

MESSAGE FROM GUY

Hi everyone,

I am very pleased to introduce to you Kmart's first Aboriginal and Torres Strait Islander Plan.

In 2009, Wesfarmers Limited released their Reconciliation Action Plan (RAP) which outlines their vision, goals and proposed actions along with numerous case studies from around the Group.

Kmart's Aboriginal and Torres Strait Islander Plan reflects the Wesfarmers Limited RAP and aims to communicate our intentions and how we at Kmart plan to make a difference.

Our vision is to build genuine relationships and partnerships with Indigenous Australians. We also aim to develop a deep understanding of Aboriginal and Torres Strait Islander culture along with building mutual respect between the Kmart team and the communities we operate in. One of our important focuses is to provide genuine employment opportunities across Kmart's 172 stores in Australia.

I look forward to sharing with you the journey we have commenced in creating a more diversified workforce. While we are in the early days of implementing our Plan, there are plenty of opportunities to grow this further over the coming years and the Kmart team and I look forward to doing this.

All the best,

Guy

ABORIGINAL AND TORRES STRAIT ISLANDER PLAN 2011 – 2012

WANT TO KNOW MORE?

You can find out more on the Diversity page on Click –
Home > Department > HR > HR Diversity > Indigenous Australians.

Or by contacting the Organisational Development Specialist by emailing: KmartOrganisationalDevelopment@kmart.com.au.

For more information about Wesfarmers Limited commitment to reconciliation in its Reconciliation Action Plan:

www.wesfarmers.com.au/community-a-sustainability/community.

For more information about the lives and cultures of Aboriginal and Torres Strait Islanders visit: www.shareourpride.org.au.

*Indigenous is used to describe Aboriginal and Torres Strait Islanders



HOW WE WILL ACHIEVE OUR VISION

Building Relationships

- Build relationships with local indigenous communities where Kmart is situated
- Create opportunities for indigenous businesses through supporting AIMSC

Building Respect

- Source and promote cultural awareness information
- Celebrate NAIDOC Week and National Reconciliation Week
- Conduct 'Welcome to Country', where appropriate at key conferences and events
- Encourage 'Acknowledgement of Country' and make guidelines available
- Select leaders within the business to attend the Jawun Secondment Program enabling understanding and allow for personal development
- Continue to build awareness through various internal communications

Creating Opportunities

- Increase Indigenous team member representation through targeted employment programs
- Review current recruitment practices to ensure they are inclusive of all applicants
- Provide work experience opportunities where possible through school based programs
- Collate data to determine how many Indigenous team members we employe

CASE STUDY – SHEPPARTON

In 2010 store manager for Kmart Shepparton, Wayne Dagger joined other Wesfarmers businesses in a place-based Aboriginal employment pilot facilitated by Jawun in Shepparton. The then pilot program used a broker model, where Jawun facilitated connections between local community organisation Ganbina, Aboriginal career seekers and Kmart. Ganbina ensures the job-readiness of candidates, and stores interview and employ candidates as per standard recruitment processes. Since 2010 Kmart Shepparton have employed 16 Aboriginal team members and retained 13 to date. Key to the success of the employment pilot has been Wayne's long time, active membership of the local community. Wayne's experience employing Aboriginal people in Shepparton is helping to inform Kmart's broader Aboriginal employment strategy.



Eddie, Shepparton

CASE STUDY – PROCUREMENT

In early 2011, Kmart's National Procurement Manager, Jim Kirkup attended the Australian Indigenous Minority Supplier Council's (AIMSC) tradeshow and conference. Here Jim was introduced to the work that AIMSC does in promoting and integrating Indigenous SMEs into the supply chain of Australian companies and government agencies. Following the conference Jim agreed to link AIMSC with our key suppliers, to promote the use of Indigenous businesses for sub-contractor work. Furthermore, the procurement team have introduced criteria regarding AIMSC relationships in all standard Expressions of Interest. While the presence of an existing AIMSC relationship cannot override the commercial nature of such negotiations, it will highlight Kmart's support of Indigenous businesses and promote the use of AIMSC.



Skye, Shepparton