



CSL



RECONCILIATION
ACTION PLAN

REFLECT

Reflect

Reconciliation Action Plan

August 2023 - October 2024



Acknowledgement of Country

CSL acknowledges Traditional Owners of Country throughout Australia and recognises their continuing connection to lands, waters and communities. We pay our respects to all Aboriginal and Torres Strait Islander cultures; and to Elders past and present.

Terminology

Within our Reconciliation Action Plan we use the term Aboriginal and Torres Strait Islander peoples, rather than Indigenous. We recognise that the term 'Indigenous' can be considered too generic and applied to all Indigenous peoples of the world.

We acknowledge and respect the great diversity of Aboriginal and Torres Strait Islander Nations, peoples, and cultures across Australia.

About our Cover Art



Artist: Simone Thomson

Country: Wurundjeri Woi-wurrung,
Yorta Yorta

Title: *Ngarra-jarra-noun Toomballangin –
Healing Promise*

Year Created: 2023

Simone Thomson is a Melbourne based Fine Art Artist, Muralist and Creative and is a Woi-Wurrung Wurundjeri and Yorta-Yorta Traditional Owner through her mother. She draws inspiration for her art through her spiritual connection to Country and the rich colours and textures of earth and sky.

Simone attributes much of her cultural education to her early years in which she performed traditional song and dance in Cultural dance troupes along with Worawa Aboriginal College. It's here she started painting, later becoming the school's first graduating student. She would go on to continue this sacred art of storytelling well into her adult years remaining strongly connected to her culture through the ancestral knowledge and oral history as passed down through her mother and grandmother.

Simone's artistic practice stems from her deep spiritual connection to Culture and Country, and a creative urge to produce evocative works which connect people of all walks of life and cultural backgrounds to Aboriginal storytelling. This is demonstrated through her culturally safe holistic art practice which includes traditional Smoking and Welcome Ceremonies conducted by her mother, herself and sister, along with regularly delivered Cultural Presentations.

The artwork for CSL's Reconciliation Action Plan was a collaborative effort between CSL and Dreamtime Art Creative Consultancy. Simone Thomson was the chosen artist for the commissioned piece which proudly hangs in the foyer of our Naarm (Melbourne) office in Victoria.

Artwork Story

In her majestic form, Birrarung, river of mist and shadows, weaves gently between the mountains and across the land. Her once crystal blue waters were divided by a beautiful waterfall that separated the saltwater of the Bay to her freshwater. This sacred waterhole has been the gathering place of the Wurundjeri People since the time of Bunjil's Creation. Birrarung's spiritual healing water represents the heart of Wurundjeri Country and signifies CSL's rich values in Culture and protecting human health.

We are of the earth; this is where we gain our healing from. From the gifts of the land and its surrounding waters and nature. Our environment provides us with bountiful plants which have been used as bush medicine amongst Clans for thousands of generations. Rich, healing properties are represented by the 'old man weed' plant, the 'kangaroo apple' plant, the 'waratah', the 'banksia', the 'bottle brush', the 'gum leaves', the 'bush wattle' and the 'lilli-pilli'. These plants are all connections to Country and signify CSL's promise of advancing human health and patient focus.

In the Aboriginal way, a person is represented by 'U' symbols. This reflects a bird-s-eye view of a person in the sitting position. The 'U' symbols along the river signify Community and represents CSL's core value of 'we are stronger together'.

Black and copper circles connect throughout the story. Their wide reach blankets Country from the Birrarung to its surrounding mountains. The circles represent CSL's values of social and environmental wellbeing of all their communities.

Along the outer mountains and hills lies cross hatching. These markings represent the weaving bag and dilly bags used for collecting our special bush plants and the care taken in preparing them for use. The woven bags represent CSL's innovative thinking and their solutions and them taking pride in their results, it is their healing promise, their 'Ngarra-jarra-noun Toomballangin'.

The artwork story is from the perspective of the artist.

Copyright remains with the artist. Image licensing rights managed by Dreamtime Art Creative Consultancy.



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CSL Leadership Forward

At CSL, we are driven by our promise. A promise of a world protected, a life lived to its fullest, and a brighter outlook for everyone today and into the future.

As a Values-based organisation, our promise is a passion and commitment deeply ingrained within us.

It begins with innovation, collaboration and delivering for our patients and public health, but it does not end there. It also reaches beyond our core business, supporting and advancing the promising futures of our people and the communities where we live and work.

As a community leader, CSL can help contribute toward improved outcomes for Aboriginal and Torres Strait Islander peoples. We can do this in a number of ways, including with our engaged workforce, and through CSL's sphere of influence. Our influence extends across the health, STEM (science, technology, engineering and mathematics) and education sectors.

We began our journey of reconciliation years ago, with our employees coming together to learn more from Aboriginal and Torres Strait Islander Elders and community leaders about the rich history and long-standing issues faced by First Nations peoples. We sought advice and understanding of the lands on which our operations continue to grow, and listened to the importance of storytelling and the connection to Country.

These interactions have inspired our people to deeply acknowledge and learn from the past and lay the foundations to share in the opportunity of reconciliation for all Australians.

From our beginnings anchored in health protection and innovation, we know that with vision, direction and community partnership, we can methodically begin the journey of achieving positive outcomes.

As a result, we are very proud to share with you our commitment to reconciliation with our inaugural Reflect Reconciliation Action Plan.

This is an important and integral first step in our efforts to maintain dialogue with Aboriginal and Torres Strait Islander peoples, and listen with understanding, compassion and respect to enable a future of strong partnerships and achievements.

For us there is only moving forward – together.



Paul McKenzie
CEO and
Managing Director



Joy Linton
CFO, Group
Manager Australian
Operations and RAP
Champion

Closing the Gap

Aboriginal and Torres Strait Islander peoples have endured centuries of land dispossession, cultural cleansing, disease, generational trauma and disadvantage.

The Australian Government's Closing the Gap initiative – an effort to overcome the inequality experienced by First Nations peoples and achieve life outcomes equal to all Australians – tells us there is much to be done to achieve better outcomes across health, education, employment, housing, justice, safety, land and waters, culture, language and connectivity.

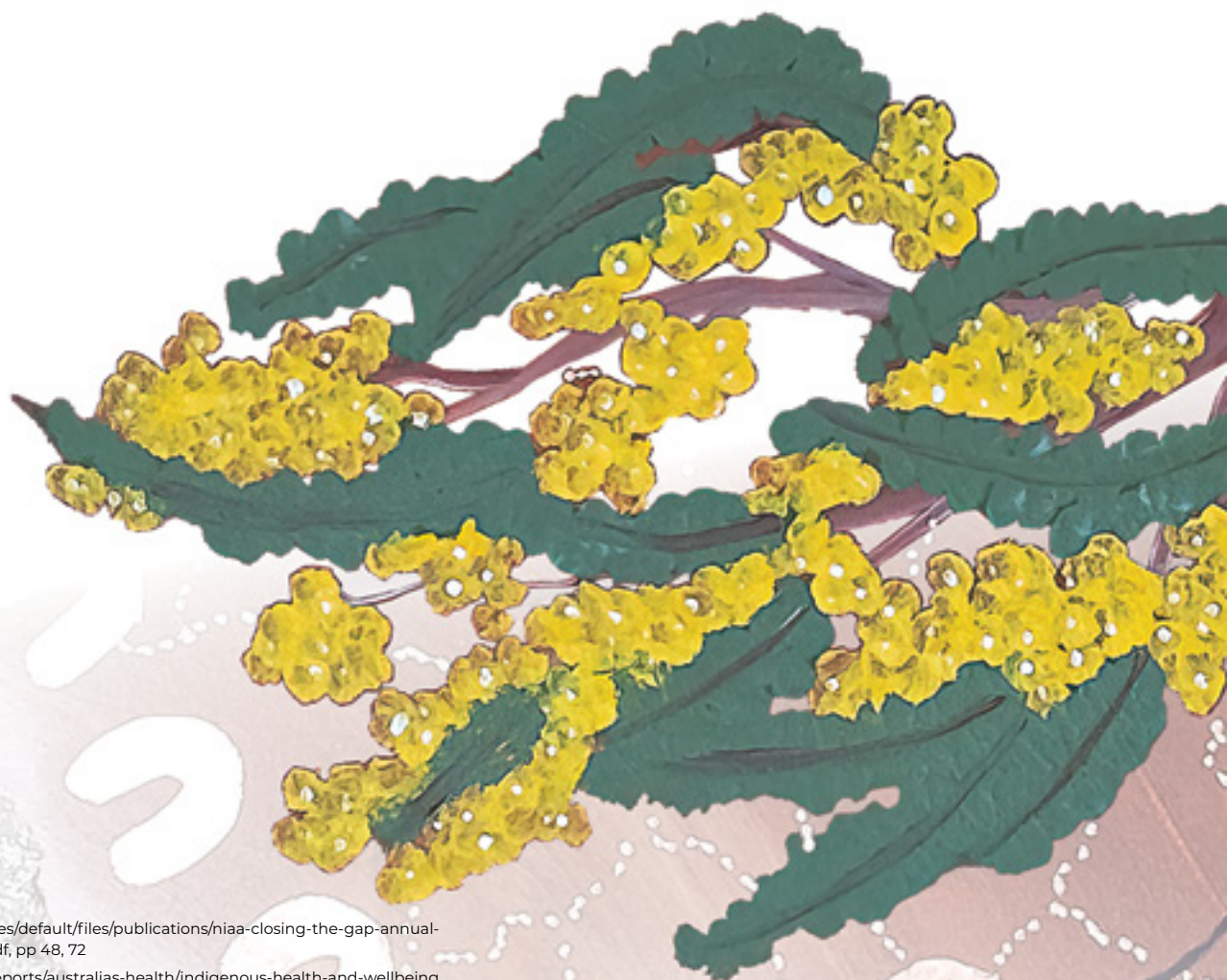
Specifically, the national target of 'no gap' in life expectancy is not on track to be met for males or females.¹ Further, the Australian Institute of Health and Welfare's data tells us that overall Aboriginal and Torres Strait Islander peoples experience a burden of disease at 2.3 times the rate of non-Indigenous Australians.²

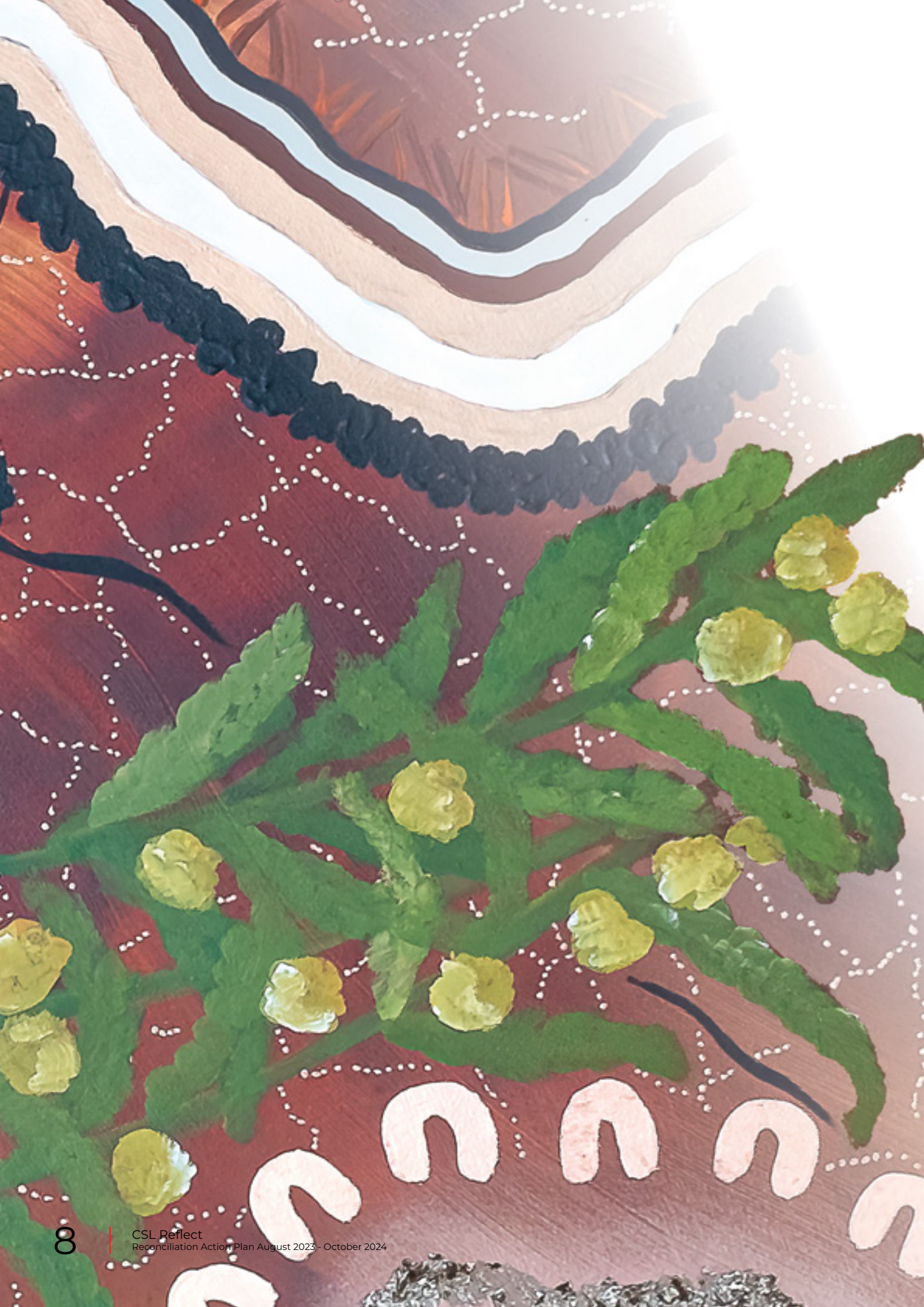
In addition, the proportion of Aboriginal and Torres Strait Islander people aged 25–34 years who have completed a tertiary qualification (including Certificate III and above) sits at 42% (the 2016 baseline), well below the 70% target set for 2031.³

1. [niaa.gov.au/sites/default/files/publications/niaa-closing-the-gap-annual-report-2022.pdf](https://www.niaa.gov.au/sites/default/files/publications/niaa-closing-the-gap-annual-report-2022.pdf), pp 48, 72

2. [aihw.gov.au/reports/australias-health/indigenous-health-and-wellbeing](https://www.aihw.gov.au/reports/australias-health/indigenous-health-and-wellbeing)

3. [niaa.gov.au/sites/default/files/publications/niaa-closing-the-gap-annualreport-2022.pdf](https://www.niaa.gov.au/sites/default/files/publications/niaa-closing-the-gap-annualreport-2022.pdf), pp 48, 72





Message from Reconciliation Australia

Reconciliation Australia welcomes CSL Ltd to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

CSL Ltd joins a network of more than 2,200 corporate, government and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types - Reflect, Innovate, Stretch and Elevate - allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge and leadership across all sectors of Australian society.

This Reflect RAP enables CSL Ltd to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations CSL Ltd, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine

Chief Executive Officer
Reconciliation Australia

Our Business

CSL Limited is a global specialty biotechnology company that develops and delivers innovative medicines that save lives, protect public health and help people with life-threatening medical conditions live full lives.

Established in Australia in 1916 to service the health needs of a nation isolated by war, we now operate in more than 35 countries around the world. We employ 2,965 people⁴ across 12 Australian sites, with our global headquarters in Naarm (Melbourne) on Wurundjeri Woi-wurrung Country.

Every day, CSL is reaching for better solutions. Our four areas of focus and exploration are leading the way in biotechnology:

- **Rare and serious diseases:** CSL Behring's portfolio of innovative medicines treat bleeding disorders, immune deficiencies and hereditary conditions.
- **Influenza vaccines:** CSL Seqirus is one of the largest influenza companies in the world.
- **Plasma collection:** CSL Plasma operates one of the world's largest and most sophisticated plasma collection networks used to manufacture and deliver life-saving therapies to people in more than 100 countries.
- **Iron deficiency and nephrology:** CSL Vifor⁵ is a global leader in iron deficiency and is committed to launching the next generation of therapies to truly address the full spectrum of kidney disease, with a focus on dialysis and rare disease.

Our sphere of influence extends across the health, STEM and education sectors. We believe CSL can significantly contribute to advancing reconciliation within these areas where our business has the most influence.

Throughout our history, we have leveraged the power of innovation to deliver on our promise to help patients around the globe live their fullest lives. The unique perspectives, ideas, capabilities and experiences of all our people, including our Aboriginal and Torres Strait Islander staff and stakeholders, make CSL stronger and help us fuel that innovation.

4. Headcount for permanent and fixed-term employees as at 31 May 2023.

5. In May 2023, in Australia, CSL Vifor and CSL Seqirus combined under one business unit, CSL Seqirus.

Western Australia
CSL Behring and
CSL Seqirus remote
workforce



CSL has not yet had the opportunity to confirm our employment numbers of Aboriginal and/or Torres Strait Islander staff; however, we are committed to undertake practical steps to understand and increase First Nations employment within our organisation.

Our CSL Values

CSL's strong commitment to living our Values has guided us for many decades. Our Values are fundamental to our success, helping us to save lives, protect the health of people, and earn our reputation as a trusted and reliable global leader. The following Values are at the core of how our employees interact with each other, make decisions and solve problems.

- **Patient focus:** We deliver on our promise to patients.
- **Innovation:** We turn innovative thinking into solutions.
- **Integrity:** We walk the talk.
- **Collaboration:** We are stronger together.
- **Superior performance:** We take pride in our results.

CSL Global Headquarters Naarm (Melbourne)

CSL Ltd

- Administration, IT, Finance, Legal

CSL Behring

- Commercial Operations

CSL Seqirus

- Commercial Operations

CSL Research & Development (at CSL headquarters and Parkville)

 **972**

Parkville

CSL Seqirus

- Manufacturing

 **607**

Broadmeadows

CSL Behring

- Administration

- Manufacturing & Logistics

 **1,212**

Tullamarine

CSL Seqirus

- Manufacturing facility under construction

 **79**

Woodend

CSL Seqirus

- Manufacturing

 **11**

Victoria

CSL Behring and CSL Seqirus remote workforce

 **23**

Queensland

CSL Behring and CSL Seqirus remote workforce

 **18**

NSW

CSL Behring and CSL Seqirus remote workforce

 **24**

Warrane (Sydney)

CSL Research & Development

 **6**

South Australia

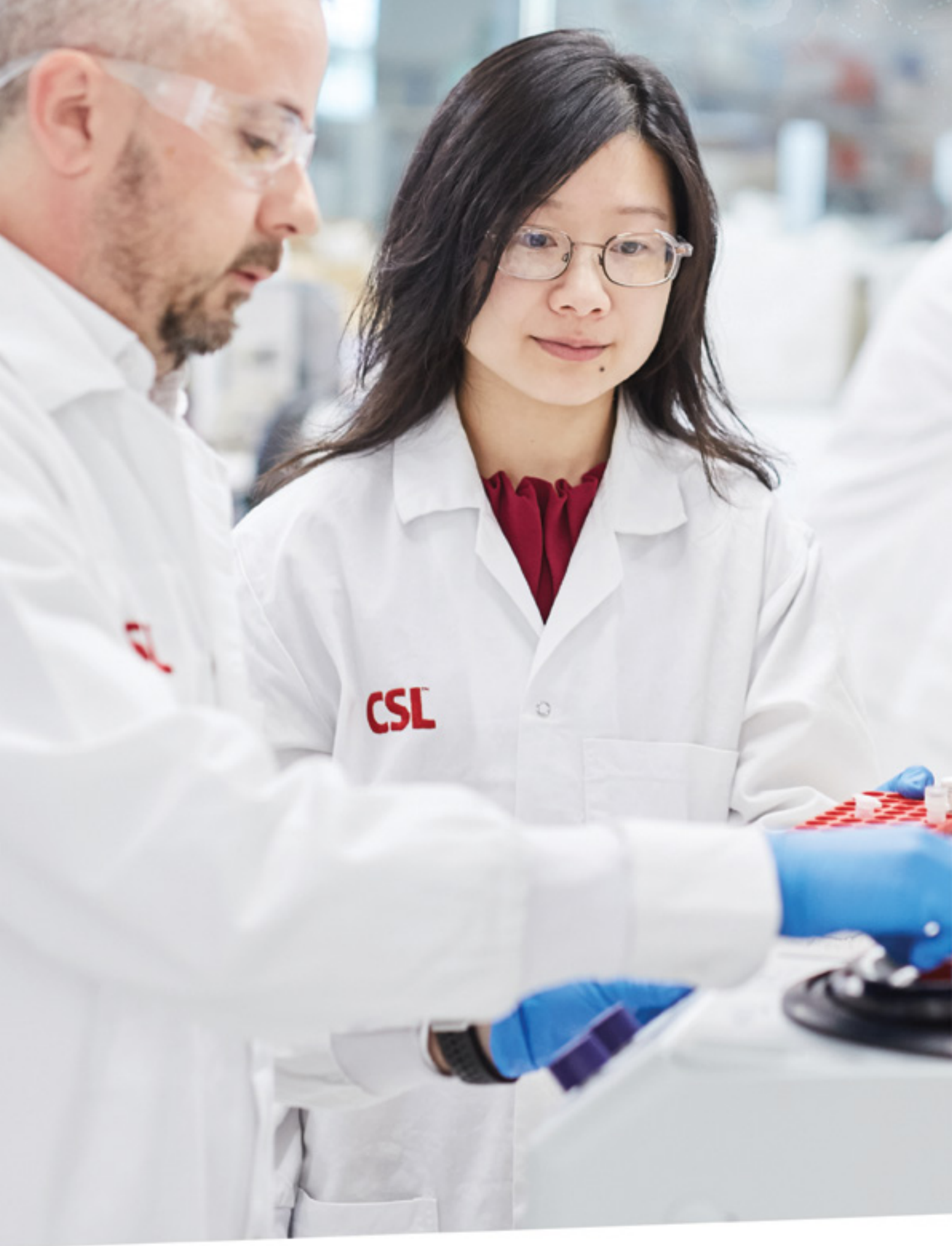
CSL Behring and CSL Seqirus remote workforce

 **3**

Tasmania

CSL Seqirus remote workforce

 **2**





Our Reconciliation Action Plan

CSL's reconciliation journey is only just beginning.

CSL is a company dedicated to saving lives and improving the quality of life for people with rare and serious conditions. We see working collaboratively with Aboriginal and Torres Strait Islander peoples to address the health inequity they experience in Australia as part of our corporate responsibility.

As a trusted, leading global biotechnology company guided by our Values, we are committed to advancing Diversity, Equity and Inclusion (DE&I) and ensuring that it is embedded in everything we do. Reconciliation is an important part of those commitments in Australia.

CSL regularly engages with internal stakeholders and business/community partners to drive our business objectives and, where relevant, ensure they are integrated into our programs, policies and practices. Through respectful engagement with Aboriginal and Torres Strait Islander peoples, we will continue to improve our programs, policies and practices to support self-determined outcomes and contribute to closing the gap in health inequality and other areas in our sphere of influence.

At CSL we believe that one of the most effective ways to understand and meet the needs and desires of our patients, people and communities is to have a workforce that respects and represents them. Through our reconciliation journey, we will seek to ensure our workplaces are culturally safe environments that facilitate increased representation of Aboriginal and Torres Strait Islander peoples in our workforce.

To guide the development of our Reflect Reconciliation Action Plan we have worked with a majority Aboriginal owned, led and staffed consulting organisation. Over the next 12 months, we will continue building on this foundation to deliver meaningful change created collaboratively with Aboriginal and Torres Strait Islander peoples.

CSL has earned a reputation as a passionate, responsible company driven to care for patients and deliver on its commitments. We are excited to apply our demonstrated passion to deliver on the commitments of this Reflect Reconciliation Action Plan in partnership with our Aboriginal and Torres Strait Islander colleagues, local Traditional Owners, communities and patients, in addition to organisations who share our focus on health, STEM and education.

Our Vision for Reconciliation

CSL is committed to Aboriginal and Torres Strait Islander patients and peoples across Australia having access to promising futures and health equity.

We will deliver on our promise to listen and learn from Aboriginal and Torres Strait Islander peoples today, and work in partnership together for a healthier world tomorrow. We respect the knowledge and lived experiences of Aboriginal and Torres Strait Islander peoples. Their voices together with CSL's combined expertise will enable us to help fulfill Aboriginal and Torres Strait Islander peoples' individual and community self-identified aspirations.

Our CSL Values will guide us to address health inequity and create sustainable health outcomes for Aboriginal and Torres Strait Islander peoples.

Embedding reconciliation into our CSL Values

- **Patient focus:** We endeavour to deliver health equity to our Aboriginal and Torres Strait Islander patients.
- **Innovation:** We turn innovative thinking into solutions that help meet the self-identified needs of Aboriginal and Torres Strait Islander peoples.
- **Integrity:** We walk the talk of reconciliation by striving to create culturally safe and respectful environments for Aboriginal and Torres Strait Islander employees, suppliers and partners.
- **Collaboration:** We work in partnership with Aboriginal and Torres Strait Islander peoples, communities and organisations, and their allies.
- **Superior performance:** We take pride in creating and achieving measurable sustainable health, education and employment outcomes for current and future generations of Aboriginal and Torres Strait Islander peoples.



Our Working Group

In 2022, to support engagement of our workforce and development of our first Reconciliation Action Plan (RAP), CSL formally established a RAP Working Group.

The group is co-chaired by two members of CSL's leadership team in Australia, including CSL's Chief Scientific Officer and CSL Behring Australia's Manufacturing and Site Head. It is comprised of highly motivated and committed individuals with cross-functional representation from all levels of the Australian workforce and business units, including the newly acquired Vifor Pharma. As part of our engagement efforts, we also invited Aboriginal and Torres Strait Islander employees to self-nominate to join the working group, and will continue to explore employee participation as our efforts progress.

CSL's Reconciliation Action Plan efforts are fully endorsed by our executive leadership with local sponsorship (Reconciliation Action Plan Champion) provided by our Chief Financial Officer.

We also engaged a majority Aboriginal owned, led and operated consulting organisation to support the development of our inaugural Reconciliation Action Plan. Its role included providing trusted cultural guidance to our working group and delivering customised cultural awareness training to support our learning journey.



Our Reconciliation Action Plan Working Group

Chief Financial Officer	Reconciliation Action Plan Champion
CSL Chief Scientific Officer	Co-Chair
CSL Behring Australia Manufacturing and Site Head	Co-Chair
CSL Senior Director Sustainability and Social Impact	Secretary
Seqirus Australia Director Communications	Member
CSL Behring Australia Director Learning & Development	Member
CSL Behring Australia Business Unit Director Specialty	Member
CSL Vifor Head Patient Access and Innovation Policy	Member
CSL Behring Australia Director Medical Affairs	Member
CSL Research and Development Senior Scientist	Member
CSL Behring Australia Associate Director Workplace Relations	Member
CSL Executive Director Head of Tax	Member
CSL Behring Australia Manager Routine Systems	Member
CSL Global Lead Governance and Compliance Sourcing	Member
CSL Director Talent Acquisition	Member
Associate Director, Clinical Safety	Member
We will be working towards greater representation from Aboriginal and Torres Strait Islander employees on our Working Group and in the interim continue to receive trusted cultural guidance by a majority Aboriginal owned, led and operated consulting organisation.	



Our Journey to Date

Key partnerships and reconciliation activities

Cultural heritage

- Cultural heritage management plan for construction works at CSL Behring, Broadmeadows, Victoria, approved in 2018. Cultural heritage input provided for CSL Seqirus' new facility under construction at Tullamarine, Melbourne, Victoria in 2023.
- Engagement of an Aboriginal creative agency supporting the recognition of Traditional Owners at our new CSL Melbourne site in 2023.

STEM

- Partnership with Career Trackers with the placement of an Aboriginal undergraduate student at CSL Research and Development in 2013.
- Presentation by Professor Alex Brown on Aboriginal health research and opportunities in 2019, resulting in a collaboration and grant application with CSL's Translational Research team.
- Sponsorship of Australian Science Media Centre's 2020 and 2023 Indigenous Media Mentoring Program.

NAIDOC Week

- Series of events and presentations from Elders, community organisations, emerging Aboriginal and Torres Strait Islander leaders during NAIDOC Week in 2020, 2021, 2022 and 2023.

Cultural awareness training

- Cultural awareness training, hosted by Koorie Heritage Trust, to more than 180 employees during NAIDOC Week 2022.
- Customised cultural awareness training received by CSL's RAP Working Group.
- Training, spanning two days in June 2023, delivered to our workforce supporting the construction of CSL Seqirus' new facility at Tullamarine, Melbourne, Victoria.

Employment and supplier diversity

- Aboriginal employment and supplier spend targets established with construction partner, BESIX Watpac, at CSL Seqirus' facility under development at Tullamarine, Melbourne, Victoria.





Relationships

Action	Deliverable	Timeline	Responsibility
01 We will establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1. We will identify Aboriginal and Torres Strait Islander stakeholders and organisations aligned to CSL's sphere of influence, including Aboriginal and Torres Strait Islander health, education and medical research stakeholders and organisations.	October 2023	CSL Chief Scientific Officer & Co-Chair RAP Working Group (and those identified in action 9 and 10 on page 21)
	2. We will connect with the Traditional Owners of the lands and waters where CSL's sites are located.	October 2023	CSL Behring Australia Manufacturing and Site Head & Co-Chair RAP Working Group
	3. We will research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders, organisations and patients.	October 2023	CSL Senior Director Sustainability and Social Impact
02 We will build relationships through CSL staff celebrating National Reconciliation Week (NRW).	4. We will circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	Seqirus Australia Director Communications
	5. Our RAP Working Group members will participate in an external NRW event.	27 May - 3 June, 2024	CSL Senior Director Sustainability and Social Impact
	6. We will host internal CSL NRW events with local Traditional Owners for our staff at our CSL Broadmeadows, CSL Melbourne, and Parkville sites. These events will celebrate our shared histories, cultures and achievements, and explore how each of us can contribute to achieving reconciliation in Australia.	27 May - 3 June, 2024	CSL Behring Australia Director Learning & Development
	7. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2024	CSL Senior Director Sustainability and Social Impact

Action	Deliverable	Timeline	Responsibility
03 We will promote reconciliation through CSL's sphere of influence.	8. We will communicate our commitment to reconciliation to all CSL staff.	August 2023	Seqirus Australia Director Communications
	9. We will identify external stakeholders that our organisation can engage with on our reconciliation journey within the:	November 2023	
	Health, including healthcare delivery;	November 2023	CSL Behring Australia Business Unit Director Specialty; and CSL Vifor Head Patient Access and Innovation Policy
	Education, including STEM; and	November 2023	CSL Behring Australia Director Medical Affairs
	Health and medical research sectors.	November 2023	CSL Research and Development Senior Scientist
	10. We will identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey within the:	November 2023	
	Health, including healthcare delivery;	November 2023	CSL Behring Australia Business Unit Director Specialty; and CSL Vifor Head Patient Access and Innovation Policy
	Education, including STEM; and	November 2023	CSL Behring Australia Director Medical Affairs
	Health and medical research sectors.	November 2023	CSL Research and Development Senior Scientist
04 We will promote positive race relations through CSL anti-discrimination strategies.	11. We will research best practice and policies in areas of race relations and anti-discrimination.	February 2024	CSL Behring Australia Associate Director Workplace Relations
	12. We will build on our current review of human resources policies and procedures by applying an Aboriginal and Torres Strait Islander lens to identify existing anti-discrimination provisions, and future needs.	February 2024	CSL Behring Australia Associate Director Workplace Relations
	13. We will create a plan for CSL to address any identified future needs through new and/or existing anti-discrimination policies.	April 2024	CSL Behring Australia Associate Director Workplace Relations

Action	Deliverable	Timeline	Responsibility
05 We will increase CSL's understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	1. We will establish a CSL calendar of Aboriginal and Torres Strait Islander dates of significance and cultural events to educate and engage CSL staff.	October 2023	CSL Behring Australia Director Learning & Development
	2. We will conduct a review of cultural learning needs within CSL.	December 2023	CSL Behring Australia Director Learning & Development
	3. We will research potential training methods and partners to develop and deliver impactful cultural learning to all CSL staff.	December 2023	CSL Behring Australia Director Learning & Development
	4. We will develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within CSL.	February 2024	CSL Behring Australia Director Learning & Development
06 We will demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	5. We will develop an understanding of the local Traditional Owners or Custodians of the lands and waters within CSL's operational areas.	August 2023	CSL Behring Australia Manufacturing and Site Head & Co-Chair RAP Working Group
	6. We will create an Acknowledgement of Country and Welcome to Country protocols policy for CSL.	September 2023	CSL Senior Director Sustainability and Social Impact
	7. We will increase CSL staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2024	CSL Senior Director Sustainability and Social Impact
	8. We will develop a business case for initiatives that visually demonstrate CSL's respect for Aboriginal and Torres Strait Islander peoples (e.g. artwork, local language names for meeting rooms, flags etc.).	February 2024	Seqirus Australia Director Communications

Action

Deliverable

Timeline

Responsibility

07

We will build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

9. We will raise awareness and share information amongst CSL staff about the meaning of NAIDOC Week.

June 2024

Seqirus Australia Director Communications

10. We will introduce CSL staff to NAIDOC Week by promoting external events in our local area.

June 2024

CSL Executive Director Head of Tax

11. Our RAP Working Group will participate in an external NAIDOC Week event.

First week in July, 2024

CSL Behring Australia Manager Routine Systems

12. We will host internal CSL NAIDOC Week events at our CSL Broadmeadows, CSL Melbourne, Tullamarine and Parkville sites to celebrate the history, cultures and achievements of Aboriginal and Torres Strait Islander peoples.

First week in July, 2024

CSL Behring Australia Director Learning & Development

Opportunities

Action	Deliverable	Timeline	Responsibility
08 We will improve employment outcomes in CSL by increasing Aboriginal and Torres Strait Islander peoples' recruitment, retention and professional development.	1. We will build understanding of CSL's current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	November 2023	CSL Behring Australia Director Learning & Development
	2. We will research best practice policies and mechanisms to attract, support and retain Aboriginal and Torres Strait Islander peoples in CSL's workforce.	February 2024	CSL Behring Australia Director Learning & Development
	3. We will identify Aboriginal and Torres Strait Islander employment service organisations with which we might be able to collaborate on our journey.	February 2024	CSL Behring Australia Director Learning & Development
	4. We will develop a business case for Aboriginal and Torres Strait Islander employment at all levels within CSL, including opportunities for internships, apprenticeships and graduate programs.	April 2024	CSL Behring Australia Director Learning & Development
09 We will increase Aboriginal and Torres Strait Islander supplier diversity at CSL to support improved economic and social outcomes.	5. We will identify supply chain opportunities to procure goods and/or services from Aboriginal and Torres Strait Islander owned businesses.	February 2024	CSL Global Lead Governance and Compliance Sourcing
	6. We will investigate Supply Nation membership, corporate membership of Kinaway and other Aboriginal and Torres Strait Islander chambers of commerce active in locations that CSL operates.	February 2024	CSL Global Lead Governance and Compliance Sourcing
	7. We will develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	April 2024	CSL Global Lead Governance and Compliance Sourcing



Action	Deliverable	Timeline	Responsibility
10 We will establish and maintain an effective RAP Working Group to drive governance of CSL's Reflect Reconciliation Action Plan.	1. We will maintain a RAP Working Group to govern CSL's Reconciliation Action Plan implementation.	August 2023	CSL Chief Scientific Officer and CSL Behring Australia Manufacturing and Site Head – Co-Chairs RAP Working Group
	2. We will draft a Terms of Reference for the CSL RAP Working Group.	August 2023	CSL Senior Director Sustainability and Social Impact
	3. We will establish Aboriginal and Torres Strait Islander representation on our CSL RAP Working Group.	August 2023	CSL Chief Scientific Officer & Co-Chair RAP Working Group
11 We will provide appropriate support for effective implementation of CSL's Reconciliation Action Plan commitments.	4. We will define resource needs for CSL's Reconciliation Action Plan implementation.	September 2023	CSL Chief Scientific Officer and CSL Behring Australia Manufacturing and Site Head – Co-Chairs RAP Working Group
	5. We will engage CSL senior leaders in the delivery of our Reconciliation Action Plan commitments.	August 2023	CSL Chief Scientific Officer and CSL Behring Australia Manufacturing and Site Head – Co-Chairs RAP Working Group
	6. We will appoint a CSL senior leader to champion our Reconciliation Action Plan internally.	August 2023	CSL Chief Scientific Officer and CSL Behring Australia Manufacturing and Site Head – Co-Chairs RAP Working Group
	7. We will define appropriate systems and capability to track, measure and report on CSL's Reconciliation Action Plan commitments.	December 2023	CSL Senior Director Sustainability and Social Impact

Action	Deliverable	Timeline	Responsibility
12 We will build accountability and transparency through reporting on CSL's Reconciliation Action Plan achievements, challenges and learnings both internally and externally.	8. 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 Reconciliation Action Plan correspondence.	June annually	CSL Senior Director Sustainability and Social Impact
	9. Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	CSL Senior Director Sustainability and Social Impact
	10. Complete and submit the annual Reconciliation Action Plan Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	CSL Senior Director Sustainability and Social Impact
13 We will continue our reconciliation journey by developing CSL's next Reconciliation Action Plan.	11. We will register via Reconciliation Australia's website (https://rap.reconciliation.org.au/s/) to begin developing CSL's next Reconciliation Action Plan.	February 2023	CSL Senior Director Sustainability and Social Impact

Contact Us

For enquiries about CSL's Reflect Reconciliation Action Plan please contact:

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Position: CSL Senior Director Sustainability and Social Impact

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