



Schneider Electric Innovate Reconciliation Action Plan

July 2021 – July 2023



Life Is On

Schneider
Electric

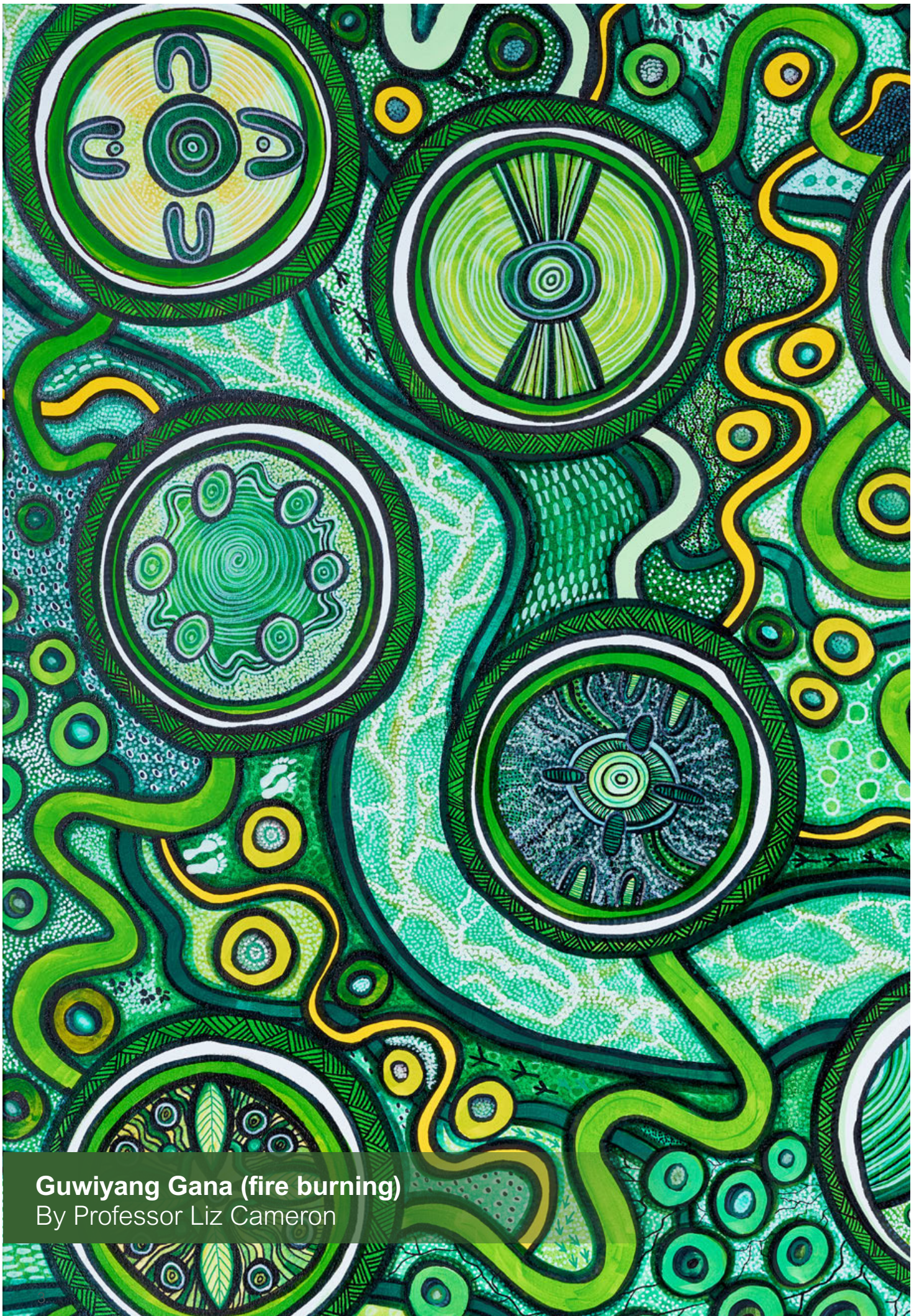
Acknowledgement of Country

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

We pay our respects 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 to the Elders of this land, both past and present.



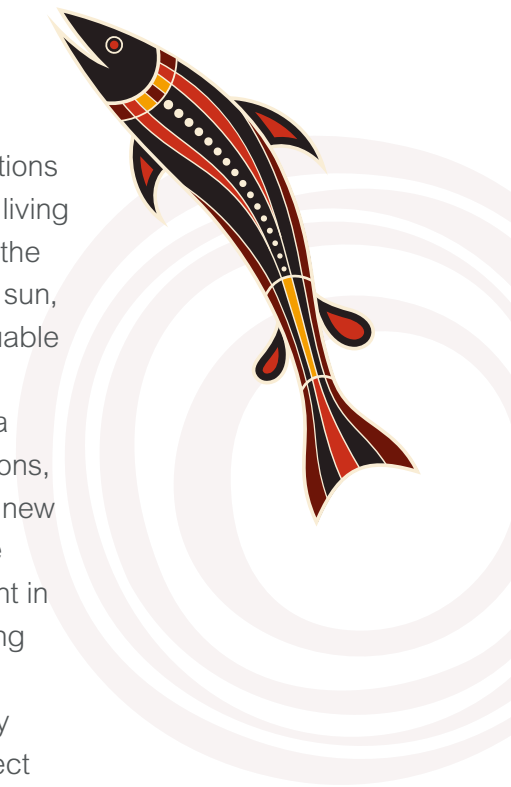


Guwiyang Gana (fire burning)
By Professor Liz Cameron

Story of the artwork

The storyline behind this painting captures the essence of energy – the power of fire, force and vitality. Guwiyang Gana (fire burning) is the natural energy in the Dharug Aboriginal language. Embedded in the artwork is the Lane Cove River, which is close to Schneider Electric’s Australian headquarters. The river with the reflections of lightning portrays the natural energy. The land was once inhabited by emus, wombats and Dharug totem, the brown eyed crow - represented through their footprints. The small spheres portray Aboriginal communities who met on Dharug lands to reconnect and converse. The seven large circles represent

Dharug sustainable life connections including people, place and all living things. The painting articulates the natural energies - the wind, the sun, the movement of water - all valuable concepts in sustainability. Reflecting on reconciliation as a key factor for creating connections, this artwork is prepared for the new RAP framework. It supports the national reconciliation movement in making a commitment to building and encouraging relationships between Aboriginal peoples, by fostering and embedding respect for the world’s longest surviving cultures and communities.

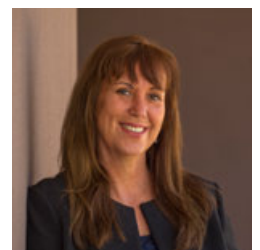


About the artist

Professor Liz Cameron is associated with the Dharug Aboriginal Nation, located in the Hawkesbury River area of NSW. Liz holds a Diploma in Fine Arts, post graduate studies in Indigenous Social Health, and a PhD in Indigenous Philosophies. Liz’s research interests include Indigenous land and sea management, creativity within cultural form and function, Indigenous health, and is a practicing artist. As such, Liz has held various exhibitions and publications on

Aboriginal making and other creative expressions. Liz holds the position of Professor, Chair of Indigenous Knowledges, at Deakin University.

Website: **Belanjee.com**



Message from Reconciliation Australia CEO

Reconciliation Australia commends Schneider Electric on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Schneider Electric to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Schneider Electric will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Schneider Electric is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Schneider Electric's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations, Schneider Electric, on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our vision for Reconciliation

Our vision for reconciliation is an Australia where unity between Aboriginal and Torres Strait Islander peoples and other Australians is embraced and celebrated. A nation where equality is not only expected, it is the norm. Where the contributions and stories of all people are celebrated, our shared history is acknowledged and truthfully told, and the relationships between people are making all our lives richer and more rewarding. Where the negative experiences of race relations are recognised, acknowledged, sincerely regretted, and vowed never to be repeated again.

Our vision as a company is that we will be able to look back proudly, having played our part fully in helping to achieve this outcome. That we can contribute to a world in which access to energy is fair and equitable for Aboriginal and Torres Strait Islander peoples, and that we are part of an industry that welcomes and values the contribution and knowledge brought by Aboriginal and Torres Strait Islander employees and specialists.



Our business

Schneider's purpose is to empower all to make the most of our energy and resources, bridging progress and sustainability for all. We call this Life Is On.

Our mission is to be your digital partner for Sustainability and Efficiency.

We drive digital transformation by integrating world-leading process and energy technologies, end-point to cloud connecting products, controls, software and services, across the entire lifecycle, enabling integrated company management, for homes, buildings, data centres, infrastructure and industries.

We are the most local of global companies. We are advocates of open standards and partnership ecosystems that are passionate about our shared Meaningful Purpose, Inclusive and Empowered values.

Schneider Electric is a company with a long and proud history of innovation that goes back more than 180 years to the first industrial revolution. Here in Australia, we have been operating for more than 50 years and some of our acquired companies, such as Clipsal by Schneider Electric, has been in business for much longer – since the 1920s.

In Australia, Schneider Electric brands include the iconic Clipsal by Schneider Electric and APC. We are also majority owners of AVEVA.

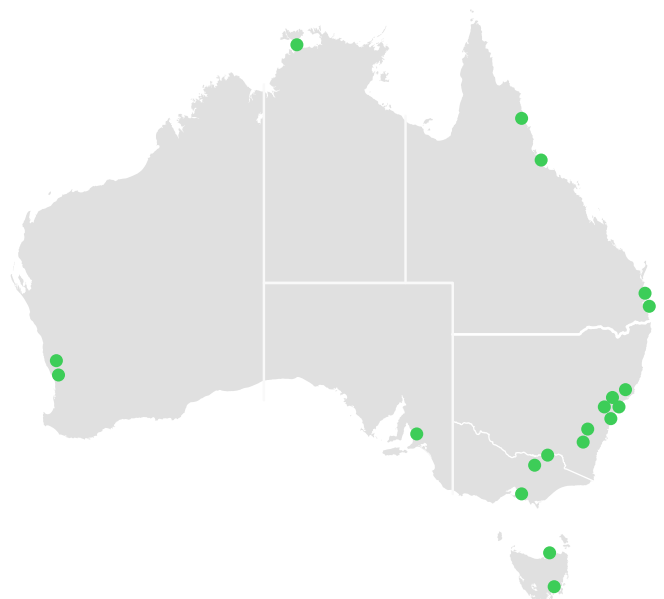
Schneider employs more than 2,200 people across Australia in a wide range of roles. Diversity, inclusion, and equity are at the heart of our philosophy as an employer and as a corporate

citizen. We believe in equal opportunities for everyone, everywhere. This means we welcome people from all walks of life, ages and cultures, embracing different perspectives and calling out bias when we see it. We aim to make every person feel uniquely valued and safe to be at their best.

While the number of Aboriginal and Torres Strait Islander staff is currently not known, we will work within this RAP to determine culturally appropriate ways to understand this.

Our sphere of influence stretches back through our supply chain where we create influence through our relationships and purchasing decisions, through to our own customers, from corporations and homeowners. And of course, we work closely with a wide range of industry partners such as wholesalers, electricians and industry bodies.

We are active across Australia, with offices, distribution centres and factories in most states and territories. You can see our locations on the map below.



Our mission

Our mission is to be your digital partner for Sustainability and Efficiency.

Our core values

- Customer First
- Dare to Disrupt
- Embrace Different
- Learn Every Day
- Act Like Owners



Our RAP

In December 2019, Schneider Electric launched its first Reflect RAP to act as both a symbol and a practical guide to the beginning of our journey of reconciliation. When we set out on this journey, we did so because as a company we think it's possible – and desirable – to use our fortunate position as a successful business in Australia to make a real difference to the communities we live and work in.

We used this time to build our internal capacity and awareness of what's required to play a meaningful and active part in reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians.

Highlights of our Reflect RAP include:

- Introduced supplier diversity processes to increase and track our spending with Aboriginal and Torres Strait Islander-owned businesses
- Adopted a business case for employment and acknowledgement of Aboriginal and Torres Strait Islander peoples
- Trialled processes for new dedicated First Nations internship positions
- Started conversations with our contractors to help encourage them to seek to employ Aboriginal and Torres Strait Islander peoples on Schneider Electric projects
- Celebrated Aboriginal and Torres Strait Islander cultures in our offices through artwork and design.
- Built respect through including Acknowledgements of Country in key meetings and inviting local Elders to participate in several company-wide

events including quarterly Town Hall meetings and customer facing events such as Innovation Summit World Tour.

- Developed a cultural protocol document to educate leaders and employees about protocols such as a Welcome to Country or Acknowledgement of Country and to encourage the inclusion of these where possible.

We have also learned an enormous amount along the way. We now better understand the importance of cooperation across all areas of our company in achieving our RAP goals, and subsequently we have broadened the RAP Working Group to include representation across the business to strengthen our capability and collaboration in this area.

This has also led to changes in the way that we allocate responsibility for RAP outcomes, such as implementing a greater support network for each ambition, so that it better connects back into the way we do business and report across the organisation. We have also made significant inroads in building our understanding, systems and processes for supplier diversity and are working closely with Supply Nation to continue this journey.

With this learning under our belts, we are now ready to embrace new challenges and targets to grow our contribution to the economic advancement of First Nations people and to build meaningful relationships across cultural divides.

RAP Working Group

The RAP Working Group is Co-Chaired by Gamilaraay man and National Consumer Business Manager, Brendan Pigram, and Foundation and Community Lead, Tam Johnston. We are also seeking to include broader representation from First Nations communities beyond our employee team. In order to broaden representation from Aboriginal and Torres Strait Islander communities, we are currently finalising arrangements at the moment for two external committee members to join us from the local community.

In order to deliver on our RAP commitments effectively, the RAP Working Group is also broken into a number of project teams who take the lead on various elements of the RAP. These are:

- Local Relationships
- Procurement
- NRW/NAIDOC Week
- HR
- Acknowledgement

The leaders of these teams are identified below.

Co-Chairs:

Brendan Pigram – National Consumer Business Manager and RAP Local Relationships Project Team Leader
Tam Johnston – Foundation and Community Lead

RAP Working Group Members:

Simon Baker – Solutions Supply Chain Manager and RAP Procurement Project Team Leader
Niall Bowie – Principal Engineer
Laura Evans – HR Business Partner
Pavneet Girn – Marketing Communications Specialist and RAP NRW/NAIDOC Week Team Leader
Sivakumar Gurusamy – Application Engineer

Chui Ann Lee – Employer Brand Specialist and Early Careers Champion
Rodelio Navarro – Customer Experience Process Analyst
Sunita Nigudkar – HR Business Leader and RAP HR Project Team Leader
Toni Pecoski – Senior HSE Leader

Richard Salloum – Indirect Procurement Manager
Jacinta Vescovo – National Residential Builders Manager
Pankaj Yadav – Business Development Manager – Automation Solutions
Holly White – Graduate and RAP Acknowledgement Project Team Leader

Executive Champion:

Dean Summlar – Vice President Human Resources

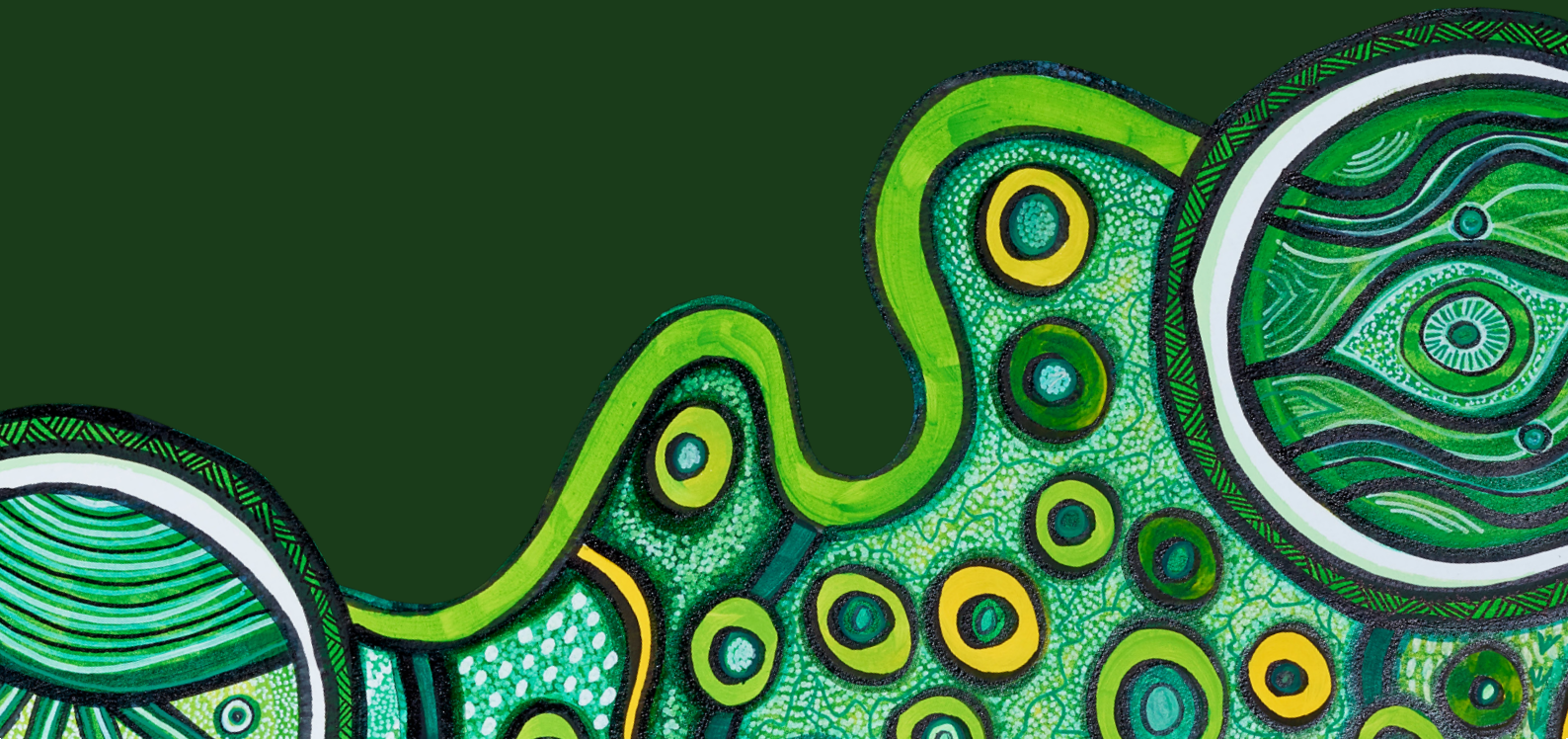
Executive oversight provided by the Foundation Committee:

Gareth O'Reilly – Country President
Joe Craparotta – Vice President, IT Business and Strategic Customer Segments
Chris Quinn – Vice President, Marketing Communications DCE
Chris Kerr – Retail and SmartSpace Business
Augustin Barrelet – Vice President, Finance and Control



Relationships

Schneider Electric is committed to building strong relationships with Aboriginal and Torres Strait Islander peoples, and to grow our own understanding of the incredible contribution First Nations people have made, and continue to make, to Australian life. As an international organisation, we believe strongly that diversity among our employees, suppliers, customers and stakeholders only serves to make us stronger and so we want to do more to welcome Aboriginal and Torres Strait Islander peoples into every aspect of our corporate life. Our focus is on building local relationships at our many sites throughout the country in order to build rapport, trust and respect with Elders, their representatives, community bodies and local businesses as we seek to be advised by Aboriginal and Torres Strait Islander peoples on a collaborative approach to local engagement and support.





Relationships

Action	Deliverables	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	October 2021 (NSW/VIC/SA) May 2022 (QLD/WA)	Local relationships project team leader
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2022 (NSW/VIC/SA) August 2022 (QLD/WA)	Local relationships project team leader
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2022 May 2023	NRW/NAIDOC project team leader
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2022 27 May – 3 June 2023	NRW/NAIDOC project team leader
	Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2022 May 2023	NRW/NAIDOC project team leader
	Organise at least one NRW event each year.	27 May – 3 June 2022 27 May – 3 June 2023	NRW/NAIDOC project team leader
	Register all our NRW events on Reconciliation Australia's NRW website .	May 2022 May 2023	NRW/NAIDOC project team leader
	Promote reconciliation through our sphere of influence.	Implement strategies to engage our employees in reconciliation.	September 2021
Communicate our commitment to reconciliation publicly.		July 2021 July 2022	Corporate Communications Manager
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.		March 2022	Corporate Communications Manager
Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.		March 2022	Foundation and Community Lead
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2021	HR Project team leader
	Develop, implement and communicate an anti-discrimination policy for our organisation.	December 2021	HR Project team leader
	Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	December 2021	HR Project team leader
	Educate senior leaders on the effects of racism.	March 2022	HR Project team leader
Create mutually beneficially partnerships with Aboriginal and Torres Strait Islander communities by supporting community-based projects	Identify opportunities to collaborate/support Aboriginal and Torres Strait Islander organisations/communities in a community development project.	July 2022	Local relationships project team leader
	Commit to supporting/collaborating in at least 1 Aboriginal and Torres Strait Islander community development project.	March 2023	Local relationships project team leader



Respect

As a global company, diversity and inclusion are core values which shape our commitment to local engagement across each point of presence. By building respect across cultures, we believe we are all made stronger and wiser – as a company and as individuals. That’s why we want to be visible and intentional in our demonstrated respect for Aboriginal and Torres Strait Islander peoples. We want to learn more about Aboriginal and Torres Strait Islander cultures and histories, to increase our awareness and implement a greater understanding of appropriate protocols when engaging with First Nations employees and businesses in the future. We want to look openly and honestly at the devastating effect that history and racism has had on people’s lives and celebrate the continuing contribution of Aboriginal and Torres Strait Islander peoples in the face of such treatment. We want to play our part in the healing process – person to person, company to company, community to community – to gain a greater understanding and appreciation of the experiences of First Nations peoples.





Action	Deliverables	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	October 2021	HR Project team leader
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	November 2021	HR Project team leader
	Develop, implement and communicate a cultural learning strategy for our employees.	December 2021	HR Project team leader
	Provide opportunities for RAP Working Group members, HR managers and other key leadership employees to participate in formal and structured cultural learning.	March 2022	HR Project team leader
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2022	Corporate Communications Manager
	Raise awareness and understanding of our cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	February 2022	Corporate Communications Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	December 2021 December 2022	Corporate Communications Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	December 2021 December 2022	Corporate Communications Manager
	Design and implement tools for employees to use to facilitate Acknowledgement of Country	October 2021	Acknowledgement project team leader
	Ensure that signage acknowledging the location Traditional Custodians is prominently displayed in the public areas of each Schneider Electric site.	December 2021	Acknowledgement project team leader
	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2021 July 2022
Review HR policies and procedures to remove barriers to employees participating in NAIDOC Week.		December 2021	HR Project team leader
Promote and encourage participation in external NAIDOC events to all employees.		June 2022 June 2023	NRW/NAIDOC project team leader
Build respect for Aboriginal and Torres Strait Islander cultures and histories in our offices.	Consider ways we can incorporate Aboriginal and Torres Strait Islander artwork into our offices and other design items including customer facing items	July 2022	Acknowledgement Project team
	Display AIATSIS language map in each of our offices	December 2021	Acknowledgement Project team



Opportunities

As a successful company, we appreciate the position of privilege that we hold in Australia. We want to use that position to help advance the economic and social opportunities that are available to Aboriginal and Torres Strait Islander peoples. We will use our buying power and influence within the business community and our position as an employer to open up opportunities for First Nations people. Not only because we can make a difference, but also because we believe in the talent, creativity and innovation that Aboriginal and Torres Strait Islander peoples bring to the Australian business landscape.





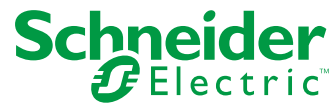
Opportunities

Action	Deliverables	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	November 2021	HR Project team leader
	Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention and professional development strategy.	November 2021	HR Project team leader
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	February 2022	HR Project team leader
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2021	HR Project team leader
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	November 2021	HR Project team leader
	Increase the percentage of Aboriginal and Torres Strait Islander employees employed in our workforce.	June 2022	HR Project team leader
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	October 2021	Procurement project team leader
	Maintain Supply Nation membership and participate in training, development and networking opportunities provided by Supply Nation	August 2021 August 2022	Procurement project team leader
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to employees.	September 2021 September 2022	Procurement project team leader
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	May 2022	Procurement project team leader
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2021 December 2022	Procurement project team leader
	Improve digital procurement tools to help staff procuring goods to identify First Nations suppliers	July 2022	Procurement project team leader



Action	Deliverables	Timeline	Responsibility	
Maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	June 2021 June 2022	RWG Co-Chairs	
	Establish and apply a Terms of Reference for the RWG.	September 2021	RWG Co-Chairs	
	Meet monthly to drive and monitor RAP implementation.	Monthly – 2nd Tuesday of each month	RWG Co-Chairs	
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2021	RWG Co-Chairs	
	Engage our senior leaders and other employees in the delivery of RAP commitments.	November 2021	Executive Champion	
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	September 2021 September 2022	RWG Co-Chairs	
	Maintain an internal RAP Champion from senior management.	May 2022	RWG Co-Chairs	
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2021 30 September 2022	Foundation and Community Lead	
	Report RAP progress to senior leaders quarterly.	September 2021 December 2021 March 2022 June 2022 September 2022 December 2022 March 2023 June 2023	Foundation and Community Lead	
	Publicly report our RAP achievements, challenges and learnings, annually.	June 2022 June 2023	Corporate Communications Manager	
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2022	Foundation and Community Lead	
	Report RAP Progress to all employees annually	May 2022 May 2023	Corporate Communications Manager	
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2022	Foundation and Community Lead	

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Learn more at:
se.com/au/reconciliation

Contact details

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