



RECONCILIATION
ACTION PLAN

REFLECT

Reflect Reconciliation Action Plan

May 2021 to October 2022

A message from our Managing Director, ANZ

As we embark on a new chapter in the CEVA Logistics' reconciliation journey, it is timely to acknowledge our progress – and understand how far we have to go – on this most important journey.

Reconciliation is a responsibility to which we must commit if we are to become an organisation that respects every individual, ensures equality in opportunities and improves access to safe and quality CEVA services for all.

Logistics has made strong progress in recognising Aboriginal, Torres Strait Islander and Maori cultures and developing a culturally capable workplace. To build on this progress and continue our reconciliation journey, CEVA Logistics ANZ has developed this Reconciliation Action Plan.

As a company, we must continue to deepen our awareness, understanding and appreciation of Aboriginal, Torres Strait Islander and Maori cultures across the organisation and acknowledge their contributions to our daily business.

As we become a more inclusive and culturally conscious organisation, we will enhance our ability to draw on the different strengths and attributes of our workforce to better achieve our goals and enhance our capability by providing career opportunities and supporting our local communities.

Reconciliation is a shared journey that opens our eyes, our hearts and our minds. This plan was developed in consultation with Aboriginal, Torres Strait Islander and Maori employees, as well as other employees and stakeholders. It builds on our successes and the lessons learned so far and will continue to evolve as the company progresses along its reconciliation journey.



Our business

CEVA Logistics is a world class global organisation which CEVA Logistics provides and operates transportation and supply-chain solutions for large or medium size national and multinational companies. CEVA Logistics offers a broad range of services in both Contract Logistics and Freight Management thanks to **78,000 employees** (including casuals), operating over **1,000 facilities** in more than **160 countries**.

CEVA Logistics' experienced specialists focus on seamlessly designing end-to-end customized solutions to meet the complex and rapidly evolving supply chain needs whatever the business sector.

CEVA Logistics is part of the CMA CGM Group, a world leader in shipping and logistics.

CEVA Logistics ANZ has operations in both Australia and New Zealand, with approximately **1,500 Australian employees** (including casuals) working across the country at **26 CEVA sites, 9 customer sites and 57 manned depots**. While data on the representation of Aboriginal and Torres Strait Islander peoples is not currently captured, our goal is to collect this data for future Reconciliation Action Plans.

Our Reconciliation Action Plan

In November 2020, we formed our Reconciliation Action Plan Working Group and brought them together for their inaugural meeting. While we are an organisation that is present in both Australia and New Zealand, the RAP's remit is in the context of delivering solutions and initiatives focussed on Australia's First Peoples, Aboriginal and Torres Strait Islander peoples. The RAPWG has members from across Australia with deep and meaningful connections with local communities and organisations and will work to ensure that our organisation reflects the cultural and social diversity of the communities we work in. The work of the RAPWG will be supported by the work of a Diversity and Inclusion Working Group formed in early 2021.

At CEVA Logistics ANZ, we remain committed to working in partnership with Aboriginal, Torres Strait Islander and Maori peoples and communities to achieve CEVA equality, and to develop and implement cohesive and coordinated recruitment strategies across our logistics network to improve employment outcomes for Aboriginal, Torres Strait Islander and Maori peoples.

Our efforts will only see us gain ground if we genuinely exercise a commitment to the principles of reconciliation, in our work and organisation.

We are also committed to providing a culturally safe workplace, which ensures we can recruit and retain Aboriginal, Torres Strait Islander and Maori employees, making CEVA Logistics an employer of choice for Aboriginal, Torres Strait Islander and Maori peoples to access ongoing development opportunities and make a valued contribution to the workforce.

The Reconciliation Action Plan (RAP) and its accountability process is a framework with the perspective of Australia's First Peoples in mind and CEVA Logistics will ensure we:

- consider the impact on Aboriginal and Torres Strait Islander peoples in everything we do, promoting to all employees that **Indigenous employment is everyone's business**
- demonstrate respect for Aboriginal and Torres Strait Islander peoples and cultures within and outside our organisation
- provide opportunities for all CEVA Logistics employees to increase cultural understanding, respect and skill sharing through an authentic learning process
- build and further develop the strengths of Aboriginal and Torres Strait Islander employees, including valuing the knowledge, skills and experiences of our employees in advising on the design and delivery of programs
- demonstrate how we achieve the above through developing strong partnerships, mutually respectful relationships, measurable outcomes and evidence-based approaches.

Our Commitment

Reconciliation is a journey. CEVA ANZ is committed to building and growing our organisation to ensure we provide a culturally respectful and inclusive workplace for all Aboriginal, Torres Strait Islander and Maori peoples. By providing a culturally respectful and inclusive workplace, we will truly be able to deliver a better CEVA and wellbeing for all, now and for future generations.

We recognise all Aboriginal, Torres Strait Islander and Maori peoples have an equal expectation to enjoy the same consideration of employment and conditions as other employees. CEVA Logistics ANZ commits to:

- acknowledge, recognise and respect the cultures and knowledge of Aboriginal, Torres Strait Islander and Maori peoples and engage with our colleagues and stakeholders in ways that empower pathways to self-determination
- acknowledge our past through truth, justice and healing and encourage all colleagues to take action to increase their knowledge and understanding of Aboriginal, Torres Strait Islander and Maori histories, cultures and celebrations
- continue to build and maintain our capability to deliver culturally appropriate service delivery, policy development and program management of Aboriginal, Torres Strait Islander and Maori peoples
- build on strengths of our Aboriginal, Torres Strait Islander and Maori colleagues, including valuing their knowledge, skills and experiences and actively seeking their input into the development of policies and programs affecting employment outcomes for Aboriginal, Torres Strait Islander and Maori peoples
- work together to empower Aboriginal, Torres Strait Islander and Maori peoples to achieve greater employment and wellbeing
- foster a workplace culture that embraces the contributions of Aboriginal, Torres Strait Islander and Maori colleagues through demonstrating our behaviours and action.

Our efforts will only gain traction if we exercise a genuine commitment to the principles of reconciliation, in our work and in our organisation. Reconciliation is a shared journey and we are committed to walk alongside each other, embracing our diversity and together achieving a more inclusive Australia.

Our Reconciliation Action Plan Working Group

The RAPWG currently consists of members of the Executive Leadership Team ANZ, Aboriginal and Maori employees and CEVA employees across our Products and Functions. It is our goal to increase the level of representation of Aboriginal, Torres Strait Islander and Maori employees on the RAPWG as we work through our first RAP. The RAPWG will be chaired by CEVA's RAP Champion: Vice President, HR & QHSE ANZ. Membership of the Working Group initially consists of:

- VP, HR & QHSE ANZ (RAP Champion)
- Senior Director, Business Development Contract Logistics, ANZ

- General Manager, Industrial/Energy and Defence
- General Manager, Industrial Projects & Energy Solutions
- Air Customer Service Supervisor
- National Sales Manager
- HSE Coordinator
- Operations Supervisor
- Commercial Manager
- HR Project Officer

Membership will remain open to CEVA ANZ employees who express an interest in the RAPWG's work. Working Group members are responsible for the delivery of actions and deliverables identified in the RAP, promotion of RAP activities and initiatives throughout the CEVA ANZ workforce and participation in both internal and external events related to the work of the RAPWG.

Relationships

It is our goal to build strong, lasting and mutually beneficial relationships with Aboriginal and Torres Strait Islander leaders, communities and corporations. CEVA recognises Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the lands and waters on which we operate in Australia and understands that building strong relationships with these communities is a necessary and important part of our reconciliation journey.

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	May, 2021	HR Project Officer
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	May, 2021	HR Project Officer
	<ul style="list-style-type: none"> In consultation with Aboriginal and Torres Strait Islander organisations develop and implement an engagement strategy to engage with Aboriginal and Torres Strait Islander partners. 	August, 2021	HR Project Officer
	<ul style="list-style-type: none"> Promote CEVA Indigenous capability on Social Media (e.g LinkedIn) to share CEVA's reconciliation journey. 	October, 2021	SEAPAC Head of Communications
2. Build relationships through celebrating National Reconciliation Week (NRW) at all CEVA ANZ sites.	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May, 2021/2022	HR Project Officer
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May - 3 June, 2021/2022	RAPWG Chair
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May - 3 June, 2021/2022	Managing Director, ANZ
	<ul style="list-style-type: none"> Invite Reconciliation Australia to attend internal NRW events 	27 May – 3 June, 2021/2022	VP, HR & QHSE ANZ
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	May, 2021	Managing Director, ANZ

3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	July, 2021	HR Project Officer
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	July, 2021	HR Project Officer
	<ul style="list-style-type: none"> Develop and implement a communication strategy for engaging with all internal and external stakeholders 	June, 2021	HR Project Officer
	<ul style="list-style-type: none"> Hold at least one reconciliation information session per year to promote reconciliation and our journey in CEVA 	October, 2021	VP, HR & QHSE ANZ
	<ul style="list-style-type: none"> Develop a statement outlining CEVA's vision for reconciliation to be included in future iterations of our RAP 	September, 2022	RAPWG Chair
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	July, 2021	HR Project Officer
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	November, 2021	HR Project Officer & HR Business Partners

Respect

We commit to promoting and encouraging a culturally safe workplace which respects, acknowledges and celebrates Aboriginal and Torres Strait Islander histories and cultures. CEVA acknowledges that to deliver high quality and culturally appropriate services in local communities, we must demonstrate our understanding and respect for Aboriginal and Torres Strait Islander peoples, cultures and histories.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	August, 2021	RAPWG Chair
	<ul style="list-style-type: none"> Develop and implement a Cultural Capability Strategy. 	December, 2021	HR Project Officer
	<ul style="list-style-type: none"> Increase the display and awareness of Aboriginal and Torres Strait Islander artworks in all offices. 	February, 2022	RAPWG Chair & Commercial Manager
	<ul style="list-style-type: none"> Develop and maintain an art registry of all Aboriginal and Torres Strait Islander artwork in CEVA. 	February, 2022	HR Project Officer
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	November, 2021	HR Project Officer & Talent Manager, SEAPAC
6. Implement innovative activities which focus on increasing understanding of Aboriginal and Torres Strait Islander cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	May, 2021	RAPWG Chair
	<ul style="list-style-type: none"> Develop, implement and communicate a guide explaining to increase staff understanding of Aboriginal and Torres Strait Islander cultural protocols (including Acknowledgement of Country and Welcome to Country protocols), definitions and sensitivities 	May, 2022	RAPWG Chair

	<ul style="list-style-type: none"> • Ensure a Welcome to Country is performed at all significant corporate events 	June, 2021	HR Project Officer and Executive Assistant to the Managing Director, ANZ
	<ul style="list-style-type: none"> • Organise and display Acknowledgment to Country plaques for each CEVA office 	June, 2021	HR Project Officer & Commercial Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> • Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June, 2021/2022	RAPWG Chair
	<ul style="list-style-type: none"> • Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June, 2021/2022	RAPWG Chair
	<ul style="list-style-type: none"> • RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2021/2022	RAPWG Chair

Opportunities

We recognise and value the diverse and extensive knowledge, skills and experiences Aboriginal and Torres Strait Islander employees bring to CEVA and commit to increasing opportunities for professional and personal development. We commit to increasing CEVA's engagement of Aboriginal and Torres Strait Islander businesses and continue to create mutually beneficial commercial relationships.

Action	Deliverable	Timeline	Responsibility
8. Increase employment of Aboriginal and Torres Strait Islander employees and ensure Aboriginal and Torres Strait Islander employees are provided professional development opportunities.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	May, 2021	Talent Acquisition Manager
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	June, 2021	HR Project Officer
	<ul style="list-style-type: none"> Consult existing Aboriginal and Torres Strait Islander employees on employment strategies, including professional development 	August, 2021	HR Business Partners
	<ul style="list-style-type: none"> Emphasise importance of equality of employment opportunity for Aboriginal and Torres Strait Islander people with Labour Hire Agencies 	June, 2021	Talent Acquisition Manager
	<ul style="list-style-type: none"> Advertise job vacancies in relevant Aboriginal and Torres Strait Islander media 	June, 2021	Talent Acquisition Manager
	<ul style="list-style-type: none"> Ensure supervisors of Aboriginal and Torres Strait Islander employees support professional development opportunities such as participation in external programs and secondments 	August, 2021	HR Business Partners
	<ul style="list-style-type: none"> Ensure HR and recruitment policies and procedures create no barriers for Aboriginal and Torres Strait Islander employees 	November, 2021	VP, HR & QHSE
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	August, 2021	Procurement Managers
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	August, 2021	Procurement Managers

economic and social outcomes.	<ul style="list-style-type: none">• Develop commercial relationships with Aboriginal and Torres Strait Islander owned businesses across each regional office	May, 2022	Procurement Managers
	<ul style="list-style-type: none">• Review and update procurement policies and procedures to ensure there are no barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	November, 2021	Procurement Managers

Governance

Ensuring we are making a sustainable contribution to reconciliation, we have developed a RAP that is realistic and engaging with visible and achievable outcomes. We recognise reconciliation is an ongoing journey that is built on appreciation and understanding, mutual respect and learning from our successes and challenges.

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RAPWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RAPWG to govern RAP implementation. 	May, 2021	VP, HR & QHSE
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RAPWG. 	May, 2021	HR Project Officer
	<ul style="list-style-type: none"> Establish Aboriginal/Torres Strait Islander representation on the RAPWG. 	May, 2021	RAPWG Chair
	<ul style="list-style-type: none"> Hold quarterly meetings of the RAPWG to monitor the progress of the RAP 	February, May, August, November 2021/2022	HR Project Officer
	<ul style="list-style-type: none"> Invite Aboriginal and Torres Strait Islander community organisations to attend and contribute to meetings and RAP implementation 	February, May, August, November 2021/2022	RAPWG Chair
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	May, 2021	RAPWG Chair
	<ul style="list-style-type: none"> Engage executive leadership team in the delivery of RAP commitments. 	May, 2021	Managing Director, ANZ
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	May, 2021	HR Project Officer
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September, 2021/2022	HR Project Officer
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	July, 2022	HR Project Officer

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