

| AUSTRALIA

RECONCILIATION ACTION PLAN

March 2021 - March 2022



RECONCILIATION
ACTION PLAN

REFLECT

Message from Rexel Managing Director



Our vision is to be the electrical wholesaler who proactively services customers better than anyone else in Australia. In order to do this, it is important that we do everything in our power to make a positive difference in the lives of our employees, our suppliers, our customers and all stakeholders in the communities in which we operate. As a subsidiary of a large multi-national organisation we recognise the responsibility we have towards Aboriginal and Torres Strait Islander peoples. For this reason I am exceptionally proud to introduce Rexel Australia's first Reconciliation Action Plan (RAP). This RAP has been developed by our Reconciliation Action Plan Working Group and formalises our commitment to reconciliation between Aboriginal and Torres Strait Islander Australians and non-Indigenous Australians.

A key aspect of our first RAP is to ensure we are an inclusive and welcoming organisation for all people, including for Aboriginal and Torres Strait Islander Australians. A significant part of our RAP revolves around us recognising and educating our people on Aboriginal and Torres Strait Islander cultures and in exploring opportunities for us to engage with our Aboriginal and Torres Strait Islander employees and provide employment and business opportunities for Aboriginal and Torres Strait Islander peoples in the communities in which we operate.

I am excited about embarking on this journey and am looking forward to what we can achieve together.

Rob Mcleod
Managing Director
Rexel Australia

CEO Statement



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

Rexel 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 Rexel 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 Rexel, 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

Our Business

Rexel Australia is part of a worldwide group that uses its resources, expertise and experience to change the energy industry for the better. Globally Rexel has been contributing to the development of the trade electrical supplies distribution market for nearly 50 years. Rexel employs more than 26,000 people in 26 countries with over 2,000 branches.

The combination of Rexel Australia's long history and experience, as a member of a worldwide electrical distribution specialist network, uniquely positions Rexel to provide its customers with the latest in a diversified range of products, global purchasing power, strong strategic supply alliances with international manufacturers and benefits from distribution efficiencies.

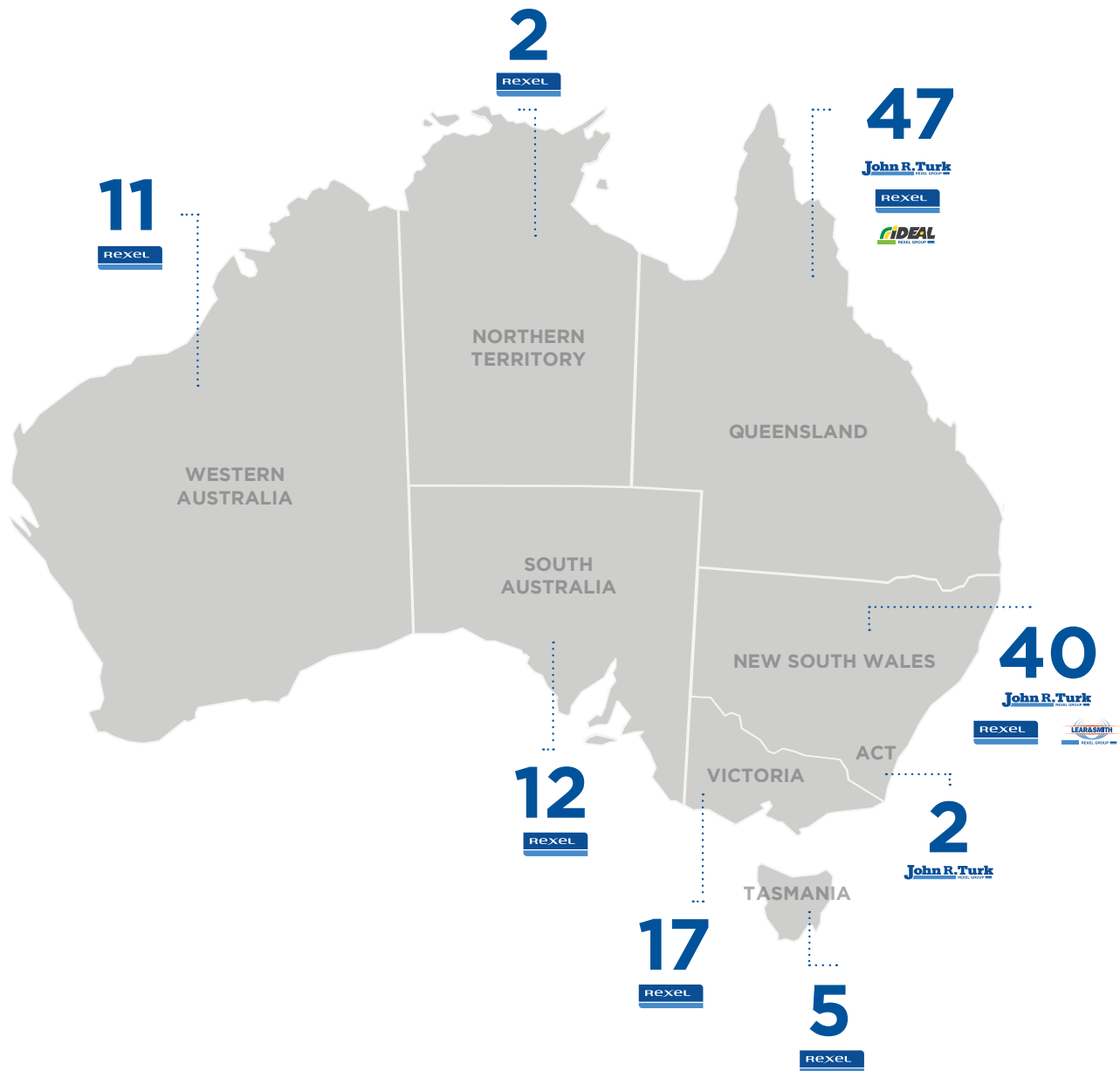
With a national network of local businesses including Rexel, John R. Turk, Ideal Electrical and Lear & Smith, we service the broad spectrum of electrical requirements across Australia. Rexel has a network of 136 branches nationwide, providing a geographically convenient network for our customers.

We pride ourselves on providing high quality service and an extensive range of reliable products that meet the highest safety standards. By embracing new technologies, encouraging innovation, searching for new opportunities and pursuing service-rich solutions, Rexel aims to help businesses grow efficiently and profitably in the electrical and sustainable-energy markets.



Our Australian Operations

Rexel employs approximately 1000 people in 136 branches across Australia. We recently conducted a staff survey inviting all employees to let us know if they identify as Aboriginal and/or Torres Strait Islander people. This survey indicates that we have 40 Aboriginal and/or Torres Strait Islander staff throughout the network. This represents just under 4% of our workforce.



1000
people



136
branches

Our Mission, Vision and Values

Vision

The electrical wholesaler who **proactively** services customers better than anyone else in Australia

Values

We work together to create an inclusive environment that encourages all stakeholders to operate at their best creating a high performing team. Our values below are our guiding force in terms of all our interactions within the organisation, and with all key stakeholders.



Deliver the best customer experience



Join forces for success



Encourage innovation



Engage people to develop their talents



Trust each other



Enjoy making a difference



Our RAP

As an organisation employing over 1,000 Australians from a wide range of cultures and backgrounds and spread over the length and breadth of the country, we have a strong culture of embracing diversity within our workforce and the communities in which we operate and we recognise that we have a significant role to play in reconciliation. Our RAP aims to lay the foundations for us to build and enhance sustainable relationships with Aboriginal and Torres Strait Islander communities over the coming twelve months.

The actions detailed in our first RAP are designed to demonstrate our commitment to understanding and developing our relationships with Aboriginal and Torres Strait Islander stakeholders and in focussing our future actions and initiatives.

As this is our first RAP the aim is to utilise the opportunity to reflect on how we can work together as an organisation to work with Aboriginal and Torres Strait Islander peoples and businesses, within the organisation, in our supplier network, with our customers and in the broader community to develop and build strong mutually beneficial relationships. One of our core organisational values is “Join Forces for Success” and through our RAP we plan to do that in a way that enables us to contribute positively to the Aboriginal and Torres Strait Islander communities in which we do business.

Vision for our RAP

We are at the beginning of our reconciliation journey. We have brought together a Reconciliation Action Plan Working Group (RAPWG) who meet monthly. The RAPWG will be led by our HR Director who will be our RAP Champion. Our RAP Champion will be responsible for driving internal engagement and awareness of our RAP. The RAPWG has developed the RAP and under the leadership of our RAP Champion, will be instrumental in the implementation of the RAP.

SUPPLY NATION

Rexel joined Supply Nation in December 2019 and we are now actively reviewing our procurement strategy to increase our spend with Aboriginal and Torres Strait Islander businesses. We have commenced reviewing our indirect spend and are talking with Supply Nation registered and certified companies in relation to our IT hardware, uniform and stationery spend.

ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT

We have been inviting employees to disclose if they identify as Aboriginal and/or Torres Strait Islander people as part of their onboarding process with Rexel. Since we commenced this in 2017 we have had 23 new starters identify as Aboriginal and/or Torres Strait Islander people. We have recently surveyed all employees as part of our RAP and we currently have 40 Aboriginal and/or Torres Strait Islander peoples working for Rexel. This is just under 4% of our workforce.

ACKNOWLEDGEMENT OF COUNTRY

To demonstrate our commitment internally to reconciliation, all formal internal meetings held in Rexel from November 2019 commence with an Acknowledgement of Country.



Relationships

Our Company value of **“Join Forces for Success”** demonstrates our valuing of differences and illustrates that when we act together, we can be stronger than when we act alone. This allows us to develop ongoing mutually beneficial relationships.

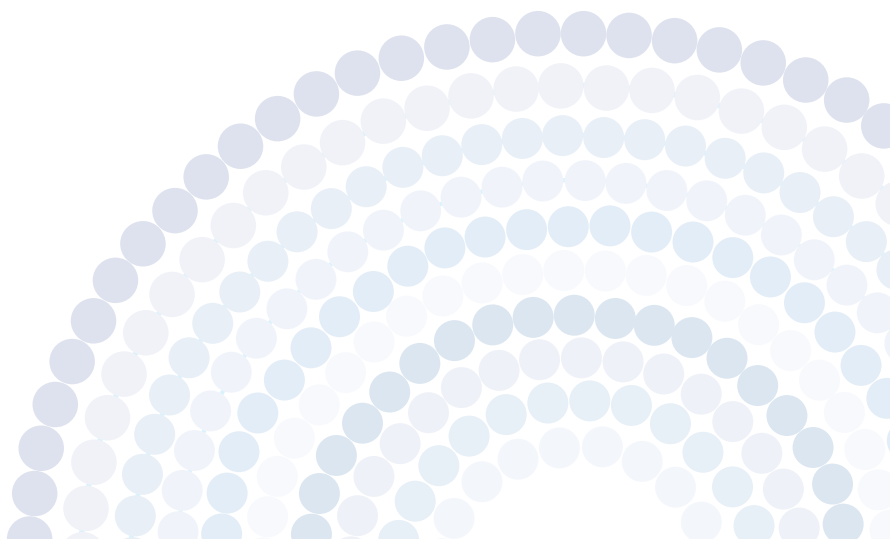
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence 	June 2021	Sales Director
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	June 2021	RAPWG Marketing Representative
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's resources and reconciliation materials to our staff 	May 2021	RAPWG Champion
	<ul style="list-style-type: none"> RAPWG members to participate in an external NRW event 	May 27 - June 3 2021	RAPWG
	<ul style="list-style-type: none"> Organise at least one internal event each year 	May 2021	RAPWG Marketing Representative
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	May 27 - June 3 2021	RAPWG Champion
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	April 2021	RAPWG Champion
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage and collaborate with on our reconciliation journey. 	April 2021	Marketing and Supplier Relationships Manager
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations we could approach to collaborate with on our reconciliation journey 	April 2021	Marketing and Supplier Relationships Manager
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination 	April 2021	RAPWG HR Representative
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	April 2021	RAPWG HR Director



Respect

Our Company value of “**Trust Each Other**” demonstrates the importance of respect for us as an organisation. This is an area we are looking forward to leveraging through our RAP.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a plan/business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	April 2021	National Learning & Organisational Development Manager
	• Conduct a review of cultural learning needs within our organisation.	April 2021	National Learning & Organisational Development Manager
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 areas.	July 2021	RAPWG Champion
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2021	HR Director
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	RAPWG HR Representative
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2021	RAPWG HR Representative
	• RAPWG members to participate in an external event.	July 2021	RAPWG Champion





Opportunities

Our Company values of “**Encourage Innovation**” and “**Engage People to Develop their Talents**” describe the extent to which we value creating opportunities for all staff and stakeholders to develop to their potential.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	• Develop a business case for Aboriginal and Torres Strait Islander employment within Rexel	March 2021	HR Director
	• Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2021	HR Director
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 through our membership of Supply Nation.	April 2021	Property Asset & Indirect Procurement Manager
	• Investigate Supply Nation membership	September 2021	Managing Director



Governance

Our intention is to ensure that as a company Rexel creates a sustainable Aboriginal & Torres Strait Islander Supply Chain and that we develop the systems to track, measure and report on our RAP progress.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group to champion the development, implementation and governance of the RAP	<ul style="list-style-type: none"> Maintain a RAPWG to guide the development and the ongoing progress of this RAP 	March 2021	RAPWG Champion
	<ul style="list-style-type: none"> Draft a Terms of Reference for RAPWG 	April 2021	RAPWG Champion with RAPWG
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RAPWG 	July 2021	RAPWG Champion
11. Provide appropriate support for effective implementation of RAP commitments	<ul style="list-style-type: none"> Define resource needs for RAP development and implementation 	April 2021	RAPWG Champion with RAPWG
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments 	April 2021	RAPWG Champion
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	April 2021	RAPWG Champion
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	<ul style="list-style-type: none"> Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia 	30 Sept 2021	RAPWG Champion with RAPWG
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP 	December 2021	RAPWG Champion
	<ul style="list-style-type: none"> Submit a draft RAP to Reconciliation Australia for Review 	January 2022	RAPWG Champion
	<ul style="list-style-type: none"> Submit a draft RAP to Reconciliation Australia for endorsement 	March 2022	RAPWG Champion



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