

NOV 2018 - NOV 2020

INNOVATE Reconciliation Action Plan



ACKNOWLEDGEMENTS OF TRADITIONAL OWNERS

Cleanaway respectfully acknowledges the Traditional Owners of the Land all our sites are situated upon.

This includes the Woiwurrung (Wurundjeri), Boon Wurrung, Taungurung, Dja Dja Wurrung and Wathaurong groups who form the Kulin Nation, the Traditional Owners of Melbourne and surrounding lands, where Cleanaway's head office is based.

Cleanaway fully respects all First Nation Elders past, present and future. Cleanaway acknowledges other fellow First Nations Peoples and non-First Nations Peoples of the land our sites are situated upon.



Our Vision for Reconciliation

At Cleanaway, we aim to work together in partnership with Aboriginal and Torres Strait Islander peoples; to build respect and understanding of Aboriginal and Torres Strait Islander peoples' culture, and to create sustainable opportunities in the Aboriginal and Torres Strait Islander peoples' communities in which we live and operate.

Cleanaway will seek to embrace and encourage Reconciliation within our organisation. We recognise the importance of respect for, and the engagement of, the Aboriginal and Torres Strait Islander peoples and their communities, and we are committed to 'closing the gap'.

Our commitment to 'closing the gap' includes a focus on education, employment and community health and safety. Progress in one area helps further progress in other areas. For instance, improving education standards for Aboriginal and Torres Strait Islander peoples helps to increase their employment rates within Cleanaway and across our industry. Our focus on training and partnerships, including our Aboriginal and Torres Strait Islanders Traineeship Program provides both the focus and opportunity for education, learning, growth and ultimately employment.

The focus on education creates a pathway to a healthier and safer community. Greater education increases understanding of the actions and behaviours that lead to a healthy and safe culture, and healthier and safer communities are more able to engage in education and learning. This circular relationship is enhanced by community support, partnerships and employment opportunities, all of which are reflected in our RAP and our commitment to 'closing the gap'.

Across Australia, Cleanaway will also showcase a range of Aboriginal and Torres Strait Islander peoples' success stories – from inspirational stories of individuals within communities, to highlighting opportunities for businesses – to demonstrate the real and positive difference that can, and is, being made to their communities. This approach to showcasing is important, as it creates a sense of belief – belief that the 'gap' can be closed.

Cleanaway endorses the vision of a nation which values Aboriginal and Torres Strait Islander heritage, cultures and peoples and recognises their unique position as the original custodians of Australia. We take responsibility for ensuring our business reflects the values of inclusion and diversity throughout our workforce. We recognise the contributions that Aboriginal and Torres Strait Islander peoples have made, and continue to make, within our organisation and within local communities.

In line with this, Cleanaway envisage the full participation of Aboriginal and Torres Strait Islander peoples in our business and are committed to providing a work environment that is culturally safe, sensitive and supportive to all employees. This Reconciliation Action Plan outlines our vision and our commitment to Aboriginal and Torres Strait Islander peoples' inclusion in our current operations and partnerships into the future.

Our Business

Cleanaway is Australia's leading total waste management solutions company. With a dedicated team, national integrated network and one of the largest fleets on the road – we can collect, treat and sustainably manage any waste, anywhere across Australia.

For more than 50 years we have supported Australian industry, business, government, communities and households – delivering a comprehensive range of solutions that not only offer extraordinary benefits for our customers, but for our communities and generations to come. In 2018 we welcomed Toxfree Solutions and Daniels Health into the fold, further extending our service capability. We provide over 300 services from more than 250 sites Australia wide.

Listed as one of the top 100 companies on the ASX, (ASX: CWY), our team of more than 5,900 highly trained staff are supported by a fleet of more than 4,000 vehicles, working from a network of more than 260 locations around Australia.

Our mission is to make a sustainable future possible. We see all waste as a resource and use our facilities and processes to transform it into valuable commodities for every sector, industry and community.

Cleanaway currently has 70 employees who identify as Aboriginal and Torres Strait Islander people.

Our business has three major operating segments:

SOLID WASTE SERVICES

With one of the largest fleets in Australia, and the largest Solid Waste Collection fleets on the road, we are proud to service more than 88 municipal councils, and over 140,000 commercial and industrial customers, covering all corners of Australia. This is all supported by the leading resource recovery and post collection facilities network across the country.

LIQUIDS & HEALTH SERVICES

We are the largest hydrocarbons recycling business in Australia and a leader in the overall liquids market, collecting and processing 125 million litres of mineral oil each year. The acquisition of Daniels Health allows us to handle all healthcare generated waste streams, with an unrivalled national service infrastructure and best in class products and services.

INDUSTRIAL & WASTE SERVICES

Our Industrial Services offers a wide range of plant and asset management services that provide solutions to reduce production down time, the risk of unscheduled plant stoppages and the reliance on labour; increase plant efficiency; and help customers comply with strict environmental, health and safety requirements.



Cleanaway CEO's Statement



I am proud to continue our journey toward reconciliation, taking meaningful steps to ensure that our business reflects the value of inclusion and diversity through our workforce.

Eighteen months on from the launch of our Reflect Reconciliation Action Plan (RAP), it gives me great pleasure to present Cleanaway's Innovate Reconciliation Action Plan (2018-2020).

As Australia's leading waste management, industrial, environmental and health services provider, I am proud to continue our journey toward reconciliation, taking meaningful steps to ensure that our business reflects the value of inclusion and diversity through our workforce.

The launch of our Innovate RAP comes at a time when we have significantly expanded our operations, following the acquisition of Toxfree Solutions, a business with its own long-standing commitment to closing the gap between Aboriginal and Torres Strait Islanders and other Australians.

We believe in genuine partnerships which drive innovation and 'best-fit' solutions. In this Innovate RAP, we remain committed to reinforcing and extending our partnerships with Traditional Owner groups, through joint ventures focused on a common goal of providing sustainable opportunities for local Aboriginal and Torres Strait Islander communities. These partnerships reinforce our commitment to creating diverse opportunities and building strong, respectful relationships with Aboriginal and Torres Strait Islander peoples, communities, organisations and the broader Australian community.

I wholeheartedly believe that our people are the lifeblood of our business. A key element of our RAP over the past 18 months has been respect. Building respect for all individuals, regardless of race, religion, culture or background continues to be a focus for us and is a key element of this Innovate RAP. A strong focus on

beginning our journey from within is a key element which, I believe, will contribute to lasting outward change. To that end, we have focused on developing a greater cultural awareness amongst our people.

We acknowledge the importance of economic independence and empowerment as a vital component of bridging the gap between the long-term wellbeing of Aboriginal and Torres Strait Islander peoples and other Australians. I am fully committed to developing genuine opportunities within Cleanaway for Aboriginal and Torres Strait Islander people and businesses to deliver greater economic independence for Aboriginal and Torres Strait Islander people and their communities. As we move into our Innovate RAP, we remain focused on building the capability of our people to identify, retain and recognize the benefits of a more culturally diverse community of employees, partners, customers and suppliers.

I am proud to continue to champion our Innovate Reconciliation Action Plan (2018-2020) and am pleased to see us further extend our commitment toward reconciliation, and making a sustainable future possible for all Australians.

VIK BANSAL
CEO AND MANAGING DIRECTOR - CLEANAWAY



Message from Reconciliation Australia



Reconciliation is hard work – it's a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.

On behalf of Reconciliation Australia, I am delighted to see Cleanaway continue its reconciliation journey and to formally endorse its first Innovate RAP.

Through the development of an Innovate RAP, Cleanaway continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia, defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections of the community – governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities – have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides Cleanaway with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Cleanaway will strengthen its approach to driving reconciliation through

its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish Cleanaway well as it embeds and expands its own unique approach to reconciliation. We encourage Cleanaway to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work – it's a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Cleanaway on its second RAP, and look forward to following its ongoing reconciliation journey.

KAREN MUNDINE
CHIEF EXECUTIVE OFFICER - RECONCILIATION AUSTRALIA



Our Reconciliation Action Plan

Cleanaway recognises the hardships that the Aboriginal and Torres Strait Islander peoples have faced. Through our RAP Champions, Cleanaway continues to work toward its aim of making a difference – endeavouring to create a level playing field for all employees in our day-to-day business.

At Cleanaway, we have implemented the activities in our 'Reflect' RAP to take a small but important step towards closing the gap for Aboriginal and Torres Strait Islander peoples. Cleanaway has encouraged staff to embrace the creation of a society that recognises and values Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity.

By building foundations within Aboriginal and Torres Strait Islander peoples' communities during the 'Reflect' RAP Cleanaway has established stronger and more

respectful relationships with Aboriginal and Torres Strait Islander peoples, communities and stakeholders which has continued in the development of our second RAP.

As we mark the outcomes achieved through our 'Reflect' RAP, Cleanaway remains committed to continuing this work and lifting our actions and measurable targets to build and maintain positive and respectful relationships through effective engagement through our Innovate Reconciliation Action Plan 2018-2020.

OUR RAP CHAMPIONS INCLUDE:

- **Vik Bansal** – Chief Executive Officer & Managing Director
- **Johanna Birgersson** – Executive General Manager of Human Resources
- **Kelly Rothwell** – Head of Human Resources Services
- **Alison Chalmer** – Head of Customer and Communications
- **Wes Trist** – Operations Manager
- **Penny Creswell** – Senior Legal Counsel
- **Travis Beasland** – Major Contracts Manager
- **Gary Buckland** – Operations Manager
- **Paul Grentell** – Field Sales Manager



Relationships

Cleanaway is committed to building on the long-term sustainable relationships already in place, and developing new relationships along the way with the communities in which we work.

These relationships are instrumental in developing and achieving effective project outcomes within Aboriginal and Torres Strait Islander communities. The relationships ensure our continued success in increasing the levels of Aboriginal and Torres Strait Islander representation within Cleanaway, and allow us to build and strengthen joint venture opportunities with Aboriginal and Torres Strait Islander businesses.

FOCUS AREA

Cleanaway recognises that building strong open relationships with local communities is a fundamental requirement to the success of our business. Cleanaway believes that relationships are built on respect and trust and developed through consultation and understanding. Only through understanding and connecting with Aboriginal and Torres Strait Islander peoples, can Cleanaway achieve greater learning and engagement of the communities in which it operates.

Cleanaway has developed and strengthened our partnerships with the Aboriginal and Torres Strait Islander organisations and communities. Through our first 'Reflect' RAP Cleanaway has learnt how to ensure its development builds inclusive and sustainable relationships with Aboriginal and Torres Strait Islander peoples. Cleanaway intends to continue to build on long term, meaningful and sustainable relationships through its 'Innovate' RAP.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
RAP Champions actively monitor RAP development and implementation of actions, tracking progress and reporting	The RAP Champions oversee the development, endorsement and launch of the RAP. Cleanaway's RAP Champions will ensure all active membership be reviewed.	November 2018	Chair of RAP Champions and Executive GM Human Resources
	Ensure Aboriginal and Torres Strait Islander peoples are represented within our RAP Champions Group.	November 2020	Executive GM Human Resources
	Meet at least twice per year to monitor and report on RAP implementation.	November 2020	Executive GM Human Resources
	Review Terms of Reference for the RAP Champions Group.	November 2020	Executive GM Human Resources
	Launch Innovate RAP to Enterprise Leadership Team.	March 2019	Chair of RAP Champions and Executive GM Human Resources
Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	Cleanaway will organise at least one internal event for NRW each year.	27 May - 3 June 2019, 2020	RAP Champions
	Cleanaway will commit to support an external NRW event, and ensure our RAP Champions participate in this event to celebrate NRW.	27 May - 3 June 2019, 2020	RAP Champions
	An invitation will be extended to the Elders of the Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories during tool box talks (gathering place for workers to gather information before the start of the shift) or other suitable occasions.	27 May - 3 June 2019, 2020	RAP Champions
	Encourage staff to participate in external events to recognise and celebrate NRW.	27 May - 3 June 2019, 2020	RAP Champions
	Host NRW events across the areas in which we operate.	27 May - 3 June 2019, 2020	RAP Champions
Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	Cleanaway will continue to implement the engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.	August 2020	RAP Champions
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement with Traditional Owner groups.	August 2020	RAP Champions
Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.	August 2020	RAP Champions
	Promote reconciliation through ongoing active engagement with all stakeholders.	August 2020	RAP Champions

CASE STUDY #1

Acknowledgement of Country

Cleanaway's Reflect Reconciliation Action Plan was released in 2017 outlining our commitment to reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians.

Following the release, we introduced Acknowledgement to Country plaques across our network of sites. Since launching this initiative, a number of sites have embraced this commitment by installing these plaques acknowledging the Traditional custodians of the land, and Elders past and present.

Importantly, these plaques also recognise and acknowledge the connection that Aboriginal and Torres Strait Islander peoples have to their land and are a step toward building an understanding and respect for local Aboriginal and Torres Strait Islander culture across Cleanaway.



CASE STUDY #2

Helping the Kowanyama Community get back on the road

The Kowanyama Aboriginal Shire Council in Queensland reached out to Cleanaway in the hope that we may be able to donate a used side lift waste collection vehicle to the community.

The Council's vehicle was over 12 years old and in a poor state of repair. Despite the best efforts of local mechanics, it was off the road for repairs more often than it was working, and the cost to repair was becoming a huge expense for the small community.

Kowanyama, a remote Indigenous community located more than 600km north-west of Cairns is home to approximately 1,200 people, more than 90% of whom identify as Indigenous. The community is accessible by

road for up to five months of the year during the dry season, and only accessible by air during other times.

After reviewing our fleet and upcoming contract requirements, we identified a side lift vehicle that would meet Kowanyama Council's needs. It was given a full service and upgrade to ensure it was able to meet the challenging environment it would operate in and was transported north to be donated to the Council.

The donation of this vehicle is a practical way of demonstrating our support of Aboriginal and Torres Strait Islander communities and supporting our commitment to make a sustainable future possible for all Australians.





Respect

Cleanaway’s commitment has resulted in a better understanding of Aboriginal and Torres Strait Islander peoples, their cultures and histories. As part of Cleanaway’s commitment to make a sustainable future possible, we are committed to respecting all individuals regardless of their colour, race, religion or socio-economic background. Cleanaway will continue to learn about Aboriginal and Torres Strait Islander cultures in a respectful way and to participate in Aboriginal and Torres Strait Islander peoples’ festivals and celebrations through our RAP Champions and Diversity and Inclusion working groups

FOCUS AREA

As part of Cleanaway’s first RAP, we focussed on appreciating and respecting that Aboriginal & Torres Strait Islander peoples’ histories, heritage, languages and cultures are central to reconciliation and underpin the development of a strong relationship of trust between Aboriginal & Torres Strait Islander peoples and other Australians. Cleanaway has honoured this practice of Acknowledging of Country to the Aboriginal & Torres Strait Islander

peoples’ communities, by acknowledging the Traditional Owners of the land with a significant plaque at Cleanaway’s major sites around the country. As Cleanaway develops the Innovate RAP, our commitment to cultural awareness training continues to be essential. This will be further developed to ensure that staff and contracted service providers understand and respect the strengths of Aboriginal & Torres Strait Islander peoples.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	Cleanaway will develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online and face to face workshops).	August 2020	Executive GM Human Resources
	Set up opportunities to work with local Traditional Owners with Elders sharing their stories as cultural experts to develop cultural awareness training.	August 2020	Executive GM Human Resources
	Provide opportunities for RAP Champions and key leadership staff to participate in cultural training.	August 2020	Executive GM Human Resources
Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	Ensure all Cleanaway staff have an understanding of the developed Acknowledgment of Country card (an Acknowledgment of Country card is a tool card for employees to remember the wording and providing the correct Traditional Owner group to the area).	August 2020	Chair of RAP Committee and Executive GM Human Resources
	Implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	August 2020	RAP Champions
	Invite a Traditional Owner to provide a Welcome to Country at significant events, including Launch of the RAP into Cleanaway.	August 2020	RAP Champions
	Include an Acknowledgement of Country at the commencement of all important internal and external meetings, including client relationship meeting, tender meetings.	August 2020	RAP Champions
	Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.	August 2020	RAP Champions
Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week	Cleanaway’s HR policies and procedures will encourage all staff to participate in a NAIDOC Week event.	First week in July each year	Executive GM Human Resources
	Cleanaway will provide and support opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week events.	First week in July each year	Executive GM Human Resources
	Consult with Aboriginal and Torres Strait Islander peoples to hold an internal or external NAIDOC Week event.	First week in July each year	Executive GM Human Resources
	Support an external NAIDOC Week community event, with opportunities to provide sponsorship to local events.	First week in July each year	Executive GM Human Resources
	Contact our local NAIDOC Week Committee to discover events in our community and communicate locally to the business.	First week in July each year	Executive GM Human Resources
Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance throughout the calendar year.	Create and communicate to all staff a calendar of Aboriginal and Torres Strait Islander dates of significance.	November 2020	Executive GM Human Resources



Opportunities

As an equal opportunity employer Cleanaway is committed to providing employment opportunities for Aboriginal and Torres Strait Islander peoples both internally and externally through our programs.

Cleanaway's Diversity and Inclusion team together with the RAP Champions group have been working hard to respect and support our employees and create an inclusive culture within our organisation. We will continue to work together to ensure Cleanaway's service delivery is culturally sensitive and effective, and will implement strategies to increase Cleanaway's employment of Aboriginal and Torres Strait Islander peoples.

Cleanaway will endeavour to provide support to our supplier network to increase their Aboriginal and Torres Strait Islander peoples within the workforce through provision of relevant assistance programs which incorporate cultural awareness training for supervisors of Aboriginal and Torres Strait Islander employees.

Through our RAP and engagement programme we have also developed opportunities for Aboriginal and Torres Strait Islander businesses to engage in the tendering processes for ancillary services within the Cleanaway organisation.

FOCUS AREA

Cleanaway's engagement with the local Traditional Owners will assist in building a strong relationship with local and surrounding areas of Aboriginal businesses. This will provide opportunities to develop an economy for Aboriginal businesses to grow and develop with the support of Cleanaway.

Cleanaway, through the "Innovate" RAP phase will work

towards developing procurement policies and processes to encourage:

- Active consideration of Aboriginal and Torres Strait Islander suppliers and subcontractors; and
- Businesses tendering to provide goods and services to Cleanaway to provide information on their own activities that support reconciliation and closing the gap.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	Establish a database information on Cleanaway's current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	November 2020	Executive GM Human Resources
	Cleanaway will continue to implement, review and update our Aboriginal and Torres Strait Islander employment and retention strategy.	November 2020	Executive GM Human Resources
	Advertise vacancies in Aboriginal and Torres Strait Islander media such as – Koori Mail, social media networks and Aboriginal radio across the country.	November 2020	Executive GM Human Resources
	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	November 2020	Executive GM Human Resources
	Cleanaway will continue to ensure the delivery and implementation of the program for Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships).	November 2020	Executive GM Human Resources
	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	November 2020	Executive GM Human Resources
Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses and that considering such suppliers is facilitated and encouraged.	November 2020	Executive GM Human Resources
	Ensure that suppliers of goods and services to Cleanaway are, through the procurement policies and procedures, encouraged to provide information regarding their own efforts towards reconciliation and closing the gap.	November 2020	Executive GM Human Resources
	Through Cleanaway's procurement policies and procedures encourage suppliers of goods and services to Cleanaway to consider engaging Aboriginal and Torres Strait Islander subcontractors, businesses and suppliers themselves as part of their provision of goods or services to Cleanaway.	November 2020	Executive GM Human Resources
	Through the Aboriginal and Torres Strait Islander business directory communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	November 2019	Executive GM Human Resources
	Identify and strengthen opportunities for new and existing commercial relationships with Aboriginal and Torres Strait Islander businesses and organisations.	November 2019	Executive GM Human Resources
	Ensure the development of the joint venture provides greater support, partnerships, pro bono support or secondment and community capacity opportunities.	November 2019	Executive GM Human Resources
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	November 2019	Executive GM Human Resources
	Cleanaway's RAP Champions will develop an Aboriginal and Torres Strait Islander professional mentoring network.	November 2019	RAP Champions
Support equal and equitable educational opportunities and outcomes for Aboriginal and Torres Strait Islander students and the community.	National Aboriginal Engagement Advisor will ensure the development of a cultural mentoring network for existing staff and managers.	November 2019	RAP Champions
	Each General Manager with RAP Champions will investigate opportunities to increase pro bono activities.	November 2020	RAP Champions
	National Aboriginal Engagement Advisor will seek and advertise scholarships for Aboriginal and Torres Strait Islander students.	November 2020	RAP Champions
	Support Aboriginal and Torres Strait Islander leadership program.	November 2020	RAP Champions

CASE STUDY #3

Celebrating 2018 NAIDOC week across Cleanaway – 'Because of her, we can!'

2018 NAIDOC Week celebrated the contribution of Aboriginal and Torres Strait Islander women with the theme of 'Because of her, we can!' with events around Australia.

To further demonstrate our commitment to reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians and pay respect to the Traditional Owners of the land, teams around Australia were encouraged to mark NAIDOC Week with a series of local events.

PERTH, WA / Supporting WA's NAIDOC Week Opening Ceremony

Members of the Cleanaway team in WA Solids, joined NAIDOC's Perth committed to help plan a number of events to launch 2018's NAIDOC Week in WA, including the Opening Ceremony. Our team were proud to be involved in such a milestone event, not only for Aboriginal and Torres Strait Islander Peoples, but for all Australians, which strengthened our local team's commitment to delivering on our Reflect RAP, but was also an important step toward strengthening our relationship with Traditional Owner groups across WA.



BUNBURY, WA

To mark NAIDOC Week in Bunbury, local Elders were invited to our site to join our team for a morning tea and share their stories, as well as a Welcome to Country.



ERSKINE PARK, NSW

Cleanaway's Erskine Park site held a BBQ to mark NAIDOC Week, beginning with Welcome to Country by Auntie Cino from the Muruwari People, paying respect to the Dharug Nation and their Elders. To recognise the 2018 theme, six girls from the Dharug nation performed the national anthem in both Dharug language and English. Uncle Mark Pittman, also from the Muruwari People, led the performance.

The girls then performed three traditional dances – The Sun Dance, The Leaf Dance and The Emu Dance – before inviting the team to participate. It was an incredible opportunity for the teams to watch these performances, and a personal moment of pride for Westley Trist (Operations Manager) to watch his daughter, Teliyah, perform for the first time.



MALAGA, WA

Cleanaway's office in Malaga held a NAIDOC morning tea on site for Cleanaway and Toxfree employees.

The Yonga Jack dance group performed on the day, with staff delivering presentations on the theme 'Because of her, we can!' The team also created a piece of artwork for the Malaga office, creating handprints in recognition of significant women in their lives.



CHEVRON NAIDOC PERTH BALL, WA

For the second year running, Cleanaway was a proud sponsor of the 2018 Chevron NAIDOC Perth Ball. Attended by people from across Western Australia, the ball is the finale to a week of events marking NAIDOC Week in Perth.

In addition to Platinum Sponsorship, a number of Cleanaway staff volunteered on the NAIDOC Committee Working Group and helped manage online ticket sales and event management on the night.



ST KILDA ROAD, VIC

The team at Cleanaway's Head Office in Melbourne marked NAIDOC Week with a team gathering, reflecting on the significant women in their lives, creating handprint artwork to acknowledge them – each mark representing a significant female in the person's life.

The team also heard from Charcoal Lane – a social enterprise restaurant providing guidance and opportunities to young people, many of whom are Aboriginal and Torres Strait Islander, in need of a fresh start in life. Charcoal Lane also provided a morning tea made using native ingredients.





Governance, Tracking Progress and Reporting

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
RWG to seek internal approval to submit the RAP Impact Measurement Questionnaire to Reconciliation Australia	Report RAP achievements, challenges and learnings to Reconciliation Australia.	30 September 2019, 2020	Executive GM Human Resources
	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	May 2020	Executive GM Human Resources
	Investigate participating in the RAP Barometer.	Annually 2019	Executive GM Human Resources
Report RAP achievements, challenges and learnings internally and externally with a completed measurable reporting	Publicly report our RAP achievements, challenges and learnings.	Annually 2019	Executive GM Human Resources
	Cleanaway's RWG will report achievements and activities to the Remuneration & Nominations Committee Charter and during RWG meetings.	Annually 2019	Executive GM Human Resources
Review refresh and update RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	6 months prior to RAP expiry date from the month of November	Executive GM Human Resources
	Send draft RAP to Reconciliation Australia for review and feedback.	Annually 2019	Executive GM Human Resources
	Submit draft RAP to Reconciliation Australia for formal endorsement.	Annually 2019	Executive GM Human Resources



About the artwork

My Boodjah (Land) is the Ballardong and Whadjuk region where my Moort (family) and Koort (heart) belongs. The different coloured background represent different country Boorloo (Perth) fresh water country to the waves of salt water that embraces the connection between land and sea.

Our Elders teach the Kurlungahs (children) about sites along the river and they teach them to look after it because one day they will always return back to boodjah.

The centre circle represents waterhole that creates the community and boodjah. The old Yorgahs (women) would teach Kurlungahs the importance of protecting country and water ways that are sacred. These Elders who Yira Yarkiny (stand tall) will pass on history, song-line, language, culture and lifestyle to our next generation in our community.

EDIKAN
ARTIST

13 13 39

cleanaway.com.au

FOR GENERAL INFORMATION AND SERVICE BOOKINGS

Contact us for more information on how Cleanaway can add value to your organisation, or to arrange a visit from one of our representatives.

FOR FURTHER INFORMATION ON THE RAP, PLEASE CONTACT

Kelly Rothwell

Head of HR Services

Phone: 03 8397 5213

Email: kelly.rothwell@cleanaway.com.au

