



MEDICAL STAINLESS & STORAGE INNOVATORS



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Emery Industries – Reconciliation Action Plan



Acknowledgment of Land

Emery Industries would like to acknowledge the traditional custodians of the land that we are operating on the Yugambeh nation.



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Vision Statement

Emery Industries vision for reconciliation is that the Aboriginal and Torres Strait Islander peoples of this country will be restored to a place of equity, dignity and respect. Our RAP (Reconciliation Action Plan) is a living document and as we grow and develop deeper relationships with our Aboriginal and Torres Strait Islander kin, as will this plan for improved reconciliation.

Our Reconciliation Action Plan or RAP is an agreed strategy of how Emery Industries (MA) intends to contribute to the huge task of reducing the disturbing gap in living standards between Aboriginal and Torres Strait Islander and non-Aboriginal Australians. Our RAP follows the recognised guidelines of Reconciliation Australia's RAP program under which commitments to action follow the well established themes of relationships, respect and opportunities. These themes align well with our own organisational values of respect, compassion, integrity, perseverance and celebration.

Emery Industries "Welcome to Country" Response to the welcoming statement from the representative of the Yugambeh peoples elder:

I respectfully acknowledge the past and present traditional owners of this land on which we are meeting, the Yugambeh people. It is a privilege to be standing on Yugambeh country.

Emery Industries "Acknowledgement of Land" Statement:

Emery Industries would like to acknowledge the traditional custodians of the land that we are operating on the Yugambeh nation.



Relationships

As we have entered into conversation with Aboriginal and Torres Strait Islander people from within and beyond our organisation, we have become aware that trusting relationships are necessarily the beginning of whatever we might plan to do. Though this phase may be breaking new ground, its deep and lasting value is something we are learning from our Aboriginal and Torres Strait Islander brothers and sisters.

We will develop relationships at every level of our organisation – nationally, state-wide and locally – wherever our work is based. While our leaders and our managers will be prepared to be initiators they will listen more than speak. They will adopt a spirit of humility and willingness to understand the cultural insights necessary for mutuality and trust. We will take learning from these relationships to inform and advance our own culture.

Mutual respect is pivotal to this process of education and integration. We are committed to respecting all individuals regardless of their colour, race, religion or socio-economic background. Those who are homeless, unemployed, have a disability, are alienated from family or school or otherwise disadvantaged, are the very people for whom our organisation exists. Unfortunately, these marginalised groups are over-represented in the Aboriginal and Torres Strait Islander communities. Our staff will exercise full respect towards Aboriginal and Torres Strait Islander people. We will endeavour to respectfully learn about Aboriginal and Torres Strait Islander cultures and to participate with Aboriginal and Torres Strait Islander peoples in their festivals and celebrations.



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Opportunities

Emery Industries' vision is to see a fairer Australia by enabling people in need to find pathways to a better life. The continual closing of the gap between living conditions of Aboriginal and Torres Strait Islander and non-Aboriginal Australians should be a goal of all Australians. At some of our Emery Industries locations this will simply mean taking initial steps to engage the local Aboriginal and Torres Strait Islander communities. At other locations we will consult on how we can work more collaboratively with our Aboriginal and Torres Strait Islander participants and how service delivery can become more culturally sensitive and effective.

We will consider how we might employ more Aboriginal and Torres Strait Islander staff and improve our employment and human resources strategies. As we are not a large organisation we can and will regularly review our position in order to have an up-to-date picture of our involvement with Aboriginal and Torres Strait Islander peoples. This will be included in our management meetings as a regular agenda item so that it remains a constant reminder of our responsibility to act to improve our relationships with our local indigenous peoples.

This will enable us to re-set clear targets for the future. As our managers establish objectives for their work with Aboriginal and Torres Strait Islander people and their employment of Aboriginal and Torres Strait Islander staff they, will take into account the situation prevailing in their own regions. We may, for example, need to build in more flexible conditions for Aboriginal and Torres Strait Islander employees who have pressing family responsibilities, who are expected to attend ceremony and sorry business or who need to be present when members of their extended family are sick or dying.



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Summary of our key commitments

We will build relationships with Aboriginal and Torres Strait Islander organisations and individuals by national, state and local representatives of Emery Industries: Our goal is to identify and get to know the Traditional Owners, Elders and leaders in the communities wherever Emery Industries has a presence. This will include our urban as well as rural centres. We will particularly seek out Aboriginal and Torres Strait Islander organisations whose involvements coincide with our interests in community services, employment, training, early learning and housing. The relationships we develop will be the foundation for future partnerships, the recruitment of Aboriginal and Torres Strait Islander employees and local cultural appreciation training for Emery Industries staff.

We will build respect for Aboriginal and Torres Strait Islander peoples and their cultures: Our goal is for Welcome to Country and Acknowledgement of Land to become habitually practised throughout the organisation. The desire to have Traditional Owners present at significant meetings should consider the time and pressure constraints experienced by the Aboriginal and Torres Strait Islander Elders themselves.

The form of words is important and the crafting of these in consultation with the local Aboriginal and Torres Strait Islander communities provides a good opportunity for conversation and for demonstrating respect towards local Aboriginal and Torres Strait Islander Elders.

We will encourage both our staff and our customers to develop their education in the area of indigenous cultural understanding, beginning with exposure to our local indigenous cultural centre (**Jellurgal Aboriginal Cultural Centre**) and inviting them to our facility to be present at any major public meetings. For staff members regularly involved with Aboriginal and Torres Strait Islander participants, more extensive locally based training will be necessary in order to be sensitive to culture and work effectively.



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Aboriginal and Torres Strait Islander cultures contain a range of local attitudes, values, beliefs, customs, norms and understandings. Therefore, training will be conducted in consultation with local Aboriginal and Torres Strait Islander leaders when we have cause to conduct our business in their local areas.

We will develop key opportunities for Emery Industries to contribute to closing the gap: We can increase the effectiveness of our existing programs and service delivery to Aboriginal and Torres Strait Islander peoples. In order to do this, we will need baseline information regarding our current work with Aboriginal and Torres Strait Islander participants. Any effective review process will involve consultation with our Aboriginal and Torres Strait Islander participants, staff members and stakeholders.

We will seek to increase the levels of our employment of Aboriginal and Torres Strait Islander staff within Emery Industries where possible. We are mindful our business size and ensure we are always employing the best and most suitable applicants at all times. We do have open employment policy and do not discriminate on any gender, race or religion.

HR will develop a database of Emery Industries Aboriginal and Torres Strait Islander staff and participants from which we will be able to measure numerical changes. This will provide some measure of the success of our deployment of Aboriginal and Torres Strait Islander staff as well as the extent and effectiveness of our programs with Aboriginal and Torres Strait Islander participants.

National, state and territory and regional leaders of Emery Industries, will identify and establish regular contact with the relevant Aboriginal and Torres Strait Islander peak bodies around Australia. These will include health, justice, community development and educational bodies in their local areas.

Local site managers will visit selected Aboriginal and Torres Strait Islander organisations or individuals at least twice a year. They will include records of these visits in their regular reports. The number of visits will vary due to local context and will be determined in consultation with Management.

At all major public Emery Industries meeting organisers will invite local Traditional Owners to perform Welcome to Country.

All managers will understand the difference between Welcome to Country and Acknowledgement of Land. They will be familiar with the Emery Industries wording for Acknowledgement of Land and will offer acknowledgements at the commencement of all significant meetings for which they are responsible – these include launches, important celebrations, inductions and company wide training events.

General Aboriginal and Torres Strait Islander cultural appreciation training will be delivered to all Emery Industries staff and will be included in staff induction programs. During induction days all new staff will be introduced to Emery Industries Reconciliation Action Plan summary.

In cases where our programs and services regularly involve Aboriginal and Torres Strait Islander people, the staff members delivering these services will receive specific and locally relevant Aboriginal and Torres Strait Islander cultural appreciation training.



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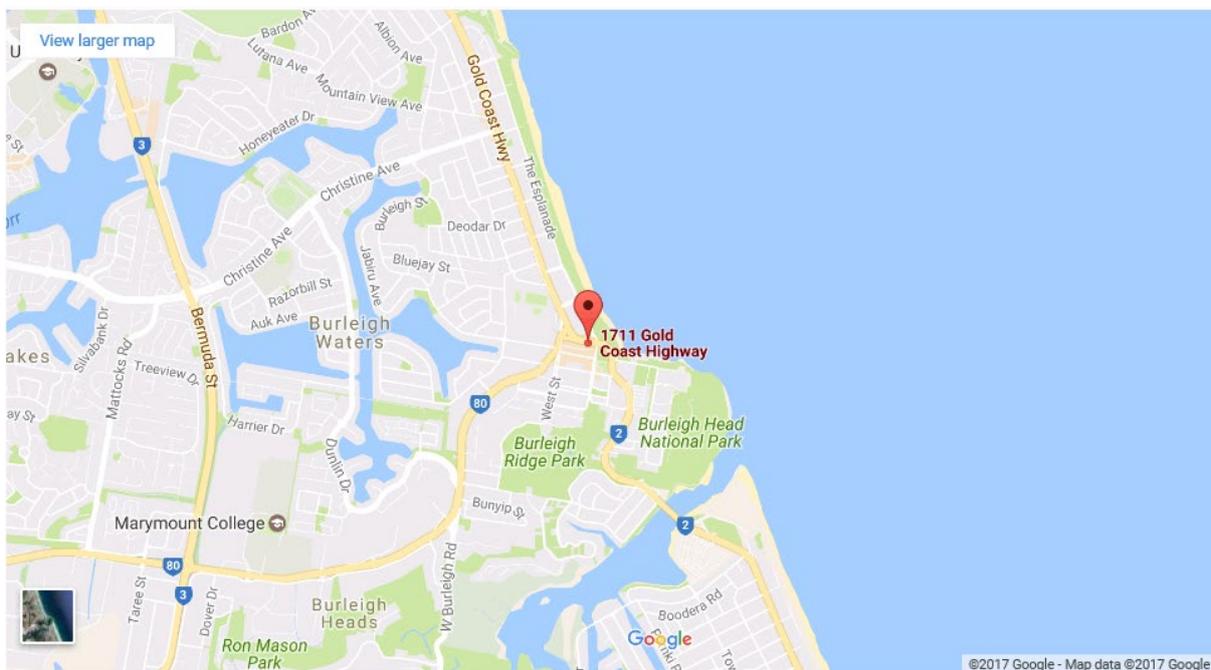
Reference Materials

Emery Industries will commission a piece of artwork created by a local Gold Coast Aboriginal artist, to be displayed in our Emery Industries head office. An image of this will be displayed on the company's website on a new page that contains our RAP overview.

Education:

Our source of education will be conducted at **Jellurgal Aboriginal Cultural Centre**, as this is the Gold Coast's **only** dedicated Aboriginal Cultural Centre and is fully owned and operated by the local Aboriginal community, located at:

1711 GOLD COAST HIGHWAY, BURLEIGH HEADS 4220



A great start to our education is the discussion around this document between all the members of the management team and their dissemination to their respective team members.

Planning:

At the beginning of each year, a calendar of Aboriginal and Torres Strait Islander events and celebrations in each State will be circulated. All staff will participate in at least one event of Aboriginal and Torres Strait Islander culture, celebration or training per year. This will be noted on our RAP internal register.

