



RECONCILIATION  
ACTION PLAN

REFLECT

# Reconciliation Action Plan

October 2021 - December 2022





# Our Reconciliation Action Plan

## A message from our Managing Director

Reconciliation is a journey for all Australians – as individuals, families, communities, organisations, and importantly as a nation. We all have a role to play when it comes to reconciliation, and in playing our part, I am proud to introduce Simplot Australia's Reflect Reconciliation Action Plan (RAP).

A crucial part of reconciliation is reflecting on where we are in our current journey and recognising the opportunities that are mutually afforded by strengthening the relationships and opportunities with Aboriginal and Torres Strait Islander peoples.

Our RAP provides a framework for Simplot Australia to support the national reconciliation movement with Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples and communities. Our goal is to implement the actions in our Reflect RAP by the end of 2022.

Like many other businesses, we are committed to developing respectful relationships and creating meaningful opportunities with Aboriginal and Torres Strait Islander peoples. Our plan is focused on building on the

strengths of our diverse workforce and encouraging different ways of thinking.

This is a significant milestone in our history, as we take the critical first steps to embed the actions and foundations outlined in this RAP. Our initial efforts will focus on relationship building and improving cultural and historical awareness for all employees. We also aim to increase employment and support local Aboriginal and Torres Strait Islander businesses through procurement opportunities. These actions will be instrumental in further embedding a culture of diversity, equity and inclusion across our business.

Together with the support and endorsement of Reconciliation Australia, our employees, customers and the communities who rely on us, we will help to influence a more unified Australian society. A society that values, respects and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity.



**Graham Dugdale**  
Managing Director

A handwritten signature in black ink, which appears to read 'G. Dugdale'. The signature is fluid and cursive, with a long horizontal stroke at the end.



# Supporting Aboriginal Communities in Arnhem Land

The Karrkad Kanjdji Trust was established by Traditional Owners of Warddeken and Djelk Indigenous Protected Areas (IPAs) in 2010. The name, Karrkad Kanjdji (pronounced gar-gut gun-jee) refers to the stone country highlands and savanna lowlands of Arnhem Land.

The Karrkad Kanjdji Trust works with Aboriginal ranger groups in one of the most culturally rich and biodiverse regions of Australia: West and Central Arnhem Land. The Trust brings rangers and philanthropists together to address some of the region's most pressing issues, including environmental conservation, ranger employment, and the intergenerational transfer of Indigenous knowledge.

Aboriginal and Torres Strait Islander communities living in very remote locations across Australia are leading national conservation efforts on Indigenous land. In the Northern Territory alone, three quarters of Aboriginal and Torres Strait Islander peoples live in areas classified as remote or very remote. Ranger bases are scattered across such communities, acting as hubs of activity for species conservation, fire management and the continuation of cultural knowledge.

Living and working in Arnhem Land comes with a unique set of challenges. Services, including food stores and medical care, are only accessible by a long drive in the dry season or otherwise by plane,

and infrastructure is limited. Support for remote communities is inadequate to meet the challenges. The Karrkad Kanjdji Trust funds critical infrastructure and service provision to ensure rangers can continue to live on Country and undertake the critical work that they do.

Since 2016, Simplot Australia and Karrkad Kanjdji Trust have worked together to fund a regular air-charter service to the remote Warddeken communities of Kabulwarnamyo and Manmoyi. In 2020, this vital service was expanded to a third outstation, Mamardawerre. These three remote communities don't have any form of grocery or supply store, and so without this service the Warddeken Rangers and their families would have limited access to essential supplies, including food and medicine. These charter flights mean that rangers can live and work in extremely remote yet strategically important communities throughout the seasonal cycle.

On average, three charter planes service these three communities per fortnight, resulting in 102 individual deliveries. With the inclusion of a third outstation, the number of deliveries has grown by 18 per cent on last year.

We are proud of the support we have provided to the Karrkad Kanjdji Trust to date, however, we recognise there is so much more to do to create real change in our community.





# Our Reconciliation Action Plan Working Group

Overseen by Simplot Australia's Diversity, Equity & Inclusion (DEI) Council, the company's Reconciliation Action Plan (RAP) Working Group is charged with ensuring the actions outlined in the RAP are implemented. In addition, they have specific responsibility for executing National Reconciliation Week and NAIDOC Week initiatives across Simplot's Australian locations.

The RAP Working Group is a cross-functional team representing the broader interest of our team members and reflecting the interests of the communities where we operate. Andrew Murray, Chief Financial Officer, and Angeline Achariya, Executive Director, Innovation & Growth, are the Executive Sponsors of the DEI Council and our RAP, ensuring governance and visibility at the highest level of our business.

The RAP Working Group comprises:

## **RAP Leadership**

Angeline Achariya  
*Executive Director, Innovation & Growth*

Andrew Murray  
*Chief Financial Officer*

Sue Smith  
*Executive Director, Human Resources & Transformation*

## **RAP Team Members**

Andrew Costello  
*Procurement Enablement Leader*

Clare Holden  
*Talent & Culture Programs Lead*

Samantha Jones  
*Safety Health & Wellbeing Manager*

Andrea Kaldi  
*Executive Assistant to the Managing Director*

Clint McDonald  
*Production Manager, Devonport*

Nicola Russell  
*Talent & Culture Advisor*

Carolyn Steere  
*Head of Communications & Corporate Affairs*

*We are working to establish Aboriginal and Torres Strait Islander representation in our RAP Working Group*





# Relationships

Action	Deliverable	Timeline	Responsibility
1. <b>Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	October 2021	Safety, Health & Wellbeing Manager and Procurement Enablement Leader
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2021	Safety, Health & Wellbeing Manager
2. <b>Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and materials across Simplot Australia.	May 2022	Talent & Culture Programs Lead
	RAP Working Group members to participate in an external NRW event.	May 2022	Talent & Culture Programs Lead
	Encourage and support team members to participate in external events to recognise and celebrate NRW.	May 2022	Talent & Culture Programs Lead
3. <b>Promote reconciliation through our sphere of influence.</b>	Communicate our commitment to reconciliation to all employees.	October 2021	Managing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2021	Safety, Health & Wellbeing Manager and Procurement Enablement Leader
	Identify other RAPs and like-minded organisations that we could collaborate with on our reconciliation journey.	October 2021	Safety, Health & Wellbeing Manager
4. <b>Promote positive race relations through anti-discrimination strategies.</b>	Research best practice and policies in areas of race relations and anti-discrimination.	December 2021	Workplace Relations Manager & Talent & Culture Advisor
	Review key HR policies and procedures to identify any existing anti-discrimination provisions and potential updates required.	December 2021	Executive Director, Human Resources & Transformation



# Respect

Action	Deliverable	Timeline	Responsibility
5. <b>Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	October 2021	Executive Director, Human Resources & Transformation
	Conduct a review of cultural learning needs within our organisation.	February 2022	Learning & Organisational Development Manager and Simplot Australia's DEI Council
6. <b>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	November 2021	Executive Assistant to the Managing Director
	Increase team members' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2022	Head of Communications & Corporate Affairs and Production Manager, Devonport
7. <b>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Raise awareness and share information with our team members about the meaning of NAIDOC Week.	July 2022	Talent & Culture Programs Lead
	Promote and encourage participation in NAIDOC Week events in the local communities where we operate.	July 2022	Talent & Culture Programs Lead
	RAP Working Group to participate in an external NAIDOC Week event.	July 2022	Talent & Culture Programs Lead



# Opportunities

Action	Deliverable	Timeline	Responsibility
8. <b>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	October 2021	Talent Acquisition Partner and Talent & Culture Advisor
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2021	Talent Acquisition Partner and Talent & Culture Advisor
9. <b>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2022	Procurement Enablement Leader
	Investigate Supply Nation membership.	March 2022	Procurement Enablement Leader





# Governance

Action	Deliverable	Timeline	Responsibility
<b>10. Establish and maintain an effective RAP Working Group to drive governance of the RAP.</b>	Maintain a RAP Working Group to govern RAP implementation.	October 2021	Simplot Australia's DEI Council
	Draft a Terms of Reference for the RAP Working Group.	October 2021	Talent & Culture Advisor
	Establish Aboriginal and Torres Strait Islander representation on the RAP Working Group.	November 2021	Talent & Culture Advisor
<b>11. Provide appropriate support for the effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation.	October 2021	Simplot Australia's DEI Council
	Engage senior leaders in the delivery of RAP commitments.	October 2021	Managing Director & Executive Leadership Team
	Define appropriate systems and capability to track, measure and report on RAP commitments.	December 2021	Talent & Culture Advisor
<b>12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022	Talent & Culture Advisor
<b>13. Continue our reconciliation journey by developing our next RAP.</b>	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	October 2022	Talent & Culture Advisor



**MEDIA ENQUIRIES**

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FRONT & BACK COVER IMAGE - HUGO DAVIS

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