality & Inclusion, Community Impact and Governance (ESG) areas.

Locally in Australia and New Zealand, we have a very passionate people group of 150 employees across two sites in Sydney and Melbourne, who are committed to being a Force for Good and a Force for Growth. They both go hand in hand, and this keeps us grounded in the work that we do. We are here to serve our consumers and communities, making a difference and leaving a legacy for the people in our communities in which we reside.

We have formed a RAP working group led by our National Innovation Director as the RAP Champion for the Organisation.

We are currently unaware of any staff who identify as an Aboriginal and/or Torres Strait Islander person.



OUR RAP

At P&G, we aspire to create a company and a world where equality and inclusion is achievable for all; where respect and inclusion are the cornerstones of our culture; where equal access and opportunity to learn, grow, succeed, and thrive are available to everyone.

We believe in the power of our differences and the impact we can make when we come together united by shared values and purpose. We are committed to doing the work to make this a reality.

P&G Australia is at the beginning of our RAP journey, and we understand that true reconciliation is ongoing and cannot be achieved through a single policy or action. Developing a RAP is a measurable demonstration of our commitment to reconciliation. We see our RAP work as the start of our long-term commitment and believe there are significant opportunities to advance understanding, respect, and opportunity under our 4 strategic equality and inclusion pillars of Employees, Community, Brands and Partners which will provide the framework for sustainability within our RAP's.

Through our Reflect RAP we seek to elevate our responsibility by maintaining and a safe and inclusive workplace and advancing our cultural awareness with the hope that this transcends to impacting greater actions towards reconciliation, not only internally but in the broader community.

We aim to increase employment and support Aboriginal, and Torres Strait Islander owned businesses through procurement opportunities.

We commit to:

- Increasing our employee's insight, respect, and appreciation of Aboriginal and Torres Strait Islander cultures. We also welcome Aboriginal and Torres Strait Islander peoples to seek employment at P&G Australia, share skills and to partner with us.
- Use our brand voice to ensure that equality and inclusion accurately and respectfully portrays the people we serve. Our choices in creative assets, influencers, partners, and messaging will continue to break down stereotypes and help remove bias. We currently have 10% representation of First Nations people in our brand influencers – we aim to maintain this representation over the next 12 months.
- Being more equitable in our spending and advocacy of Aboriginal and Torres Strait Islander owned and led businesses. When our Supply Network reflects the diversity of our consumers, employees, and stakeholders our community thrives.
- Positively contribute to the growth, development, and wellbeing of Aboriginal and Torres Strait Islander peoples through ensuring our community impact efforts improve equality and inclusion. We will continue to step up and do our part to commit support and resources required to support and work with communities in need.
- We will seek continuous learning and guidance from our local, regional, and global E&I leaders to continue to progress our RAP internally and by connecting with First Nations community members externally.

Through the framework of our Reconciliation Action Plan (RAP) we formalise our commitment to identifying meaningful ways to contribute to the reconciliation process through increased awareness of Aboriginal and Torres Strait Islander cultures, histories, and achievements. We understand the role that P&G Australia can play in the upward mobility of Aboriginal and Torres Strait Islander peoples.

OUR RAP

While in the early stages, we have established initial partnerships and initiatives which we look to further progress over the next 12 months:

- We have a long-standing relationship with Foodbank, ensuring the vulnerable Australians have access to our essential products. Over the past 12 months, we have donated 41,539 kgs of essential products including Shampoo, Conditioner, Toothbrushes, Toothpaste. We continue to engage with Foodbank to understand specific needs of Aboriginal and Torres Strait Islander communities. In May 2022, Foodbank SA CEO Greg Pattinson joined our annual equality and inclusion summit for a panel discussion on redefining inclusion in society.
- In Mar 2022, in addition to providing organisation education of National Close the Gap Day, members of the RWG participated in a screening of the documentary Take Heart Deadly Heart with the opportunity to join a live Q&A session with the film's contributors and with the film's narrator Dion Devow.
- In April 2022 we partnered with ANTaR and First Peoples Disability Network in providing 105 cases of much needed Adult Incontinence products to Aboriginal and Torres Strait Islander communities impacted by the severe flooding in northern NSW. In May 2022, First People Disability Network CEO Damian Griffis (a Worimi man and a leading advocate for the human rights of Aboriginal and Torres Strait Islander people with disability) and Paul Wright ANTaR National Director, joined our annual equality and inclusion summit for a panel discussion on redefining inclusion in society as part of our ongoing education.
- In May 2022, Uncle Allan Murray of the Metropolitan Aboriginal Land Council kicked off our annual equality inclusion summit with a Welcome to Country and introduction of cultural awareness.
- We have established a partnership with Macquarie University Walanga Muru group which will be formally kicked off in July 2022, through support of their Camp Aspire program, an annual event for First Nations year 11 and 12 students to inspire and guide on their education journey. P&G Australia will be the first corporate partner helping to guide on career options within the FMCG industry through fun and engaging content. This also helps us to establish a long-term recruitment strategy in partnership with local universities.
- We continue to improve brand representation of First Nations peoples through strategic partnerships. Most notable is the partnership with Brooke Blurton from January 2021 as a key brand ambassador for Oral B.



Paul Wright ANTaR National Director, at our annual equality and inclusion summit



Product donations distributed to First Nations communities in partnership with First Peoples Disability Network



RWG members at Camp Aspire in partnership with Macquarie University Walanga Muru group,



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. 	Jan-23	<i>Sales Senior Manager, Regulatory Senior Manager</i>
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	Jan-23	<i>Sales Senior Manager, Regulatory Senior Manager</i>
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May-23	<i>Sales Senior Manager, Regulatory Senior Manager</i>
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May- 3 June 23	<i>Sales Senior Manager, Regulatory Senior Manager</i>
	<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. 	27 May- 3 June 23	<i>GM, Innovation Director</i>
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	Dec 22	<i>GM</i>
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	Jan-23	<i>Innovation Director, Warehouse Manager</i>
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	Mar-23	<i>Innovation Director, Warehouse Manager</i>
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations 	Apr-23	<i>HR Senior Director</i>
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	Apr -23	<i>HR Senior Director</i>



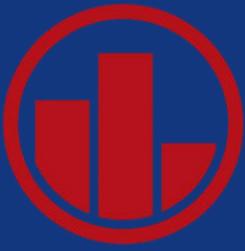
RESPECT

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	Jan 23	Innovation Director
	Conduct a review of cultural learning needs within our organisation.	Nov 22	HR Capability Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Dec 22	Innovation Director
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Dec 22	Innovation Director
	Include Acknowledgement of Country at all organisation events, in line with cultural protocols	Dec 22	Communications Senior Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Include Acknowledgement of Country on company website	Feb 23	Communications Senior Manager
	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 23	Regulatory Manager, Sales Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 23	Regulatory Manager, Sales Manager
	RAP Working Group to participate in an external NAIDOC Week event.	1 st Week in July 23	Regulatory Manager, Sales Manager



OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Oct-22	HR Talent Specialist
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Mar -23	HR Talent Specialist
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Feb-23	Purchasing Senior Manager
	Investigate Supply Nation membership.	July 23	Purchasing Senior Manager



GOVERNANCE

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	Aug 22	Innovation Director
	Draft a Terms of Reference for the RWG.	Sept 22	Warehouse Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Jan 23	HR Talent Specialist
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Aug 22	Innovation Director
	Engage senior leaders in the delivery of RAP commitments.	Aug 22	Innovation Director
	Appoint a senior leader to champion our RAP internally.	Aug 22	Innovation Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Oct 22	Innovation Director
12. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	Jul 23	Innovation Director, HR Talent Specialist
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	Aug 23	Innovation Director, HR Talent Specialist
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sept 22, 23	Innovation Director, HR Talent Specialist
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	May 23	Innovation Director, HR Talent Specialist