



THE PERTH MINT
AUSTRALIA

Innovate

Reconciliation Action Plan

MARCH 2023 – MARCH 2025



RECONCILIATION
ACTION PLAN
INNOVATE







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Artist biography

My name is Paige Pryor and I am a 28-year-old Whadjuk Yorga born in Boorloo (Perth). I have ancestral ties to Ballardong, Gnalla Kaarla, Wagyl Kaip and South West Boorjarah.

I am a mother to three beautiful children, a Nyoongar contemporary artist/painter and designer. Self-taught, I have two different styles of painting – dot painting and landscaping.

I started painting back in 2019. I use acrylics on canvas and create digital illustrations. I have painted interior and exterior wall murals and created digital prints.

Innovation

BY PAIGE PRYOR

This artwork represents everything around The Perth Mint's reconciliation journey (innovate).

The little circle at the bottom with the blue U shapes represents the people involved in creating the first Reconciliation Action Plan. The white journey lines on the bottom are their past networks and partnerships.

The bigger circle at the top represents The Perth Mint's 2023-2025 Reconciliation Action Plan. It is bigger as it represents growth. The bigger U shapes are the Nyoongar people, who are leading the way in this year's reconciliation plan and the smaller U shapes are the diverse employees who are helping develop and strengthen the relations with Aboriginal and Torres Strait Islander people.

The white journey lines coming from the bigger meeting circles represent this year and the networks, teamwork and partnerships The Perth Mint will develop.

The green, blue and white circles represent the connection The Perth Mint has with the Nyoongar Whadjuk people.

The big yellow and orange U shapes are the Elders who pass their Kaartdijin (knowledge) down to younger generations and non-indigenous people, so we know how to work with respect on the Boodjar (country).

The gold and the metal represent The Perth Mint's gold, silver and platinum bullion coins, bars and storage products.

The river represents the Derbarl Yerrigan (Swan River), which is significant to the area.

The animal tracks represent sustainability and strength.





ACKNOWLEDGEMENT OF COUNTRY

We acknowledge and pay our respect to Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia. We are privileged to share their lands, where our East Perth and refinery sites are located, and we honour and pay respect to the past, present and emerging Traditional Owners and Custodians of these lands.

We acknowledge the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples across the nation and the Ancestors of these lands who have walked this country and hold a unique place in our nation's historical, cultural and linguistic history.

CULTURAL WARNING

This document may contain images of Aboriginal and Torres Strait Islander peoples who have since passed away.

Message from the CEO



The Perth Mint is proud to present our inaugural Innovate Reconciliation Action Plan which sets out our commitment to delivering improved outcomes for Aboriginal and Torres Strait Islander peoples in our organisation and the wider community.

This is an important next stage in our reconciliation journey, as we move from our initial steps with our Reflect Reconciliation Action Plan (RAP) implemented in 2019 and commit to more concrete measures to bring about lasting change across the key pillars of Relationships, Respect and Opportunities.

As part of this process, we undertake to listen to Aboriginal and Torres Strait Islander voices and commit to working collaboratively to strengthen our relationships with Aboriginal and Torres Strait Islander peoples. We will continue to strive to generate opportunities for Aboriginal and Torres Strait Islander peoples to join our business as employees, suppliers, or to work with us as partners. We will continue to leverage our strong diversity and inclusion platforms to increase cultural awareness and foster welcoming and safe spaces in our workplace.

Since implementing our Reflect RAP in 2019, our business has moved to increase the knowledge and understanding of our people on issues around Aboriginal and Torres Strait Islander histories and cultures, and to establish meaningful relationships with key stakeholders and the broader community.

This is something I am passionate about, and I take pride in the way our organisation has embraced measures such as raising the Aboriginal and Torres Strait Islander flags at our sites every day, company-wide cultural awareness training and the delivery of educational events and culturally immersive experiences for our employees.

We have made significant improvements in representation of Aboriginal and Torres Strait Islander employees in our organisation. It is pleasing to see numbers increase from just two in 2020 to 14 in 2022 in a total workforce of about 690.

Of course, our ambition is about more than simply recruiting Aboriginal and Torres Strait Islander people. We are committed to supporting these employees gain skills and experience so they can make valuable contributions to the Mint and to enable them to flourish in their careers and as people.

Partnering with Aboriginal and Torres Strait Islander communities is critical to the success of our organisation and has become part of the way we go about our daily business.

I take this opportunity to thank the employees who have played an important part in collating ideas and developing the RAP. In particular, I extend my thanks to our Aboriginal and Torres Strait Islander employees for taking part in the RAP process and sharing their knowledge and experience to help us progress and guiding us to strive to always do better.

JASON WATERS



Message from the Minister

The Perth Mint has long been active in its support of a diverse and inclusive workforce, and I am pleased to see it step up its formal commitment with its first Innovate Reconciliation Action Plan 2023-2025.

A Reconciliation Action Plan is a powerful statement of intent for an organisation as well as a tool that can deliver practical action internally and in communities where it operates.

As a government trading enterprise, The Perth Mint is in a rare position of influence in the Western Australian community across sectors, including tourism, gold mining and manufacturing, and is well placed to lead by example in its commitment to the reconciliation process.

I welcome the Mint's ambitions set out in this RAP to increase its recruitment and skilling of Aboriginal and Torres Strait Islander peoples.



Also of great importance is its commitment to foster higher awareness of Aboriginal and Torres Strait Islander cultures in the WA community. The Mint's embrace of Indigenous-inspired designs in its highly sought-after coin releases has been a very visible sign of its desire to promote Aboriginal culture and the ideals of reconciliation to its customer base around the world.

I congratulate The Perth Mint for its leadership in improving understanding and respect for one of the world's oldest cultures and look forward to seeing further progress on its path to reconciliation.

BILL JOHNSTON MLA
Minister for Mines and Petroleum

Message from the CEO of Reconciliation Australia

Reconciliation Australia commends The Perth Mint 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 The Perth Mint 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, The Perth Mint creates 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.



With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The Perth Mint is part of a strong network of more than 1,100 corporate, government and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals The Perth Mint'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 to The Perth Mint on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

KAREN MUNDINE
Chief Executive Officer
Reconciliation Australia

Message from the RAP Co-Chair

It is a privilege to Co-Chair the Perth Mint's RAP working group, and I am excited to be working with my colleagues and the Aboriginal and Torres Strait Islander community to deliver the actions outlined in our Innovate RAP 2023 – 2025.



Our Innovate RAP reflects The Perth Mint's genuine intention to contribute to true reconciliation. At its heart is the desire to build authentic relationships and respect for Aboriginal and Torres Strait Islander cultures while creating equal opportunities. These are not only the core pillars of reconciliation, but also form part of the core values of our business.

With strong governance from the RAP working group and the support from key leaders we aim to take significant steps forward in our reconciliation journey. We want to continue to contribute to the preservation of Aboriginal and Torres Strait Islander cultures while supporting the social and economic development of their peoples.

I would like to thank the people who have contributed so far to this reconciliation journey and am looking forward to continuing to work together while on this important path.

CHE WYATT

Our business

The Perth Mint is Australia's largest fully integrated precious metals enterprise, providing premium gold, silver and platinum products and services to markets throughout the world.

Owned by the Western Australian Government, we are the world's only precious metals enterprise with a government guarantee.

While servicing and promoting the gold industry for more than 120 years, we have forged a reputation for quality and created markets for refined precious metal products across the globe.

Not only do we refine the precious resources from our country's earth – gold and silver – but we share stories with approximately 70,000 tourists annually and teach them about the history of gold and the precious metals sector.

Much of the gold and silver we refine comes from Western Australia.

OUR WORKFORCE

The Perth Mint operates from two sites – a refinery near Perth Airport and a tourist, coining and corporate centre from our historic East Perth site, where our business began in 1899.

We employ around 690 employees, of which 14 identify as Aboriginal and/or Torres Strait Islander people, representing about 2% of our workforce.





Vision for reconciliation

The Perth Mint's vision for reconciliation is for Aboriginal and Torres Strait Islander cultures, histories and contributions to be recognised and respected. For an Australia where Aboriginal and Torres Strait Islander peoples' social and economic contributions are acknowledged. The Perth Mint will work with the Aboriginal and Torres Strait Islander community to achieve this through community engagement, meaningful initiatives and embedding stories and cultural protocols into the business.

We recognise that Aboriginal and Torres Strait Islander histories and cultures are an essential part of our business and are striving to embed knowledge of these histories and cultures into our organisation's values, culture and stories.

Our Innovate Reconciliation Action Plan will expand on our Reflect RAP, which started our reconciliation journey in 2019. We acknowledge that the path to reconciliation is a journey, and not an easy one, but one that we are committed to undertaking to promote positive relationships between the wider community and Aboriginal and Torres Strait Islander peoples.

Our Reflect RAP provided the foundations to accomplish significant actions, including the launch of the 'Maali' coin, the installation of the *Kwobidak Boodja* (Pretty Country) mosaic, delivering organisational wide cultural awareness training and appointing an Aboriginal Engagement Advisor to support our reconciliation efforts. While we have achieved much since the launch of the Reflect RAP, we recognise we still have a long way to go. As we learn and understand more about the reasons for reconciliation in Australia, including confronting some of our nation's uncomfortable past, we will continue to build our circle of influence and strive for positive outcomes for Aboriginal and Torres Strait Islander peoples.

Our Innovate RAP will guide us towards delivering on our commitment to reconciliation which includes:

- Continuing to embed understanding of the cultural protocols of the longest surviving culture in the world into our organisational values.
- Seeking guidance from local Aboriginal and Torres Strait Islander communities on how we can evolve our economic contribution to the WA economy to also reflect our path to true reconciliation.
- Establishing a workplace program that produces better social outcomes for Aboriginal and Torres Strait Islander peoples.
- Ensuring 50% Aboriginal and Torres Strait Islander representation on the RAP working group.
- Engaging with First Nations stakeholders and consultancy groups to seek guidance and advice.
- Ensuring senior leaders and executives endorse and are involved in the RAP deliverables.
- Creating a safe and inclusive environment in which Aboriginal and Torres Strait Islander peoples have equal opportunities for development while providing ongoing support.
- Engaging with the community to create mutually beneficial relationships, forging strong pathways and the appropriate support for Aboriginal and Torres Strait Islander peoples to thrive in the community.
- Reporting regularly on RAP progress.



Our vision and values

Vision

To inspire excellence in the precious metals industry.

Mission

To shape the future of the precious metals industry through the innovation, expertise and values of our people.



OUR VISION

To inspire excellence in the precious metals industry.

OUR MISSION

To continue to shape the future of the global precious metals industry through the innovation, expertise and values of our people.

OUR VALUES

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

We will be **RESPONSIBLE** in how we source our precious metals; in how we treat our natural environment; in how we treat each other. We will be responsible for the work we do and the quality we put our name to.

We will show **INTEGRITY** in what we do. We will be the trusted partner of those we work with and serve our customers and suppliers. We take the government guarantee seriously and will live up to the expectations of the people of Western Australia.

SAFETY is our number one priority. We are each responsible for our own safety and for the safety of our colleagues. This is physical as well as mental safety. We will speak up if we see something. Safe at work and safely home at the end of each day.

We take pride in what we do. We strive for **EXCELLENCE** across our entire business.

Our safety promise: "Safe people. Safe workplace. Safely home."

There is no job that is too important that cannot be done safely.

Everyone deserves to go home at the end of the day in the same condition they arrived at work.

A mental illness or injury is no different to a physical injury or illness.

Values

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Kevin Bynder
Kwabidjak Boodja Pretty Country

Our RAP working group

This year we were honoured to have 50% of our committee represented by Aboriginal and Torres Strait Islander employees. Having this representation was critically important for us to not only work alongside our Aboriginal and Torres Strait Islander employees and the community, but also to guide our RAP deliverables towards what would be most impactful.

The working group is responsible for guiding our decision-making and ensuring delivery of our commitments.



NICK FOSTER
Executive Sponsor,
General Counsel and
Company Secretary



KRISTEN POTTER
Co-Chair and Group Manager
Employee Experience



CHE WYATT
Co-Chair and Advisor
Aboriginal Engagement



LAVINE CLOUGH
Manager Procurement



ROBYN MOLLOY
Manager Senior Web
Experience, Analytics,
Communications



CLAYELLEA BEARD
Tour Guide and Gold Pourer



TEEGAN HUGHES
Advanced Fulfilment Operator



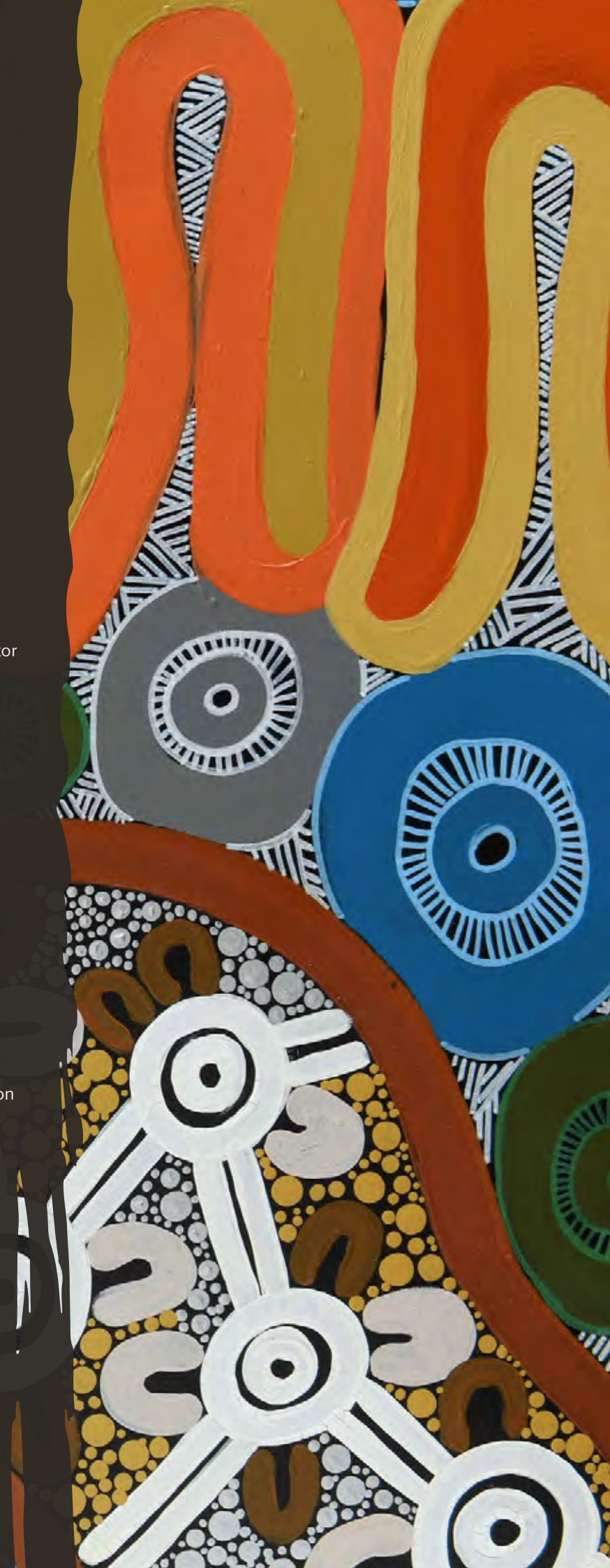
KARLA COLEMAN
Coordinator
Training and Projects



RIAANA RAYWOOD
Officer Diversity and Inclusion



JAMES COLLARD
Coordinator
Product Development



Case study 1

Flag raising ceremonies

Since our reconciliation journey began, we have held a number of events to raise the level of understanding of Aboriginal and Torres Strait Islander cultures in our organisation and the community.

Until 2021, The Perth Mint had never flown the Aboriginal and Torres Strait Islander flags. Officially raising the flags at our East Perth site during NAIDOC week symbolised the beginning of our journey and followed the release of our first Reconciliation Action Plan (RAP).

A touching opening ceremony was facilitated by Indigenous Services Australia, with a Welcome to Country by Whadjuk Elder Dulcie Donaldson and a musical performance by Delly Stokes while the flags were being raised. This was so successful we followed it up a few months later with a similar ceremony at the refinery. Both were significant historical and cultural events for The Perth Mint, our employees and the community. We are proud to now fly these flags on both sites daily.



Case study 2

Artworks

In 2019, we commissioned Aboriginal artist Kevin Bynder, a Whadjuk-Yuet-Balladong man, to create a piece of art to symbolise reconciliation in the context of what we do – sourcing gold and other precious metals from mines around the state and country, to sell to world markets as bullion, coins and other products.

The completion of *Kwobidak Boodja* – meaning pretty country in Nyoongar – was one of the earliest milestones in our reconciliation journey.

The artwork, which is now on display for all employees outside our CEO's office, also features on our employee lanyards and our vision and values posters.

In 2022 we commissioned ceramic artist Jenny Dawson to collaborate with Kevin to re-create *Kwobidak Boodja* Pretty Country as a mosaic. This stunning work of art is now a centrepiece of our East Perth courtyard where tours begin, gaining exposure to thousands of local and international tourists.



We celebrated the opening of this mosaic in July with a reception featuring a smoking ceremony led by Elder Len Collard.

Artwork is pivotal for telling the stories of Aboriginal and Torres Strait Islander peoples and raising cultural awareness amongst our employees. We have therefore embraced artwork and continue to display it around both our sites, including a spectacular mural at the refinery titled *Keyiny Moort* or "One Family", representing our own diversity and inclusion journey.



Case study 3

Coin designed by Nyoongar artist has global reach

As part of our RAP commitments, we also commissioned Kevin Bynder to design the artwork for a coin featuring the Maali, or black swan. Two thousand of those coins were released for sale in late May 2022, for National Reconciliation Week.

The intricate 2oz antiqued silver coin portrayed an original-coloured painting of a black swan, the majestic waterbird that holds spiritual significance in the ancestral stories of many First Nations Australians.

Mines and Petroleum Minister Bill Johnston launched the coin in The Perth Mint's historic building in May 2022. He said it demonstrated The Perth Mint's commitment to increasing its understanding and recognition of Aboriginal and Torres Strait Islander cultures and histories.

"Kevin Bynder's design will highlight to local and international audiences the richness of Aboriginal culture and the beauty of Western Australia," he said.

The Perth Mint donated AUD 10,000 from the proceeds of the coin to The Magic Coat, a charitable organisation selected by Kevin.



Relationships

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

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Meet with at least three local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Jun-23	Advisor Aboriginal Engagement
	Establish an external Aboriginal Advisory Board to guide engagement with First Nations people.	Dec-23	General Counsel and Company Secretary (Executive Sponsor for the RAP Committee)
	Partner with at least two Aboriginal and/or Torres Strait Islander organisations to support us in our work.	Dec-23	Manager Procurement
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Sep-23	Group Manager Corporate Affairs and Media
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May-23 May-24	Employee Communications Partner
	RAP working group members to participate in an external NRW event.	27 May – 3 June 2023 27 May – 3 June 2024	Group Manager Employee Experience
	Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2023 27 May – 3 June 2024	General Counsel and Company Secretary (Executive Sponsor for the RAP Committee)
	Organise at least one NRW event each year.	27 May – 3 June 2023 27 May – 3 June 2024	Group Manager Employee Experience
	Register all our NRW events on Reconciliation Australia's NRW website.	April 23 April 24	Group Manager Employee Experience
Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Jun-23	Group Manager Employee Experience
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Dec-23	General Counsel and Company Secretary (Executive Sponsor for the RAP Committee)
	Collaborate with Reconciliation Australia and other likeminded organisations to develop ways to advance reconciliation.	Dec-23	Advisor Aboriginal Engagement
	Communicate reconciliation updates in weekly employee communications.	Mar-23	Advisor Aboriginal Engagement
	Join the Uluru Statement from the Heart as a signatory.	Jan-24	General Counsel and Company Secretary (Executive Sponsor for the RAP Committee)
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.	Sep-23	Group Manager People and Culture
	Develop, implement and communicate an anti-discrimination policy for our organisation.	Jan-25	Group Manager People and Culture
	Educate senior leaders and managers on the effects of racism.	Dec-23	Group Manager People and Culture
	Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Dec-23	Advisor Aboriginal Engagement



Case study 4 Cultural awareness training

Understanding the histories, cultures and protocols of Aboriginal and Torres Strait Islander peoples in Australia is an integral step in the reconciliation process. It is important to The Perth Mint and the Aboriginal and Torres Strait Islander community, that everyone in our organisation is given the opportunity to learn about why we are reconciling, even though this may bring discomfort with past practices in Australia.

Tony Shaw, the owner and managing director of Indigenous Services Australia, has facilitated intensive cultural awareness training sessions for employees since 2020. Tony's unique communication style and extensive knowledge of Aboriginal and Torres Strait Islander culture has given our employees an authentic insight into the lives of Aboriginal and Torres Strait Islander peoples. At every session, Tony shares his sense of humour and personal stories as well as protocols of the Wongutha people in the Goldfields. We are confident that everyone that attends these sessions leaves with a greater understanding of Aboriginal and Torres Strait Islander peoples and what we are trying to achieve with our Reconciliation Action Plan.

We will continue to work with Indigenous Services Australia and like-minded organisations to ensure that all our employees, and especially key leaders, can help to create a safe and inclusive environment at The Perth Mint.



Respect

Respect is the cornerstone for establishing partnerships and creating shared opportunities. The Perth Mint believes that respect is the foundation of any good relationship. Respecting Aboriginal and Torres Strait Islander cultures, histories, protocols and peoples is key to true and meaningful reconciliation.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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 to assess the current level of understanding.	Jun 24	Advisor Aboriginal Engagement
	Highlight and communicate the Nyoongar seasons and each season's cultural significance to our employees.	April 23	Employee Communications Partner
	Develop, implement and communicate a cultural learning strategy document for our staff.	Aug 24	Advisor Aboriginal Engagement
	Consult local Traditional Owners and/or Torres Strait Islander advisors on the development and implementation of a cultural learning strategy for all employees.	Jan 24	Advisor Aboriginal Engagement
	Achieve a target of 95% of employees to attend cultural awareness training, with extended training for executives, managers and senior leaders.	Jan 25	Group Manager Employee Experience
	Consult with community and design a native garden to be established in the East Perth courtyard. This will be a location to facilitate smoking ceremonies, Welcome to Country, yarning circles and education.	Jan 25	Advisor Aboriginal Engagement
	Engage with Traditional Owners to explore renaming our meeting rooms and buildings to increase knowledge of local languages and meanings.	Dec 24	Advisor Aboriginal Engagement
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Acknowledge the cultural significance and history of the areas our sites operate on by providing educational resources about the areas on which we operate to all visitors and employees	Jan 24	CEO
	Invite local Elders and Traditional Owners to attend significant events.	Jun 23	Advisor Aboriginal Engagement
	Display an Acknowledgement of Country at all sites.	April 23	Advisor Aboriginal Engagement
	Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April 23	Advisor Aboriginal Engagement
	Arrange Acknowledgement of Country workshops to executives, management and senior leaders to develop understanding and confidence in delivering an Acknowledgement of Country.	June 23	Group Manager Employee Experience
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June 23	Advisor Aboriginal Engagement
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other significant events each year.	Jan 25	Advisor Aboriginal Engagement
	Include warnings on exhibition materials to declare that content may contain images, names and voices of Aboriginal and Torres Strait Islander peoples who are deceased.	Aug 23	Manager Visitor Services
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	May 23	CEO



Case study 5 James Collard

James Collard's story is an example of how The Perth Mint provides professional development to Aboriginal and Torres Strait Islander employees. While attending a career expo, he was drawn to a replica nugget on display at our stall and approached to ask about employment opportunities. Within a month he had accepted a role as a business administrator in the Business Technology team. With little work experience but an exceptional attitude, the Nyoongar man is now a valued member of the Product Development team.

"I went from having no experience to being an IT expert," he said.

"I ended up managing and coordinating the laptop rollout where I was going around the business setting up people's laptops and I made sure it was service with a smile."

James' willingness to try something new and exposure to different areas of the business helped him transition to his current role as Coordinator Product Development.



He is proud of his role and has high aspirations: "I want to be able to show my family the impact I've had on The Perth Mint," he said.

James, a RAP working group member, enjoys sharing his culture throughout the organisation. He is passionate about helping Aboriginal and Torres Strait Islander peoples gain employment with the same development opportunities he has enjoyed.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
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.	July 23 July 24	Group Manager Employee Experience
	Review HR policies and procedures to remove barriers to employee participation in NAIDOC Week.	June 23 June 24	Group Manager People and Culture
	Promote and encourage participation in external NAIDOC events to all employees.	June 23 June 24	Employee Communications Partner
Investigate opportunities to incorporate First Nations histories and cultures into our public facing tours and promotions.	Engage with Traditional Owners of the Goldfields to integrate information on the impacts and histories of the gold rush on Aboriginal peoples into our interactive tours.	Nov 23	Manager Visitor Services
	Engage with Traditional Owners to continue to acknowledge the history, significance and protocols of the areas on which we operate in our tour scripts.	Nov 23	Manager Visitor Services
	Investigate opportunities to have themed tours that celebrate Aboriginal and Torres Strait Islander peoples and their contributions to our industry.	Nov 23	Manager Visitor Services

Opportunities

Maximising the pathways to self-determination for Aboriginal and Torres Strait Islander peoples, The Perth Mint will share and embrace sustainable opportunities for new ways of working in an inclusive environment. It is important to us that we continue to build our mutually beneficial relationships with Aboriginal and Torres Strait Islander employees and together we share the value of the socio-economic advancement of Aboriginal and Torres Strait Islander peoples.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Dec 23	Advisor Aboriginal Engagement
	Establish an internal support network for existing Aboriginal and Torres Strait Islander employees, through regular yarning circle events.	Mar 23	Advisor Aboriginal Engagement
	Engage with Aboriginal and Torres Strait Islander staff to consult on the development our recruitment, retention and professional development strategy.	Dec 23	Advisor Aboriginal Engagement
	Establish an Aboriginal and Torres Strait Islander employment program to increase our employment and retention rate.	Dec 23	Advisor Aboriginal Engagement
	Investigate further opportunities to create pathways for Aboriginal and Torres Strait Islander employment through traineeships, internships and work experience programs.	Dec 24	Officer Diversity and Inclusion
	Partner with at least one Aboriginal agency to fill vacancies with Aboriginal and Torres Strait Islander candidates.	Dec 23	Officer Diversity and Inclusion
	Engage with Aboriginal and Torres Strait Islander employees to ensure they have professional development plans in place.	Mar 23	Advisor Aboriginal Engagement
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Sept 23	Group Manager People and Culture
	Aboriginal Engagement Advisor to help onboard all new employees and provide mentoring support in the first six weeks of their employment.	July 23	Advisor Aboriginal Engagement
	Review The Perth Mint policies and procedures, ensuring there are no cultural barriers to entry or participation.	Sep 23	Group Manager People and Culture
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Increase the number of Aboriginal and Torres Strait Islander employees employed in our workforce.	Jan-25	Officer Diversity and Inclusion
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Dec 23	Manager Procurement
	Under the Aboriginal Procurement Policy achieve a target of 3.5 per cent of contract spend on Aboriginal and/or Torres Strait Islander businesses by July 2023.	Jul 24	Manager Procurement
	Join the Aboriginal Business Directory of WA maintained by the CCIWA	Sept 23	Manager Procurement
	Continue with Supply Nation membership.	Sept 23	Manager Procurement
	Develop, promote and encourage commercial relationships with Aboriginal and Torres Strait Islander businesses and groups to offer contracts to a minimum of 28 Aboriginal and Torres Strait Islander suppliers.	Dec 23	Manager Procurement
	Launch a range of First Nations coin designs	Dec 23	General Manager Minted Products
	Support a partnered First Nations charity through a donation connected to a First Nations coin launch	Dec 24	General Manager Minted Products
	Explore partnering with rising Aboriginal and Torres Strait Islander artists for coin designs to enhance exposure opportunities.	Dec 23	General Manager Minted Products

Governance

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

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and maintain an effective RAP working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RAP working group.	March 23, June 23 Sept 23, Dec 23 March 24, June 24 Sept 24, Dec 24	Group Manager Employee Experience
	Develop and apply a Terms of Reference document for the RAP working group.	Apr 23	Group Manager Employee Experience
	Maintain RAP working group members from all areas of the organisation.	March 23, June 23 Sept 23, Dec 23 March 24, June 24 Sept 24, Dec 24	Group Manager Employee Experience
	Maintain executive representation on the RAP working group.	March 23, June 23 Sept 23, Dec 23 March 24, June 24 Sept 24, Dec 24	Group Manager Employee Experience
	RAP working group to commit to quarterly meetings at a minimum to monitor the RAP implementation and governance.	March, June, Sept, Dec 23 March, June, Sept, Dec 24	Advisor Aboriginal Engagement
Provide appropriate support for effective implementation of RAP commitments.	Define and maintain appropriate systems to track, measure and report on RAP commitments.	April 23	Advisor Aboriginal Engagement
	Clearly define resource needs for the RAP implementation and action plan.	March 23	Group Manager Employee Experience
	Engage senior leaders and employees in the delivery of the RAP commitments.	Jan-25	General Counsel and Company Secretary (Executive Sponsor for the RAP Committee)
	Use Weavr to track, measure and report on the RAP commitments.	Jan 24	Advisor Aboriginal Engagement
	Maintain an internal RAP Champion (Executive sponsor) from senior management.	March 23	Group Manager Employee Experience
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 23, June 24	Group Manager Employee Experience
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	Aug 23, Aug 24	Group Manager Employee Experience
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Dec 24	Group Manager Employee Experience
	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia each year.	Sept – 23 Sept - 24	Advisor Aboriginal Engagement
	Report RAP progress to all employees, senior leaders and the board quarterly.	March, June, Sept, Dec 23 March, June, Sept, Dec 24	Group Manager Employee Experience
	Publicly report our RAP achievements, challenges and learnings each year.	Jan – 24 Jan - 25	Employee Communications Partner
	Investigate participating in Reconciliation Australia's bi-annual workplace RAP barometer.	May 24	Advisor Aboriginal Engagement
	Register via Reconciliation Australia's website to begin developing our next RAP.	July - 24	Advisor Aboriginal Engagement



Contact details

For enquiries relating to The Perth Mint's
Innovate Reconciliation Action Plan
please contact our RAP Co-Chair:

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