DAVID JONES

ABOUT THE COVER

Jeremy Donovan is a master storyteller dedicated to sharing the wisdom and knowledge of the oldest living culture on earth.

A proud Kuku-Yalanji man from Far North Queensland, Jeremy is a celebrated performer, keynote speaker and artist with a growing reputation on the world stage.

Jeremy’s artwork has gained particular acclaim in the United States and he is often described as one of Australia’s most collectable young Aboriginal artists.

His dynamic work is a modern expression of his love of deep-rooted, traditional stories and is the gateway to connecting with his ancestors.

Tasked with visually representing the David Jones reconciliation journey through his traditional art, Jeremy has created a painting symbolic of the two values underpinning the David Jones Reconciliation Action Plan — responsibility and collaboration.

The hands signify the foundation and history of David Jones’ 180-year-old business.

Gold, although not traditionally used in Aboriginal art, also reflects David Jones’ emphasis on excellence and distinction. More personally for Jeremy, it’s a reminder of Cathy Freeman’s momentous gold medal victory at the 2000 Sydney Olympics — an historic moment for Australia and, in his view, for reconciliation.

PREAMBLE

David Jones acknowledges Australia’s First Nations peoples, particularly the Traditional Custodians of the lands on which our stores are located, where some of our products are sourced and the communities in which we operate.

We pay our respects to their Elders, past, present and emerging, and also recognise those Aboriginal and Torres Strait Islander peoples who make an important contribution to David Jones’ continued success.

As one of Australia’s oldest companies, David Jones has an important role to play in promoting reconciliation between Australia’s First Nations peoples and the broader community, to support the elimination of discrimination against Aboriginal and Torres Strait Islander peoples and promote increased awareness about Aboriginal and Torres Strait Islander cultures, traditions and stories.
MESSAGE FROM DAVID JONES CEO

I am pleased to introduce David Jones’s 2018 – 2020 Reconciliation Action Plan (RAP). This is the first RAP for David Jones and is a significant step in our reconciliation journey.

I believe that we can use our strength as an iconic Australian company to reduce the unacceptably wide gap that exists between Aboriginal and Torres Strait Islander Australians and other Australians. Our brand and national footprint of stores provides us with a unique opportunity to play a meaningful role in achieving true reconciliation.

As part of this journey we must celebrate the unique contribution that Aboriginal and Torres Strait Islander cultures make to our society today and acknowledge that our country is made stronger by our Aboriginal and Torres Strait Islander roots.

Our first Reconciliation Action Plan focuses on education. We will achieve our RAP objectives through supporting our charity partners in improving educational outcomes for Aboriginal and Torres Strait Islander communities, and educating our employees and customers on the significance of Aboriginal and Torres Strait Islander cultures, traditions and stories in a respectful manner.

David Thomas
CEO
David Jones Pty Limited

MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia is delighted to welcome David Jones to the Reconciliation Action Plan (RAP) program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, David Jones joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides David Jones with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, David Jones will develop its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

We wish David Jones well as it explores and establishes its own unique approach to reconciliation. We encourage David Jones to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work —it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend David Jones on its first RAP, and look forward to following its ongoing reconciliation journey.
OUR BUSINESS

Our vision is to be Australasia’s premium lifestyle retail destination, bringing the best of the world together in one place underpinned by a strong private label and premium food offer.

David Jones is uniquely positioned in the Australasian market, with a loyal customer base and a range of products and brands across womenswear, menswear and childrenswear; shoes and accessories; fragrances and beauty; homewares, furniture and appliances; and a growing premium food offer.

Our core focus is to provide our customers with exceptional service and experiences, supported by world class systems and people. To achieve this vision, we need to: inspire our teams to work together and contribute to our collective success; inspire our people by enabling and empowering individuals to grow; and inspire our community by creating positive social impact for a better tomorrow.

David Jones operates 46 department stores in and around Sydney, Melbourne, Brisbane, Adelaide, Perth, Canberra, Newcastle and Wollongong. With the exception of our first international store in Wellington (New Zealand) all David Jones stores operate on Aboriginal lands. David Jones employs approximately 7,800 people, including 44 employees who identified as Aboriginal and/or Torres Strait Islander peoples in our first diversity survey, conducted in partnership with Diversity Council of Australia in August 2017.

The majority of our employees work in customer-facing positions across our stores network, supported by a store management team in each location and regional support functions. In addition, 80 employees work in our Online Fulfilment Centre and warehouse in Western Sydney, and a further 600 people work in our Support Centre offices, between Sydney’s CBD and suburban Melbourne.

David Jones’ Executive Committee comprises of our CEO, David Thomas and his direct reports.

Since August 2014, David Jones Pty Limited has been a wholly-owned subsidiary of Woolworths Holdings Limited (WHL), which is headquartered in South Africa and listed on the Johannesburg Stock Exchange. WHL also owns and operates Country Road Group, comprising Country Road, Mimco, Politix, Trenery and Witchery, with some functions such as the People function servicing both David Jones and Country Road Group.

While this Reconciliation Action Plan outlines David Jones’ commitments for the period between October 2018 and October 2020, implementation will be managed by teams from across David Jones and Country Road Group with some of the initiatives to be implemented across the Australian business for increased, scale and impact. This plan also serves as the foundation for a future regional plan, inclusive of WHL Australasia, David Jones and Country Road Group.
OUR VISION FOR RECONCILIATION

Our vision for reconciliation is a society with equal access to education and employment opportunities for Aboriginal and Torres Strait Islander and non-Indigenous peoples.

We will achieve this vision by:

- Establishing formal, mutually beneficial relationships with First Nations peoples of Australia;
- Recognising the unique contribution that Aboriginal and Torres Strait Islander values make to Australian society. Celebrating the richness and resilience of Aboriginal and Torres Strait Islander cultures, traditions and stories, which pre-date European settlement by millennia;
- Leveraging the power of our brand and standing in the community to raise awareness about reconciliation and connect our customers and employees with Aboriginal and Torres Strait Islander cultures, peoples and communities, in a culturally-sensitive manner;
- Providing information to build capacity of our executive and management teams, to drive more effective engagement with our Aboriginal and Torres Strait Islander customers, employees and suppliers; and
- Ensuring that there are no barriers to Aboriginal and Torres Strait Islander peoples or businesses seeking to work with David Jones.

The David Jones team participating in ALNF’s “Literacy is Freedom” campaign.

David Thomas, CEO David Jones with Kenmore Park community in the APY Lands.
OUR RECONCILIATION JOURNEY

As a long-standing member of the Australian community, David Jones has both a strong sense of the history we share with the country and the contemporary values that shape our society today, such as the federal government’s Closing the Gap strategy, constitutional recognition for First Nations’ Australians and reconciliation.

Given heightened awareness about these (and other) issues that seek to address inequality between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians, we recognise that David Jones has an important role to play in promoting reconciliation that supports meaningful change for Australia’s First Nations’ peoples. We also recognise that David Jones has a unique opportunity to leverage our brand to establish mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples in the communities where we operate and to connect our customers and employees with First Nations’ communities in a culturally-sensitive manner.

This is our first Reconciliation Action Plan (RAP). It has been developed under the guidance of advisors from Aboriginal and Torres Strait Islander communities, by our RAP Steering Committee and reviewed by employees from across the business, including two employees who identify as Aboriginal and/or Torres Strait Islander peoples. Some of these employees have offered feedback and subsequently volunteered to sit on our RAP Working Group.

The development and implementation of our RAP has been integrated into our Good Business Journey: the plan that outlines how we will meet our vision to become one of the world’s most responsible retailers. As part of our Good Business Journey, we developed plans to continually reduce our environmental footprint and create positive change for people working along our supply chain and communities impacted by our operations. We have also increased our investment in programs that aim to help David Jones become more inclusive of people from all backgrounds, including Aboriginal and Torres Strait Islander peoples.

Launching our Reconciliation Action Plan is our next step in our reconciliation journey. To date, we have had a 3 year partnership with the Australian Literacy and Numeracy Foundation (ALNF) to support Aboriginal and Torres Strait Islander children and their families. ALNF is dedicated to raising language, literacy and numeracy standards in Australia, particularly in Aboriginal and Torres Strait Islander communities. David Jones is helping ALNF raise funds to expand some of their programs, including an Early Language and Literacy Program for school-age children in Western Sydney, Taree and APY Lands. Our CEO and Indigenous Advisor recently went to the APY Lands to see firsthand and understand the contribution ALNF programs are making to the communities in the region.

To ensure our staff are aware of the importance of reconciliation in Australia we held our first National Reconciliation Week (NRW) event at our support centre to educate our support centre team on NRW’s purpose and to bring attention to some of the inequalities around literacy levels in Aboriginal and Torres Strait Islander communities. To ensure the message was also shared amongst our customers and store team members, we had our staff wearing badges during NRW. To raise funds for ALNF we created a bespoke designed product with 100% of proceeds being donated, plus donated 20% percent of our book sales from 20 May – 10 June 2018 and we also ran a customer facing in-store campaign to raise public awareness.

The 2018 NAIDOC Week theme, “Because of her we can” came to life in our two flagship stores where David Jones Emerging Designer, Lyn-Al Young created bespoke silk hand painted scarves that were sold exclusively in David Jones over the NAIDOC Week period. Various business units such as merchandise, non-trade procurement, events and PR came together to empower and up skill the emerging designer and on board her as a supplier to David Jones.

David Jones has worked with master storyteller Jeremy Donovan, a proud Kuku-Yalanji man from Far North Queensland, to help create a traditional artwork that will be used on a David Jones Gift Card and the front cover of the RAP. The work is visually representing the David Jones reconciliation journey. The painting is symbolic of two values at the centre of David Jones’ Reconciliation Action Plan — responsibility and collaboration.

David Jones Emerging Designer, Lyn-Al Young.
Our goal is to promote and celebrate the richness of Aboriginal and Torres Strait Islander cultures, values and histories.
OUR TEAM

Our RAP has been framed by our RAP Steering Committee, reviewed by our employees from across the business and advisors from Aboriginal and Torres Strait Islander communities, and endorsed by David Jones CEO and Executive Committee.

It will be implemented by teams from across David Jones and WHL Australasia under the management of the Head of Strategy and Office of the CEO and the Inclusion and Engagement Advisor with support from our RAP Working Group and RAP Champions.

INDIGENOUS ADVISOR

David Jones is honoured that Adam Goodes, of Adnyamathanha and Narungga descent, former Australian of the Year and David Jones’ Brand Ambassador, has agreed to act as an Indigenous Advisor to the business through the formative stages of our reconciliation journey.

The key objective of this engagement is to build capacity amongst executives, managers and employees across the business, by:

- Advising the business in relation to reconciliation and the RAP;
- Advising the CEO and the RAP Steering Committee;
- Supporting the RAP Working Group with implementation and reporting of the RAP;
- Helping the business to develop programs that support Aboriginal and Torres Strait Islander peoples and businesses; and
- Representing David Jones in dealings with Aboriginal and Torres Strait Islander employees, suppliers, communities and organisations.
KEY INDIGENOUS COUNSELLORS

There are a number of external stakeholders and key representatives from Aboriginal and Torres Strait Islander communities and groups that are able to provide advice on relevant Aboriginal and Torres Strait Islander affairs. These stakeholders will support our RAP Steering Committee and RAP Working Group with implementation and reporting of our RAP. It is planned that the Key Indigenous Counsellors will be drawn from Aboriginal and Torres Strait Islander external experts who have assisted David Jones in the development and planning of its RAP.

RAP STEERING COMMITTEE

This group comprises of senior executives from across the business, as listed below, and is responsible for the overall strategic direction of the RAP. As the Steering Committee is also accountable for achievement of targets set out on the RAP, this group will meet every 4-6 months to oversee implementation.
- CEO of David Jones
- Head of Strategy and Office of the CEO
- General Manager People David Jones
- Retail Director
- Regional Head of Sustainability
- Regional General Counsel
- Regional Head of Corporate Communications
- General Manager of Marketing

RAP WORKING GROUP AND RAP CHAMPIONS

This group consists of employees drawn from across the business who have volunteered to sit on the RAP Working Group (RWG). The RAP Working Group reports into the Steering Committee and is responsible for supporting, advocating for and engaging with the implementation of various elements of the RAP. Members of the RWG will be expected to support education and awareness campaigns in stores and support centre respectively.

The group will convene up to six times a year to review the status of actions, agree on upcoming priorities and discuss any risks or issues that might impact the delivery of initiatives that need to be escalated to the RAP Steering Committee. Currently, two Aboriginal and Torres Strait Islander employees sit on the RAP Working Group but our aim is to increase participation from our Aboriginal and Torres Strait Islander employees with the RWG, in time.

Members of the RAP working group will also be able to nominate themselves to be part of the RAP champions’ project team responsible for engaging staff around specific projects e.g. the RAP launch and National Reconciliation Week events.
OUR RECONCILIATION ACTION PLAN

Based on the values of our founder and successive custodians of the brand, David Jones has made a meaningful contribution to the community since 1838, when our first store opened in Sydney. While the primary objective of our RAP is to help realise our vision for reconciliation, our RAP will also shape David Jones’ future role in the community.

1 RELATIONSHIPS

Our goal is to develop and nurture mutually beneficial relationships with Aboriginal and Torres Strait Islander communities and organisations, to ensure that our contribution towards reconciliation is made in a culturally-sensitive manner that helps to create meaningful change.

Our relationships with our customers, employees and supply chain partners remain critically important but forming constructive relationships with a range of other stakeholders has become increasingly important, given our objective to become Australia’s most responsible and sustainable retailer.

This requires the establishment of mutually beneficial relationships with a broad cross-section of stakeholders, including Aboriginal and Torres Strait Islander peoples, communities and organisations. These relationships help us to identify opportunities available to David Jones, as well as helping us to understand what David Jones can do to promote the values we share with the community.

In this case, establishing mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples and businesses is intended to benefit the community but also serves to enhance David Jones’ reconciliation journey and, consequently, our standing in the community.

ACTION 1

RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting.

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<thead>
<tr>
<th>TIMELINE</th>
<th>RESPONSIBILITY</th>
<th>DELIVERABLE</th>
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<tbody>
<tr>
<td>Oct 2018</td>
<td>Inclusion and Engagement Advisor</td>
<td>RWG oversees the development, endorsement and launch of the RAP.</td>
</tr>
<tr>
<td>Oct 2018</td>
<td>Inclusion and Engagement Advisor</td>
<td>Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG.</td>
</tr>
<tr>
<td>Oct 2018; 2019; 2020</td>
<td>Inclusion and Engagement Advisor</td>
<td>Meet at least twice per year to monitor and report on RAP implementation.</td>
</tr>
<tr>
<td>Feb 2019; 2020</td>
<td>Inclusion and Engagement Advisor</td>
<td>Establish Terms of Reference for the RWG.</td>
</tr>
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ACTION 2

Develop mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.

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<tr>
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<tbody>
<tr>
<td>from Oct 2018</td>
<td>RAP Working Group Chairperson</td>
<td>Identify land councils and other organisations that represent Aboriginal and Torres Strait Islander communities where our stores and offices are located.</td>
</tr>
<tr>
<td>from Oct 2018</td>
<td>Inclusion and Engagement Advisor</td>
<td>Engage with Aboriginal and Torres Strait Islander employees and community groups to compile a list of key contacts in Aboriginal and Torres Strait Islander bodies.</td>
</tr>
<tr>
<td>from Feb 2019</td>
<td>Inclusion and Engagement Advisor</td>
<td>Meet with Aboriginal and Torres Strait Islander stakeholders, to develop guiding principles for future engagement.</td>
</tr>
<tr>
<td>Oct 2018; Jan 2019</td>
<td>Community Investment Specialist</td>
<td>Use existing community relationships to start forming relationships with Aboriginal and Torres Strait Islander leaders, land councils and community organisations.</td>
</tr>
<tr>
<td>Jan 2019</td>
<td>Community Investment Specialist</td>
<td>Consider opportunities to improve support of existing charity partners in the Aboriginal and Torres Strait Islander community, or promote existing partnerships to support our vision for reconciliation.</td>
</tr>
<tr>
<td>Jan 2019</td>
<td>Community Investment Specialist</td>
<td>Promote these partnerships with internal audiences.</td>
</tr>
<tr>
<td>by Oct 2018</td>
<td>Community Investment Specialist</td>
<td>Develop and deploy video of CEO visit with key charity partner ALNF content for David Jones’ network.</td>
</tr>
<tr>
<td>May 2019; May 2020</td>
<td>Community Investment Specialist</td>
<td>Develop and deploy at least one customer-facing campaign each year to raise funds and awareness for charity partners such as ALNF - through in-store promotional material and activations, online content, social media content and publicity opportunities.</td>
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ACTION 3

Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.

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<tbody>
<tr>
<td>from Oct 2018</td>
<td>Head of Corporate Communications</td>
<td>Publish RAP on David Jones’ website.</td>
</tr>
<tr>
<td>Oct 2018</td>
<td>Head of Strategy &amp; Office of the CEO</td>
<td>Launch RAP.</td>
</tr>
<tr>
<td>Oct 2018</td>
<td>Head of Strategy &amp; Office of the CEO</td>
<td>Mark the launch of our RAP with an event for executives and employees, our RAP Working Group, representatives from Aboriginal and Torres Strait Islander communities and other external stakeholders.</td>
</tr>
<tr>
<td>from Oct 2018</td>
<td>Head of Strategy &amp; Office of the CEO</td>
<td>Promote reconciliation through ongoing active engagement with all stakeholders.</td>
</tr>
<tr>
<td>from Oct 2018</td>
<td>Head of Corporate Communications</td>
<td>Define key messages and channels to raise awareness of the RAP.</td>
</tr>
<tr>
<td>from Oct 2018</td>
<td>Head of Corporate Communications</td>
<td>Develop a communications plan that raises awareness about our RAP with employees, customers, charity partners and other external stakeholders.</td>
</tr>
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ACTION 4

Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and the broader Australian community.

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<tbody>
<tr>
<td>May 2019, 2020</td>
<td>Inclusion and Engagement Advisor</td>
<td>Register David Jones’ in-store events during NRW via Reconciliation Australia’s NRW website.</td>
</tr>
<tr>
<td>May 2019, 2020</td>
<td>Inclusion and Engagement Advisor</td>
<td>Organise at least one internal event for NRW in-store campaigns.</td>
</tr>
<tr>
<td>May 2019, 2020</td>
<td>Community Investment Specialist</td>
<td>Ensure all representatives from the RWG members and an executive will attend at least one NRW event each year.</td>
</tr>
<tr>
<td>May 2019, 2020</td>
<td>Community Investment Specialist</td>
<td>Provide opportunities for all employees to participate in NRW.</td>
</tr>
<tr>
<td>May 2019, 2020</td>
<td>Community Investment Specialist</td>
<td>Add NRW to communications plan that promotes events of cultural significance.</td>
</tr>
<tr>
<td>May 2019, 2020</td>
<td>Community Investment Specialist</td>
<td>Allocate budget, then plan and deploy at least one in-store campaign during NRW each year, to celebrate and raise awareness about NRW with David Jones’ customers and employees.</td>
</tr>
<tr>
<td>May 2019, 2020</td>
<td>Community Investment Specialist</td>
<td>Support an external NRW event.</td>
</tr>
<tr>
<td>May 2019, 2020</td>
<td>Community Investment Specialist</td>
<td>Organise at least one internal event for NRW in-store campaigns.</td>
</tr>
<tr>
<td>from Oct 2018</td>
<td>Community Investment Specialist</td>
<td>Explore volunteering options to encourage employees to engage with Aboriginal and Torres Strait Islander peoples and communities during NRW.</td>
</tr>
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</table>

2 RESPECT

Our goal is to promote and celebrate the richness of Aboriginal and Torres Strait Islander cultures, values and histories, in a manner that respectfully connects our employees and customers with Aboriginal and Torres Strait Islander communities.

We believe our business is stronger when we embrace the diverse make-up of our community and promote a more inclusive environment for our employees and customers. We have an opportunity to use our position in the Australian community to raise awareness about reconciliation between Aboriginal and Torres Strait Islander peoples and the broader Australian community, to acknowledge the Traditional Custodians of the lands on which our stores are located, and to promote and celebrate Aboriginal and Torres Strait Islander cultures, in a respectful manner.

ACTION 5

Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country to ensure there is a shared meaning.

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<tr>
<td>from Oct 2018</td>
<td>RAP Working Group Chairperson</td>
<td>Engage with land councils, Aboriginal and Torres Strait Islander bodies and community representatives to compile information, history and stories about Traditional Custodians in each location that David Jones operates, in a culturally sensitive manner.</td>
</tr>
<tr>
<td>from Oct 2018</td>
<td>Head of Corporate Communications</td>
<td>Empower executives and regional managers, who have participated in appropriate training, to include an Acknowledgement of Country at the start of formal meetings and events if they choose to do so.</td>
</tr>
<tr>
<td>from Oct 2018</td>
<td>Inclusion and Engagement Advisor</td>
<td>Develop a list of key contacts for organizing a Welcome to Country and maintaining respectful partnerships.</td>
</tr>
</tbody>
</table>
3 OPPORTUNITIES

Our goal is to ensure that Aboriginal and Torres Strait Islander peoples and businesses have access to the same opportunities as non-Indigenous people and businesses.

As a business, we recognise the role we can play in improving employment and career prospects for Aboriginal and Torres Strait Islander peoples, and the influence we can exert in ensuring that Aboriginal and Torres Strait Islander supplier access has access to our supply chain. As an iconic Australian brand, we understand the mutual benefit in David Jones being seen as a positive role model as a result of creating opportunities for Aboriginal and Torres Strait Islander peoples and businesses, and promoting Aboriginal and Torres Strait Islander cultures through our marketing campaigns and events.

Realising these opportunities helps to promote our own values but more importantly, helps to create positive change in the community through direct employment and the multiplier effect that arises from investing in Aboriginal and Torres Strait Islander businesses.

ACTION 6

- Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.

ACTION 7

- Provide opportunities for Aboriginal and Torres Strait Islander employees to engage with their cultures and communities by celebrating NAIDOC Week.

ACTION 8

- Investigate opportunities to demonstrate respect to Aboriginal and Torres Strait Islander peoples in our offices, retail stores and online store.

ACTION 9

- Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.

ACTION 10

- Investigate opportunities to increase Aboriginal and Torres Strait Islander supplier diversity within our organisation.

ACTION 11

- Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment needs as non-Indigenous people and businesses.

ACTION 12

- Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment needs as non-Indigenous people and businesses.

ACTION 13

- Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment needs as non-Indigenous people and businesses.

ACTION 14

- Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment needs as non-Indigenous people and businesses.
Our goal is to establish a solid baseline and then report how we are tracking against our RAP commitments, to ensure the same discipline and governance that applies to our Good Business Journey also applies to the management of our RAP.

**ACTION 11 - Investigate opportunities for employment and access to further education for Aboriginal and Torres Strait Islander peoples.**

**TIMELINE**
- From Oct 2018: Community Investment Specialist
- From Oct 2019: Organisational & Development Lead

**RESPONSIBILITY**
- Consider extending relationship with charity partners that support the Aboriginal and Torres Strait Islander community, to include additional scholarships, and mentoring opportunities for Aboriginal and Torres Strait Islander students.
- Assess viability of developing Aboriginal and Torres Strait Islander traineeship program or internship program.

**DELIVERABLE**
- Extend relationship with charity partners to include additional scholarships and mentoring opportunities.
- Assess viability of developing an Aboriginal and Torres Strait Islander traineeship program or internship program.

**ACTION 12 - Provide opportunities for Aboriginal and Torres Strait Islander people and partners through our brand.**

**TIMELINE**
- From Jan 2019: General Manager - Marketing Communications
- From July 2019: Head of Food
- From July 2019: General Managers of Merchandise

**RESPONSIBILITY**
- Identify opportunities to integrate Aboriginal and Torres Strait Islander talent (designers, artists, models) into marketing campaigns and events, for the purposes of promoting Aboriginal and Torres Strait Islander culture into David Jones brand in a culturally sensitive manner.
- Investigate opportunities to stock Aboriginal and Torres Strait Islander brands and products in our stores and online, as per annual range review.
- Provide opportunities for Aboriginal and Torres Strait Islander suppliers and designers to showcase their ranges to buying teams.

**DELIVERABLE**
- Integrate Aboriginal and Torres Strait Islander talent into marketing campaigns and events.
- Stock Aboriginal and Torres Strait Islander brands and products in stores and online.
- Provide opportunities for Aboriginal and Torres Strait Islander suppliers and designers to showcase their ranges.

**4 GOVERNANCE, TRACKING PROGRESS AND REPORTING**

Our goal is to establish a solid baseline and then report how we are tracking against our RAP commitments, to ensure the same discipline and governance that applies to our Good Business Journey also applies to the management of our RAP.

**ACTION 13 - Establish baseline data.**

**TIMELINE**
- Sep 2019: Inclusion and Engagement Advisor
- Sep 2019: Inclusion and Engagement Advisor

**RESPONSIBILITY**
- Use Diversity Survey to establish baseline data about the number of Aboriginal and Torres Strait Islander employees.
- Use Diversity Survey to determine any differences in level of discrimination or bias against Aboriginal and Torres Strait Islander employees.

**DELIVERABLE**
- Establish baseline data using Diversity Survey.
- Determine any differences in level of discrimination or bias against Aboriginal and Torres Strait Islander employees.

**ACTION 14 - Report achievements, challenges and learnings, internally and externally.**

**TIMELINE**
- Sep 2019, 2020: Regional Head of Sustainability
- Sep 2020: Head of Corporate Communications

**RESPONSIBILITY**
- Publish a copy of our RAP and relevant RAP progress on David Jones’ website.
- Report publicly our RAP achievements, challenges and learnings through Woolworths Holdings’ Sustainability Report.

**DELIVERABLE**
- Publish a copy of our RAP on David Jones’ website.
- Report publicly our RAP achievements and learnings through Sustainability Report.

**ACTION 15 - Report achievements, challenges and learnings to Reconciliation Australia.**

**TIMELINE**
- Sep 2019, 2020: Inclusion and Engagement Advisor
- May 2020: Inclusion and Engagement Advisor

**RESPONSIBILITY**
- Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
- Investigate participating in the RAP Barometer.

**DELIVERABLE**
- Complete and submit RAP Impact Measurement Questionnaire.
- Investigate participating in RAP Barometer.

**ACTION 16 - Review, refresh and update RAP.**

**TIMELINE**
- April 2020: Inclusion and Engagement Advisor
- May 2020: Inclusion and Engagement Advisor
- Sep 2020: Inclusion and Engagement Advisor

**RESPONSIBILITY**
- Liaise with Reconciliation Australia to commence development of a new RAP.
- Send draft RAP to Reconciliation Australia for review and feedback.
- Submit draft RAP to Reconciliation Australia for formal endorsement.

**DELIVERABLE**
- Liaise with Reconciliation Australia on RAP development.
- Send draft RAP for review.
- Submit draft RAP for formal endorsement.

DAVID JONES