

TOSHIBA

Committed to People, Committed to the Future.



**RECONCILIATION
ACTION PLAN**

REFLECT

JUNE 2025 – JUNE 2026

CONTENT

Pg.1



01

ACKNOWLEDGEMENT

Pg.2-3



02

ABOUT

- OUR BUSINESS
- OUR RAP

Pg.4



03

**MANAGING DIRECTOR'S
FOREWORD**

04

DATES FOR CELEBRATION



Pg.5

05

OUR ACTIONS

- RELATIONSHIPS ■
- RESPECT ■
- OPPORTUNITIES ■
- GOVERNANCE ■



Pg.6-9

06

OUR PROMISE

- YALARI ■
- YARN'N ■



Pg.10-11

ACKNOWLEDGEMENT

Toshiba acknowledges the Traditional Custodians of the lands where we work and the places in which we live.

- We celebrate First People's unique cultural and spiritual relationship to Country and their rich contribution to Australia.
- We pay respects to Ancestors and Elders past, present and future.
- Toshiba Australia recognises our corporate office sits on the lands of the Traditional Owners, the Wallumettagal or Wallumedegal tribe of the Darug nation. This area inhabits the area of Sydney today known as the Ryde–Hunters Hill area of the Northern Suburbs.
- The name Wallumettagal meaning water and fish people, who lived in the areas between Lane Cove River and Parramatta River. The word is derived from wallumai, meaning snapper fish.
- Toshiba is committed to making a diverse workplace as it is rich in our history whilst respecting the lands of the Wallumettagal people. We wish to recognise and lay the groundwork for a future that embraces all Australians based on mutual respect and shared responsibility.



ABOUT OUR BUSINESS

At Toshiba, we commit to raising the quality of life for people around the world, ensuring progress that is in harmony with our plant.

In Australia, we respect those that came before, and recognise their lands and their heritage.

Toshiba's motto is **“Committed to People, Committed to the Future.”**

We are an organisation that makes every effort to uphold our values that is;

Do the right thing: We act with integrity, honesty and openness, doing what's right- not what's easy.

Look for a better way: We continually strive to find new and better ways, embracing change as a means for progress.

Always consider the impact: We think about how we will change the world for the better, both today and for generations to come.

Create together: We collaborate with each other and our customers, so that we can grow together.



The Illuminatrope

Located on the Parramatta River foreshore, Banjo Paterson Park, Gladesville

“The reflective nature of The Illuminatrope pays homage to the history of contact between the First Fleet and the Wallumedegal people at Looking Glass Bay, where the park is located. On 15 February 1788, Governor Arthur Phillip gave a local man a looking glass, which he compared with his reflection in the water. It is therefore very fitting that this sculpture is positioned above the bay.”

(Christopher Gordon, City of Ryde Councillor, 29 January 2019)



ABOUT OUR RAP

Developing a RAP, we feel, is our responsibility. This also aligns with our global Corporate Social Responsibility objectives that support our sustainability goals set out by the UNs 17 Sustainable Development goals.

Toshiba's Reflect RAP is championed by Bret Davies, Managing Director of Toshiba Australia. We are in a great position to leverage our sphere of influence throughout the supply chain. We will collaborate with our local executive team to create a RAP Working Group; the human resources team will also support this program.

Toshiba is now a member of the Diversity Council of Australia who assists with both resources and education. Diversity and Inclusion is now of more significant focus for our business and a priority for human resources and our business leaders.

OUR PARTNERSHIPS/CURRENT ACTIVITIES

- We acknowledged NAIDOC week 2020 by internal communication. We asked our employees to look at the AIATSIS Map of Indigenous Australia to identify the Traditional Lands they live, work and play on.
- We conducted a preliminary information session to the divisional leadership team, explaining what a RAP is; we performed an Acknowledgement of Country at this meeting.
- We have also registered with the Diversity Council of Australia. They support our continuous learning journey through training, resources and support. They provide frequent updates and regular communication. This will ensure we are consistently moving towards our learning goals.

Wallumai Wind Sculpture Kissing Point Park, Putney

“Aboriginal artist Chris Tobin captured a vision for the Riverwalk that pays tribute to the City’s Indigenous heritage.

Located in Kissing Point Park, the sculpture represents the traditional totem of the area’s original inhabitants, the Wallumedegal people. It is likely that the clan’s name derives from the word Wallumai meaning snapper fish, and matta, a word denoting a place, as with Parramatta or Cabramatta. Thus those living on the southern side of the river, in what is now the Ryde area, were the snapper fish clan.”

(City of Ryde, Reconciliation Action Plan, June 2020)



MANAGING DIRECTOR'S FOREWORD

RECONCILIATION MATTERS. WE NOW START OUR JOURNEY.....

At Toshiba, we are proud to build more significant opportunities for Aboriginal and Torres Strait Islander peoples. Our team has been worked hard with Reconciliation Australia to develop what I believe is an exciting time for all of our country.

We are committed to increase staff understanding of and respect for the diversity of Aboriginal and Torres Strait Islander cultures. Reconciliation is an integral part of the culture and goals of our business.

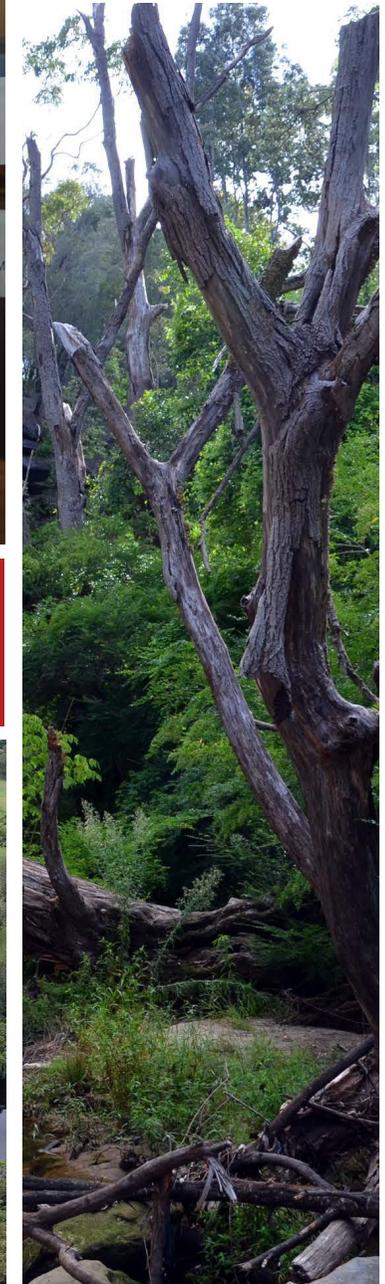
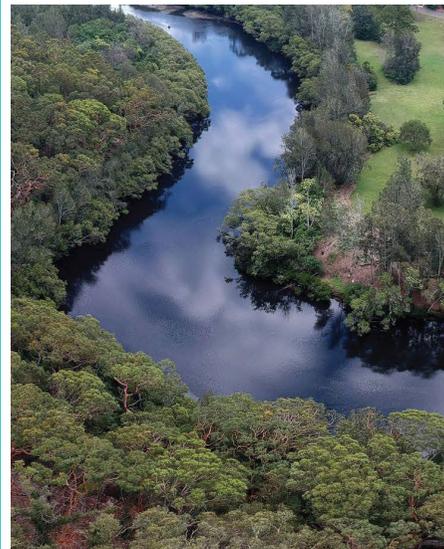
Our overarching goal is for our staff and customers to work together to improve the economic, health and social opportunities for Aboriginal and Torres Strait Islander peoples and their communities.

We are working with our staff to create a culturally respectful workforce. This Reconciliation Action Plan sets out the next steps in our journey to build opportunities for, and stronger relationships with, Aboriginal and Torres Strait Islander peoples.

We are thrilled that Reconciliation Australia has endorsed our plan, I encourage all our staff to get involved in the Reconciliation Action Plan. I encourage staff to support and take part in these important programmes and to promote respect and appreciation of the rich culture of Australia's First Nations peoples.



Bret Davies
Managing Director
Toshiba Australia



DATES FOR CELEBRATION

Each year, the Toshiba Australia coordinates important observance and awareness events including – NAIDOC Week, National Reconciliation Week and Harmony Week. We build awareness with our staff and our customers through a variety of communications and events to recognise these special events.

NATIONAL RECONCILIATION WEEK

27th May -
3rd June 2021

- Incorporate Reconciliation Australia posters and artwork communications around the offices and email.
- Banner on web homepage.
- Email change for all staff.
- Aboriginal and Torres Strait Islander Inclusion and Cultural Safety training course made available to staff.
- Colouring activity competition.
- ‘Talking About Reconciliation’ webinar.
- Smoking Ceremony to mark the final day of Reconciliation Week.

NAIDOC WEEK

4th July -
11th July 2021

- Staff Awareness communication of the land we occupy.
- Banner on Website.
- Email change for all staff.

HARMONY DAY

21st March, 2022

- Website banner supporting event.
- Work place poster acknowledgement.
- Cultural staff lunch to support diversity.



Jannawai - meaning ‘For me, For you’ Macquarie University

Just a stones throw away from Toshiba’s Head Office, Macquarie University has created a space for the Walanga Muru community to reflect, learn and gather for cultural and educational activities. Before entering into Reconciliation Week 2021, some staff from Toshiba visited Macquarie University to visit these areas including the Jannawai meeting place, where they were able to learn more about Dharug Country.

OUR ACTIONS

RELATIONSHIPS



Action	Deliverable	Timeline	Responsibility
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. Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	August 2021	Managing Director
		November 2021	D&I Service Line Leader
Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. RAP Working Group members to participate in an external NRW event. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	May 2021	D&I Service Line Leader
		27th May - 3rd June, 2021	Managing Director
		27th May - 3rd June, 2021	D&I Service Line Leader
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. Identify external stakeholders that our organisation can engage with on our reconciliation journey. Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	July 2021	D&I Service Line Leader
		July 2021	Managing Director
		July 2021	Managing Director
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. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	September 2021	D&I Service Line Leader
		September 2021	D&I Service Line Leader

OUR ACTIONS

RESPECT



Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value 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. 	March 2022	D&I Service Line Leader
		March 2022	D&I Service Line Leader
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	September 2021	D&I Service Line Leader
		September 2021	D&I Service Line Leader
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst 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. 	July 2021	D&I Service Line Leader
		July 2021	D&I Service Line Leader
		First week July 2021	D&I Service Line Leader

OUR ACTIONS

OPPORTUNITIES



Action	Deliverable	Timeline	Responsibility
<p>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<ul style="list-style-type: none"> • 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. 	June 2022	D&I Service Line Leader
		June 2022	D&I Service Line Leader
<p>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	<ul style="list-style-type: none"> • Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. • Investigate Supply Nation membership. 	July 2022	Managing Director
		July 2022	Managing Director

OUR ACTIONS

GOVERNANCE



Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RAP Working Group to govern RAP implementation. Draft a Terms of Reference for RWG. Establish Aboriginal and Torres Strait Islander representation on the RWG. 	August 2021 August 2021 August 2021	Managing Director Managing Director Managing Director
Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. Engage senior leaders in the delivery of RAP commitments. Define appropriate systems and capability to track, measure and report on RAP commitments. 	August 2021 August 2021 August 2021	Managing Director Managing Director Managing Director
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	September 2021	Managing Director
Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	May 2022	D&I Service Line Leader

OUR PROMISE

OUR EDUCATION PROMISE



Toshiba Australia has a corporate shared value aimed at supporting children who are most in need, we have been sponsoring Variety children's charities for more than ten years, we are excited to now provide help to gifted Aboriginal and Torres Strait Islander children.

The Yalari organisation fits very well into our purpose of Committed to People, and Committed to the future. Each year, up to 50 Yalari scholarships are offered to Aboriginal and Torres Strait Islander children from regional, rural or remote communities who satisfy the selection criteria and are willing to give 100% towards their education. Scholarships include full boarding and tuition at one of Yalari's partner schools. Yalari has 20 partner schools located across seven of Australia's states and territories. Yalari's selection process for partner schools is aimed at ensuring our scholars are placed in the care of dedicated education professionals.

The Indigenous Education Scholarship is available to any Aboriginal and Torres Strait Islander children from regional, rural, and remote communities and towns throughout Australia entering year 7. The children are selected based on academic effort, primary school attendee's rates and participation in leadership, sport and extracurricular activities at school and their communities.

Toshiba is proud to be involved with this program. We feel strongly about giving children from remote communities every opportunity to flourish like their big-city brother and sisters.



“Being awarded a Yalari scholarship was really good for me, given the amount of support that came with it. I'm very thankful and I don't know how I would have made it through school without it. I'm actually very proud that I made it this far.” **Mibulguudoo**, Year 12, St. Hilda's School.



Moigida, Year 11, Anglican Church Grammar School.



Mariah, Year 12, Great Southern Grammar School.

OUR PROMISE

CREATING A PATHWAY



Toshiba Australia has teamed up and partnered with Yarn'n Aboriginal employment services in Redfern Australia to create a special cadetship designed to provide an insight into the office equipment industry.

Our cadets have the opportunity to learn new on the job skills across the business from our technical workshop, through to office management. The program has been designed to provide a cross section of business and IT skill sets, and allow the cadet to select an area of the business they performed well in and enjoyed. The cadetships run for a 12 month program and are based out of our Blacktown and North Ryde centres.

■ **In 2021 we plan to have two cadetships running across NSW.**

■ Yarn'n have been a strong partner by bridging the culture divide and smoothing understanding, ensuring success for both parties. We are both excited about the future of the program and what we can achieve together.



CONTACT DETAILS

Name

Paulina Saldouzi

Position

Human Resources Manager

Phone

02 9815 6225

Email

psaldouzi@toshiba-tap.com

References

Christopher Gordon, City of Ryde Councillor, 29 January 2019,
The Illuminatope to light up Banjo Paterson Park
Accessed 26/05/21 <www.ryde.nsw.gov.au>

City of Ryde, 'Wallumai Wind Sculpture, Putney',
Reconciliation Action Plan, June 2020, Pg.28.



Water is life

Macquarie University

In the visit to Macquarie University before embarking into Reconciliation week, staff went to learn about the engravings created by Dharug women. "This is to recognise the role of the Dharug women of this area in their traditional society this stone arrangement created and positioned in this special place by Dharug Women."

Aunty Edna Mariong Watson & Aunty Patricia Karbo Jarvis