

Our Reconciliation Journey

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ComfortDelGro Corporation Australia
acknowledges the Traditional Custodians
throughout Australia and their continuing connection
to land, waters and community.

We pay our respects to all First Nations people,
their culture and to Elders past and present.



Truth Telling

- Driven by TfNSW re-contracting requirements.
- There are three key criteria we are required to target:
 - **Spend** with First Nations owned businesses (starting at 2%, growing to 5%)
 - **Employ** at least five full-time equivalent Aboriginal or Torres Strait Islanders per annum
 - **Develop** skills by creating at least one apprenticeship or traineeship per annum for Aboriginal or Torres Strait Islanders
- Through the lens of our We Care value.



Our Why

- As one of Australia's leading transport providers, the core of what we do is connecting people to places and communities.
- While we aren't always people's first transport mode of choice.
- We care about our people and are working hard to create a safe and enjoyable work environment. Key to our commitment is reducing anti-social behaviour directed at our team members.



Reconciliation – closing the gap



Budget expenditure is **\$33.4 billion** each year for **812,000** Aboriginal and Torres Strait Islanders.



The Indigenous **employment** rate is around **49 per cent** compared to around **75 per cent** for non-Indigenous Australians.



Less than half of eligible First Nations people have a driver's licence compared to **70 per cent** in the remainder of the population.



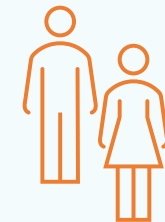
The national rate of **imprisonment** is **15X higher** for Aboriginal and Torres Strait Islanders.



About **30 per cent** of Indigenous households are in **income poverty**.



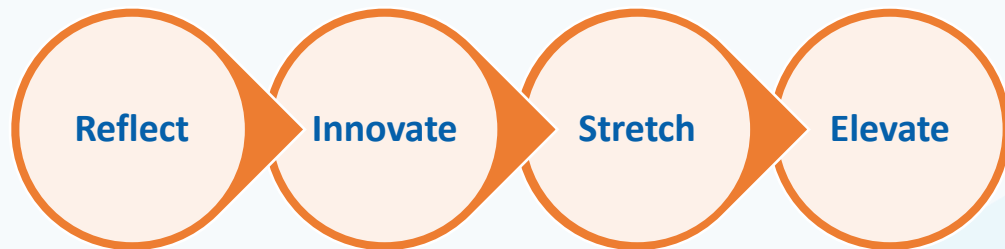
Indigenous **child mortality** is **141 per 100,000**—twice the rate for non-Indigenous.



The average **life expectancy** for Aboriginal and Torres Strait Islander men is **8.6 years less** than non-Indigenous Australians, for women it's **7.8 years less**.

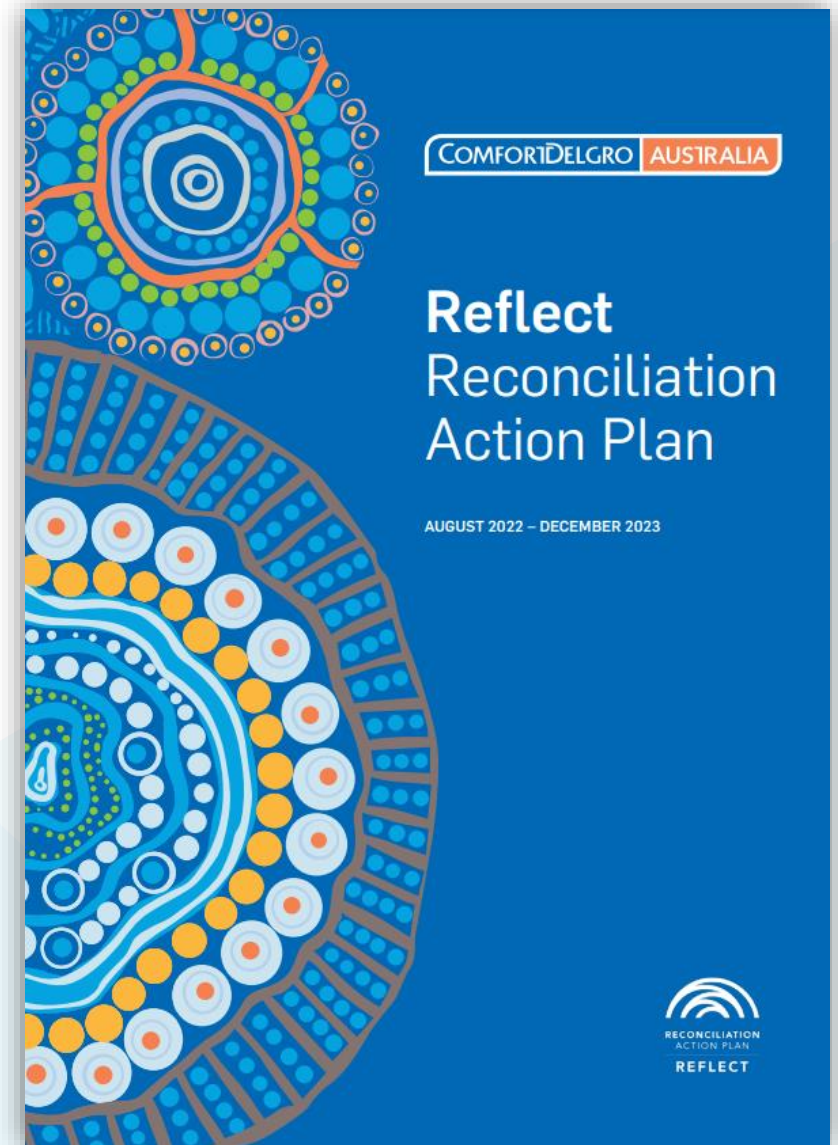
Reconciliation Action Plans

- Reconciliation Action Plans help organisations take meaningful action to progress reconciliation.
- No matter the stage of your reconciliation journey, there is a RAP framework to support your organisation's progress.



Our Journey

- Taking the next step in our commitment to Aboriginal and Torres Strait Islander people.
- Create our nationwide RAP, with company-wide buy-in.
- Through the RAP we seek to:
 - Cultivate **relationships** and partnerships with Aboriginal and Torres Strait Islander peoples.
 - **Educate** our staff to improve understanding of histories and culture throughout our business.
 - Provide **opportunities** through employment, mentoring and procurement.



Our Progress

- So far, we've already achieved the following as part of our RAP:
 - Launched our RAP in the NT to demonstrate our commitment to reconciliation publicly.
 - Worked with First Nations organisations to identify key dates, understand their significance and share this with the business.
 - Gain a better understanding of current Aboriginal and Torres Strait Islander employment as a baseline to build on.
- This is just the beginning, we are committed to Reconciliation for the long term.



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AUSTRALIA

'linking people, places and communities'