

EBOS Group Limited

Reflect Reconciliation Action Plan

July 2020 – July 2021



RECONCILIATION
ACTION PLAN
REFLECT



Gavin Wanganeen

Gavin Wanganeen is an Australian Football League (AFL) legend, acclaimed contemporary Aboriginal artist, a businessman and an advocate for Indigenous empowerment.

The artist

Born in Mount Gambier, South Australia, Gavin is a proud descendent of the Kokatha Mula people of the Western Desert in South Australia. The Kokatha people hold the Tjukupa (lore) and have a strong connection to country, the night sky and stories in the stars – a deep source of inspiration for Gavin’s paintings.

Growing up, Gavin spent time on South Australia’s west coast where his maternal great-grandfather, Dick Davey, was a respected leader of the people of Koonibba Mission and the community at large. Davey was one of the first Indigenous people to be “permitted” to purchase land, and was a talented footballer, playing for the Koonibba Football Club, today recognised as the country’s oldest surviving Aboriginal football club.

From a young age, Gavin embraced a love of colour and storytelling through art. Yet it wasn’t until his twenties, through a friendly competition with his Indigenous Port Adelaide Football Club teammates to produce an artwork from their respective regions, that Gavin made the life changing decision to start painting.

Gavin began exploring his ancestral links on canvas, recreating memories and capturing the beauty of the Australian outback. Today Gavin’s astonishing natural talent continues to blossom, attracting national attention and acclaim and firmly establishing him as a contemporary Aboriginal artist to watch.

About the painting

“This painting is called Shooting Star. Imagine you are sitting at the highest point of the universe, looking through the stars, and even through the Milky Way, to Country or home. For me, home is my mum’s Country, my Kokatha heritage over on the West Coast of South Australia.

But in this instance, it’s the view down to EBOS and a recognition of all the great work that EBOS is doing in the healthcare and animal care industries.”

– **Gavin Wanganeen**

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Our vision for reconciliation is to create a society that is fair, equal and just for all Australians, where relationships are strengthened between Aboriginal and Torres Strait Islanders and non-Indigenous peoples, for the benefit of all Australians.

Our Vision for Reconciliation

Our vision for reconciliation is to create a society that is fair, equal and just for all Australians, where relationships are strengthened between Aboriginal and Torres Strait Islanders and non-Indigenous peoples, for the benefit of all Australians.

We seek to understand and embrace reconciliation at EBOS Group and develop a greater understanding of Aboriginal and Torres Strait Islander peoples and their cultures.

Our Objectives

EBOS Group's first Reconciliation Action Plan seeks to demonstrate our commitment to reconciliation between Aboriginal and Torres Strait Islander peoples and the broader Australian community.

The key objectives of our RAP are to:

- Build organisational awareness of Aboriginal and Torres Strait Islander peoples, cultures, histories, knowledge, rights and achievements.
- Support career opportunities for Aboriginal and Torres Strait Islander peoples in our businesses.
- Build relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support our reconciliation journey.
- Recognise dates of significance relating to Aboriginal and Torres Strait Islander peoples and participate and celebrate National Aboriginal and Islander Day Observance Committee (NAIDOC) Week to promote awareness of histories and communities.
- Establish and maintain a RAP Working Group to implement the initiatives outlined in our Reconciliation Action Plan.

Message from the CEO John Cullity



I am very pleased to present EBOS Group's first Reflect Reconciliation Action Plan.

Community is central to everything we do at EBOS Group, and our RAP further underpins our commitment to make a difference in the communities in which we operate.

I look forward to raising awareness amongst our staff of the strong cultural heritage of Australia's First Peoples, and to building strong partnerships with Aboriginal and Torres Strait Islander communities and organisations as we commence our reconciliation journey.

The EBOS Group Board and Executive teams are committed to reconciliation and our RAP is an opportunity to turn ideas, initiatives and intentions into actions and outcomes to support the Australian national reconciliation movement. For a long period of time, actions to improve the inequality, living standards, health and society bias against Australia's First Peoples have been left predominantly to the public sector. EBOS, as the clear industry leader, recognises that it also must play its role to assist the reconciliation movement and thereby improve the inequalities that exist with

our Aboriginal and Torres Strait Islander peoples. These inequalities have existed for too long and only by all sectors of our society acting together will we be able to provide our Indigenous community with a meaningful movement and program for change.

EBOS is proud to have developed its first Reflect Action Plan under the stewardship of our RAP Working Group (RWG) that includes members of senior management and representatives from across our business. The task of the RWG will be to drive the EBOS Vision for Reconciliation and initiate the many activities listed on the following pages to meet the objectives we have set ourselves in making a meaningful contribution to the reconciliation process.

I look forward to witnessing the positive contribution our Reflect RAP will make to EBOS, to our people, to the reconciliation of the nation and to the communities we serve in Australia.

John Cullity
Chief Executive Officer –
EBOS Group Ltd

Our Business

EBOS Group is the largest and most diversified Australasian marketer, wholesaler and distributor of healthcare, medical and pharmaceutical products. It is also a leading marketer and distributor of recognised consumer products and animal care brands.

Servicing the needs of thousands of customers across Australia, New Zealand and more recently across Asia, EBOS Group is committed to building better communities through an unwavering commitment to the provision of high-quality healthcare and animal care products.

Our staff of 2400 employees in 33 locations across Australia positively impact the lives of millions of people and animals across the region every day through the timely delivery of healthcare and animal care products to metropolitan, regional and remote locations.

As at June 2020, there were five staff who identified as Aboriginal and/or Torres Strait Islander people at EBOS Group (Australia) following the results of the 2020 EBOS Group Staff Engagement Survey.

EBOS Group strives for leadership in its business segments and continues to pursue a robust strategic investment plan designed to strengthen its core business and target new opportunities that extend the Group's capabilities and enables it to deliver more for its stakeholders.

EBOS Group is publicly listed on the New Zealand and Australian stock exchanges.

Relationships

Our RAP

Community is central to everything we do at EBOS Group. It is built into the values of every EBOS business and lived each day by our teams across Australia and New Zealand.

Throughout the year, EBOS, across its many offices and locations, promotes and activates a number of initiatives focused on health and wellbeing, the environment, family and community. Further, from a charitable perspective, EBOS Group matches funds raised by staff who organise events or activities for charitable causes.

EBOS Group places a great deal of importance in supporting our staff community with such initiatives. In 2019, it was acknowledged that one area which had not been integrated into the EBOS community was a formal framework regarding a vision for reconciliation and importantly engaging staff in the

recognition and acknowledgment of Australia's First Peoples. It was from this moment that the organisation commenced the process to produce the EBOS Group Reconciliation Action Plan (RAP).

EBOS acknowledges that, by focusing on the three core pillars of relationships, respect and opportunities, this will encourage our organisation to turn ideas, initiatives and intentions into deliberate actions to support the national reconciliation movement.

It will be our objective to focus on our area of expertise in the sector of healthcare and how we can integrate health into our RAP actions and deliverables throughout our RAP journey.

Action	Deliverable	Timeline	Responsibility
1. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in area of race relations and anti-discrimination.	1 September 2020	Executive General Manager - Human Resources (EGM HR)
	• Conduct a review of HR policies and procedure to identify existing anti-discrimination provisions, and future needs.	1 September 2020	EGM HR
2. Raise internal awareness of EBOS Group RAP.	• Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.	30 August 2020	Head of Comms and Corp Affairs
	• Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.	30 October 2020	Head of Comms and Corp Affairs
	• Incorporate reference to RAP in staff induction pack.	1 September 2020	EGM HR
	• Initiate discussion in the workplace around the concept of reconciliation and, in doing so, seek out representatives who may be suitable candidates for the formation of a RAP Working Group.	1 September 2020	EGM HR
	• Communicate Group-wide on EBOS' decision to develop a RAP and encourage feedback from staff on ideas or experiences they may have had regarding reconciliation.	1 August 2020	Head of Comms and Corp Affairs
	• Develop an EBOS Group 'Vision for reconciliation'.	1 August 2020	Head of Comms and Corp Affairs
	• Include a reconciliation focused section on the intranet including publishing the RAP for ready access by staff.	1 August 2020	Head of Comms and Corp Affairs



Action	Deliverable	Timeline	Responsibility
3. Participate and celebrate National Reconciliation Week (NRW).	• Introduce our staff to NRW by encouraging staff to attend a NRW event.	1 April 2021	Head of Comms and Corp Affairs
	• Ensure our RAP Working Group participates in an external event to recognise and celebrate.	1 April 2021	Head of Comms and Corp Affairs
	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	1 April 2021	Head of Comms and Corp Affairs
	• Selected EBOS Group representatives including one senior leader to participate in at least one external NRW event.	1 April 2021	CEO Symbion
4. Build internal and external relationships.	• Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our sphere of influence that we could approach to connect with on our reconciliation journey.	1 October 2020	Head of Comms and Corp Affairs
	• Identify organisations and communities with whom we can engage and build relationships to support the EBOS Group reconciliation efforts and journey.	1 October 2020	Head of Comms and Corp Affairs
	• Develop a list of RAP and like-minded organisations within our sphere of business.	1 October 2020	Head of Comms and Corp Affairs
	• Investigate opportunities to expand existing (started 2014) EBOS Group relationship with MALPA Young Doctors programme.	1 October 2020	Head of Comms and Corp Affairs

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Hold one organisational workshop/lunch and learn/guest speaker session each year to bolster organisational cultural awareness.	1 October 2020	EGM HR
	• Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.	1 October 2020	Head of Comms and Corp Affairs
	• Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait islander cultures, histories and achievements.	1 April 2021	EGM HR
	• Conduct a review of cultural awareness training needs within our organisation.	1 October 2020	EGM HR
6. Raise internal understanding of Aboriginal and Torres Strait Islander people's cultural protocols.	• Explore opportunities for cultural awareness training for all staff.	1 October 2020	EGM HR
	• Explore who the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area concentrating in the first instance on Docklands, Melbourne Victoria and then other EBOS Group facilities nationally.	1 September 2020	Head of Comms and Corp Affairs
	• Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence.	1 September 2020	Head of Comms and Corp Affairs
	• Acknowledge the Traditional Land Owners in the reception area of EBOS Group Docklands head office and other EBOS Group facilities nationally.	1 October 2020	Head of Comms and Corp Affairs
	• Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement to Country and Welcome to Country protocols.	1 October 2020	Head of Comms and Corp Affairs

Opportunities

Action	Deliverable	Timeline	Responsibility
7. Participate in and celebrate National Aboriginal and Islander Day Observance Committee (NAIDOC) Week.	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	1 November 2020	Head of Comms and Corp Affairs
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	1 November 2020	Head of Comms and Corp Affairs
	• RAP Working Group to participate in an external NAIDOC Week event.	1 November 2020	CEO Symbion
8. Ensure dates of significance relating to Aboriginal and Torres Strait Islander peoples are recognised internally.	• Recognise Aboriginal and Torres Strait Islander dates of significance internally by creating and placing on the dedicated RAP section on the intranet a calendar of Aboriginal and Torres Strait Islander dates of significance.	1 September 2020	Head of Comms and Corp Affairs

Action	Deliverable	Timeline	Responsibility
9. Investigate opportunities for procurement of goods/services from Aboriginal and Torres Strait Islander suppliers.	• Investigate Supply Nation membership.	1 October 2020	Head of Comms and Corp Affairs
	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	1 October 2020	Head of Comms and Corp Affairs
	• Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	1 October 2020	Head of Comms and Corp Affairs
10. Investigate Aboriginal and Torres Strait Islander employment.	• Identify current Aboriginal and Torres Strait Islander staff via the Staff Engagement Survey to inform future employment and development opportunities.	1 April 2021	Head of Comms and Corp Affairs
	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	1 April 2021	EGM HR

 Governance

Action	Deliverable	Timeline	Responsibility
11. Provide appropriate support for effective implementation of RAP commitments.	• Define internal resources needs for RAP implementation.	1 August 2020	Head of Comms and Corp Affairs
	• Engage EBOS Leadership Team in the delivery of RAP commitments.	1 August 2020	CEO Symbion
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	1 September 2020	Head of Comms and Corp Affairs
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement.	30 September 2021	Head of Comms and Corp Affairs
	• Questionnaire to Reconciliation Australia by 30 September annually.		
13. Establish and maintain an effective RAP Working Group to drive governance of the RAP.	• Form a RWG to govern RAP implementation.	1 August 2020	CEO Symbion
	• Draft a Terms of Reference for the RWG.	1 August 2020	CEO Symbion
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	1 September 2020	CEO Symbion
14. Continue our reconciliation journey by gaining endorsement for the EBOS Group Reflect RAP.	• Submit Innovate RAP to Reconciliation Australia's for formal review and endorsement.	May 2021	Head of Comms and Corp Affairs
	• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	April 2021	Head of Comms and Corp Affairs

For media enquiries please contact:
 EBOS Group
 RAP Working Group
 Ph: +61 3 9918 5555
 E: RAP@ebosgroup.com



