

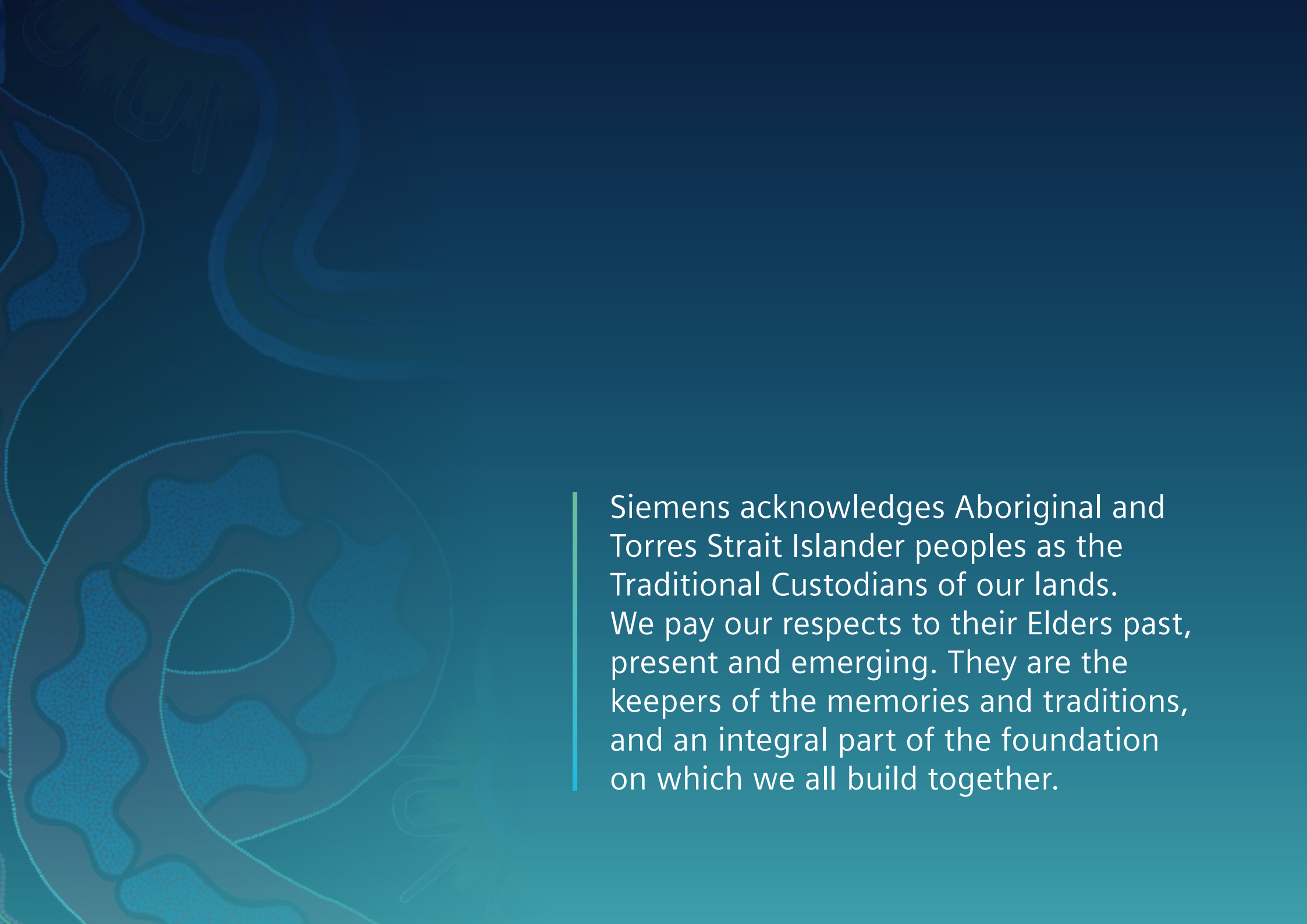


**SIEMENS**

JUNE 2021 – JUNE 2022

# Reconciliation Action Plan





Siemens acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of our lands. We pay our respects to their Elders past, present and emerging. They are the keepers of the memories and traditions, and an integral part of the foundation on which we all build together.

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Christopher Angrave, Rhashawn Agius and Karen Braun (Ngadjuri people) at the inauguration of local artwork commissioned by Siemens to go on a wind tower in South Australia.





#### Nukunu artwork – created by Jessica Turner

Jessica Turner is a Nukunu woman who is also of Adnyamathanha and Kokotha background. Jessica developed interest in visual art as a child and in the last decade, started to share her work publicly. Nukunu People refer to themselves as 'snake people' with a particular serpent of this region being held in the highest regard.

The work that Jessica has developed represents the story of the serpent and its role in forming aspects of the landscape, particularly the waterholes and the need to protect this most vital resource. The colours that Jessica has selected for her artwork represent aspects of dreaming stories relating to the serpent.

*Commissioned by Siemens for the opening of the Hornsdale wind farm, South Australia. This, along with artwork from the Nadjuri People (by Chris Angrave and Louise Brown) was the first ever Aboriginal Australian artwork to be featured on a wind tower.*



## A Message from the CEO Siemens Australia Pacific

I am pleased to introduce Siemens' first Reconciliation Action Plan (RAP) as we formally commence our reconciliation journey. This RAP symbolizes a key milestone and significant step in our commitment to building meaningful relationships and opportunities with Aboriginal and Torres Strait Islander peoples and communities and contributing to reconciliation.

In every country in which we operate, we practice a culture of openness and inclusivity, creating a work environment where everyone feels welcome and valued. This has been our philosophy in Australia since we started operations here in 1872.

We see the development and implementation of this Reflect RAP as a natural step for our business in order to address some of the economic and social imbalances experienced by Aboriginal and Torres Strait Islander peoples and communities resulting from the often intergenerational injustices and inequalities of colonisation.

Through its introduction, we lay the foundations for future RAPs and reconciliation initiatives. In doing so, we will listen to and seek guidance from Aboriginal and Torres Strait Islander peoples and communities.

This RAP outlines actions which we will take during the next 12 months to further promote cultural awareness throughout our organization, and to strengthen partnerships with Australia's First Nations people.

As we embark on this journey, we look forward to making a real contribution in support of reconciliation with Aboriginal and Torres Strait Islander Peoples in Australia.

Regards,  
**Jeff Connolly**  
Chairman and CEO,  
Siemens Australia Pacific

*"Together with our customers and partners, our aim is to set the benchmark in the way we electrify, automate and digitalize the world around us. Driven by our passion for engineering excellence, we are committed to a sustainable future for Australia and New Zealand."*



## A Message from CEO of Reconciliation Australia

Reconciliation Australia welcomes Siemens to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Siemens joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways.

This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Siemens to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Siemens, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia



## A Message from our Head of Diversity Siemens Australia Pacific

While Siemens has operated in Australia for over 145 years, our presence in Australia is very young, especially when we compare this to the 65,000 years of histories, cultures and traditions of Aboriginal and Torres Strait Islander peoples and communities in Australia.

I am very excited to embark on this significant first step towards reconciliation, as this RAP reflects our commitment to engaging and supporting Aboriginal and Torres Strait Islander communities and peoples.

This RAP marks only the commencement of our reconciliation journey. Achieving ongoing progress will require honest and open conversations about inclusivity and reconciliation.

Through this RAP we highlight our commitment to educating our workforce, building on our relationships with Aboriginal and Torres Strait Islander communities and peoples, and raising awareness and celebrating the rich histories and cultures of our First Nations peoples.

Regards,  
**Nicolette Barnard**  
Head of Human Resources  
Siemens Australia Pacific

# About Siemens

Siemens is a global technology powerhouse that has stood for engineering excellence, innovation, quality, reliability and internationality for over 170 years across the world, with operations in Australia since 1872.

Through the years, we have played an instrumental role in delivering some of the nation's defining projects. We have helped to move, power, heal and even deliver entertainment to millions of Australians. Our first project in the region was the Overland Telegraph line from Darwin to Adelaide in 1872, a significant feat of engineering that opened up communication across Australia and to the world.

During the years that followed, we have applied our technology and engineering expertise to a number of industries and major projects.

Siemens' long-term commitment to Australia means we employ over 700\* people in Australia; headquartered in Bayswater, Victoria and with state offices in Adelaide, Sydney, Brisbane, Yatala and Perth.

The number of Aboriginal and Torres Strait Islander employees within Siemens has not yet been identified. The Siemens business group has a number of smaller manufacturing and service centres for the mining, energy, oil and gas, and rail industries as well as people working directly on customer sites, some of which are in remote regions.

The core focus areas of the Siemens business group are electrification, automation and digitalization in industries as diverse as medical imaging equipment, building technologies, wind turbines, oil and gas and rail. Siemens technology can be found in everything from the lane change control systems on the Sydney Harbour Bridge through to energy efficiency at the MCG and even hi-tech simulation equipment used to help protect the Great Barrier Reef.

\*Only Siemens Ltd employees, not including other group companies.





#### Ngadjuri artwork – created by Chris Angrave and Louise Brown

Chris and Louise have been painting for years. Chris focuses on coastal arts, hunting stories and the different places such as Yorke Peninsula where people fish and collect seashells. Louise brings a woman's perspective to the art. The painting by Chris and Louise showcases how the Mungjiura were found in the hilly country.

They were seen peering over the top of the windbreaks, and a storm was about to occur. The people then proceeded to blow hard, causing whirly wind – within which old people could be seen dancing. They built the narrative together and took turns in painting their parts of the painting.

*Commissioned by Siemens for the opening of the Hornsdale wind farm, South Australia. This, along with artwork from the Nukunu People (by Jessica Turner) was the first ever Aboriginal Australian artwork to be featured on a wind tower.*



## Our Reconciliation Action Plan

Siemens is a proud equal opportunity employer, creating an environment of diversity and inclusion where everyone feels welcome and valued. Our diverse workforce cultivates core values of being Responsible, Excellent and Innovative.

At Siemens, we recognise Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the land on which we operate and the communities we serve.

We believe we have a duty to our workforce and the communities in Australia to take action to contribute towards reconciliation. While this RAP illustrates our first formal step towards making a commitment to reconciliation, our key target is to develop and grow long-term beneficial partnerships with nation's first peoples, which are inclusive, respectful and culturally appropriate. In doing so, we will enrich our Siemens workplace through an enhanced and broader understanding of the traditional cultures and history of Aboriginal and Torres Strait Islander peoples and communities in Australia.

Our RAP has been developed by our RAP Working Group. Our RAP is championed by our CEO and Managing Director, Head of Human Resources and Diversity, and Head of Communications and Government Affairs.

# Siemens' Reconciliation Journey



World's first wind farm towers featuring Aboriginal Australian artwork in South Australia.

*"When I think of the Siemens journey, I think of two words in our language: Munjindei which means to protect and Ngirigomindala which means to put your foreheads together and come up with an amazing idea."*

*Shaun Davies of Yugambah people delivering the Welcome to Country at the opening of Siemens' Yatala manufacturing facility in Queensland*



## 2017

### Hornsedale Wind Farm

2017 marked the world's first wind farm towers featuring Aboriginal Australian artwork in South Australia. The art featured on this tower was created by artists from the Ngadjuri and Nukunu people, the Traditional Owners of the land and where the Hornsdale wind farm resides. The art tells the stories of each people's connection to the land and the elements in this area and is symbolic of the symbiotic relationship between wind energy, the land and nature. The unveiling of the artwork was undertaken by the then South Australia Minister for Indigenous Affairs, Kyam Maher with the Elders and artists from the Ngadjuri and Nukunu people – including celebrating the event with a Smoking Ceremony.

## 2018

### Yatala Factory Opening

In 2018, Siemens officially opened a new factory in Yatala Queensland to support the growing global demand for Fusesaver™, an innovative home-grown product that is helping to eliminate up to 80 percent of sustained electricity outages on rural networks in over 30 countries and counting. The day's proceedings commenced with a Welcome to Country from Shaun Davies, a man of the Yugameh Tribe. Paying homage to the history and the people of the land, he welcomed Siemens.

# Siemens' Reconciliation Journey

*“When you walk through this place, you feel different. Australia feels different. Maybe for the first time, you know where you are.”*

*John Patten, Manager of  
Bunjilaka Aboriginal Cultural  
Centre at Melbourne Museum*



Celebrating our 2018 'Night of stars' Siemens Employee Aurora Awards with an Aboriginal Australian performance about 'the creation of the sun'.

## **Aurora Awards – Acknowledgement of Country**

On 19th November 2018, the 'Night of Stars' night in which we celebrate the most significant contributions to our company over the year, allowed us to reflect on best practice customer projects and celebrate our successes. The evening commenced with an Aboriginal Australian performance about 'the creation of the sun' and how the sun came to be, which held great significance as this is also the starting point of an aurora, the core of our Aurora 150 company profile.

## **Museums Victoria**

The Museums Victoria energy efficiency and technology modernisation program is a global showcase and benchmark. This program includes the use of building management systems from Siemens to create conditions that prevent ancient objects from deteriorating. A global video reference of the program was created which took the story to the world and has won more than a dozen international awards. The reference engaged many Aboriginal and Torres Strait Islander elements by telling the story through the eyes of the Aboriginal Curator, John Patten. He is the manager of Bunjilaka Aboriginal Cultural Centre at the Melbourne Museum.

# Siemens' Reconciliation Journey

*“This year we commence our reconciliation journey, the first milestone being the creation and implementation of our Reflect Reconciliation Action Plan.”*

*Jeff Connolly with Local Land Owners, representatives from Nanda Aboriginal Corporation (NAC) and Terry Kallis from Hydrogen Renewables Australia.*



## 2019

### Murchison Hydrogen project

In 2019, Siemens signed an agreement with Hydrogen Renewables Australia (HRA) to become the technology partner for a green hydrogen plant, which will combine wind, solar and green hydrogen, with a generation capacity of 5000MW, in Western Australia.

Situated just north of the coastal town of Kalbarri in WA's mid-west region, the location is proposed as it has one of the best combinations of wind and solar capabilities in Australia that could facilitate cost-effective production of green hydrogen for local industry and global export.

In a significant milestone, HRA has entered into a Heritage Agreement with the local Nanda Aboriginal Corporation (NAC) who have given formal support for the Section 91 Licence needed to allow resource monitoring process to proceed. HRA and NAC have commenced the development of an Indigenous Land Use Agreement that is planned to be finalized during 2020.

## 2021

### Reflect Reconciliation Action Plan

This year we commence our reconciliation journey, the first milestone being the creation and implementation of our Reflect Reconciliation Action Plan (RAP). To date, we have formed our Reconciliation Action Plan Working Group and look forward to achieving the targets set out in our RAP.

# I Relationships

Build genuine and long-term connections with Traditional Owners of the Country on which we operate and broader Aboriginal and Torres Strait Islander peoples and communities.

Action	Deliverable	Timeline	Lead
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify existing relationships with Aboriginal and Torres Strait Islander stakeholders.	July 2021	Head of Communications
	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	July 2021	Head of Communications
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2021	Communications Professional
	Define method of engagement with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2021	Head of Communications
2. Build relationships through celebrating National Reconciliation Week (NRW).	Define communications activities to celebrate, educate, encourage and support employees and senior leader participation in National Reconciliation Week events.	27 May to 3 June 2022	Communications Professional
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May to 3 June 2022	Communications Professional
	RAP Working Group members to participate in an external NRW event.	27 May to 3 June 2022	HR Business Partner
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	June 2021	Head of Human Resources
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2021	Learning Professional
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2021	Learning Professional
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2021	HR Business Partner
	Revise Siemens Effective Workplace Behaviours Training to emphasize race relations.	July 2021	HR Business Partner
	Review Anti-Bullying and Harassment Policy in areas of race relations.	July 2021	HR Business Partner

# Respect

Recognise and embrace Aboriginal and Torres Strait Islander peoples and cultures in the way we work.

Action	Deliverable	Timeline	Lead
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	July 2021	Head of Human Resources
	Conduct a review of cultural learning needs within our organisation and investigation appropriate learning programs for implementation.	July 2021	Learning Professional
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June 2021	Area Sales Manager
	Develop employee and manager guideline to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2021	HR Business Partner
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2021	HR Business Partner
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2021	Communications Professional
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2021	HR Business Partner

# Opportunities

Grow Aboriginal and Torres Strait Islander participation across our business.

Action	Deliverable	Timeline	Lead
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Study Aboriginal and Torres Strait Islander workforce availability, qualifications and skills in Siemens locations.	October 2021	HR Business Partner
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	October 2021	HR Business Partner
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2021	HR Business Partner
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	August 2021	Business Administration Manager
	Investigate Supply Nation membership.	August 2021	Business Administration Manager



# Governance

Action	Deliverable	Timeline	Lead
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RAP Working Group to govern RAP implementation.	<b>June 2021 and ongoing</b>	Head of Human Resources
	Draft a Terms of Reference for the RAP Working Group.	<b>June 2021</b>	Head of Sales
	Invite employees who identify as Aboriginal and Torres Strait Islander People to participate in the RAP Working Group.	<b>June 2021</b>	HR Business Partner
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	<b>November 2021</b>	
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	<b>June 2021</b>	Head of Human Resources
	Engage senior leaders in the delivery of RAP commitments.	<b>June 2021</b>	HR Business Partner
	Define appropriate systems and capability to track, measure and report on RAP commitments.	<b>June 2021</b>	HR Business Partner
12. 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.	<b>30 September 2021</b>	Head of Human Resources
13. Register via Reconciliation Australia's website to begin developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	<b>March 2022</b>	HR Business Partner

## | Contact us

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