

Innovate Reconciliation Action Plan January 2017 – December 2018

Acknowledgements


ABB would like to thank Lani Blanco-Francis from LBF Consulting, who was instrumental in supporting ABB Australia with our first Reconciliation Action Plan.

We would also like to acknowledge and thank Yalanba Wanambi and the Buku-Larrnggay Mulka Centre for the use of artwork 'Trial Bay' featured on the front cover.

Story behind the artwork

The Gurka'wuy River flows out through Trial Bay past these rocks conflicting and clashing in a turbulent unity with the incoming tidal waters from the deep ocean. Yolŋu of this area speak of a hole submerged under the rocks, from where bubbles are seen rising to the surface, sometimes bursting forth with a rush. The bubbles are seen as a life force and a direct Ancestral connection for the Marrakulu. This painting depicts the water clashing as it plays and mingles with that of the Djapu and Dhapuyŋu clans.





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A message from our Managing Director



As one of the world's most global companies, in both the reach of our business and diversity of our people, ABB has bred a culture of openness, flexibility and inclusiveness, and a workplace that is culturally safe. We encourage individualism, value differences and understand that culture forms part of everything we do at ABB.

Our vision for our reconciliation strategy is about providing meaningful opportunities for Aboriginal and Torres Strait Islander peoples living and working in Australia.

I am pleased with the journey ABB Australia commenced in 2013 and the many ways our employees have embraced the learnings and actions that make up our Reconciliation Action Plan.

From our partnerships with the Australian Indigenous Mentoring Experience (AIME), Wesley College and Yiramalay Wesley Studio School, to the Galuwa Engineering Experience Program for school students, to supporting the

Aboriginal Literacy Foundation's Books for Learning program, our people have embraced the opportunity to better understand Aboriginal and Torres Strait Islander cultures and actively engaged in closing the gap between First Peoples and other Australians.

Our action plan for 2017 – 2018 will build on our journey. We will continue to focus on three key areas:

- Building strong relationships with Aboriginal and Torres Strait Islander peoples, communities and businesses
- Cultivating a deeper understanding and respect for Aboriginal and Torres Strait Islander cultures, histories and contemporary issues
- Increasing Aboriginal and Torres Strait Islander participation through employment and procurement opportunities.

Our commitment to reconciliation has involved many dedicated individuals who volunteer their time to work closely and build strong relationships with Aboriginal and Torres Strait Islander organisations and communities to help improve the lives and livelihoods of Aboriginal and Torres Strait Islander peoples. I am immensely proud to be a part of this journey and to present our Reconciliation Action Plan for 2017 – 2018.

Tauno Heinola
Managing Director
ABB Australia



Our vision for reconciliation

Our vision for reconciliation is an empowered workforce and supply chain built on mutually respectful relationships between Aboriginal and Torres Strait Islander peoples and the broader community.

We aim to build reconciliation between Aboriginal and Torres Strait Islander peoples and the broader community by building mutually respectful relationships.

We will continue to work together to improve the living standards and provide greater opportunities for Aboriginal and Torres Strait Islander peoples across the diverse communities in which ABB operates. Our vision builds on the integrity of our existing commitment with Aboriginal and Torres Strait Islander peoples.

Underpinning this vision is a strong commitment to do business with, and find opportunities to employ, Aboriginal and Torres Strait Islander talent.

ABB recognises that a diverse and talented workforce is a key competitive advantage. As a truly global company, our business success reflects the quality and skills of our people. We understand the cultural intricacies needed to do business across 100 different countries and recognise the importance of supporting and partnering with First Peoples as part of this cultural mix.

ABB's Reconciliation Action Plan is not only the right thing to do for the growth and success of our business, it is the right thing to do for the growth and prosperity of all Australians.

Our business

Many of the benefits of the modern world, from electricity at the touch of a switch to the consistent high quality of industrial goods, are made possible by technology that was pioneered, improved and adapted by ABB over more than a century of innovation.

ABB is a pioneering technology leader that works closely with utility, industry, transportation and infrastructure customers to write the future of industrial digitalisation and realise value.

We are one of the world's leading power and automation engineering companies providing solutions for secure, energy-efficient generation, transmission and distribution of electricity, and for increasing productivity in industrial, commercial and utility operations.

Globally, ABB employs more than 135,000 people in over 100 countries. Each of our customers benefits from sharing ABB's research, supply, manufacturing, distribution, information technology and benchmarking capabilities.

Our history in Australia dates back to the late nineteenth century. Today, ABB Australia's operations span across Brisbane, Sydney, Melbourne, Adelaide, Perth and

Darwin, employing around 1,400 people located at 18 sites nationally. Our employees include electrical engineers, drive and mechanical engineers, software developers and testers, project managers, sales and support staff.

Through the duration of this RAP, ABB will collect data on Aboriginal and Torres Strait Islander staff to inform our employment and professional development strategies.

In ABB, we have a proud history of many 'firsts'. In 2012, ABB Australia patented another world first – technology to recycle SF₆ gas to technical grade purity. ABB's technology can effectively close the loop on this greenhouse gas, the significance of which was recognised when ABB was awarded a prestigious Banksia Environmental award.

Ultimately, we help our customers meet their challenges with minimum environmental impact and with safety and quality as our highest priority.





ABB's locations across Australia

VIC

- Derrimut
- Geelong
- Lilydale
- Notting Hill

QLD

- Brisbane
- Eagle Farm
- Gladstone

WA

- Henderson
- Kewdale
- Malaga
- Perth

NSW

- Moorebank

SA

- Thebarton

NT

- Darwin

ABB Australia project highlights



Carnegie Wave Energy Project

Grid connection for Australian-first wave energy project



Perth's Butler Rail Extension Project

High-tech feeder station solution caters for the electrical needs of the rail expansion



AusNet Services' Australian-first network battery trial

ABB hybrid power storage, diesel generation and grid stabilisation system enhances management of peak electricity demand



Fremantle Port North Quay

Advanced automatic electrical switching removes employees from the risk of apparatus failure



Ichthys LNG Project

Electrification solution to power the Ichthys LNG project dual train LNG processing plant



George Fisher Mine

New hoist increases production rate at mine with one of the world's largest zinc reserves



QGC's Queensland Curtis LNG Project

Control systems to maximise efficiency of gas project



Rio Tinto Iron Ore

Substations reinforcing power distribution for expanded iron ore operations



Powerlink's Loganlea Substation

Advanced automation enhances availability and reliability of key substation serving South East Queensland



Beaconsfield Substation

World-first solution bridges gap in Sydney's power needs



Hervey Bay Hospital

ABB's solar PV system improves health of hospital energy costs



Newcrest Cadia East Project

Comprehensive solution for six mine site conveyors



Collgar Wind Farm

Largest wind farm in Western Australia selects ABB power technology solution



Legion House Sydney CBD

Microgrid technology turns heritage building into a green pioneer



Gold Coast Light Rail Project

Advanced substation technologies power Queensland's first light rail public transport system



Wiggins Island Coal Export Terminal

Electrical and automation systems for conveyors ensure reliable, energy efficient performance to speed transport of coal to end customers

Reconciliation Action Plan

ABB recognises that a diverse workforce and strong communities contribute to Australia's prosperity and the growth of our business. Developing a Reconciliation Action Plan (RAP) was a natural evolution for ABB Australia considering the work we do across both the urban and rural environment and the communities we encounter and engage with.



As part of ABB Australia's NAIDOC Week celebrations, our team in Sydney created a signature artwork piece to commemorate the event.

ABB's Code of Conduct is grounded in three key business principles – Responsibility, Respect and Determination

These principles recognise and reinforce, among other things, the celebration of differences, being open to other cultures and seeing all ABB employees as equals, showing fairness and honesty, and earning respect by respecting others. To ABB, inclusiveness means a workplace in which diversity is welcomed, respected and valued.

The development of our RAP has been championed at the highest levels within the organisation, including the Managing Director, head of Human Resources and senior business managers.

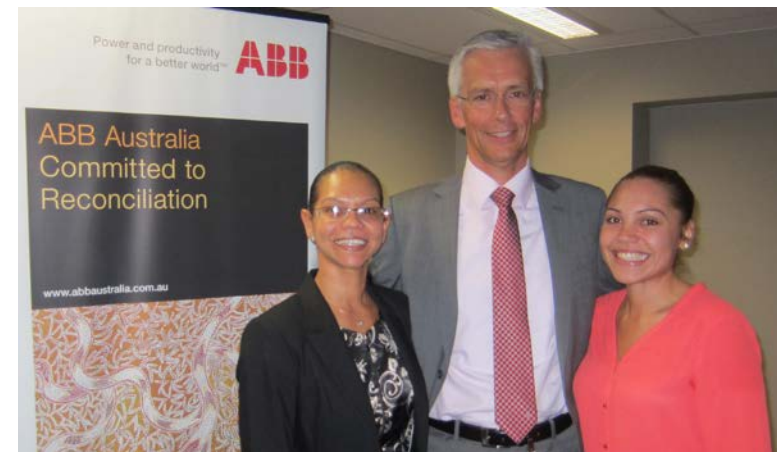
Our Reconciliation Action Plan Working Group comprises the following staff members, including one Aboriginal member:

- Felicia Giordimaina – Regional Talent Acquisition Manager – South Asia
- Rebecca Roberts – Country Human Resources Manager
- Nicole Bradley – Internal Communications Specialist
- Beverly Stacey – HR Business Partner
- Kirsty Taylor – Senior Manager – Documentation and Localisation
- William Gardner – Galuwa intern



ABB Australia's reconciliation journey

In 2013, ABB Australia committed to working with Aboriginal and Torres Strait Islander peoples to improve living standards and provide greater opportunities across the diverse communities in which ABB operates.



The objective was to formalise the company's approach to reconciliation and map practical steps towards achieving greater awareness and inclusiveness across the organisation.

We have made significant progress since the launch of our Reconciliation Action Plan (RAP) with our employees embracing and enthusiastically supporting the implementation of our RAP activities. Some of our most significant achievements across the three focus areas of our RAP – Relationships, Respect and Opportunities – are outlined across the next pages.

ABB Australia's reconciliation journey

Relationships – Strengthening existing ties and creating new connections



Each year, ABB Australia nationally supports and celebrates National Reconciliation Week in order to facilitate and encourage learning and understanding, as well as develop relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

As well as boosting deeper understanding of our nation's heritage, employees are encouraged to reflect at this time on their own connection and contribution to the reconciliation journey.

Since 2013, our employees have donated over 2,100 books to the Aboriginal Literacy Foundation's Books for Learning program to help disadvantaged Aboriginal and Torres Strait Islander children develop their literacy and numeracy skills. The Books for Learning program provides literacy resources to help enhance reading and learning at home by encouraging children to read, and also parents to read with their children. This gives children the building blocks to ensure they have the best chance at success.



NSA delivers healthy lifestyle programs to more than 7,200 participants each year, through more than 420 different programs, in partnership with more than 70 stakeholders.

From 2013-2016, ABB Australia has taken part in the Nyoongar Sports Association (NSA) Traditional Indigenous Games Corporate Cup in Perth.

The games comprise a number of unique team events adapted from traditional Aboriginal sports and provide participating organisations with an enjoyable afternoon of physical activity, team building and fun. The proceeds of the games are used by NSA to provide active recreation and healthy lifestyle programs and services for the Nyoongar community.

With support from companies like ABB, NSA in Western Australia delivers engaging, educational and enjoyable school holiday activities to more than 18 regional towns during the April, July, October and January school holidays. The school holiday program promotes health and wellbeing and aims to provide a safe space where children can learn and socialise through a healthy, physical-based structured program which includes a variety of games and activities promoting healthy diet, nutrition and lifestyle choices.





In December 2015, ABB Australia employees demonstrated their personal commitment towards creating a better and fairer world for our First Nations population through a 'shoebox' appeal, where employees collected items in shoeboxes as Christmas gifts for a remote community in Western Australia (WA).



This appeal was initiated by one of our employees whose family had fostered an Aboriginal child and from this built a relationship with the Jigalong community in WA.

This program set out to help First Australians currently living in remote regions of Western Australia, where access to Christmas gifts can be limited. Gift boxes were given as Christmas presents to the children, including various items such as toys, clothing, pencils and sanitary items.

ABB Australia's reconciliation journey

Respect – Building cultural awareness across the business

Since the introduction of our RAP in 2013, ABB Australia has been educating its workforce on the rich histories and cultures of Aboriginal and Torres Strait Islander peoples through cultural training sessions.

We believe this has played a fundamental role in cultivating a deeper understanding and respect for Aboriginal and Torres Strait Islanders cultures, histories and contemporary issues, as well as building a more inclusive organisation.

More than 1,000 employees have attended Aboriginal and Torres Strait Islander cultural training across Australia. Cultural understanding helps to break down barriers and improves not just workplace culture, but is a step towards improving cultural stereotypes in society.

One employee wrote of the cultural training: "I found the presentation fascinating and would really encourage everyone to take part in one of these sessions. His [Billy Williams] stories were captivating and his ability to keep the audience interested was very encouraging. I looked around the room during his presentation and the expression on people's faces showed their views were changing. It's amazing what we all can learn if we keep an open mind."



Billy Williams has been instrumental in helping to engage ABB employees about Aboriginal and Torres Strait Islanders cultures, histories through his seminars on identity and cross cultural awareness.



ABB in Australia has developed and implemented the ABB Cultural Protocols: Welcome to Country and Acknowledgement of Country to ensure appropriate protocols are adhered to for the recognition of First Australians at official internal and external events.

We aim to continue building and showing our respect for First Australians through cultural appreciation and recognition. This will help develop a shared pride in Aboriginal and Torres Strait Islander peoples' cultures, by creating a welcoming workplace and experience for our staff, customers and partners.

We celebrate NAIDOC Week each year through a range of activities designed to promote awareness and celebrate Aboriginal and Torres Strait Islander histories and cultures, and encourage our 1,400 strong employees to recognise the achievements of Aboriginal and Torres Strait Islander peoples in this country.



Boomerang art created by ABB staff during NAIDOC week celebrations, under guidance of traditional artists.

Activities have included Welcome to Country, flag raising and traditional smoking ceremonies, unveiling First Australian Acknowledgement plaques and paintings, didgeridoo, song and dance performances, art class workshops, and bush tucker catering for employees to experience and learn about First Australian food and customs.



Flag raising at Moorebank site



ABB Australia's reconciliation journey

Opportunities – Creating meaningful opportunities for Aboriginal and Torres Strait Islander participation

A large part of ABB Australia's commitment to reconciliation and our Reconciliation Action Plan, is how to make a difference to the life and work experience of young Aboriginal people.



We began discussions in 2015 with Wesley College about how ABB could make a meaningful contribution to the Yiramalay Wesley Studio School program. The school supports the young people of the Fitzroy Valley community in the Kimberley, Western Australia.

The school is a place of hands-on, practical, work-related learning on country which allows students in Years 10, 11 and 12 to build relationships and participate in opportunities for industry learning and personal and social learning across cultures in a residential setting. Students spend two terms of the school year on country at Yiramalay during the dry season (Terms 2 and 3) and two terms in Melbourne (Terms 1 and 4) at Wesley College.



In 2015, ABB Australia developed a one-week intensive work experience program for four Yirralay students as part of their Melbourne residential stint. Students took part in practical, hands-on tasks on instrumentation, control, electro-mechanical service, power engineering, customer engagement, order processing, logistics, marketing and human resources, as well as a session in Monash University's CAVE2 3D virtual reality environment and High Voltage Laboratory.

In 2016, we enhanced the program to cover two one-week work experience sessions, adding software engineering and linking into RMIT University's support network for aboriginal students. The plan is to extend the program even further in the future with more engagement of ABB's customer base.



Since 2013, ABB Australia has been proud to support the successful Galuwa Engineering Experience program for Aboriginal and Torres Strait Islander high school students, presented by the University of Technology Sydney.

The program encourages Aboriginal and Torres Strait Islander students to undertake engineering as a career, by providing high school students with the experience of what it is like to study engineering, and to discover the wide range of exciting opportunities that exist for people working in engineering.

In addition to sponsorship, we contribute to the program by running interactive sessions on electric motors and sustainable energy. Students are introduced to the engineering concepts behind these technologies and then have the opportunity to see them in action through practical activities.



In 2013, ABB Australia announced its partnership with the Australian Indigenous Mentoring Experience (AIME). AIME is one of the biggest educational providers to Indigenous high school students in Australia. AIME provides a structured educational program for Indigenous kids to access throughout their high school experience.



AIME has been running since 2005 and students completing the program are proven to finish school and transition to university, training, further education and employment at the same rate as every Australian child – effectively closing the gap in educational outcomes.

As well as helping to fund the important work of AIME, we provide AIME with engineering specialists to educate and encourage students to take up careers in the fields of engineering and technology, make available possible work experience or apprenticeship opportunities, and participate in fundraising initiatives such as National Hoodie Day.



Driving our RAP – our dedicated ABB volunteers

As important as it is to have a structured plan on where we want to take ABB Australia's reconciliation strategy, we must have a team who is committed to driving this change in our business. The success of our Reconciliation Action Plan would not be possible without our passionate ABB volunteers. Our RAP champions share their personal journeys towards reconciliation and the impact their involvement has had on them.

Anthony, Solutions Manager, Low Voltage Products, Malaga

Our journey to fostering an Indigenous child started two years ago while attending an assembly in Connolly Primary School. Wanslea Foster Care were doing a talk about fostering and mentioned they needed families. Straight away we knew this was something we wanted to do as a family and started the training process.

We started training, attending weekly classes and the more we learned about Aboriginal culture, the more eager we were to welcome a little life into our home.

After a year of training, we started respite with a beautiful little boy for a few weeks. The end of August we got a call to say they needed a family straight away for an Aboriginal baby girl (Pippa) from Broome. She arrived to our home, cute as a button. We all fell in love with her instantly.

It only hit us after she arrived, the responsibility involved in caring for her and making sure we met all her needs, but most importantly to love her unconditionally, which we did wholeheartedly. Over the next



few months our love grew for her as if she was our own daughter and she also became very attached to us. She was the most beautiful girl that filled our home with love and her infectious little smile. Over the next few months we completed more Aboriginal cultural training and began to understand their culture, which made us more determined to help Pippa and the wider Aboriginal community.

An Aboriginal adoptive family was found for Pippa in rural Western Australia. While we were sad to see her go, we understood the importance of growing up with culture and family. We have since gone to see our little Pippa; the 13 hour drive was worthwhile when we saw her beautiful smile again. We're grateful for the knowledge that we've gained of Aboriginal and Torres Strait Islander cultures and histories through our relationship with Pippa. As a result of this experience, I am eager to engage with reconciliation at ABB and in the broader community.

Felicia, Talent Integration Manager, Human Resources, Moorebank

The journey that ABB has been on since launching our RAP has been an exciting one. It has been pleasing to see how many people now understand so much more about Aboriginal and Torres Strait Islander history and culture, and now have a true understanding of why ABB has chosen to continue on this journey.

I am very passionate about this topic, and to see that we are really starting to make an impact into the lives of young Aboriginal people, through programs such as AIME, Galuwa and Wesley College, makes me very proud to be working for this company.



Rebecca, Country Human Resources Manager, Moorebank

Since ABB launched our initial RAP I have a better understanding of some of the challenges after listening to some of the stories. I have been inspired by the AIME project and am looking to getting more involved with other mentoring sessions. A lot of the kids are a huge inspiration and have overcome some amazing challenges.



Vivian, Operations Manager, Motors and Generators Service, Notting Hill

I am involved in the ABB Reconciliation Action Plan for various reasons, but most importantly for my own personal development in understanding what life is like for Aboriginal and Torres Strait Islander peoples and the differences in culture and barriers that they may face.

I also believe in the benefits of diversity in every aspect of our lives and unfortunately in the corporate world, there is a stark lack of diversity, especially in the upper echelons of most Australian companies. I am hoping that programs such as the RAP will help us to take steps in understanding more about the reasons why First Australians are under-represented in companies like ABB, and what we can do about it.



TJ, HR Business Partner, Moorebank

Having just arrived in Australia from the Philippines some years ago now, I was surprised to learn that not everyone in Australia had access to the same development opportunities and outcomes.

You can imagine my surprise that such can happen in a country like Australia which is being looked up to by people from other countries such as where I originally came from.

I am a strong believer that blaming and finger pointing will achieve nothing. RAP is the way forward and this is the right thing to do, so I do it.



Antonio, Head of Supply Chain Management, Australia & New Zealand

I am committed to our RAP because we want to exercise our social responsibility and provide our suppliers with an equal opportunity to work for ABB Australia.



Simon, Business Development Manager, Notting Hill

The reason I am involved with the Yiramalay Studio School is that I want to make a difference to the lives of Aboriginal students by giving them relevant work experience and confidence, so that when they walk in for an interview with a future employer they can talk about their time at ABB.



Relationships

As a truly global company, our business success reflects the quality and skills of our people.

Building strong and mutually beneficial relationships between Aboriginal and Torres Strait Islander peoples and other Australians not only makes business sense, it is an important part of our corporate social responsibility.

Focus area:

Building strong relationships with Aboriginal and Torres Strait Islander peoples, communities and businesses.

Action	Responsibility	Timeline	Deliverables
Our RAP Working Group and Champions will actively monitor our RAP development and implementation nationally, tracking progress and reporting	Country HR Manager; RAP Program Manager; ABB Champions	January 2017	- RAP Champions appointed from various levels across the organisation
		January 2017	- RAP Working Group (RWG) to oversee the development, endorsement and launch of the RAP
		January 2017	- Establish Terms of Reference for the RWG
		February, May, August, November 2017, 2018	- Meet quarterly to coordinate, monitor and report on RAP implementation
		January 2017	- Aboriginal and Torres Strait Islander peoples to be represented in the RWG
Celebrate National Reconciliation Week (NRW) and provide events to build internal awareness, and foster relationships between Aboriginal and Torres Strait Islander employees and other employees to build relationships	RAP Program Manager; ABB Champions	27 May - 3 June 2017 and 2018	<ul style="list-style-type: none"> - Organise at least one activity in each state to support NRW - Promote the purpose of NRW internally to further enhance knowledge and understanding nationally - Register our NRW events via Reconciliation Australia's NRW website - Encourage staff and senior leaders to participate in external events to recognise and celebrate NRW - Ensure our RWG participates in an external event to recognise and celebrate NRW

Action	Responsibility	Timeline	Deliverables
Build and strengthen beneficial partnerships with key external Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	Country HR Manager; HR Business Partners; RAP Program Manager; ABB Champions	February 2017	- Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders
		May 2017	- Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement
		June and December 2017, 2018	- Continue to identify key contacts within the Aboriginal and Torres Strait Islander communities in which we operate, and investigate opportunities for us to work together on our reconciliation journey
Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	RAP Program Manager; ABB Champions, Corporate Communications	January 2017	- Implement and review a strategy to communicate our RAP to all internal and external stakeholders
		December, 2017, 2018	- Promote reconciliation through ongoing active engagement with all stakeholders
		January 2017	- Publish our RAP on our website
		March, June, September, December 2016, 2017, 2018	- Email quarterly RAP updates to all staff
		January 2017	- Place our RAP in the client areas of all our offices

Respect

Cultural understanding and respect for all people is a cornerstone of ABB's business, guiding principles and fundamental to our success.

We are committed to better understanding the peoples, cultures, lands, histories and contemporary issues of Aboriginal and Torres Strait Islander peoples in order to build a more culturally aware and inclusive workforce.

Focus area:

Cultivate a deeper understanding and respect for Aboriginal and Torres Strait Islander culture, history and contemporary issues.

Action	Responsibility	Timeline	Deliverables
Engage and educate employees in understanding the protocols around Acknowledgement of Country and Welcome to Country to ensure there is shared meaning	Country HR Manager; Business Managers; RAP Program Manager	September 2018	- Continue to display Acknowledgment of Country plaques at all of our major sites, offices and office building
		January 2017	- Update and continue to raise awareness of Welcome to Country and Acknowledgement of Country protocol document
		September 2017, 2018	- Include Acknowledgement of Country at major internal and external events - Encourage leaders and employees to provide an Acknowledgement of Country at significant internal meetings
		February 2017	- Review and update the list of key contacts for organising a Welcome to Country and maintaining respectful partnerships
		September 2017, 2018	- Invite a Traditional Owner to provide a Welcome to Country during at least one significant event, such as our annual Country Leadership Summit or a customer conference

Action	Responsibility	Timeline	Deliverables
Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Country HR Manager; HR Business Partners; RAP Program Manager; ABB Champions	June 2017	- Review and update our cultural training strategy for employees, which defines the continuous learning of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face, cultural immersion)
		June 2017, 2018	- Continue to engage and partner with an Aboriginal and Torres Strait Islander training provider to develop and deliver our cultural awareness training program to new joiners nationally
		September 2017, 2018	- Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training
		March 2017	- Develop second level cultural awareness training program with our training partner to be rolled out to employees nationally
		February 2017	- Investigate opportunities to include cultural education/ training material into our induction program
Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff to engage with culture and community during NAIDOC Week	Country HR Manager; HR Business Partners; RAP Program Manager; ABB Champions;	July 2017, 2018	<ul style="list-style-type: none"> - Review HR policies to ensure there are no barriers to staff participating in NAIDOC Week - Provide opportunities for all ABB employees to participate in local NAIDOC Week events - In consultation with Aboriginal and Torres Strait Islander stakeholders, host four internal NAIDOC events across ABB office locations each year

Opportunities

ABB recognises the importance of a diverse workforce in contributing to the company's growth and Australia's prosperity.

Our goal is to organically increase Aboriginal and Torres Strait Islander employment in all levels of the company, and to support future generations of working Aboriginal and Torres Strait Islander Australians through education programs.

Equally, there is a range of procurement opportunities to engage with Aboriginal and Torres Strait Islander business owners through ABB's sub-contracting arrangements. This level of engagement provides opportunities to increase indirect employment, business and community participation.

Through the duration of this RAP, ABB will collect data on Aboriginal and Torres Strait Islander staff to inform our employment and professional development strategies.

Focus area:

Increase Aboriginal and Torres Strait Islander participation through employment and procurement opportunities.

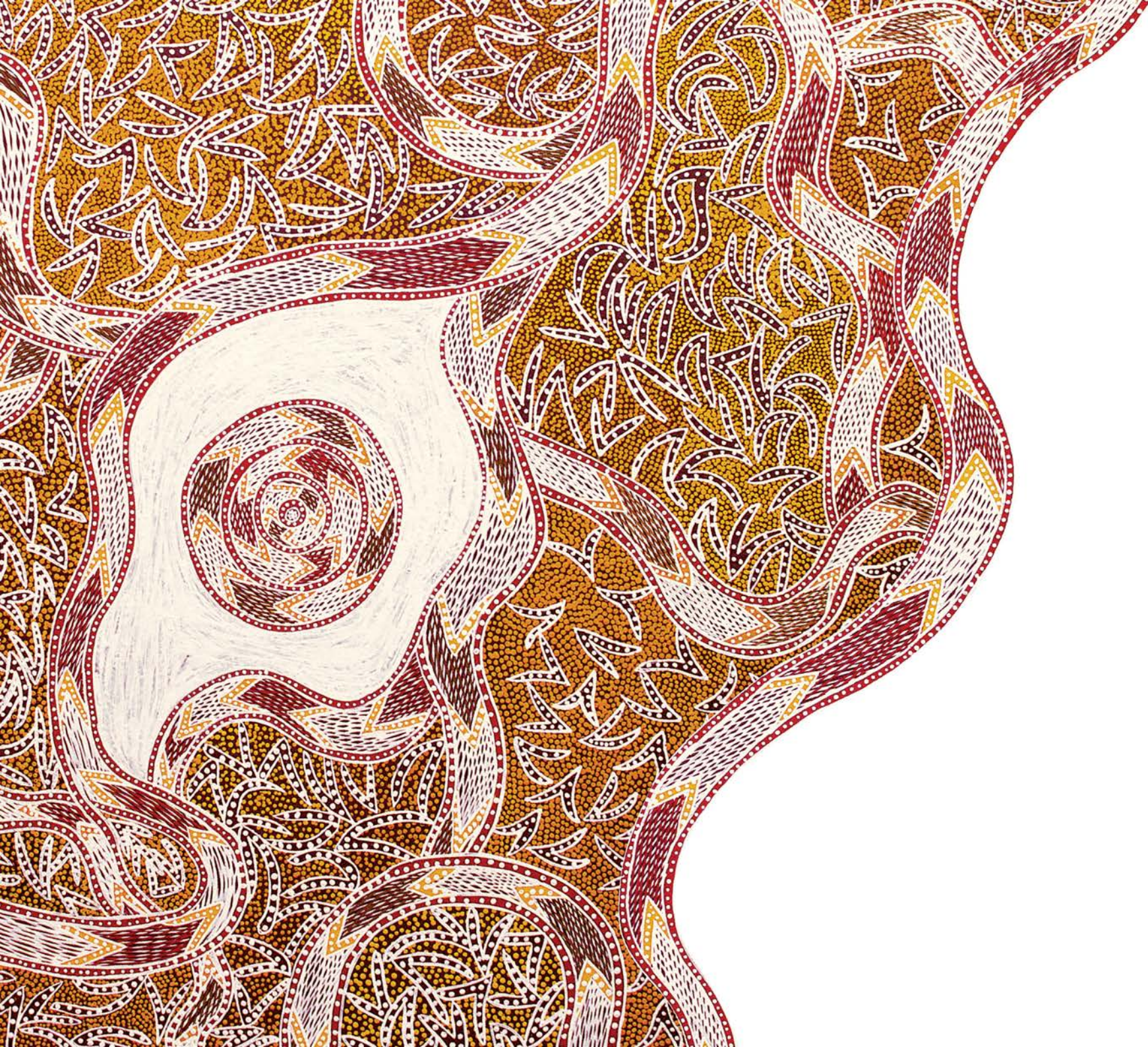
Action	Responsibility	Timeline	Deliverables
Investigate opportunities to increase employment and retention of Aboriginal and Torres Strait Islander peoples within the organisation	HR Business Partners; Recruitment Manager; RAP Program Manager	December 2017	- Implement, review and update Aboriginal and Torres Strait Islander employment and retention strategy
		February 2017	- Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development
		June 2017	- Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities
		September 2017	- Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace
		February 2017	- Investigate working with our current recruitment consultants to build our talent pipelines
Promote employment and skills development within the Power and Automation industry by providing opportunities to Aboriginal and Torres Strait Islander students	HR Business Partners; RAP Program Manager; ABB Champions	January 2017	- Job advertisements will note: 'Aboriginal and Torres Strait Islander people are encouraged to apply' - Job advertisements will be advertised via Aboriginal and Torres Strait Islander media channels
		July 2017, 2018	- Support the University of Technology Galuwa program and provide up to 3 work experience opportunities to students
		July 2017, 2018	- Support the Wesley College program with the aim of conducting 2 work experience placements annually
		May 2017	- Investigate options to partner with an organisation in Queensland, with the aim of providing work experience opportunities to students

Action	Responsibility	Timeline	Deliverables
Extend Aboriginal and Torres Strait Islander supplier diversity program and organisation-wide procurement policies and procedures	Supply Chain Manager	January 2017	- Review procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services
		May 2017	- Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services
		December 2017	- Develop 3 commercial relationships with Aboriginal and/or Torres Strait Islander owned businesses
		June 2017	- Continue relationship with Supply Nation and investigate opportunities for increased engagement
		December 2017	- Aim to secure \$0.5m in supply contracts to Aboriginal and Torres Strait Islander businesses
		May 2017	- Develop an Aboriginal and Torres Strait Islander procurement strategy - Consult with other RAP organisations to seek guidance on the development of our procurement strategy
Support Aboriginal and Torres Strait Islander and other external organisations to deliver services to improve social outcomes for Aboriginal and Torres Strait Islander children by industry providing opportunities to Aboriginal and Torres Strait Islander students	RAP Program Manager; RAP Champions; Senior Manager – Documentation; Hub BU Manager – EPES; Local Product Group Manager; Country Business Development Manager; HR Business Partners Manager; ABB Champions	July 2017, 2018	- Continue to sponsor and partner with the University of Technology Galuwa Program, with the aim of increasing Aboriginal and Torres Strait Islander student participation in tertiary STEM programs opportunities to students
		September 2017, 2018	- Continue to partner with AIME Mentoring via our annual sponsorship - Scope further opportunities to work together
		December 2017, 2018	- Continue to support the Aboriginal Literacy Foundation by holding an annual book collection nationally

Tracking progress and reporting

To ensure this plan remains a living document, ABB Australia is committed to tracking and reporting its progress.

Action	Responsibility	Timeline	Deliverables
Report RAP achievements, challenges and learnings to Reconciliation Australia	Corporate HR Manager; ABB Champions; Country Communications Manager	September 2017, 2018	- RAP progress is reported each year in the RAP Impact Measurement Questionnaire
		May 2018	- Investigate participating in the RAP Barometer document
Report RAP achievements, challenges and learnings internally and externally	RAP Program Manager	2017, 2018	- Publically report our RAP achievements, challenges and learnings
		July 2017, 2018	- Report progress in company board report
		March, June, September, December 2016, 2017, 2018	- Provide quarterly updates on RAP progress to all employees
Provide progress reports to the ABB Managing Director and senior leadership team	Corporate HR Manager; ABB Champions	March, June, September, December 2016, 2017, 2018	- Report quarterly to the MD and senior leadership team
Review, refresh and update RAP	RAP Program Manager; Country HR Manager; ABB Champions	June 2018	- In partnership with Reconciliation Australia, develop a new RAP based on learnings, challenges and achievements
		September 2018	- Send draft RAP to Reconciliation Australia for formal feedback and endorsement



Contact us

ABB Australia Pty Limited

Eva Ford-Murphy

Country Communications Manager

Phone: 1800 222 435

Email: marketing@au.abb.com

www.abbaustralia.com.au



ABB-in-Australia



@ABB_Australia



ABBAustraliaPtyLtd

