



Reconciliation Action Plan

Reflect

January 2020 – January 2021



RECONCILIATION
ACTION PLAN

REFLECT

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Untitled 1993 by William Sandy

Bayer is honoured to be the custodian of this striking untitled artwork by Aboriginal artist William Sandy, which has been selected to use throughout our first Reflect Reconciliation Action Plan.

William Sandy was born c.1944 near Ernabella in South Australia. He started to paint in 1975, and from the early 1980s, he began painting for the Papunya Tula Artists after teaching himself to paint by watching older artists. He has lived in Papunya in Central Australia since 1973.

William was the first of the Pitjantjatjara involved in the contemporary art movement. In 1985 he won the NT Art Award. His work has been included in the 'Dreamings' show, which toured the USA in 1988-9, and the subsequent show of Papunya Tula Artists in New York.

Foreword

I am proud to introduce the first Reflect Reconciliation Action Plan on behalf of Bayer Australia. Bayer is one of the world's leading Life Science providers, specialising in the fields of healthcare and agriculture.

Our mission – Science for a Better Life – inspires how we apply our thinking to the greatest local and global challenges of our time. Helping people to improve their lives is what motivates and drives us at Bayer, and our products and solutions across agriculture and human health touch the lives of millions of people every day.

Bayer Australia is committed to operating sustainably and addressing social and ethical responsibilities as a corporate citizen, while respecting the interests of all our stakeholders.

Therefore as a leader in agriculture and healthcare, our corporate citizenship in Australia is important.

Our Reconciliation Action Plan (RAP) provides a framework to assist us to develop a deeper understanding and engagement with Aboriginal and Torres Strait Islander communities through improved cultural awareness.

Our people will benefit from an increased understanding of Aboriginal and Torres Strait Islander cultures, their histories, knowledge and rights through the cultural learning included in the plan.

Importantly, the RAP also allows Bayer to show our respect for the Traditional Owners of the land on which our offices and facilities are located and in our day-to-day activities.

Our Reconciliation Action Plan will allow Bayer time to develop relationships, decide on our vision for reconciliation and explore our sphere of influence, building a foundation for future RAPs as well.

Joerg Ellmanns
Chief Executive Officer
Bayer Australia and New Zealand



“Our mission – Science for a Better Life – inspires how we apply our thinking to the greatest local and global challenges of our time.”

Bayer Australia has been a key sponsor of the Heart of Australia mobile clinic, supporting the cardiac health of rural and regional Queenslanders since its beginnings in 2014. We are very pleased to support them as they complete their first Reflect Reconciliation Action Plan.

Heart of Australia embraces an innovative approach to front-line service delivery, taking the services to the people who need them on a fleet of custom-designed mobile medical clinics. We are on a mission to address the health inequity faced by Australians living outside major cities and urban areas. These inequities are amplified for Indigenous people, who represent approximately 15 per cent of our patients.

To advance our mission we have forged lasting relationships with Indigenous services, including the Goondir Health Service in Dalby and St George, who are highly supportive of our work with the mobile Heart of Australia clinic.

It is through the support of sponsors like Bayer that we can increase the Heart of Australia's coverage to include more remote Aboriginal communities in the Cape York and Palm Island areas, we hope to help close the gap in health equity, and further encourage and foster collaborative relationships with Aboriginal and Torres Strait Islander people.

Dr Rolf Gomes
Founder of Heart of Australia



“We are on a mission to address the health inequity faced by Australians living outside major cities and urban areas.”

Foreword

Mission Australia congratulates Bayer Australia on the launch of their Reconciliation Action Plan. Bayer has been a long and consistent supporter of Charcoal Lane, which is a Mission Australia social enterprise restaurant that provides guidance and opportunity to young Aboriginal people who are in need of a fresh start in life, by creating a skilled workforce for the hospitality industry, providing leadership and mentoring to help vulnerable young people achieve their potential and gain long-term independence.

By launching a RAP, Bayer Australia is publicly stating their intentions to work towards closing the gap on Aboriginal and Torres Strait Islander disadvantage.

Aboriginal and Torres Strait Islander skills and leadership development, along with economic engagement is a key part of any RAP and has a significant impact on Aboriginal and Torres Strait Islander people and communities.

Mission Australia is proud to have Bayer as a long-standing partner and look forward to building on our already successful partnership.

James Toomey
Chief Executive Officer
Mission Australia



“By launching a RAP, Bayer Australia is publicly stating their intentions to work towards closing the gap on Aboriginal and Torres Strait Islander disadvantage.”

About the RAP

The Reconciliation Action Plan (RAP) is about organisations from every sector turning good intentions into real actions and rising to the challenge of reconciling Australia.

A RAP is a business plan that uses a holistic approach to create meaningful relationships, enhance respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

The RAP program includes four types of plans, each offering a different level of engagement and support. In developing a Reflect RAP, Bayer Australia commits to completing the following actions over the next 12 months to ensure we are well positioned to implement effective and mutually beneficial initiatives as part of future RAPs. Our future plans will identify relationships, respect and opportunities – actions specific to our business and our sphere of influence.

This plan will allow our organisation to focus on building relationships both internally and externally, and raise awareness with our stakeholders to ensure there is shared understanding and ownership of our RAP within our organisation. Development of our future Reconciliation Action Plans will involve consultation with interested staff from across Bayer Australia including Aboriginal and Torres Strait Islander staff and/or stakeholders to achieve our vision for reconciliation.



Bayer employees attending the Sydney Film Festival screening of 'The Final Quarter' featuring Aboriginal AFL footballer Adam Goodes.

“Our future plans will identify relationships, respect and opportunities – actions specific to our business and our sphere of influence.”

Our business

Bayer is a global life sciences company with leading businesses in health and nutrition. Our mission of “Bayer: Science For A Better Life” guides our endeavours and collaborations by developing solutions to some of the major challenges of our time, and will result in significant positive impacts on people’s health and wellbeing; our ability to feed a hungry planet; and the use of our resources efficiently and responsibly.

A growing and increasingly aging world population requires improved medical care and an adequate supply of food. Bayer is improving people’s quality of life by preventing, alleviating and curing diseases. And we are helping to provide a reliable supply of high-quality food, feed and plant-based raw materials. Bayer develops new molecules for use in innovative products and solutions to improve the health of humans, animals and plants. Our research and development activities are based on a profound understanding of the biochemical processes in living organisms.

One of our business priorities is the healthcare sector. We focus on researching, developing and marketing specialty-focused innovative medicines that provide significant clinical benefit and value, primarily in the therapeutic areas of cardiology, oncology, gynaecology, haematology and ophthalmology. In this way, we are addressing the growing requirements of patients, physicians, health care payers and regulatory agencies. The growing and aging world population represents an increasing challenge to public health care systems. For this reason, the issue of self-care is gaining importance for millions of people, as well as for governments, health care systems and health care payers. Our Consumer Health business is responding to this change with non-prescription over-the-counter brand products to treat and prevent diseases and to improve well-being, providing consumers with the corresponding self-care solutions.

Our Crop Science business is aligned to the long-term trends of the agricultural markets. Our aim is to help shape the future of the agricultural industry with innovative offerings that enable the production of sufficient high-quality food, animal feed and renewable raw materials for a growing world population despite the limited amount of available arable land. Our Animal Health business has a strong position in the field of parasiticide in companion animals. In farm animals, we are focusing on parasiticides, pain relief and anti-infectives, and striving to develop new options for the prevention and treatment of diseases in livestock.

The Bayer Group works in 79 countries throughout the world, and we are committed to operating sustainably and addressing our social and ethical responsibilities as a corporate citizen in the communities we serve. Bayer has had a presence in Australia since 1925 and we currently employ 900 people. We have two employees who identify as Aboriginal and/or Torres Strait Islander.

Our Australian business works closely with Bayer’s New Zealand and Asia-Pacific regional offices. There are five main Australian sites, including offices in Sydney and Melbourne, a Crop Science formulation site in Brisbane, an Imaxeon radiology devices production site in Sydney, and a research laboratory in Toowoomba, Qld. Other sites include Eight Mile Plains in Qld and Locharba near Narrabri, NSW. We also have remote sales staff based in various other regional areas of Australia supporting our agricultural businesses.



Chief Financial Officer Dominika Goedde admires one of Bayer’s Aboriginal artworks, *Alkalhere (My Country)*, by celebrated Aboriginal artist Emily Kame Kngwarreye.

“We are committed to operating sustainably and addressing our social and ethical responsibilities as a corporate citizen in the communities we serve.”



Our RAP

Bayer is a global organisation, and a commitment to inclusion and diversity is crucial for our mission of developing solutions to some of the major challenges of our time.

Our employees are as diverse as Australia itself, working on the land in vast outback regions to offices in our biggest cities. We are united by our care for each other and our customers – helping to feed the world and improving people’s health.

We also are committed to fully supporting the communities in which we live and work, and recognise the importance of reconciliation and collaboration between the First Peoples of Australia and the wider Australian community. While Bayer operates and benefits from the structures and protections of Australian society, Bayer must also play our part in understanding and addressing Australia’s most important challenges. One of these is in the area of reconciliation. Bayer aspires to leverage our specific knowledge and capabilities to engage with Aboriginal and Torres Strait Islander peoples in a meaningful way to achieve improved health and nutrition outcomes.

This RAP will support our organisation to focus on building relationships both internally and externally and raise awareness with our stakeholders to ensure there is shared understanding and ownership of our RAP within our organisation. We want to build the Aboriginal and Torres Strait Islander cultural awareness of our employees and improve their knowledge and observance of Aboriginal and Torres Strait Islander protocols and dates of significance.

As part of our Inclusion and Diversity framework, we have developed an employee-led RAP Working Group to successfully guide the development and implementation of our first Reflect Reconciliation Action Plan. This includes providing regular updates to our leaders and employees and the direct support of our Leadership Team.

Our RAP Working Group members:

Name	Business Title	Location
Meshlin Khouri	Head of Communications ANZ	Sydney
Richard Dickmann	Head of Government Affairs ANZ	Melbourne
Jane Hamilton	Employee Communications Manager ANZ	Sydney
Suzanne Kwan	Marketing Manager Digestive Health	Sydney
Trevor Goodison	MRI Business Manager	Melbourne
Brad Stanford	HR Manager Crop Science	Melbourne
Bastien Iezzi	Area Manager Animal Health	Cairns
Natalie Jakstas	Communications Associate	Sydney

Our partnerships and current activities

As part of our broader Inclusion and Diversity framework, Bayer Australia has developed a RAP Working Group as the first step towards completing a Reflect Reconciliation Action Plan.

Our established partnerships support our focus on health and nutrition for all Australians and include the following:

- A healthy-diet partnership with Nutrition Australia with a focus on improving health and nutrition outcomes for Aboriginal and Torres Strait Islander Australians.
- Since 2013, we have been a foundation sponsor of the Heart of Australia charity, delivering cardiology services to people in remote Queensland, a valuable specialist service for Aboriginal and Torres Strait Islander patients.
- Support for the Aboriginal and Torres Strait Islander Diabetes Eyes and Screening (IDEAS) initiative in Queensland that provides remote communities with access to specialist ophthalmologists and optometrists to manage the ophthalmic complications of diabetes.
- Support for Charcoal Lane (see Mission Australia page 11), a Melbourne-based restaurant which employs and trains Aboriginal and Torres Strait Islander youth in all aspects of hospitality and work-place engagement.

Supporting our external collaborations and partnerships, our internal activities and initiatives have included encouraging reconciliation awareness among our employees and visitors through an Acknowledgement of Country at major meetings and events, promoting Aboriginal and Torres Strait Islander cultures through Bayer's collection of Aboriginal and Torres Strait Islander artwork at our head office, and active participation in significant events, such as National Reconciliation Week and NAIDOC Week.



Heart of Australia

Bayer is proud to support Heart of Australia, an initiative providing front-line specialist medical services to regional, rural and remote area communities across Queensland, with a customised road train – a specialist medical clinic-on-wheels.

The Heart of Australia truck travelled more than 72,000km in its first year on the road, covering an area of more than 450,000 square kilometres. Heart of Australia is breaking the grip of distance that denies rural and remote-area Australians access to services when and where they are needed most.

Bayer is proud to support the Heart of Australia initiative.

“Heart of Australia is breaking the grip of distance that denies rural and remote-area Australians access to services when and where they are needed most.”



RAP Working Group Lead Brad Stanford (seated) visited Melbourne's Charcoal Lane restaurant in preparing Bayer's first Reflect RAP.

Mission Australia

Mission Australia is a non-denominational Christian community service organisation that has been helping people to regain their independence for over 155 years. Mission Australia CEO explains, "The support we receive from companies like Bayer and their staff is absolutely invaluable to Mission Australia in continuing its work with Australians in need."

This informs how we work to reduce homelessness and strengthen communities across Australia, through homelessness initiatives and affordable housing, early learning and youth services, family support, and employment and skills development, such as Charcoal Lane restaurant in Melbourne.

Foodbank

Foodbank is Australia's largest food relief organisation, operating on a scale that makes it crucial to the work of the frontline charities who are feeding vulnerable Australians. Foodbank provides more than 70 percent of the food rescued for food relief organisations nation-wide. Bayer is working together with Foodbank to implement a meat protein program for families in need.



Bayer is proud to be partnering with Foodbank.

"Foodbank provides more than 70 percent of the food rescued for food relief organisations nation-wide."



Bayer launched its Active Farmers partnership in Canberra with Members of Parliament, including Deputy Prime Minister Michael McCormack, and the National Farmers' Federation.

Active Farmers

Active Farmers was founded in 2015, in response to mental health issues and growing isolation in rural areas. This is in part due to the scarcity of locally available health and wellbeing activities in small farming communities. By providing regular fitness groups, Active Farmers offers people the chance to remain active and engaged with their communities by participating in challenging and interactive training sessions.

The partnership with Bayer will support the delivery of fitness programs across rural Australia, aimed at improving the physical and mental wellbeing of farming communities in remote areas and drought affected communities.

National Youth Science Forum

National Youth Science Forum (NYSF) is a not-for-profit organisation that runs residential programs to encourage young people in their passion for science. Bayer is the first agri-care company to partner with NYSF to provide 15 regional Bayer Scholarships to tertiary students in the fields of Science, Technology, Engineering and Mathematics (STEM).

The partnership underlines our life sciences business and aims to support students from regional communities with access to the best opportunities for career development in science and technology.

"Active Farmers offers people the chance to remain active and engaged with their communities."

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2020	Head of Communications
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2020	Head of Communications
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2020	Head of Communications
	RAP Working Group members to participate in an external NRW event.	27 May 2020, 2021 – 3 June 2020	HR Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May 2020, 2021 – 3 June 2020	Head of HR ANZ
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	March 2020	Head of Communications
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2020	Head of Public Affairs
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2020	Head of Public Affairs
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	September 2020	Head of HR ANZ
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2020	Head of HR ANZ

“Bayer will promote reconciliation by leveraging our sphere of influence.”

Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2020	MRI Business Manager
	Conduct a review of cultural learning needs within our organisation.	July 2020	Head of HR ANZ
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	March 2020	Marketing Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2020	Head of Communications
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2020	Head of Communications
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2020	Head of Communications
	RAP Working Group to participate in an external NAIDOC Week event.	July 2020	Head of Communications

“Bayer pledges to identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.”

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2020	Talent & Organisational Development Manager
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	July 2020	Talent & Organisational Development Manager
	Ensure all employment adverts clearly states that "Bayer is an equal opportunity employer and encourages Aboriginal and Torres Strait Islander people to apply."	March 2020	Talent & Organisational Development Manager
	Review, in conjunction with a consultant, Bayer's 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.	September 2020	Head of HR - ANZ
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop an understanding of what options are available within Bayer's procurement framework and supplier groups to establish opportunities to Aboriginal and Torres Strait Islander owned businesses.	January 2021	Head of Procurement
	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	January 2021	Head of Procurement
	Review, in conjunction with a consultant, Bayer's procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	January 2021	Head of Procurement
	Investigate Supply Nation membership.	January 2021	Head of Procurement

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	March 2020	Head of HR & Head of Communications
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	March 2020	Head of HR & Head of Communications
	Draft a Terms of Reference for the RWG.	March 2020	Head of HR & Head of Communications
11. Provide appropriate support for effective implementation of RAP commitments.	Engage senior leaders in the delivery of RAP commitments.	March 2020	Head of HR & Head of Communications
	Define resource needs for RAP implementation and stakeholder engagement plan.	March 2020	Head of HR & Head of Communications
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2020	HR Manager
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2020	Head of Communications
	Report our RAP achievements, challenges & learnings to Bayer ANZ Country Leadership Team, Bayer Regional & Global management teams, Industry partners.	January 2021	Bayer ANZ CEO
12. Continue our reconciliation journey by developing our next RAP.	Review impact of Reflect RAP and make a decision to continue with process.	March 2020	Indigenous Working Group Lead

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