



Schneider Electric Innovate Reconciliation Action Plan

January 2024 – January 2026



Life Is On



Acknowledgement of Country

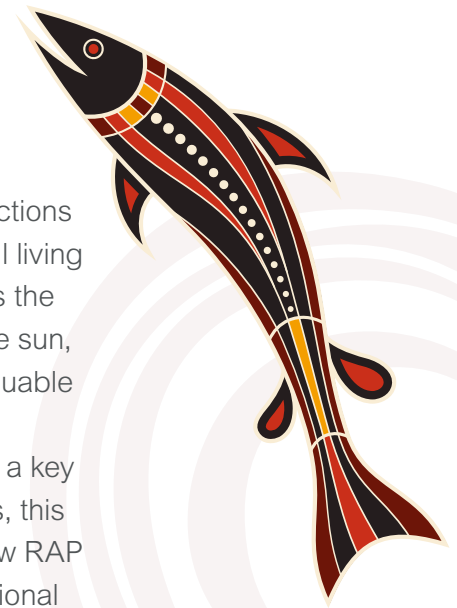
Schneider Electric acknowledges the Traditional Custodians of the lands, waters, and communities throughout Australia. We pay our respects to the traditions, ancient protocols, and cultural practices of Aboriginal and Torres Strait Islander peoples who have lived and cared for Country. We extend that same respect to the Elders of this land, past, present, and emerging.



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





Guwiyang Gana (fire burning)
By Professor Liz Cameron



A message from the CEO of Reconciliation Australia

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

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

With close to 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 continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Schneider Electric will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Schneider Electric using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Schneider Electric to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Schneider Electric will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Schneider Electric future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

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



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message from our Zone President

When we launched our Reconciliation Action Plan (RAP) in 2019, we did so with the intent to listen, learn, and act, which we continue to do with determination.

As a global company with a strong record in valuing diversity and creating an inclusive culture, we have a solid base for our intent and actions with respect to how we address Reconciliation in Australia.

Our people, whose backgrounds are from all over the world, genuinely want to understand Australia's history and its challenges, and how we are all part of the Reconciliation story.

We are grateful to the many Aboriginal and Torres Strait Islander people who are so generous with their wisdom and advice throughout this continuous journey of understanding and progress. I'd especially like to acknowledge Geoff Bilney and Alison Salt from Walanga Muru at Macquarie University who have made important contributions to our RAP.

I am delighted to present our third edition, which evolves our work at the Innovate stage ahead of our move to a Stretch RAP. This document is

important to us in how it guides our contribution to an Australian society that embraces and celebrates the rich diversity of Aboriginal and Torres Strait Islander cultures.

Colette

**Colette Munro,
Pacific Zone President**



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 make everyone's lives richer and more rewarding. Where the negative experiences of race relations are recognised, acknowledged, sincerely regretted, and vowed never to be repeated.

Our vision as a company is that we will be able to look back on our actions 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.

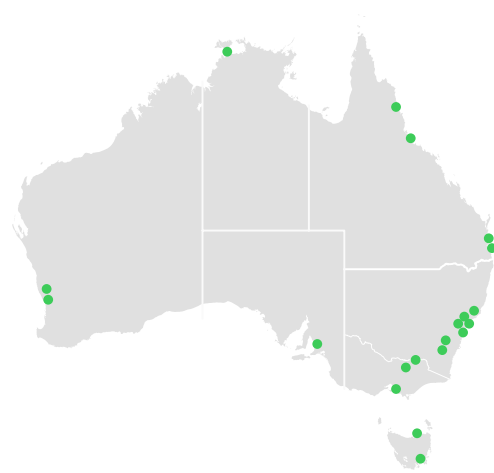
In Australia, Schneider Electric brands include the iconic Clipsal by Schneider Electric and APC. We are also majority owners of AVEVA.

Schneider employs more than 2,200 people at 45 sites including offices, distribution centres,

factories and show rooms 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 accurately known, we will continue to work within this RAP to determine culturally appropriate ways to understand this. As part of our previous RAP measures, we have implemented systems to provide the option for new employees to identify as an Aboriginal or Torres Strait Islander person, but we know that there is more to do.

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 to homeowners. And of course, we work closely with a wide range of industry partners such as wholesalers, electricians, and industry bodies.



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

Since 2019, Schneider Electric has been pleased to be part of the family of organisations committed to reconciliation between Aboriginal and Torres Strait Islander Peoples and other Australians. Our Reconciliation Action Plan is an important way to formalise this and guide our commitment. Through first a Reflect RAP, and then an Innovate RAP, this process has framed and structured our action in this space. We are still learning and growing our implementation, which is why we are continuing on our Innovate journey for our next RAP.

Through this time, we have learnt more about Australia's history and Aboriginal and Torres Strait Islander cultures through mandatory cultural competency training for all employees in Australia. This is now part of our onboarding process for all new employees also to help ensure we can share a baseline of knowledge.

This knowledge forms the basis of the respect we seek to build into our working lives, from Acknowledgement of Country signage, AIATSIS maps and local Aboriginal artwork in our offices, to celebrating NAIDOC and National Reconciliation Week and including Welcomes or Acknowledgements in all major events.

We have worked with an Indigenous consultant to help review our policies to identify areas for improvement, and to develop an Aboriginal and Torres Strait Islander Employment Strategy.

As we are embarking on our second Innovate RAP, there are a number of Innovate initiatives that have been put in place during the period of our first Innovate RAP. These include:

- An engagement plan has been developed and informs our actions.
- We conducted a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.
- An anti-discrimination policy was rolled out across our organisation globally during this time.
- We developed and communicated cultural protocol documentation that is helping all employees to demonstrate respect appropriately.
- Acknowledgement signage and AIATSIS maps are now prominently on display in all our offices.
- An Aboriginal and Torres Strait Islander Procurement Policy is now in place and our practices have been reviewed to remove barriers to participation.
- RAP Working Group Terms of Reference are in place.

As an Indigenous person, I am proud to work for a company who actively participate in reconciliation all year round, and always ensure a culturally safe and inclusive work environment. I am enabled to share my insights and perspective without the pressure or expectation to be the main facilitator of Indigenous events and discussions. I always feel seen, heard and respected.



Caitlin Weightman,
Employer Branding &
Next Gen Engagement Partner

Outcomes and learnings from our first Innovate RAP



National Reconciliation Week celebrations, Schneider Electric, Macquarie Park. May 2023

National Reconciliation Week and NAIDOC Week celebrations included both learning and cultural experiences. We included all-staff online sessions about sustainability from an Indigenous perspective as well as opportunities to participate in cultural experiences including smoking ceremonies, welcomes to country and cultural talks.

Relationships

- Welcomed two external Indigenous members to our RAP Working Group – Alison Salt from Walanga Muru at Macquarie University and Jenni Walke from Elephant in the Room Consulting. We thank them for their involvement, their wisdom, and their generosity in sharing their time and experience with us.
- With the help of an external consultancy, we reviewed our HR policies and procedures to identify ways we could strengthen and improve these into the future.
- Connecting with other RAP organisations was a highlight, including meeting with some of our own customers to share insights and learnings. We were also able to tap into the corporate networks around our Macquarie Park head office.
- We are proud to be able to support Aboriginal and Torres Strait Islander community projects through the Schneider Electric Pacific Foundation. We commit that at least 20% of our Foundation funding will support First Nations-led organisations across Australia and New Zealand. This includes support for the work of the Centre for Appropriate Technology as they seek to improve access to renewable energy on country since 2020, and more recently the Aboriginal and Torres Strait Islander Mathematics Alliance.

Respect

- Cultural protocols such as Welcomes to Country and Acknowledgement of Country became much more widespread across the organisation during this period. These were a part in all major internal and external events, including Innovation Summit 2023. Acknowledgements of Country also became more common across our office network as a broader group of leaders embraced this practice.
- Our office spaces are also better reflecting our commitment to reconciliation with artwork, acknowledgment signage, AIATSIS maps and named meetings spaces proliferating.
- Our cultural learning was underpinned by the roll out of a cultural Indigenous competency training. This was mandatory for all employees in 2022 and is now part of our onboarding process for all employees ensuring that we share a base line of knowledge to build on.

Opportunities

- Our focus on procurement from Aboriginal and Torres Strait Islander owned businesses has borne fruit during this period. We've exceeded our spend targets and introduced measures to make it easier for our team to procure from these businesses.
- Working closely with Supply Nation, and attending their Connect tradeshow each year, has helped our procurement teams to engage with more Aboriginal and Torres Strait Islander businesses.
- We've introduced new policy settings to allow procurement teams greater flexibility in decision-making to allow more Aboriginal and Torres Strait Islander businesses to successfully win business.
- We worked with an Indigenous consultancy to develop a new Indigenous Employment Strategy, which we are now finalising and look forward to actioning as part of our next Innovate RAP.



Learnings and future focus

- Growing the cultural confidence of our people is an ongoing journey and one we need to continue to invest in for the future.
- Bringing our Aboriginal and Torres Strait Islander Employment Strategy to life will be a key priority of our next Innovate RAP.
- We've learned that we need to be prepared to be flexible and adapt our own approaches to ensure we are meeting Aboriginal and Torres Strait Islander people where they are.
- The value of relationships through our local communities and organisations such as universities has been critical to building our connect to community.
- Our RAP Working Group structure and membership needs to evolve and change as we work through our RAP journey.
- To create a step change in procurement, we need to bring buying influencers across the business on the journey with us.



Aboriginal and Torres Strait Islander Cultural Capability Training.

In 2022, Schneider Electric rolled out Aboriginal and Torres Strait Islander Cultural Capability training for all employees. Developed by Corporate Culture, the online training gave all employees an opportunity to learn about Aboriginal and Torres Strait Islander history and cultures, and to consider the effects of intergenerational trauma and unconscious bias. This training is now an induction requirement for all new employees, ensuring a shared base of knowledge for our employees.



Smoking Ceremony, Schneider Electric Australia, Macquarie Park. May 2023

Schneider Electric's Aboriginal and Torres Strait Islander Cultural Awareness training, I must say, was a truly enlightening experience. I want to commend Schneider Electric for organizing such a valuable training program. It is crucial for organizations to promote cultural awareness and diversity, and this training was a step in the right direction. The session provided me with a deeper understanding of Aboriginal and Torres Strait Islander cultures, specifically their family dynamics and values.

The parallels I noticed between my Tamil culture and the Aboriginal and Torres Strait Islander culture were remarkable. Exploring the similarities in family structures highlighted the interconnectedness of human experiences across different cultures. It was fascinating to learn about the significance of extended families, respect for elders, and the strong sense of community in both cultures. The training helped me realize that despite geographic and historical differences, there are often shared values and beliefs that binds us together as human beings.

Schneider Electric's Aboriginal and Torres Strait Islander cultural awareness training opens the door to a world of understanding, empathy, and interconnectedness, where diversity becomes our greatest strength. The awareness and learning from this session spread into the office discussion and was not limited to the Aboriginal and Torres Strait Islander cultures as colleagues brought into the discussion their own culture.



Siobhan Delaney-Miller Strategic Partner Manager



Rajesh Pandian
Global ESXP Deployment Leader -
Partner Monetization

RAP Working Group

Justine Cooper – VP of HR (RAP Executive Champion)

Simon Baker – Solutions Supply Chain Manager

David Kemp – BMS Service Technician

Matt Langton – Key Account Manager, Sales

Richard Salloum – Indirect Procurement Manager

Caitlin Weightman – Employer Branding and Next Gen Engagement Partner

Hayley Nissim – Head of Social Impact, Schneider Electric Foundation (Pacific)

Zoe Cheyne – Health Safety and Environment Director (Pacific)

Satendra Deo – Service Sales Specialist

Sivakumar Gurusamy – Application Engineer

Majella Nolan – General Manager Services Marketing and Insight Sales

We are delighted that two of our RAP Working Group are Aboriginal employees. We're also grateful to Geoffrey Bilney from Macquarie University for his engagement as an advisor to the RAP Working Group.





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
1. 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 2024	Head of Social Impact
	Review Aboriginal and Torres Strait Islander Engagement Plan to ensure it supports our work with stakeholders and organisations.	February 2025	Head of Social Impact
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2024 May 2025	Head of Social Impact
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2025 27 May – 3 June 2026	Head of Social Impact
	Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2025 May 2026	Head of Social Impact
	Organise at least one NRW event each year.	27 May – 3 June 2025 27 May – 3 June 2026	Head of Social Impact
	Register all our NRW events on Reconciliation Australia's NRW website .	May 2025 May 2026	Head of Social Impact
	3. Promote reconciliation through our sphere of influence.	Implement strategies to engage our employees in reconciliation.	July 2025
Communicate the commitment and impact of our RAP publicly throughout each year of the RAP.		July 2025 July 2026	Corporate Communications Manager
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.		March 2025	Head of Social Impact
Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.		March 2025	Head of Social Impact
4. Promote positive race relations through anti-discrimination strategies.	Implement Schneider Electric's Group Anti-Discrimination Policy	December 2024	Vice President of Human Resources
	Educate senior leaders on the effects of racism.	March 2025	Talent and Learning Manager
	Include anti-discrimination promotion in our Diversity, Equity and Inclusion action plan	July 2025	DEI Council Chair
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	July 2025	Vice President of Human Resources
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2025	Vice President of Human Resources
5. Create mutually beneficial 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 2025	Head of Social Impact
	Commit at least 20% of the Schneider Electric Foundation funding to Aboriginal and/or Torres Strait Islander-led organisations.	July 2025	Head of Social Impact



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.





Respect

Action	Deliverables	Timeline	Responsibility
6. 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 2025	Talent and Learning Manager
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	November 2025	Talent and Learning Manager
	Develop, implement and communicate the next phase of our cultural learning strategy for employees.	December 2025	Talent and Learning Manager
	Provide opportunities for RAP Working Group members, HR managers and other key leadership employees to participate in formal and structured cultural learning.	March 2025	Talent and Learning Manager
7. 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 2025	Head of Social Impact
	Raise awareness and understanding of our cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	February 2025	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 2024 December 2025	Event and Experience Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	December 2024 December 2025	Corporate Communications Manager
8. 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 2024 July 2025	Head of Social Impact
	Review HR policies and procedures to remove barriers to employees participating in NAIDOC Week.	December 2025	HR Project Team Leader
	Promote and encourage participation in external NAIDOC events to all employees.	June 2025 June 2026	Head of Social Impact
9. 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 2025	Vice President of Human Resources
	Maintain Acknowledgement of Country signage in each of our offices	August 2025 October 2026	OurSites leaders
	Include appropriate cultural protocols (such as Welcome to Country) are included in any new office openings.	October 2026	Head of Communications



Opportunities

As a successful company, we appreciate the position of privilege that we hold in Australia. We want to use that position to assist 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
10. 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 2024	HR Project team leader
	Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention and professional development strategy.	March 2024	HR Project team leader
	Further develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	July 2025	HR Project team leader
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2024	Head of Talent Acquisition
	Increase the percentage of Aboriginal and Torres Strait Islander employees employed in our workforce.	June 2025	Head of Talent Acquisition
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review Aboriginal and Torres Strait Islander procurement strategy to ensure it is effectively guiding our activities.	October 2024	Procurement project team leader
	Maintain Supply Nation membership and participate in training, development and networking opportunities provided by Supply Nation.	August 2024 August 2025	Procurement project team leader
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to employees.	September 2024 September 2025	Procurement project team leader
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2024 December 2025	Procurement project team leader
	Explore ways to provide guidance within our digital procurement tools to help staff procuring goods to identify First Nations suppliers.	July 2024	Procurement project team leader



Governance and tracking progress

Action	Deliverables	Timeline	Responsibility	
12. Maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	June 2024 June 2025	RWG Chair	
	Maintain Terms of Reference for the RWG.	September 2024	RWG Chair	
	Meet monthly to drive and monitor RAP implementation.	April 2025	RWG Chair	
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2024	RWG Chair	
	Engage our senior leaders and other employees in the delivery of RAP commitments.	May 2025	Executive Champion	
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	June 2024 June 2025	RWG Chair	
	Maintain an internal RAP Champion from senior management.	May 2024	Vice President of Human Resources	
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2024 30 September 2025	RAP WG Chair	
	Report RAP progress to senior leaders quarterly.	September 2024 December 2024 March 2024 June 2024 September 2025 December 2025 March 2025 June 2025	RAP WG Chair	
	Publicly report our RAP achievements, challenges and learnings, annually.	June 2024 June 2025	RWG Chair	
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2024	RWG Chair	
	Report RAP Progress to all employees annually	May 2024 May 2025	RWG Chair	
	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	June 2024 June 2025	RWG Chair	
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	August 2024 August 2025	RWG Chair	
	15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2026	Head of Social Impact

Life Is On



Learn more at:
se.com/au/reconciliation

Contact details

Name: Hayley Nissim
Position: Head of Social Impact
Phone: +61 447141353
Email: hayley.nissim@se.com

Schneider Electric
2 Banfield Road,
Macquarie Park, NSW 2113