



RECONCILIATION
ACTION PLAN

REFLECT



WILEY



In May 2022, proud Wiradjuri woman and Wile employee Danielle Fogg created an original artwork for the head office in Brisbane. The piece reflects Wile's story, from our people to our projects across Australia, and the stars which connect us all.

We would like to begin by acknowledging the Traditional Custodians of the land on which we gather and pay our respects to their Elders past and present.

We extend that respect to all Aboriginal and Torres Strait Islander peoples.

"We are on a journey to create a better future for Australia by making a difference for all Aboriginal and Torres Strait Islander peoples by fostering a deeper level of understanding, leading to mutual respect and more opportunities for all."

Tom Wile, Executive Chairman



Wiley – Reflect Reconciliation Action Plan May 2021 – November 2022

Our Business

At Wiley, we believe in making a difference and creating a better future.

Wiley has been building things for people to work, manufacture, grow, learn and play in since 1918. We have evolved into an energetic and diverse project delivery company carrying out sophisticated projects across sectors including Commercial, Education, Food, Health, Horticulture, Renewables, Water & Infrastructure.

Our team works tirelessly to safely deliver successful projects and ensure our clients feel empowered, calm, confident, supported and in control. Led by our core values, our teams drive high performance and deliver innovative solutions across the globe.

We maintain a livable and inclusive culture where our people can come to discover and realise the best possibilities for their business, their projects and themselves.

As a complete project delivery company, Wiley has extensive experience in project and design management, planning, feasibilities, site selection and needs analysis, as well as the delivery of superior built products. We maintain and develop the highest standards in safety, quality, environmental and sustainability objectives.

Growing from our original foundation in Brisbane, Wiley have expanded to become a mid-tier building contractor with a presence in Sydney, Melbourne, Launceston, Dunedin and Malaysia, employing over 175 specialist staff of which 139 are employed in Australia. Wiley currently has no data on Aboriginal and Torres Strait Islander employees, however as we undertake our Reflect RAP journey, we will work to put in place systems to capture appropriate data to understand our Aboriginal and Torres Strait Islander people employee population.

Wiley is a highly philanthropic organisation that has developed a long-standing relationship with a non-for-profit organisation, FareShare.

Our RAP

With our higher purpose of making a difference and creating a better future, we are committed to fostering an environment that is respectful and inclusive of Aboriginal and Torres Strait Islander peoples and cultures. The Reflect Reconciliation Action Plan provides the opportunity for Wiley to engage and learn from our local communities to continuously grow and create greater connections.

Wiley's Reflect RAP forms part of our Inclusion Plan through our overarching People Strategy. We have engaged external and internal resources to support us through our Reflect RAP journey. Wiley has formed a RAP Working Group as well as a smaller team to support achieving our RAP goals. Wiley's leadership team takes responsibility for leading the commitment to our Reflect RAP and will actively participate in initiatives that create greater understanding of Aboriginal and Torres Strait peoples and cultures.

Members of our Reflect RAP Working Group include participants across the various sides of the business, including Executive team members and the Chief Executive Officer. The chair of the RAP Working Group and RAP Champion is the People and Performance Manager supported by the Executive Chair.



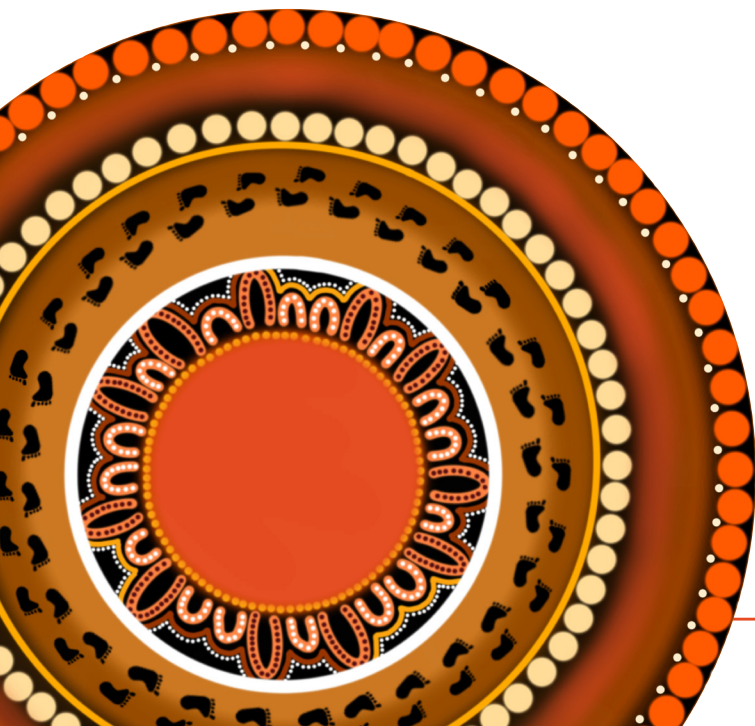


Relationships

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, including Elders and Advisors within our local area(s) or sphere of influence.	May 2021	People and Performance Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2021	Project Manager
2. Build relationships through celebrating National Reconciliation Week (NRW). (May 27th – June 3rd 2021)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2021	People and Performance Manager
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2021	People and Performance Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2021	People and Performance Manager
	Promote the learning, celebrations, and participation in NRW events via our social media channels, including website blog.	June 2021	Marketing Manager
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff and stakeholders, including sub-contractors.	May 2021	People and Performance Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2021	Strategy and Operations Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2021	Project Manager
	Develop and issue orientation materials for new staff including sub-contractors at time of employment/induction in regard to Wiley's commitment to reconciliation.	July 2021	People and Performance Manager
	Include Cultural awareness training in our training needs analysis	August 2021	People and Performance Manager
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	May 2021	Cadet
	Conduct a review of P&P policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2021	People and Performance Manager



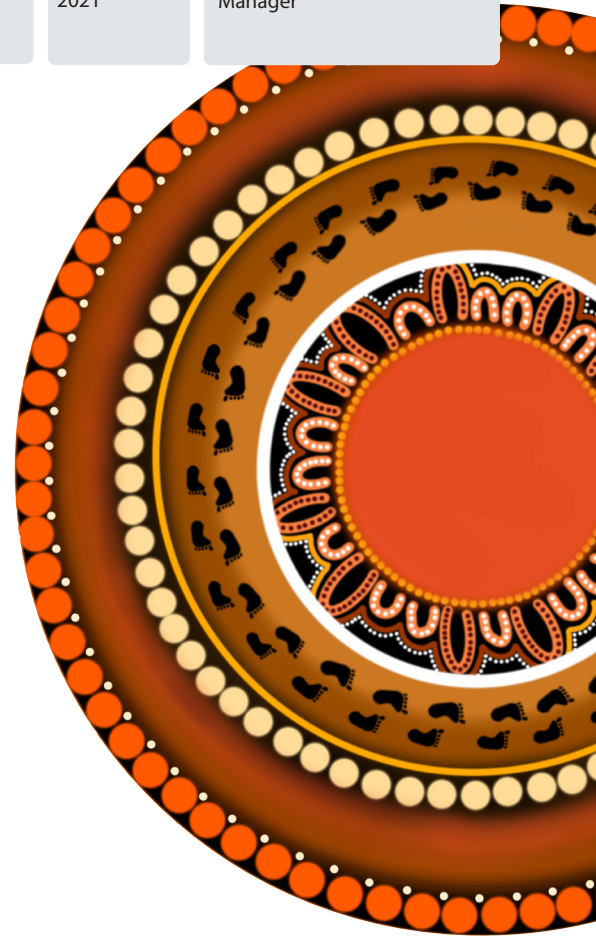
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2021	People and Performance Manager
	Conduct a review of cultural learning needs within our organisation.	June 2021	Cadet
	Implement Cultural Awareness Training to All staff – starting with Executive team.	May 2021	People and Performance Manager
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.	Ongoing (review Dec 2021)	People and Performance Manager
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country protocols.	May 2021	Cadet
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 2021	People and Performance Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2021	People and Performance Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2021	People and Performance Manager





Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	August 2021	People and Performance Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	July 2021	People and Performance Manager
	Engage with local Job Services Australia and other employment agencies in local areas – AES, Yourtown around potential recruitment pathways	September 2021	People and Performance Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	October 2021	Strategy and Operations Manager
	Investigate Supply Nation membership.	November 2021	Strategy and Operations Manager





Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain and strengthen the RWG to govern RAP implementation.	May 2021	People and Performance Manager
	Draft a Terms of Reference for the RWG.	May 2021	People and Performance Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2021	People and Performance Manager
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	May 2021	People and Performance Manager
	Engage senior leaders in the delivery of RAP commitments.	May 2021	People and Performance Manager
	Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2021	People and Performance Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2021	People and Performance Manager
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2022	People and Performance Manager



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