



THE PERTH MINT
AUSTRALIA

"Kwobidak Boodja (Pretty Country)" by Kevin Bynder



**The Perth Mint REFLECT
Reconciliation Action Plan
(RAP) May 2020 - May 2021**



01



Message from the CEO

Richard Hayes

Gold Corporation, which trades as The Perth Mint, is committed to reconciliation with our Aboriginal and Torres Strait Islander community.

As such, we are pleased to present our inaugural Reflect Reconciliation Action Plan (RAP). The document will guide us towards better acknowledgment of, and engagement with, the Aboriginal and Torres Strait Islander community.

Through the execution of this plan our employees will expand their cultural awareness while building meaningful connections with Aboriginal and Torres Strait Islander peoples.

Developing the plan has demonstrated that each of us has a role to play in supporting reconciliation to create a more culturally inclusive organisation and community.

We are excited to begin our reconciliation journey with open minds and a strong focus on a better future for Aboriginal and Torres Strait Islander peoples.

A handwritten signature in blue ink, which appears to be 'Richard Hayes', written in a cursive style.

02.

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Owners of the land on which our business operates and lands throughout Australia. We pay our respects to Aboriginal and Torres Strait Islander cultures, and to Elders past, present and emerging.

OUR VISION AND VALUES



Our Vision

To be a global leader in the precious metals industry.

Our Mission

To transform and take Australian precious metals to the world.

Our Values

Our values are what we stand for and they shape our behaviours, attitudes and how we achieve our vision.



Grow

We seek to innovate, embrace change and continually learn.



Perform

We challenge ourselves and others to achieve our best and deliver outstanding quality.



Serve

Our customers, our people and our community are at the heart of everything that we do.



03.

OUR BUSINESS AND OUR RECONCILIATION ACTION PLAN

"Rising to the challenge of promoting positive relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples."

OUR BUSINESS

Committed to serving the Australian gold mining industry, we have invested more than 120 years in developing markets for refined precious metal products across the globe. We are an Australian employer with a workforce of about 400 employees, with 0.2% of employees who identify as an Aboriginal and/or Torres Strait Islander person.

Our original East Perth premises is home to our state of the art minting facility where we produce Australia's bullion coin program and an array of collectable legal tender coins. The historic building is also where we welcome visitors from around the world to our multi-award winning gold exhibition and retail shop which showcases Western Australian treasures in the form of premium jewellery and giftware.

At our refinery co-located in the Perth airport precinct we process more than 90% of Australia's gold.

Additionally, we provide the world's only government guaranteed precious metals storage program as well as a growing choice of other innovative investment solutions.

Our operations underpin our ongoing contribution to the Australian community. Payments to the Government of Western Australia in 2018-19 totalled \$9.04 million. Royalties paid to the Australian Federal Treasury, relating to the agreement under which we mint and issue Australian legal tender coins, was \$3.49 million. Significantly, we have paid more than \$234 million to the State Government over the past 10 years.

OUR RAP

RAPs involve organisations from every sector, rising to the challenge of promoting positive relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples. RAPs provide a framework for organisations to develop practical plans of action built on relationships, respect and opportunities. Which in turn create culturally safe and welcoming workplaces while fostering deeper connections.

The RAP program, developed by Reconciliation Australia, includes four different types of RAPs, each offering a different level of support and engagement. We demonstrate our commitment to reconciliation by first developing a Reflect RAP, which is designed for organisations starting their RAP journey. We have committed to completing the specific actions outlined in the Reflect RAP over the next 12 months. In doing so we aim to foster a supportive and respectful workplace for all current and future employees.



OUR RAP WORKING GROUP

A working group has been established to oversee the development, implementation and governance of our RAP.

Members include:



RAP Champion
Jane King
General Manager
People and Culture
and Deputy CEO



Committee Member
Phillip Kinnest
Senior Administrator
Depository



Committee Chair
Kristen Potter
Manager Culture and
Development



Committee Member
Emily Keenan
Administrator
Depository



Committee Member
Christina Granger
Manager Internal
Communications



Committee Member
Karla Coleman
Officer Security



Committee Member
Edwina Lewis
Manager Operations
People and Culture



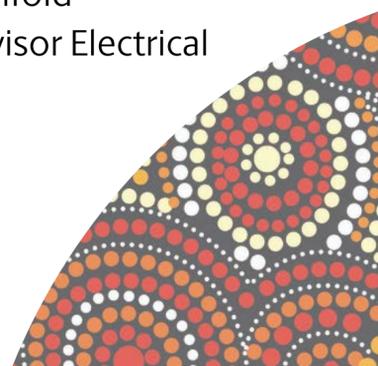
Committee Member
Beth Hodder
Organisational Change
Lead



Committee Member
Mark Liversidge
Officer Security



Committee Member
Ian Penfold
Supervisor Electrical



05.

RELATIONSHIPS



Through shared and meaningful dialogue with Aboriginal and Torres Strait Islander peoples, greater understandings and new learnings will establish the foundations for us to embrace stronger relationships for reconciliation.

Actions

Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

Timeline: May 2020 and May 2021

Responsibility: Manager Culture and Development

Build relationships through celebrating National Reconciliation Week (NRW).

Timeline: May 2020 and May 2021

Responsibility: Manager Internal Communications

Promote reconciliation throughout our sphere of influence.

Timeline: May 2021

Responsibility: Manager Internal Communications

Deliverables

- Identify key Aboriginal and Torres Strait Islander representatives and groups within the Perth region and surrounding areas.
- Research and review existing best practices, engagement guidelines and core principles that help encourage growth of partnerships with these representatives and groups.

- Circulate Reconciliation Australia's NRW resources and reconciliation materials to staff.
- RAP Working Group members to participate in an NRW event.
- Encourage and support staff, including senior leaders, to participate in at least one external event to celebrate NRW.

- Send out information to the business regarding our commitment to reconciliation and what we plan to do.
- Liaise with key groups or members of the Aboriginal and Torres Strait Islander community to guide us on our reconciliation journey.
- Research and identify other organisations with which we can co-operate as we work towards reconciliation.



06.



RELATIONSHIPS (Continued)

Actions

Promote positive race relations through anti-discrimination strategies.

Timeline: November 2020

Responsibility: Manager Operations
People and Culture

Deliverables

- Investigate and review what is best practice within our own business and within those with which we engage in terms of race relations and anti-discrimination.
- Assess how we can adapt best practices to fit within our framework.
- Review existing policies within the People and Culture framework.
- Identify gaps or determine improvements in relation to anti-discrimination and investigate the impact on Aboriginal and Torres Strait Islander staff and community.



Didgeridoo performance by
Dr Richard Walley OAM



07.



RESPECT

Respect is the cornerstone for establishing partnerships and creating shared opportunities.

Actions

Increase understanding and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Timeline: August 2020

Responsibility: General Manager People and Culture and Deputy CEO

Deliverables

- Gain a commitment from our senior leadership to increase understanding and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.
- Conduct a review of cultural learning needs within our organisation via a diversity and inclusion survey to assess the current level of understanding.
- Investigate the development of a cultural learning strategy for our staff.
- Prepare a business case to develop internal cross-cultural communication strategies for our staff and stakeholders.
- Consult with our staff to identify opportunities that progress their aspirations to connect with the Aboriginal and Torres Strait Islander community through cultural immersion opportunities.

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Timeline: August 2020

Responsibility: Manager Internal Communications

- Conduct research into the Traditional Owner groups who live in the areas on which we operate. Connect with current representatives to understand how they would recommend the business demonstrates respect.
- Increase our employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country. These will be developed based on feedback on the cultural learning strategy.



08.



RESPECT (Continued)

Actions

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Timeline: November 2020

Responsibility: Manager Internal Communications

Deliverables

- Raise awareness and share information among our staff about the meaning of NAIDOC Week.
- Introduce our staff to NAIDOC Week by promoting external events in our local area.
- RAP Working Group to participate in an external NAIDOC Week event.

"Developing the plan has demonstrated that each of us has a role to play in supporting reconciliation to create a more culturally inclusive organisation and community."

Richard Hayes - CEO



Irene Stainton performing a Welcome to Country



09.



OPPORTUNITIES

To reinforce pathways to self-determination for Aboriginal and Strait Islander peoples, we will share and embrace sustainable opportunities for new ways of working in an inclusive environment.

Actions

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Timeline: December 2020

Responsibility: Manager Operations
People and Culture

Deliverables

- Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.
- Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.
- Review internal policies and procedures, ensuring there are no cultural barriers to entry or participation.
- Promote employment opportunities among Aboriginal and Torres Strait Islander networks.

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Timeline: December 2020

Responsibility: Manager Operations
People and Culture

- Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.
- Investigate Supply Nation membership.
- Promote and encourage commercial relationships with Aboriginal and Torres Strait Islander businesses and groups.
- Consult with our staff to identify opportunities that progress their aspirations to connect with the Aboriginal and Torres Strait Islander community through cultural immersion opportunities.



10.



GOVERNANCE AND REPORTING

Measuring and reporting actions, successes and challenges of our commitment to the Reconciliation Action Plan is an important part of our core governance and protocol.

Actions

Deliverables

Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

Timeline: December 2020

Responsibility: Manager Operations
People and Culture

- A RWG has been established and has committed to the ongoing monitoring and reporting on the RAP.
- Establish and apply the terms of reference for the RWG.
- Establish Aboriginal and Torres Strait Islander representation on the RWG.

Provide appropriate support for effective implementation of RAP commitments.

Timeline: June 2020

Responsibility: Manager Operations
People and Culture

- Define cost and resources available to support the implementation of our RAP.
- Engage our senior leaders in the delivery of RAP commitments.
- Define appropriate systems and capability to track, measure and report on RAP commitments.

Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Timeline: January 2021

Responsibility: Manager Operations
People and Culture

- Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.
- Register via Reconciliation Australia's [website](#) to begin developing our next RAP.

For further information regarding this RAP please contact: Kristen Potter, Manager Culture and Development on 08 9421 7657 or at Kristen.potter@perthmint.com



"Kwobidak Boodja (Pretty Country)" by Kevin Bynder

Using a traditional Aboriginal painting method to represent modern Australian themes, the painting beautifully represents cross-cultural engagement. The bottom section of the artwork depicts the goldrush days with images of hills, water with gold nuggets and sand. The upper part includes shades of gold, silver and grey portraying coins.

THE ARTIST



Kevin Bynder

Kevin grew up in Perth, enjoying art throughout school from a young age.

At 23, Kevin joined the police force and celebrated the sale of his first painting. After a move to Broome his painting career took off and he now sells artwork all over the world.

A Whadjuk-Yuet-Balaadong man from his mother and a Badamia Yamatji from his father, Kevin showcases his work in a gallery in Perth's Yagan Square.