

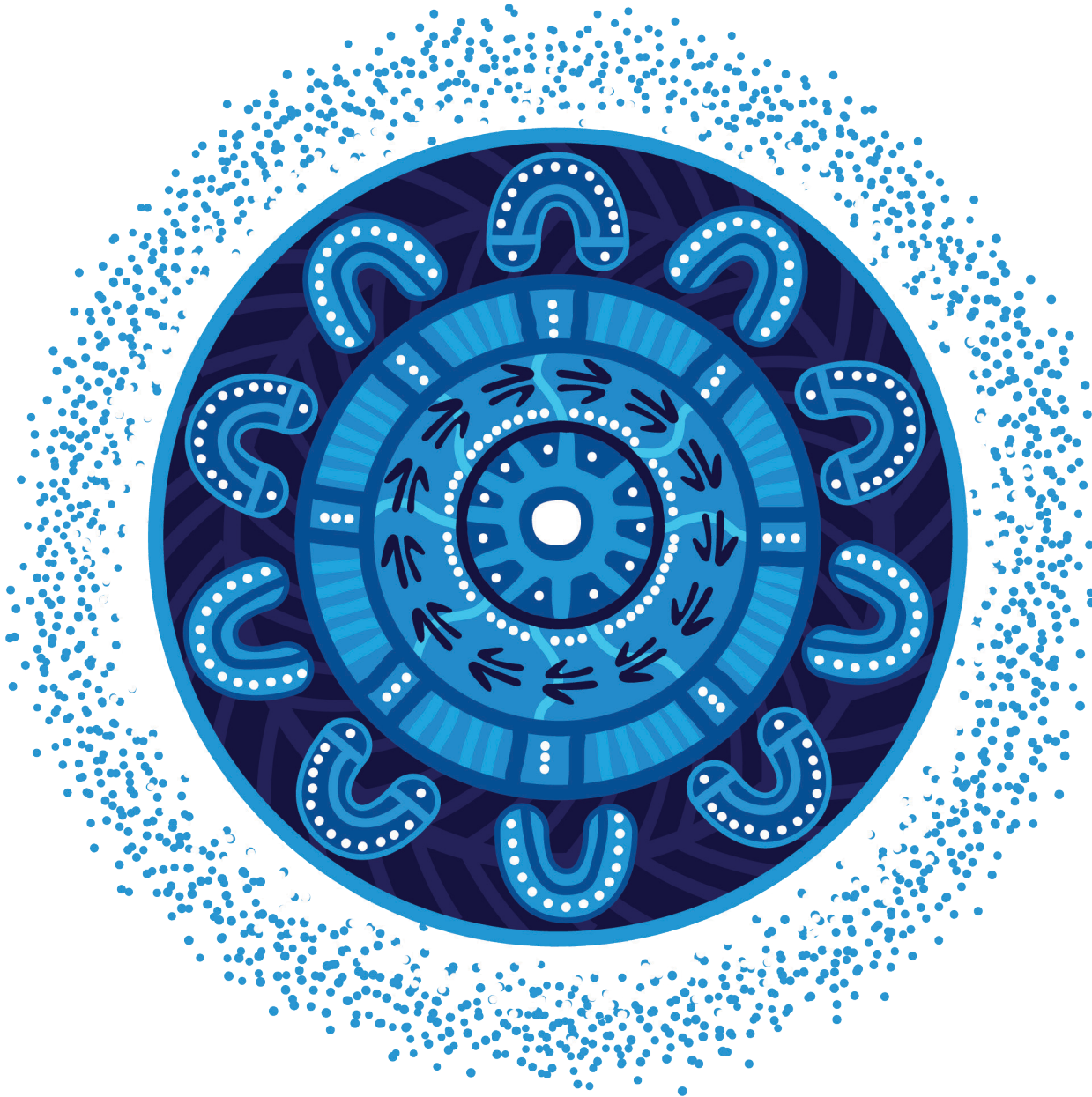
rexel

| AUSTRALIA



Reconciliation Action Plan

JULY 2025 – JULY 2027



Acknowledgement of Country

Rexel Australia acknowledges First Nations Peoples as the Traditional Custodians of the Land, Waters and Communities throughout Australia.

We respect and support Aboriginal and Torres Strait Islander Traditions and Protocols and extend that same respect to the Elders of this Land, both past and present.

As an organisation, we are committed to furthering our understanding of Aboriginal and Torres Strait Islander Peoples, Cultures and Heritages proudly as a part of our shared national identity.

Contents

Acknowledgement of Country	2
Contents	3
Story of the Artist	4
Story of the Artwork	5
Statement from the CEO of Reconciliation Australia	6
Message from Rexel Managing Director	7
Our Vision for Reconciliation	8
Our Business	9
Our Australian Operations	10
Our Purpose, Mission, and Values.....	10
Our Sphere of Influence	11
Reflections of our first RAP	12
Challenges: Reflect RAP	13
Our Working Group	14
RAP Champion	14
RAP Working Group Co-Chairs	14
RAP Working Group Members:	14
Innovate RAP	15
Relationships	15
Respect	16
Opportunities	17
Governance	18
RAP Working Group Co-Chairs	19

Story of the Artist



Rhonda Sampson, a proud Kamilaroi artist and accomplished graphic designer, specialises in Indigenous art and designs. She is the owner of RS Creative Solutions based on Dharawal Country in Campbelltown, Sydney's South West. Her artistic journey began with a Diploma in Graphic Design in 2019, followed by several prestigious awards, including TAFE NSW Excellence Awards, TAFE NSW Gili Awards, South & South Western Sydney NSW Training Awards.

Rhonda's artistic footprint extends throughout her local community, adorning prominent venues like Campbelltown Sports Stadium, Sarah Redfern, and Ingleburn High Schools. Her most distinctive work graces Macarthur Square, owned by Lendlease, where her art weaves through the shopping centre, encompassing Wall Murals, Escalators, LED Screens, and Two Large Rugs. Her creative talents have also made an impact on a broader scale, collaborating with renowned brands such as Optus, Western Sydney International Airport, Lendlease, Acciona, WestConnex Transurban, International SOS, and National Transport Insurance (NTI).

In January 2023, Rhonda's artistic ability gained international acclaim with her creation of the artwork for the Sydney Opera House Dawn Reflection Artwork on Australia Day. This recognition led to a meaningful collaboration with Vista Elementary School in Simi Valley, California, USA, where she shared First Nations culture with students from kindergarten to 6th grade, leaving a lasting impression across the school.

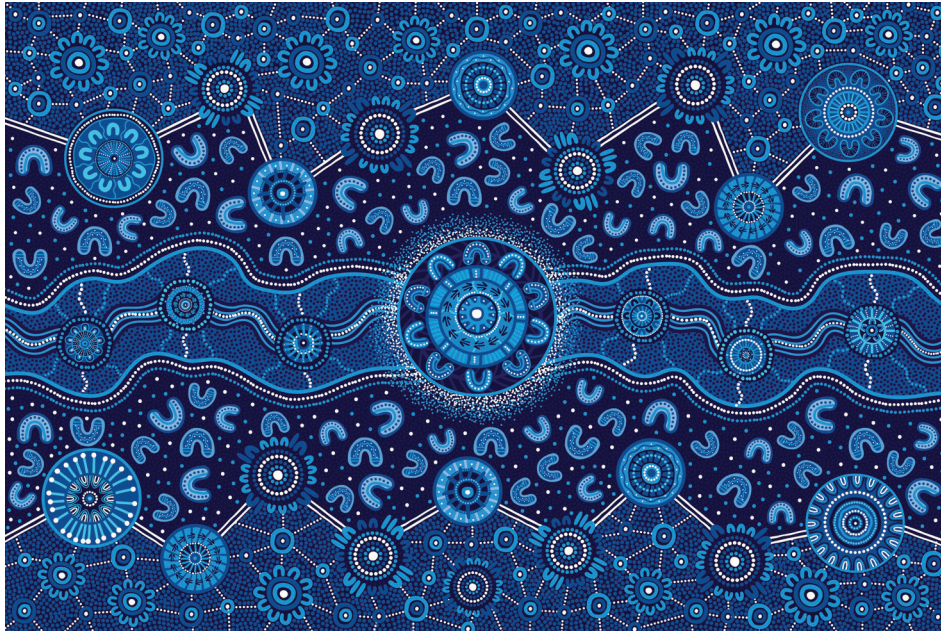
Rhonda's impressive achievements in 2023 include her artwork adorning four cars during the 2023 Supercars Indigenous Round in Darwin, highlighting her recognition in the world of motorsports. Additionally, her creation of murals for the WestConnex/Transurban Motorway Control Centre, along with the Community Recognition Statement from a Member of the NSW Parliament, underscores the impact of her work on infrastructure projects and the wider community.

Rhonda's commitment to promoting reconciliation and her Culture is evident through her involvement in developing artworks for various Reconciliation Action Plans (RAPs) for organisations like Western Sydney International Airport, Optus, National Transport Insurance (NTI), TOMRA Cleanaway, Royal Life Saving, International SOS, One Door Mental Health, Youth off the Streets, and South Sydney Rabbitohs, fostering understanding and unity within these organisations and their Communities.

Rhonda is undeniably an inspiration and a shining role model for the Aboriginal and Torres Strait Islander Community, as well as for individuals everywhere. Her ability to inspire others through her work and her remarkable accomplishments in a relatively short time are a testament to her passion, talent, and dedication. Rhonda's impact extends far beyond her art, she's a beacon of motivation for anyone striving to make a positive difference in their Community and the world.

Story of the Artwork

"Empowered Future"



The artwork titled "Empowered Future" is a representation of Rexel's commitment to reconciliation and our vision for a more inclusive, connected, and sustainable future one fuelled by the positive energy we bring to everything we do.

Framing the artwork at the top and bottom is a depiction of our national network, symbolising the connections we've fostered across Australia. These connections reflect the strong grassroots relationships we've built with local communities.

Woven throughout this network are visual motifs representing our key office locations: Perth, Darwin, Brisbane, and Adelaide at the top; Canberra, Melbourne, Sydney, Newcastle and Hobart at the bottom. With over 127 locations across the country, our presence is shared with our trusted brands John R. Turk, Ideal Electrical, and Lear & Smith.

Mid centre of the artwork are our people – our greatest asset, representing over 1,000 employees from across the nation, this section highlights the diversity, energy, and collaboration that drive us forward. The inclusion of dots among our people symbolises embers, representing the passion and continual growth of our workforce, particularly the increasing inclusion of Aboriginal and Torres Strait Islander team members as part of our commitment to greater diversity and opportunity.

Four prominent motifs are placed to reflect the key pillars of our Reconciliation Action Plan: Respect, Relationships, Opportunities, and Governance. These values underpin our reconciliation journey and reinforce our dedication to building stronger, more meaningful relationships with First Nations Peoples fostering connection, understanding, and long-term positive outcomes.

At the heart of the artwork is Rexel Australia, encircled by embers that represent the vibrant energy surrounding our reconciliation journey. Two dotted pathways represent our ongoing progress and the second phase of our journey, our commitment to continued action and meaningful change.

Our values depicted by the six symbols through the centre of the artwork are central to how we engage and look to foster a stronger sense of purpose across the Communities we are a part of. Our values that unite us: Deliver The Best Customer Experience; Join Forces For Success; Encourage To Innovate; Engage People To Develop Their Talents; Trust Each Other; and Enjoy Making A Difference.

Rexel is proud to continue its journey toward reconciliation working together with First Nations Peoples to create lasting relationships, shared opportunities, and a "Empowered Future" for all. Together, we can make meaningful change—and ensure that future is truly empowered.

Statement from the CEO of Reconciliation Australia

First Innovate RAP

Reconciliation Australia commends Rexel on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Rexel to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Rexel will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of

fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Rexel is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Rexel's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Rexel on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





Message from Rexel Managing Director



At Rexel we commenced our formal commitment to Reconciliation in March 2021 by launching our first Reconciliation Action Plan. We undertook a Reflect RAP and this was an important foundation to prepare our organisation for the ongoing development and implementation of reconciliation initiatives. We recognise that reconciliation is important for all Australians – as individuals, communities, and for organisations. Relationships between Aboriginal and Torres Strait Islander Peoples and the broader Australian community is pivotal to this Reconciliation and our RAP will continue to assist us to develop these relationships.

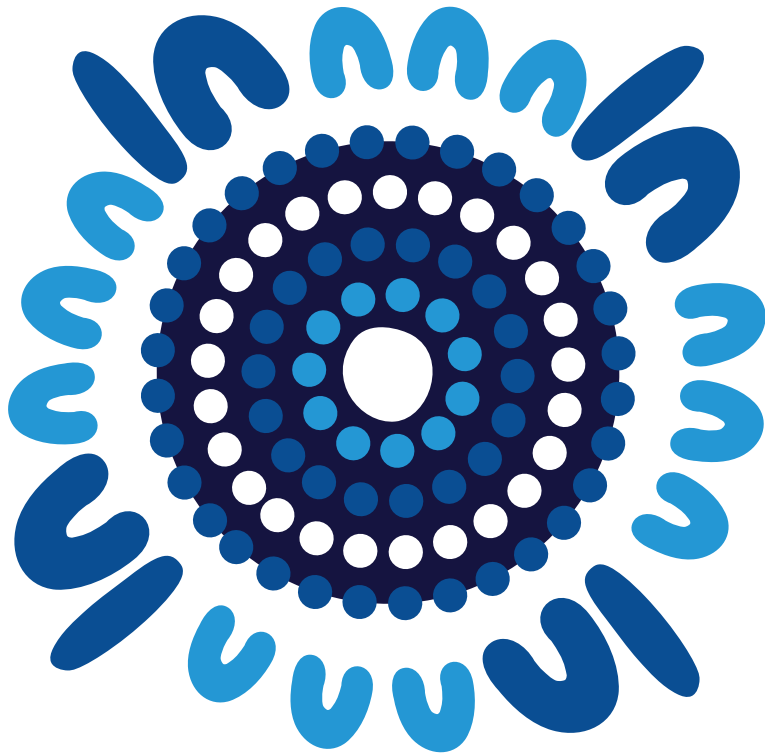
Our mission is to be the electrical wholesaler who proactively services customers better than anyone else in Australia. In order to do this, it is important that we do everything in our power to make a positive difference in the lives of our employees, our suppliers, our customers, and all stakeholders in the communities in which we operate. I am exceptionally proud to introduce Rexel's second Reconciliation Action Plan (RAP). This RAP has been developed by our Reconciliation Action Plan Working Group and reinforces our commitment to reconciliation between Aboriginal and Torres Strait Islander Australians and Non-Indigenous Australians. We are proud to be taking our commitment to reconciliation to the next level and to build on what we have already learnt.

Some of the achievements from our Reflect RAP include:

- Became members of Supply Nation and significantly increased our spending with First Nations owned organisations. Each year since 2021 we have more than doubled our spend with First Nations Businesses, spending in excess of \$1 Million in the 2022/2023 and the 2023/2024 financial years.
- Increased our Aboriginal and Torres Strait Islander employees from 4% of our employee population to 4.5%. This represents an increase of 7 people.

We are looking forward to continuing to build relationships with First Nations Communities over the course of this RAP.

Rob McLeod
Managing Director, Rexel Australia

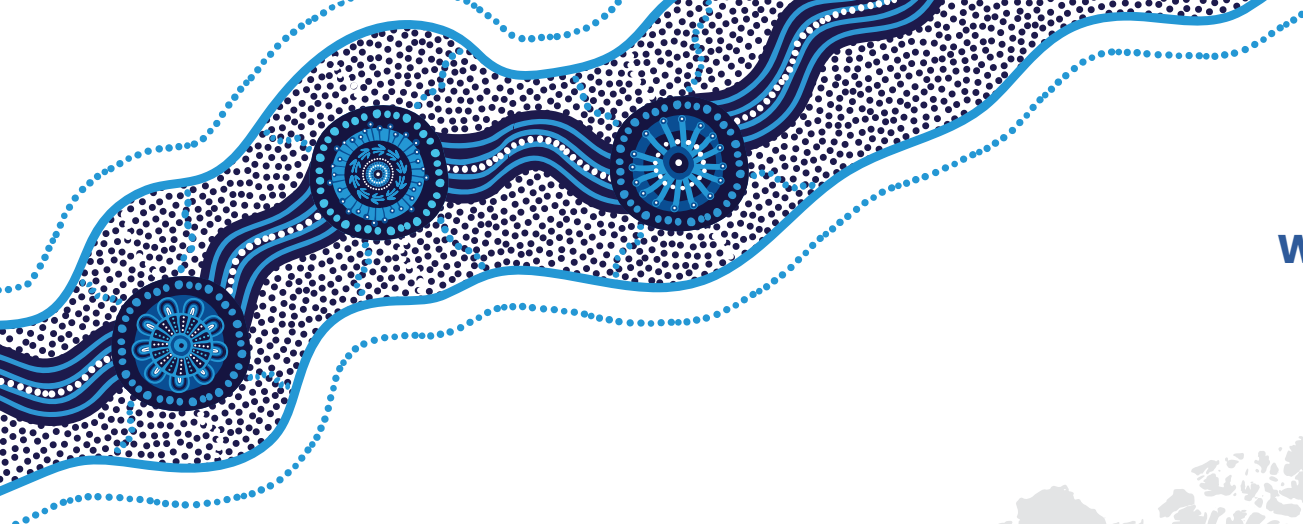


Our Vision for Reconciliation

Rexel's vision for Reconciliation is a workplace that is free of racism, and encourages unity, equality and equity. Our vision is powered by a deepening understanding, trust and respect for First Nations Peoples and developing meaningful connections with these Communities with three core focus areas:

- **Cultural Education:** Equipping our leaders with training and experiences so they can share their learnings with our staff, suppliers and customers and create safe and inclusive workplaces;
- **Employment:** Increasing direct and indirect employment opportunities for Aboriginal and Torres Strait Islander Peoples and support their ongoing career development; and
- **Connecting & Collaborating** with other organisations launching or implementing a RAP, including our suppliers. Respect the land by integrating First Nations knowledge into our sustainability initiatives and fostering partnerships with local First Nations Communities to promote environmental stewardship and responsible resource management.

Rexel is committed to supporting First Nations Peoples and closing the equality gap in Australia. We have reviewed our Human Resources policies to ensure Aboriginal and Torres Strait Islander Employees do not experience barriers to recruitment, learning and development or access to promotion opportunities. Our Reflect RAP established a unified workplace that respects Aboriginal and Torres Strait Islander Cultures. Our Innovate RAP will focus on measurable actions to strengthen our workplace unity and enhance collaborations with First Nations businesses and Communities. We will continue to focus on our Caring for Country initiatives by targeting environmental sustainability through our waste reduction and recycling initiatives, and prioritising the training of our people, and investment in renewable energy product sales.



We believe in bringing positive energy to everything we do.

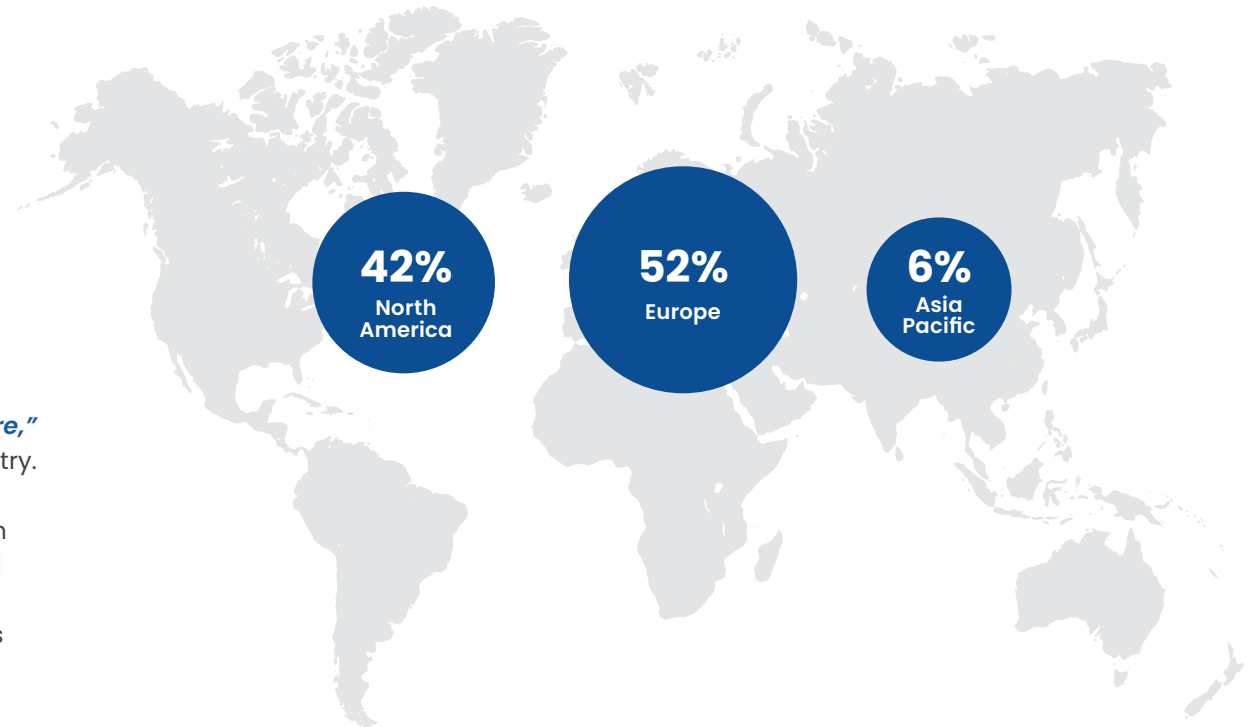
Our Business

Every day, Rexel collaborates with customers in over 18 countries to enhance the comfort, security, and energy performance of installations, infrastructure and buildings.

As part of a global wholesale electrical supply group, Rexel Australia provides *“electrifying solutions for a sustainable future,”* leveraging resources and expertise to improve the energy industry.

With a national network of local businesses including Rexel, John R. Turk, Ideal Electrical and Lear & Smith, we recognise the broad spectrum of requirements across Australia. Our passionate and knowledgeable team delivers innovative electrification solutions to facilitate energy transition.

We pride ourselves on being the electrical wholesaler who services customers better than anyone else in Australia. Through the products, solutions, expertise and services we provide, we strive to make the activity of our customers easier, more efficient and more sustainable.



27,000

Employees

18

Countries

1,950+

Branches

Our Australian Operations

Our Australian network has 124 locations under our 4 brands: Rexel; John R. Turk; Ideal Electrical; and Lear & Smith. Rexel has a workforce of over 1,000 people across Australia. We employ people in every State and Territory and have increased the number of Aboriginal and Torres Strait Islander employees from 40 to 47 since our first RAP in 2021.



Our Purpose, Mission and Values

Our Global Purpose to motivate & guide us

***ELECTRIFYING SOLUTIONS
THAT MAKE A SUSTAINABLE
FUTURE POSSIBLE***

Our Mission for Rexel Australia

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

Our Values that unite us



**Deliver the Best
Customer Experience**



Join Forces For Success



Encourage to Innovate



**Engage people to
Develop their Talents**



Trust Each Other



Enjoy Making a Difference

Our Sphere of Influence

At Rexel, we recognise that our sphere of influence extends beyond our immediate operations to encompass a diverse range of stakeholders, including our customers, suppliers, and the broader community. Our commitment to reconciliation is reflected in our Innovate Reconciliation Action Plan (RAP), which aims to foster meaningful relationships and promote equity for First Nations Peoples.

We serve a diverse customer base that values inclusivity and social responsibility. By engaging with our customers, we understand their needs and ensure our initiatives align with their values, contributing to a more equitable society.

Our diverse supply chain reflects our commitment to Reconciliation. We prioritise partnerships with First Nations businesses, directing our spending to support their growth and sustainability.

Through our RAP, we aim to create a lasting impact by promoting awareness, fostering collaboration, and driving change in our industry. We believe that leveraging our influence can inspire others to join us on the journey toward reconciliation, leading to a more inclusive and equitable future for all.

Examples of Rexel's engagement within our sphere of influence include:

BwTribal

We connected with BwTribal while searching for a uniform provider on Supply Nation and partnered with them in February 2021. Together, we developed a web portal for orders and a product catalogue for our 1,000 employees. This collaboration allowed BwTribal to add staff to support Rexel and move to a larger warehouse to accommodate their growth.

Warwick Go Sam, BwTribal's General Manager has provided the following statement on their association with Rexel. "BW Promotions is proud to be the official uniform supplier to REXEL since 2021, working with Rexel has allowed BW Promotions to grow as a company over these 4 years by experiencing employment growth of Indigenous staff which has had a ripple effects back into their community and family. Rexel has been supportive through our working relationship and we look forward to continuing to work with Rexel as their Uniform supplier".



We partnered with Muru Office Supplies in November 2021 while searching for a First Nations stationery provider. A portion of their profits supports education, employment, and health initiatives for First Nations Peoples.



We engaged SWP Indigenous Services Group through our Rexel Welshpool branch for a one-time project to improve our grounds. Their service led us to establish a permanent partnership, including a monthly gardening contract and a weekly cleaning contract. SWP also provides opportunities for at-risk First Nations Peoples to enter the workforce

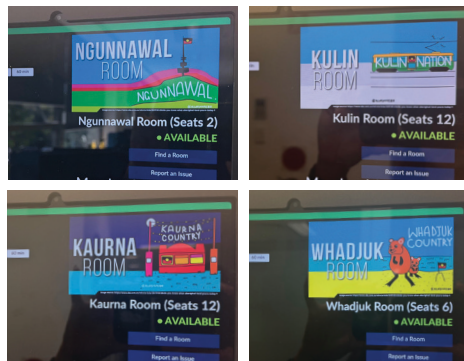
Reflections of our first RAP

In March 2021, Rexel Australia launched its first Reflect RAP to formally commit to reconciliation and guide meaningful initiatives. Our aim is to make a positive impact by collaborating with employees, suppliers, customers, and communities. During this time, Rexel deepened its understanding of Aboriginal and Torres Strait Islander Cultures and built internal awareness of our commitment to Reconciliation. We encountered some challenges during our first RAP including building internal engagement and meaningful partnerships with Aboriginal and Torres Strait Islander Communities. In our Innovate RAP, we are committed to addressing these challenges and fostering stronger connections and collaboration.

Highlights of Rexel's Reflect RAP:

- Introduced Acknowledgement of Country protocols for formal meetings, enhancing employee understanding of their significance.
- Increased supplier diversity by boosting spending with companies certified by Supply Nation, including uniform and stationery suppliers.
- Reviewed HR policies to promote positive race relations and raise awareness of anti-discrimination laws.

- Meeting rooms in the North Ryde Head office were named after the traditional owners of each of our Regional Office locations. Some examples pictured:



- Celebrated NAIDOC Week in more than 120 branches and on social media with posters and screen savers, email signatures acknowledging the land on which our individual branches stand to honour Aboriginal and Torres Strait Islander Peoples, Cultures and Histories.



- Collaborated with an Aboriginal-owned organisation, BwTribal, during National Reconciliation Week to create a bespoke shirt for Rexel employees to wear in branch.
- Conducted online and face-to-face Cultural Awareness Training to deepen staff understanding of First Nations Peoples Histories and Traditions. The online training was provided by CATonline and was open to all staff. This program was completed by approximately 50% of our team members.

- Enhanced recognition of First Nations Peoples through face to face cultural learning opportunities, including inviting First Nations Peoples to events, such as a conference in WA led by Wadjuk Noongar Elder Professor Simon Forrest.



This journey has driven a hunger for increased engagement and to take Rexel's commitment further in 2025 and beyond. We have strengthened our commitment by increasing the diversity of our RAP Working Group and changing the way we allocate responsibilities in the Group. This will help us bring different perspectives to each initiative and truly make positive changes to the way we do business.

With the first part of our Reconciliation journey complete, Rexel is eager to embrace the next chapter of our journey towards building successful outcomes for First Nations Peoples and build meaningful relationships that allow for growth, connection and Reconciliation across our Country well into the future.



Challenges: Reflect RAP

In our previous Reflect RAP, we experienced challenges in achieving widespread engagement and understanding of the RAP objectives across all levels of our organisation. This resulted in a lack of ownership and commitment from some teams and individuals.

We plan to overcome this challenge in our Innovate RAP through:

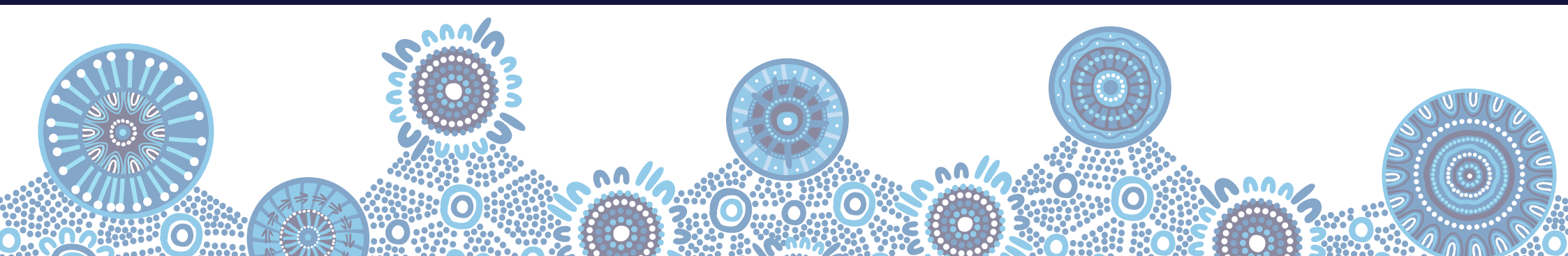
- **Enhanced Communication and Education...** Develop tailored communication strategies to ensure all employees understand the importance of the RAP and their role in its success. This will include workshops, cultural awareness training, and regular company wide updates on RAP progress.
- **Leadership Advocacy:** Engage senior leaders to champion the RAP and actively demonstrate their commitment, setting the tone for the rest of the organisation.
- **Employee Involvement:** Create opportunities for employees to contribute to RAP initiatives, such as volunteering for projects, participating in events, or joining RAP working groups. This will foster a sense of ownership and shared responsibility.

We also faced challenges in building meaningful relationships with Aboriginal and Torres Strait Islander Stakeholders due to limited experience or resources.

We plan to overcome this challenge in our Innovate RAP through:

- **Proactive Relationship Building:** Dedicate time and resources to actively engage with Aboriginal and Torres Strait Islander Communities and businesses. This will include attending community events, consulting with Elders, and seeking guidance on culturally appropriate practices.
- **Collaborative Projects:** Partner with Aboriginal and Torres Strait Islander Businesses on joint initiatives that align with RAP goals, such as employment programs, procurement opportunities, or community development projects.
- **Cultural Competency Development:** Equip staff with the skills and knowledge needed to engage respectfully and effectively with Aboriginal and Torres Strait Islander Peoples through ongoing cultural competency training.

By addressing these challenges with targeted strategies, our Innovate RAP can build on the foundations of the Reflect RAP and drive deeper, more impactful reconciliation outcomes.



Our Working Group

To aid our commitment to collaboration we have diversified and changed the makeup of our RAP Working Group since our Reflect RAP. Our Innovate RAP Working Group includes representation from the Aboriginal and Torres Strait Islander Community with a First Nations staff member and an external First Nations Member from the Community. We also have increased representation from our Branch network and our National Key Accounts teams.

RAP Champion

- **Kathy Thieben – Human Resources Director**

RAP Working Group Co-Chairs

- **Cindy Rafanelli – Sales Director**
- **Kathy Thieben – Human Resources Director**

To meet our RAP commitments, we have divided responsibilities amongst our RAP Working Group Members into five small project teams who will lead initiatives in the following areas:

- Recruitment – Led by Kathy Thieben
- Procurement – Led by Scott Heckenberg
- Acknowledgement – Led by Cindy Rafanelli
- NRW/NAIDOC Week – Led by Jeremy Owen
- Engagement & Community – Led by Kate Gilbert

Our Reconciliation Action Plan Working Group (RAPWG) meets a minimum of quarterly and a formal report will be published quarterly on the progress of the Innovate RAP Action Plan.

RAP Working Group Members:

2025 – 2027

Jeremy Owen

General Manager, National Key Accounts

Naomi De Rosa

Change and Communications Manager

Rob Clarke

Regional General Manager, WA/NT

Balin Lee

National Account Manager, Utilities and Defence

Kate Gilbert

National Contracts Implementation Manager

Scott Heckenberg

Property, Asset and Indirects Manager

Shona Coates

Key Account Manager Western Australia

Warwick Go Sam

General Manager, BW Promotions and external First Nations member





Relationship

Two of Rexel's core values are 'Join Forces for Success' and 'Enjoy Making a Difference'. These values are central to how we engage and look to foster a stronger sense of purpose across the communities we are a part of. Building a strong, collaborative relationship with Aboriginal and Torres Strait Islander Peoples is important for our organisation because we understand how these relationships can connect our community and inspire us to act differently, so everyone can benefit.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	November 2025	Community and Engagement RAPWG Leads
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2026	Community and Engagement RAPWG Leads
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	October 2025	Communications Manager
	• RAP Working Group members to participate in an external NRW event.	27 Aug - 3 Jun, 2026	NRW/NAIDOC RAPWG Leads
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 Aug - 3 Jun, 2025, 2026	NRW/NAIDOC RAPWG Leads
	• Organise at least one NRW event each year.	27 Aug - 3 Jun, 2026	NRW/NAIDOC RAPWG Leads
	• Register all our NRW events on Reconciliation Australia's NRW website.	May 2026	NRW/NAIDOC RAPWG Leads
3. Promote reconciliation through our sphere of influence.	• Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	September 2025	Community and Engagement RAPWG leads
	• Communicate our commitment to reconciliation publicly.	August 2025	Managing Director
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	November 2025	Community and Engagement RAPWG leads
	• Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	May 2026	Community and Engagement RAPWG leads
4. Promote positive race relations through anti-discrimination strategies.	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2025	HR Director
	• Review and communicate the anti-discrimination policy for our organisation.	November 2025	HR Director
	• Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander Advisors to consult on our anti-discrimination policy.	October 2025	HR Director
	• Educate senior leaders on the effects of racism.	April 2026	HR Director



Respect

Our Company value of 'Trust Each Other' demonstrates the importance of respect for us as an organisation. Rexel aims to deepen our understanding and respect for Aboriginal and Torres Strait Islander Peoples by developing meaningful connections with First Nations Communities.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander Cultures, Histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.	February 2026	Learning and Development Manager
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander Advisors to inform our cultural learning strategy.	February 2026	Learning and Development Manager
	• Develop, implement, and communicate a cultural learning strategy document for our staff.	April 2026	Learning and Development Manager
	• Provide opportunities for RAP Working Group members, HR Business Partners and other key leadership staff to participate in formal and structured cultural learning.	June 2026	Learning and Development Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols.	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2025	Acknowledgement RAPWG Team Lead
	• Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	October 2025	Acknowledgement RAPWG Team Lead
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	May 2026	Acknowledgement RAPWG Team Lead
	• Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	October 2025	Sales Director
7. Build respect for Aboriginal and Torres Strait Islander Cultures and Histories by celebrating NAIDOC Week.	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2025, 2026	Community and Engagement RAPWG leads
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	August 2025	HR Director
	• Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2025, 2026	NRW/NAIDOC Week Team Leaders
8. Demonstrate respect to Aboriginal and Torres Strait Islander Cultures and Histories by respecting the land on which we stand.	• Offer staff cultural learning experiences on Country, such as guided walks or immersion programs with local Elders.	September 2025	Community and Engagement RAPWG leads
	• Implement sustainability practices that align with caring for Country, such as waste reduction, native planting or water reduction.	November 2025	Property, Asset and Indirects Manager



Opportunities

Our Company values 'Encourage to Innovate' and 'Engage People to Develop their Talents' demonstrate how much we value opportunities for all staff and stakeholders to develop to their full potential. We will build on our sustainable supplier diversity and continue to grow our spending with Aboriginal and Torres Strait Islander owned companies.

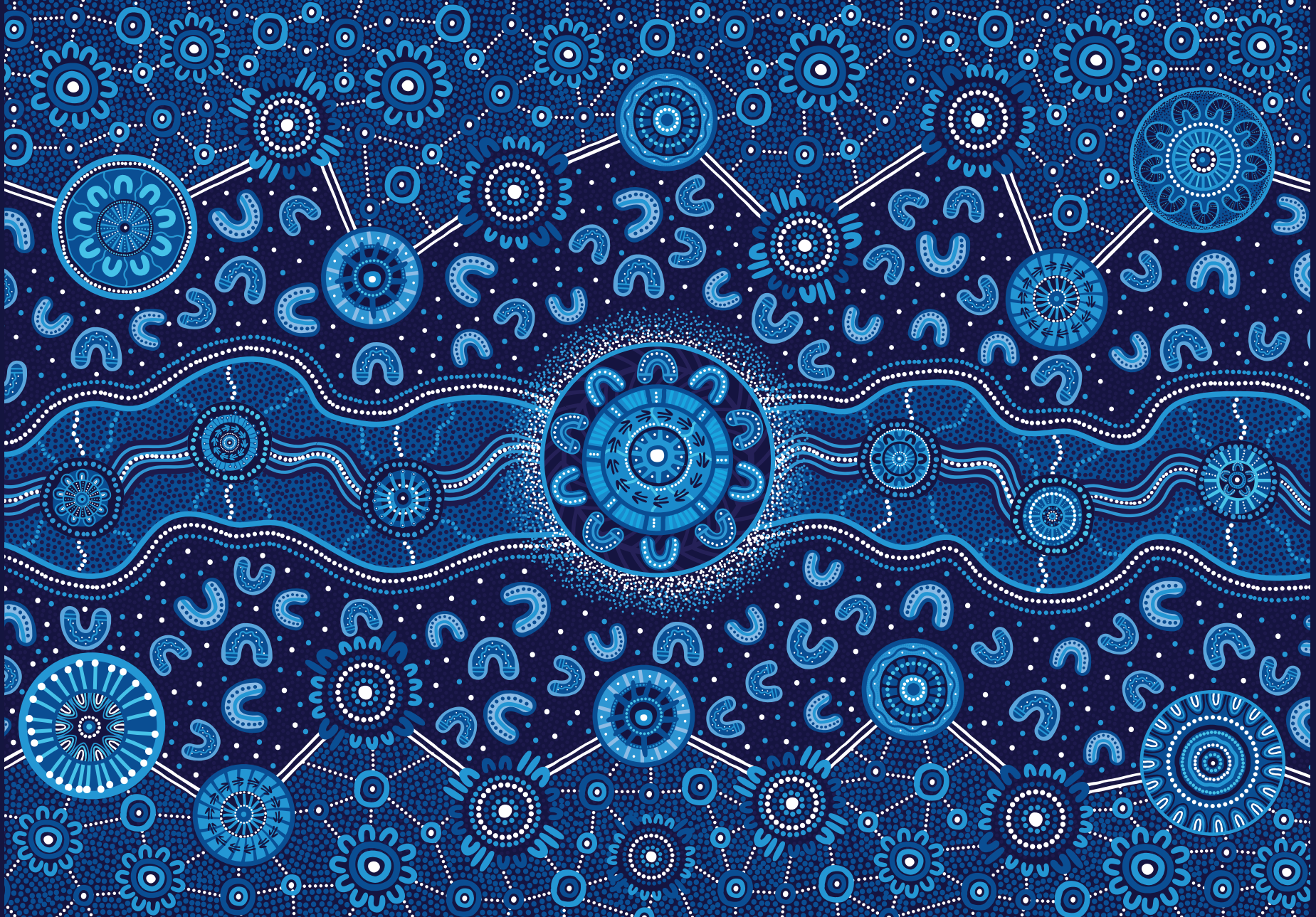
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2025	RAPWG Recruitment Team Lead
	• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	December 2025	RAPWG Recruitment Team Lead
	• Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	January 2026	RAPWG Recruitment Team Lead
	• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	January 2026	RAPWG Recruitment Team Lead
	• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	January 2026	RAPWG Recruitment Team Lead
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	November 2025	Communications Manager
	• Maintain Supply Nation membership.	September 2025 & September 2026	RAPWG Procurement Team Lead
	• Develop and communicate opportunities for procurement of goods and services from with Aboriginal and Torres Strait Islander-owned companies to staff who are responsible for purchasing.	September 2025	HR Director
	• Review and update procurement practices to remove barriers to procuring goods and services from with Aboriginal and Torres Strait Islander-owned companies.	September 2025	RAPWG Procurement Team Lead
	• Continue to develop commercial relationships with with Aboriginal and Torres Strait Islander-owned companies	November 2025 & November 2026	RAPWG Procurement Team Lead



Governance

At Rexel we will track, measure and report on our Innovate RAP progress.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	September 2025	RAPWG Chair
	• Review the Terms of Reference for the RWG.	September 2025	RAPWG Chair
	• Meet at least four times per year to drive and monitor RAP implementation.	August; October; February; May	RAPWG Chair
12. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	July 2025	RAPWG Chair
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	August 2025	RAPWG Chair
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	August 2025	RAPWG Chair
	• Appoint and maintain an internal RAP Champion from senior management.	August 2025	RAPWG Chair
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	RAPWG Chair
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	RAPWG Chair
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	RAPWG Chair
	• Report RAP progress to all staff and senior leaders quarterly.	September; November; March; June	RAPWG Chair
	• Publicly report our RAP achievements, challenges and learnings, annually.	December 2025 & 2026	RAPWG Chair
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	February 2026	RAPWG Chair
	• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	July 2027	RAPWG Chair
14. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	June 2027	RAPWG Chair



Contact:
RAP Working Group Co-Chairs

rexel

| AUSTRALIA

• Cindy Rafanelli – Sales Director
Cindy.rafanelli@rexelha.com.au | 0447 513 639

• Kathy Thieben – Human Resources Director
Kathy.thieben@rexelha.com.au | 0418 286 744