



Schneider Electric Reflect Reconciliation Action Plan 2020

Final Report



Life Is On

Schneider
Electric

Acknowledgement of Country

Schneider Electric acknowledges the Traditional Custodians of lands, waters and communities throughout Australia.

We pay our respect to the traditions, ancient protocols, and cultural practices of Aboriginal and Torres Strait Islander peoples, who have lived and cared for country.

We extend that same respect and recognition to the Elders of this land, both past and present.





Guwiyang Gana (fire burning)
By Professor Liz Cameron

President's Message

In December 2019, when we launched our first Reconciliation Action Plan, little did we know what 2020 would hold for us all. I'm delighted that in a year of many challenges, we were still able to make significant inroads into delivering on our Reconciliation commitments.

It seems to me that this Reflect RAP has been an opportunity for us as company to have our 'L' plates on for 12 months to really learn about what it will take for us as a company to play our part in the journey of reconciliation in a meaningful way. We've made the most of this time, building relationships with our local Indigenous communities, understanding government Indigenous Participation Policies more fully, finding opportunities to work with Indigenous suppliers, creating more moments of respect for Aboriginal culture and heritage and sharing our commitment with our employees.

We are delighted to be hanging up our 'L' plates in 2021 as we work towards our next, Innovate, RAP. We will be taking all we've learned this year and building on it so we can do more to help progress economic opportunities for First Nations Peoples, and to demonstrate and promote respect and understanding between Aboriginal and Torres Strait Islander peoples and other Australians.

Finally, I'd like to thank those who have been part of our RAP Working Group for their leadership this year – Kate Corbett, Pavneet Girm, Tam Johnston, Colm Lavin, Chui Ann Lee, Brendan Pigram, Sunita Nigudkar, Chris Nielsen, Richard Salloum, Mark Smith and Rod Watkins.

Gareth O'Reilly
Zone President and
Managing Director, Pacific at
Schneider Electric



Highlights

- Introduced supplier diversity processes to increase and track our spending with Indigenous-owned businesses.
- Adopted a business case for Aboriginal and Torres Strait Islander employment and acknowledgement.
- Trialled processes for new dedicated Indigenous Internship positions.
- Started conversations with our contractors to help encourage them to seek to employ Aboriginal and Torres Strait Islander people on Schneider Electric projects.
- Celebrating Aboriginal and Torres Strait Islander culture in our offices through artwork and design.

Learnings

- Creating opportunities is going to require us to work together across many different areas of our organisation – it can't just be a RAP Working Group responsibility.
- There is strong interest from our employees in ways we can participate in Reconciliation.
- Because we've not historically given employees the opportunity to tell us about their heritage, our data about the number of Indigenous employees is not yet robust.
- Our learning journey and relationship building is only just beginning.



Our RAP Final Report



Relationships

Action	Deliverables	Timeline	Performance outcome 2020
Establish a RAP working group	Form a RAP Working Group that is operational to support the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation.	Achieved	RAP Working Group was formed in mid-2019 including at least two Aboriginal and Torres Strait Islander people and representatives from across the organisation and met monthly throughout the period. This is supported by a quarterly RAP progress review with the Zone President and Vice Presidents.
Build internal and external relationships	Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.	Achieved	We developed lists of Aboriginal and Torres Strait Islander peoples, communities and organisations within the localities where our offices are based around Australia. We also started building relationships with other RAP organisations in our area and sought to learn from their RAP journeys and seek out opportunities for collaboration.
	Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.	Achieved	
Participate in and celebrate National Reconciliation Week (NRW)	Encourage our staff to attend a NRW event.	Achieved	This year our National Reconciliation Week events was held online in line with Covid-19 precautions. We invited Aunty Julie Janson to perform a welcome to country and showed an episode of the ABC's program, 'You Can't Ask That' featuring Indigenous Australians talking about their experiences.
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	Achieved	
	Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.	Achieved	
Raise internal and external awareness of our RAP	Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.	Achieved	Our RAP was launched in December 2019, with guests including local Indigenous elders and young Indigenous performers, other RAP organisations and local, state and federal political leaders. Senior leaders were engaged with the process, with a quarterly RAP Review meeting chaired by the Zone President and attended by all relevant Vice Presidents. Our employees were engaged through regular communication across social media channels and events to mark National Reconciliation Week and NAIDOC Week. All major company events included either an Acknowledgement of Country or a Welcome to Country. A focus on Indigenous Procurement saw a range of sessions held for employees across the organisation involved in procurement of tender preparation and delivery. These sessions created momentum for ongoing work to improve our RAP outcomes throughout a broader cross section of our business.
	Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.	Achieved	
	Engage our senior leaders in the delivery of RAP outcomes.	Achieved	
	Publicly launch our RAP.	Achieved	



Respect

Action	Deliverables	Timeline	Performance outcome 2020
Investigate Aboriginal and Torres Strait Islander cultural learning and development	Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.	Achieved	<p>This year our focus has been on understanding the cultural awareness needs of the organisation, and how we can best meet those needs. A business case was developed and adopted by senior leadership. A range of learning materials were made available through Schneider's own learning hub, My Learning Link. During NAIDOC Week, an employee survey was conducted to help inform training priorities moving forward. Face to face training has yet to be held, however online training materials, including Reconciliation Australia's excellent resource, Share Our Pride, were provided as required training for managers who are overseeing Indigenous employees. It is expected that this modest beginning will be built on in 2021.</p>
	Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Achieved	
	Conduct a review of cultural awareness training needs within our organisation.	Achieved	
	Investigate the option of having Share Our Pride available through My Learning Link.	Achieved	
	Identify and offer face to face cultural competency training to staff.	Not achieved	
Participate in and celebrate NAIDOC Week	Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.	Achieved	<p>This year, NAIDOC Week was moved from July to November due to Covid-19. We promoted the week, and community events through our social media channels. We also used this week as a chance to engage our employees in a discussion about what they'd most like to learn more through a survey. This was also another chance to invite our Aboriginal and Torres Strait Islander employees to let us know about their heritage, should they wish to do so. Due to continuing Covid restrictions, our RAP Working Group wasn't able to attend a physical event but were encouraged to sign on for something from the range of events available through the NAIDOC website.</p>
	Introduce our staff to NAIDOC Week by promoting community events in our local area.	Achieved	
	Ensure our RAP Working Group participates in an external NAIDOC Week event.	Not achieved	



Respect (continued)

Action	Deliverables	Timeline	Performance outcome 2020
Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Explore who the Traditional Owners are of the lands and waters in our local area.	Achieved	Acknowledgements of Country have become the expected standard for major events this year. This was supported by research to identify the appropriate Traditional Owners in the areas where our offices are located. An Acknowledgement of Country, as well as our RAP, are on se.com/au
	Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence.	Achieved	
	Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).	Achieved	
	Add an Acknowledgement of Country to se.com/au website.	Achieved	
	Include an Acknowledgement of Country at all major internal and external events in 2020.	Achieved	
Investigate opportunities to honour Aboriginal and Torres Strait Islander cultures and heritage in our offices	Investigate opportunities to honour Aboriginal and Torres Strait Islander cultures and heritage in our new Head Office building – both in the physical environment, including artwork, signage, room names and the like.	Achieved	Our new head office at Macquarie Park opened in September, providing a number of opportunities to honour Aboriginal and Torres Strait Islander cultures and heritage. Meeting rooms were given Darug names, carpets feature Indigenous designs and a painting by a Darug artist features prominently in the building. An Indigenous ceremony was incorporated into the topping out ceremony. There was no formal opening ceremony for the building due to covid restrictions.
	Develop site by site plans for acknowledging Traditional Ownership at all Schneider Electric sites.	Partially achieved	



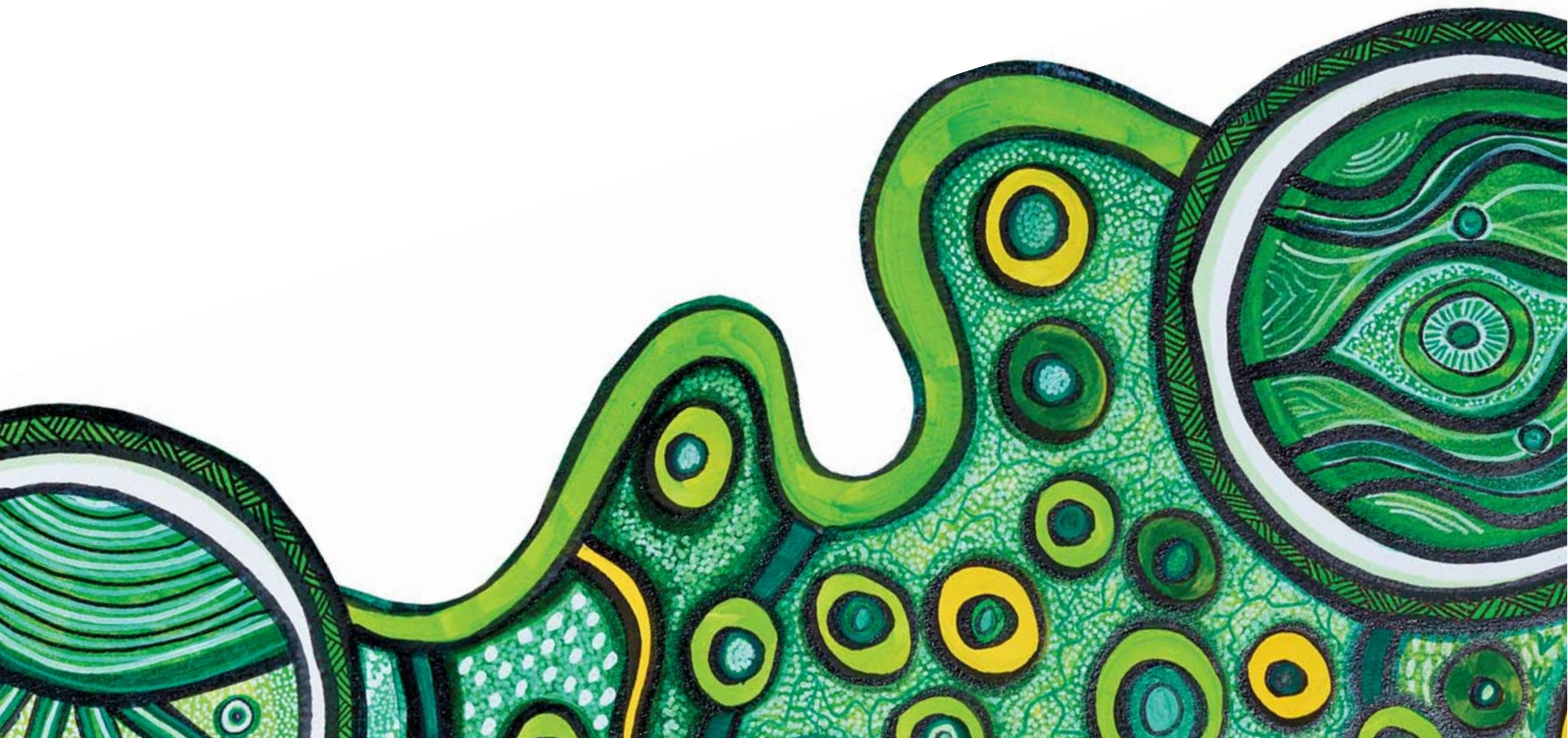
Opportunities

Action	Deliverables	Timeline	Performance outcome 2020
Investigate Aboriginal and Torres Strait Islander employment	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Achieved	A business case for for Aboriginal and Torres Islander employment has been developed and shared across the HR team to help inform decision making moving forward. Onboarding forms now allow new hires to identify as Aboriginal and/Torres Strait Islander if they choose. Two separate opportunities were created for current Indigenous employees to let us know about their cultural identity. It is unclear if small results reflect a lack of Indigenous employees or concern about providing this information. Our approach is to try to continue to build trust and make it feel like a really safe place to celebrate First Nations heritage.
	Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.	Partially achieved	
Investigate Aboriginal and Torres Strait Islander supplier diversity	Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	Achieved	Schneider Electric became a Supply Nation member in mid-2019 and have embraced this relationship to support our supplier diversity policies and actions in 2020. From a low base of around \$6,000 spent with Indigenous businesses in 2019, we have increased Indigenous procurement to more than \$60,000 in 2020. We expect to see this figure rise significantly in 2021 as the new procedures and expectations that have been put into place in the second half of 2020 continue to bear fruit. All other deliverables in this action have been achieved.
	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Achieved	
	Become a member of Supply Nation.	Achieved	
	Include a question in our major tender processes to ask suppliers whether they have a RAP.	Achieved	
Investigate opportunities to support Aboriginal and Torres Strait Islander students	Investigate opportunities to support a scholarship or other education support for Aboriginal and Torres Strait Islander students in 2020.	Partially achieved	Two new dedicated Internship positions were advertised to First Nations people for the 2021 intake. Unfortunately we were unable to offer confirmed positions during our Internship hiring campaign. We will continue to work with the business on seeking opportunities in 2021 for indigenous internships. Two Indigenous apprentices have also been hired throughout the year. We are also working closely with our labour hire contractors to ensure that they are also seeking opportunities to employ Indigenous people to work with us here at Schneider Electric.
	Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships).	Achieved	
Investigate opportunities to increase Pro Bono activities	Investigate opportunities to support a scholarship or other education support for Aboriginal and Torres Strait Islander students in 2020.	Not achieved	While we have started conversations with several organisations, Covid-19 challenges have slowed down work. This will be a priority for our 2021 activities.
	Investigate opportunities to support Aboriginal and Torres Strait Islander charities and/or communities with energy audits and expertise.	Partially achieved	

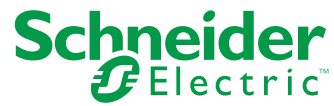


Governance and tracking progress

Action	Deliverables	Timeline	Performance outcome 2020
Build support for the RAP	Define resource needs for RAP development and implementation.	Achieved	A budget has been allocated for RAP development and implementation, supplemented by program area support. Systems and processes are in place to track, measure and report on RAP activities.
	Define systems and capability needs to track, measure and report on RAP activities.	Achieved	
	Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	Not due in first year	
Review and Refresh RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	Achieved	A new Innovate RAP is now being developed in line with agreed extended timelines due to Covid-19 restrictions.
	Submit draft RAP to Reconciliation Australia for review.	Achieved	
	Submit draft RAP to Reconciliation Australia for formal endorsement.	Achieved	



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Learn more at:
se.com/au/reflectrap

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