



Innovate Reconciliation Action Plan

July 2018 – July 2020

Our Credo.

We believe our first responsibility is to the doctors, nurses and patients, to mothers and fathers and all others who use our products and services. In meeting their needs everything we do must be of high quality. We must constantly strive to reduce our costs in order to maintain reasonable prices. Customers' orders must be serviced promptly and accurately. Our suppliers and distributors must have an opportunity to make a fair profit.

We are responsible to our employees, the men and women who work with us throughout the world. Everyone must be considered as an individual. We must respect their dignity and recognize their merit. They must have a sense of security in their jobs. Compensation must be fair and adequate, and working conditions clean, orderly and safe. We must be mindful of ways to help our employees fulfill their family responsibilities. Employees must feel free to make suggestions and complaints. There must be equal opportunity for employment, development and advancement for those qualified. We must provide competent management, and their actions must be just and ethical.

We are responsible to the communities in which we live and work and to the world community as well. We must be good citizens - support good works and charities and bear our fair share of taxes. We must encourage civic improvements and better health and education. We must maintain in good order the property we are privileged to use, protecting the environment and natural resources.

Our final responsibility is to our stockholders. Business must make a sound profit. We must experiment with new ideas. Research must be carried on, innovative programs developed and mistakes paid for. New equipment must be purchased, new facilities provided and new products launched. Reserves must be created to provide for adverse times. When we operate according to these principles, the stockholders should realize a fair return.

Johnson & Johnson





Girls learning traditional dance alongside family at Burt Creek, north of Alice Springs. Photo courtesy of Children's Ground.

Acknowledgement of Country.

We acknowledge all the Traditional Custodians of the land on which we have our offices and pay our respects to their Elders past, present and emerging. In particular, we would like to acknowledge the Gadigal Clan of the Eora Nation (Ultimo, Sydney), the Wattamatagal Clan of the Dharug Nation (North Ryde, Sydney), the Boon Wurrung Clan of the Kulin Nation (Melbourne), the Chepara Clan of the Turrbal Aboriginal Nation (Brisbane), Kurna people of the Kurna Nation (Adelaide), and Whadjuk Clan of the Noongar Nation (Perth).

“One of the great cultural gifts that Aboriginal and Torres Strait Islander people have is our deep longing to share all that we have with others. In that act of sharing, our people love to make sure that the person receiving that gift is also well cared for.

It is more than encouraging and rewarding to meet and work with a multi-national corporation in our country who share those same values.

Johnson and Johnson's Reconciliation Action Plan not only show that they share those values but they are willing to commit themselves as a global citizen to instil those values through their organisation in order to achieve the great vision and need for reconciliation. Reconciliation is based on deep mutual respect and action.

This Reconciliation Action Plan is a testimony to that commitment.”

– Pastor Raymond Minniecon, Director Bunji Consulting

Demonstrating how to create soaps using traditional knowledge. Photo taken visiting Children's Ground by Kris Ashpole.

A Message from our Managing Directors.

We are honoured to introduce our second Reconciliation Action Plan (RAP) for the Johnson & Johnson Family of Companies in Australia.

Johnson & Johnson is guided by the values in Our Credo. Put simply, Our Credo challenges us to put the needs and wellbeing of the people we serve first. Specifically, Paragraph three of Our Credo emphasises our commitment to support the communities in which we live and work, and to the world community as well.

The Johnson & Johnson Innovate Reconciliation Action Plan provides a framework to the development of deeper engagement with Aboriginal and Torres Strait Islander communities through improved cultural awareness. It also allows our organisation to be aspirational and innovative to help us gain a deeper understanding of our sphere of influence and establish the best approach to advance reconciliation.



Sue Martin
Managing Director
Johnson & Johnson Medical



Doug Cunningham
Managing Director
Johnson & Johnson Pacific



Bruce Goodwin
Managing Director
Janssen



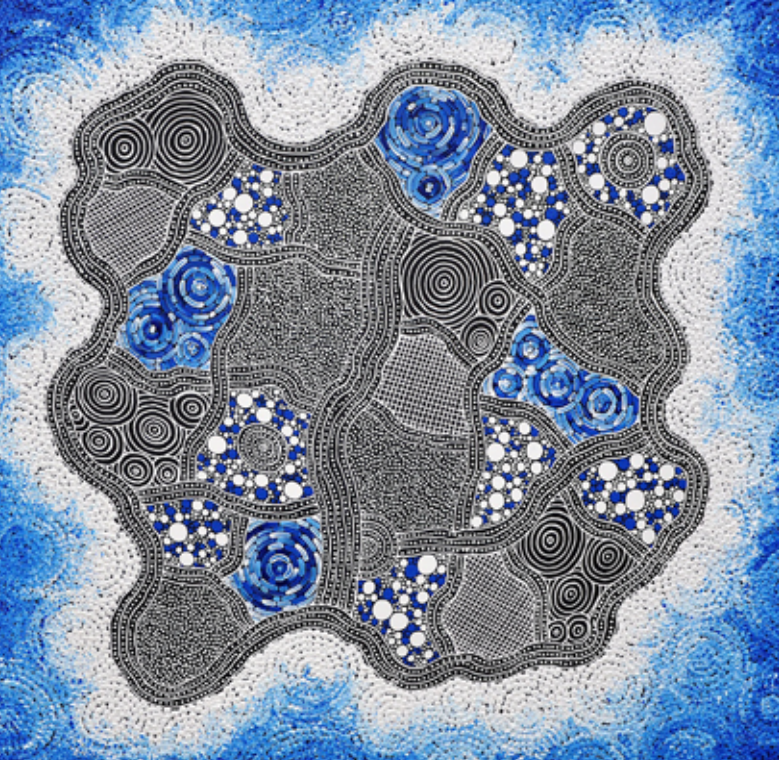
Shontara, Shania and Liliana learning on country with Felicity Hayes at Irrkerlantye. Photo courtesy of Children's Ground.

Our Vision.

Our vision for reconciliation is that Aboriginal and Torres Strait Islander peoples live longer, healthier, happier lives.

We believe that health is at the heart of all human development—it enables children to thrive, women and men to succeed, communities to prosper and countries to rise from poverty. We aspire to profoundly change the trajectory of health for all humanity and as such we are committed to addressing the gap in health outcomes for Aboriginal and Torres Strait Islander peoples.

We believe that reconciliation and cultural awareness is an on-going process and as such our vision is to, help our employees gain a better understanding of the past and how the past affects the lives of Aboriginal and Torres Strait Islander peoples today.



Embracing Our Country Through Connection

Artists: Tarris King & Sarrita King
 Community: Gurindji, NT / Waanyi, QLD
 Medium: Acrylic on canvas
 Dimensions: 90cm x 90cm
 Year Created: 2018

This artwork was commissioned for the Johnson & Johnson Innovate RAP Statement and the original artwork is proudly displayed in the Sydney Head office.

Embracing Our Country Through Connection is a bespoke collaborative artwork painted by the King Sisters representing the connection between all things in life especially through the land which connects us to our ancestors.

In the centre of the artwork enveloped by *Earth Cycles*, is Tarris King's *My Country* artwork. A story representing the Australian land. Tarris uses different symbols to show the Australian landscape and emphasises the life giving aspects of the land such as water, food and shelter"

On the outside, Sarrita King paints her *Earth Cycles* story. The dots form concentric circles with each dot touching each other and each circle connecting to the next. It is representative of the interactions humans inevitably have with each other and the co-existence each person has to the world around them. *Earth Cycles* shows the cyclical nature of life and the butterfly effect each experience, meeting, occurrence has on each of us.

Together, the artwork *Embracing Our Country Through Connection* is a symbolic interpretation of our human relationships allowing for deep connections with each other. It is a statement about our inherent interdependence with the land signifying the importance of preservation and care for the world

around us. It pays homage to our ancestors as well as connecting us to the future ahead.

These two artworks were chosen by the King sisters for Johnson & Johnson as both Tarris and Sarrita know that Johnson & Johnson recognises their responsibility to be conscious of their interactions between their employees, doctors, nurses, patients and all who use their products; and therefore understand the social responsibility they have within Australia and to all those who live within Australia especially Aboriginal and Torres Strait Islander peoples as First Australians.

Johnson & Johnson also understands its responsibility to the world around them and are conscious of protecting the environment and natural resources. It identifies the importance of contributing to the communities around them and the need to help improve their connection with the land and the people of Australia and the world community.

Artwork © Tarris King & Sarrita King,
 Embracing Our Country Through Connection 2018
 Indigenous Arts Management by Dreamtime Art



DREAMTIME
ART

About the Artists.

The King sisters are integral to our Reconciliation journey at Johnson & Johnson. We were first introduced to Sarrita King's work in 2015 when we acquired *Ancestors* to commemorate our Reflect RAP. They are true role models for today's modern artists and the embodiment of the 2018 NAIDOC theme "Because of her, we can".

Born in Adelaide, Tarrise and Sarrita King are the daughters of the late, highly regarded artist William King Jungala (1966-2007) who was part of the Gurindji tribe from the Northern Territory.

Tarrise King and Sarrita spent most of their youth in Darwin in the Northern Territory which is where their connection to their Aboriginality and subsequently the land began to grow. Their exposure to the extreme climatic conditions and extreme landscapes in the Northern Territory have provided the themes for their works of art.

"By working together, Dreamtime Art and Johnson & Johnson have touched the lives of numerous artists, which in turn touches the lives of numerous communities. This creates a legacy within Johnson & Johnson promoting reconciliation and igniting conversation regarding Indigenous topics while Dreamtime Art fulfills their mission to create new opportunities for artists and widen the understanding of the Indigenous culture. Hence, the positive ripple effect of the partnership between our two companies".

– Fatima Everitt, Dreamtime Art



Andrea from Red Dust briefing the students on their first Circus session. Photo courtesy of Children's Ground.

Our Business.

Since our earliest days, we have been a company committed to doing good in the world, putting people and their health first.

Johnson & Johnson
MEDICAL DEVICES COMPANIES

Johnson & Johnson Pacific

Janssen | PHARMACEUTICAL COMPANIES OF
Johnson & Johnson

The Johnson & Johnson Family of Companies is Australia's leading broad-based health care company, caring for the Australian community since 1931. Our head office is located in Sydney and we have offices in Brisbane, Perth, Melbourne and Adelaide. Across our medical devices, pharmaceutical and consumer divisions our Family of Companies employ more than 1,300 people in Australia. Currently, Johnson & Johnson do not have visibility on the number of Aboriginal and Torres Strait Islander staff employed, however as part of our Innovate RAP we will collect this information through a voluntary survey.

Globally, Johnson & Johnson has more than 275 operating companies in more than 60 countries and employs approximately 126,500 people. Our product portfolio spans pharmaceuticals, consumer and medical devices — over 389,000 products and product variations that touch more than one billion people every day helping to improve their lives.

We work and invest in partnerships with health professionals and communities to transform lives — restoring wellbeing, motion and quality of life for thousands of Australians every day.



Reflect RAP Achievements.

Our key achievements throughout the Reflect RAP include:

<p>Increased levels of awareness and support for reconciliation.</p>		<p>Over 20 employees have taken part cultural immersion programs by volunteering with Red Dust Role Models.</p>
	<p>Provision of scholarship funds to The Royal Australasian College of Surgeons to support Aboriginal and Torres Strait Islander surgical trainees.</p>	
<p>Implemented a company-wide Supplier Diversity Policy.</p> 		 <p>Provision of funding to our Community Partners for health programs to support health outcomes.</p>
	<p>Acknowledgment of Country or a Welcome to Country precedes major meetings and events.</p>	<p>Winner of the Supply Nation “Up and Coming Member of the Year” award for supplier diversity.</p>
<p>Exceeded our supplier diversity spend target by +7% in 2015.</p>		<p>The Aboriginal flag now flies at our head office.</p>

1. Circus time with Red Dust and Johnson & Johnson. Photo courtesy of Red Dust.
2. A happy recess break at Walungurru School during a recent Red Dust Healthy Living Program with Johnson & Johnson. Photo courtesy of Red Dust.
3. Artists Sarrita King (right) and Tarrise King (left). Photo courtesy of Dreamtime Art.
4. Mrs Scobie with Mathalias at a Children's Ground early years session at McGrath's Dam, north of Alice Springs. Photo Courtesy of Children's Ground.
5. Johnson & Johnson employees on a Red Dust Role Models mission. Left to right: Alexis Stockwell, Ryan Hannelly and Fiona Sheppard.

Our Innovate RAP.

Using the Innovate RAP as our vehicle, we will build on our current relationships and create new ones; develop deeper mutual respect and opportunities between Johnson & Johnson and Aboriginal and Torres Strait Islander peoples.

Johnson & Johnson are guided by the values spelled out in our Credo. The Credo challenges us to put the needs and wellbeing of the people we serve first. It also specifically states that we are responsible to support the communities in which we live and work, and to the world community as well. We believe we have a responsibility to act as good corporate citizens by supporting charitable works, paying our fair share of taxes, respecting the environment and maintaining our property in good order. Not only do we believe we have a responsibility to support our communities, we also believe that as Johnson & Johnson we have a role to play in addressing some of the challenges faced by Aboriginal and Torres Strait Islander peoples. Formulating a Reconciliation Action Plan is a key way to do this.

By creating opportunities to engage with Johnson & Johnson, whether it be through employment, procurement or professional development, our aspiration is to improve the economic outcome for Aboriginal and Torres Strait Islander peoples with the longer-term view that this will lead to better health outcomes. Johnson & Johnson recognise that employment of Aboriginal and Torres Strait Islander peoples and engagement with Aboriginal and Torres Strait Islander suppliers will also increase the diversity in our staff and thereby increase innovation within our organisation.



Aboriginal and Torres Strait Islander peoples have a unique place in Australia as the original inhabitants of the land, however, despite some improvements in recent years, Aboriginal and Torres Strait Islander peoples continue to be one of the most vulnerable groups in Australia.

- In 2010-12, the average life expectancy of Aboriginal and Torres Strait Islander peoples was approximately ten years (10.6 years for men and 9.5 years for women) less than that of non-Indigenous Australians.*
- Leading causes of death included heart disease, diabetes, respiratory disease and cancer.*
- Just over half (52.2 per cent) of Aboriginal and Torres Strait Islander peoples aged between 15 and 64 years were not employed in 2012-2013, compared with 24.4 per cent of non-Indigenous Australians.*
- In 2008, half of all Aboriginal and Torres Strait Islander peoples aged 15 years and over had some form of disability. In non-remote areas, Aboriginal and Torres Strait Islander peoples were one-and-a-half times more likely than non-Indigenous adults to have a disability or a long-term health condition.*

The RAP is endorsed and sponsored by the Johnson & Johnson Family of Companies Board who are responsible for oversight of the RAP and providing a leadership role in championing our RAP across the business.

*Source: www.humanrights.gov.au/education/face-facts/face-facts-aboriginal-and-torres-strait-islander-peoples

The Johnson & Johnson Family of Companies Board currently includes:

Sue Martin	Managing Director, Johnson & Johnson Medical
Doug Cunningham	Managing Director, Johnson & Johnson Pacific
Bruce Goodwin	Managing Director, Janssen
Nathalie McNeil	Head of HR, Johnson & Johnson Family of Companies, Australia & New Zealand
Natalie Kingston	Legal Director, Janssen
Cherie Beach	Senior Finance Director, Johnson & Johnson Pacific
Jane McMillan	Senior Director Government Affairs and Policy, Johnson & Johnson ANZ

The Johnson & Johnson Innovate RAP journey began in September 2017 when a cross sector working group was developed. Together this group have collaborated and identified several areas of action and development across the entire business. This working group is responsible for the development & implementation of the RAP.

Maria Allart	Diversity and Inclusion Leader, Johnson & Johnson ANZ
Stephen Gray	Marketing Manager, Janssen
Kris Ashpole	ANZ Community Impact Leader, Johnson & Johnson ANZ
Rebecca Loch	Associate Director Procurement, Johnson & Johnson ANZ
Victoria Walsh	In Store Excellence Manager, Johnson & Johnson Pacific
Pastor Ray Minnecon	Director Bunji Consulting

Pastor Ray Minniecon joined our RAP working group. He is a descendant of the Kabi Kabi nation and the Gurang Gurang nation of South-East Queensland. Ray is also a descendant of the South Sea Islander people with connections to the people of Ambrym Island.

Community Impact Partners.

“It takes far-sighted corporations to spot the impactful initiatives designed to make a serious difference to the health gap between Indigenous and non-Indigenous Australians. Having Johnson & Johnson as an active partner makes a remarkable difference as we help communities across Australia step up and create a better future.”

— *Don Palmer, CEO The Malpa Project*

Our commitment to support the communities in which we live and work as outlined in paragraph three of our Credo, is articulated through our ANZ Community Impact Program. Through this program, we invest in people on the front lines of care as they change the trajectory of health for the world’s most vulnerable people, their families and their communities. Our program focuses on social impact programs, product donations for community welfare and essential lifesaving surgery, disaster relief and employee programs connecting our employees with our partners.

In Australia, we partner with a range of organisations working to affect change with Aboriginal and Torres Strait Islander peoples with a focus on health and wellbeing.



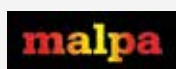
Below are some of our community partnerships and programs we support.



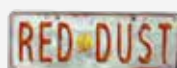
Apunipima Cape York Health Councils supporting Aboriginal and Torres Strait Islander women and their children through their Baby One Program. Johnson & Johnson supports this program through product donations.



Children's Ground works with Aboriginal Australian communities to achieve generational change, with a focus on health, education, and wellbeing of children. Johnson & Johnson supports Children's Ground, an organization established to work with communities experiencing disadvantage and inequity and lead the way towards positive change.



The Malpa Project uses old ways and new ways to teach young Aboriginal and Torres Strait Islander peoples to become health ambassadors and to strengthen communities. Johnson & Johnson has worked with The Malpa Project since 2014, supporting the program in schools across Australia



Red Dust: Delivers innovative health promotion programs and community development projects to encourage Aboriginal and Torres Strait Islander peoples to learn about health and make healthy lifestyle choices through mentoring and positive role models in sport, art, music, and dance. Johnson & Johnson contributes to Red Dust's Kintore Healthy Learning Initiative, a school-based health development program for Aboriginal and Torres Strait Islander peoples.



Rural and Remote Mental Health:

The Deadly Thinking program is a social, emotional well-being, and suicide prevention program to help Aboriginal and Torres Strait Islander peoples confront core social and mental well-being issues in a culturally appropriate way. Johnson & Johnson has supported the program from its initial pilot through to its expansion to broader communities.

Relationships.

To support the community in which we live and work we will build relationships with our community partners and develop deep and sustained partnerships with Aboriginal and Torres Strait Islander peoples. It will be through relationships that Johnson & Johnson will learn how it can help address the gap in health outcomes between Aboriginal and Torres Strait Islander peoples and other Australians. Such relationships will be built on the principles of dialogue, respect, understanding and partnership.

RAP Working Group (RWG) actively monitors RAP implementation of actions, tracking progress and reporting.

Ensure Aboriginal and Torres Strait Islander peoples are represented on the RAP Working Group.	September 2018, 2019	RAP Working Group Leader
Meet at least twice per year to monitor and report on RAP implementation.	November 2018, February 2019 November 2019, February 2020	RAP Working Group Leader
Establish Terms of Reference for the RWG.	August 2018	RAP Working Group Leader
RWG oversees the implementation and reporting of the RAP.	July 2018	RAP Working Group

Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.

Organise at least one internal event for NRW each year, aiming to conduct onsite events across our enterprise and extend invitations to local Aboriginal and Torres Strait Islander community members to participate in our NRW events.	April 2019, April 2020	RAP Working Group Leader
Register all NRW events via Reconciliation Australia's NRW website.	April 2019, April 2020	RAP Working Group Leader
Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories at our NRW events.	April 2019, April 2020	Community Impact ANZ Leader
Encourage staff to participate in external events to recognise and celebrate National Reconciliation Week.	May 2019, May 2020	Community Impact ANZ Leader
Download Reconciliation Australia's NRW resources and circulate to staff via Johnson & Johnson intranet.	May 2019, May 2020	RAP Working Group Leader
Ensure our RAP Working Group participates in and supports an external event to recognise and celebrate NRW.	May 2019, May 2020	Community Impact ANZ Leader
Support an external NRW event	May 2019, May 2020	Community Impact ANZ Leader



Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.

Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders, particularly NACCHO, Aboriginal Medical Services, Federal and State government departments and MPs with responsibility for this area	November 2018	Community Impact ANZ Leader
Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement	September 2018, October 2018, November 2018	Community Impact ANZ Leader
Assess potential for joint ventures, partnerships, pro bono support or secondment and community capacity opportunities with our community partners through our philanthropy program – ANZ Community Impact Program	Progress report May 2019	Community Impact ANZ Leader
Engage with organisations (particularly those in healthcare) addressing reconciliation to foster collaboration, ideas, and learning	September 2019	Community Impact ANZ Leader

Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.

Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.	July 2018	RAP Working Group Leader
Ensure the Johnson & Johnson employee Company orientation program (called J-Start) has content about the Innovate RAP and how employees can get involved.	August, November 2018 February, April, June, August, November 2019 February, April, June 2020	RAP Working Group Leader
Promote reconciliation through ongoing active engagement with key stakeholders.	May & July 2019	RAP Working Group Leader
<ul style="list-style-type: none"> • Invite key stakeholders to celebrate National Reconciliation Week and NAIDOC Week with Johnson & Johnson • Ongoing engagement to promote reconciliation throughout the year with key partners such as: <ul style="list-style-type: none"> - Royal Australian College of Surgeons - Supply Nation - Our Aboriginal and Torres Strait Islander community partners (including Rural and Remote Mental Health, Children's Ground, Red Dust Role Models, The Malpa Project, Apunipima). 	Ongoing with progress reported May 2019 / 2020, May 2019 / 2020 July 2019 / 2020	RAP Working Group Leader Procurement Director Community Impact ANZ Leader

Respect.

Our RAP is the framework to assist Johnson & Johnson in developing deeper engagement with Aboriginal and Torres Strait Islander communities via cultural awareness and partnering with Aboriginal and Torres Strait Islander organisations. At its heart, the RAP provides the context for Johnson & Johnson to show respect for the Traditional Owners of the land, on which our offices are located, in our day-to-day activities. It is understanding the diversity within the community, creating awareness of our different cultures and celebrating this.

Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.

Identify cultural learning requirements specific to our staff's training needs.	September 2018	RAP Working Group Leader
Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training, potentially through our Community Impact Partners and explore options to localise content for our employees.	November 2018	RAP Working Group Leader
Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).	January 2019	RAP Working Group Leader
Launch Cultural awareness program training within Johnson & Johnson and make accessible to all employees.	April 2019	RAP Working Group Leader
Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training.	June 2019	RAP Working Group Leader
Engage enterprise employees to visit Aboriginal and Torres Strait Islander Communities and on their return from attending missions with Red Dust, share their learnings and experience.	September 2018, November 2018, March 2019, September 2019, November 2019, March 2020	Community Impact ANZ Leader
Promote Reconciliation Australia's Share Our Pride online tool to all staff.	August 2018	Diversity & Inclusion Leader

Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.

Develop, implement and communicate a cultural protocol document with tools and templates to enable staff to include a Welcome to Country or Acknowledgement of Country at the commencement of all important internal and external meetings.

- Include an Acknowledgement of Country at the commencement of all important internal and external meetings
- Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.

August 2018

RAP Working Group Leader

Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.

August 2018

RAP Working Group Leader

Invite a Traditional Owner to provide a Welcome to Country at significant events, including all national annual Johnson & Johnson Cross sector conferences (e.g. Insights and Outcomes Janssen, ASTM for Johnson & Johnson Medical and Johnson & Johnson Pacific Company Forum).

February 2019, February 2020

RAP Working Group Leader

Organise and display an Acknowledgment of Country plaque in our office/s or on our office building.

May 2019

Community Impact
ANZ Leader

Translate Johnson & Johnson's Credo into the local language in consultation with local Aboriginal and Torres Strait Islander Communities.

July 2019

Community Impact
ANZ Leader

Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their cultures and communities by celebrating NAIDOC Week.

Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.

June 2019, June 2020

Head of Human Resources

Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.

July 2018, July 2019, July 2020

RAP Working Group Leader

Provide opportunities for all staff to participate in NAIDOC Week activities in all office locations.

July 2018, July 2019, July 2020

Diversity & Inclusion Leader

Circulate information about the significance of NAIDOC Week.

July 2018, July 2019, July 2020

Diversity & Inclusion Leader

Support an external NAIDOC Week community event and invite company representations to attend local community events.

July 2018, July 2019, July 2020

Community Impact Leader

Review potential to host a screening of a selection of Aboriginal and Torres Strait Islander documentaries through the Reconciliation FilmClub to develop a deeper understanding of Aboriginal and Torres Strait Islander peoples' perspectives and histories, ignite conversation and spark change.

April 2019, April 2020

Community Impact Leader

Opportunities.

By creating opportunities to engage with Johnson & Johnson, whether it be through employment, procurement or professional development, our aspiration is to improve the economic outcome for Aboriginal and Torres Strait Islander peoples with the longer-term view that this will lead to better health outcomes. Johnson & Johnson recognise that employment of Aboriginal and Torres Strait Islander peoples and engagement with Aboriginal and Torres Strait Islander suppliers will also increase the diversity in our staff and thereby increase innovation within our organisation.

Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.

Conduct voluntary employee survey to identify Aboriginal and Torres Strait Islander staff members.	August 2018	Diversity & Inclusion Leader
Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.	April 2019	Diversity & Inclusion Leader
Investigate opportunities to attract Aboriginal and Torres Strait Islander peoples into our graduate program.	September 2018	Diversity & Inclusion Leader
Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	September 2018	Diversity & Inclusion Leader
Engage with external Aboriginal and Torres Strait Islander partners (e.g. career trackers) to consult employment strategies including professional development.	September 2018	Diversity & Inclusion Leader
Advertise all vacancies in Aboriginal and Torres Strait Islander media as per abilities & reach of our Talent Acquisition team.	March 2019	Diversity & Inclusion Leader
Work with Aboriginal and Torres Strait Islander consultant to review HR and recruitment procedures and policies (e.g. cultural leave) to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	June 2019	Diversity & Inclusion Leader
Work with an Aboriginal and Torres Strait Islander consultant to review and overcome bias in job advertisements to ensure we are attracting Aboriginal and Torres Strait Islander talent.	July 2019	Diversity & Inclusion Leader
Include in all job advertisements that we are an Equal Employment opportunity employer.	September 2018	Diversity & Inclusion Leader
Collect information on our current Aboriginal & Torres Strait Islander employees to inform future employment opportunities.	August 2018	Diversity & Inclusion Leader

Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.

Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	August 2018	Procurement Director
Review and update procurement policy documents on an annual basis to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2018, December 2019	Procurement Director
Create a 'flag' in Johnson & Johnson procurement system to highlight Aboriginal and Torres Strait Islander suppliers so buyers may be more proactive in selecting diverse suppliers.	September 2019	Procurement Director
Track supplier spend vs targets on an annual basis.	February 2019, February 2020	Procurement Director
Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	February 2019, February 2020	Procurement Director

Provide training opportunities to support Aboriginal and Torres Strait Islander students and healthcare professionals.

Investigate ways which Johnson & Johnson can support training and education for Aboriginal and Torres Strait Islander peoples through the Johnson & Johnson Graduate Program, RACS Surgical Scholarship and through existing Johnson & Johnson Pacific healthcare professional training programs.	September 2018	Community Impact ANZ Leader
Investigate opportunities for an Aboriginal and/ or Torres Strait Islander student from one of our community partners, to participate in an internship within our businesses.	May 2019	Community Impact ANZ Leader

Investigate opportunities for Johnson & Johnson to facilitate the improvement of health outcomes for Aboriginal and Torres Strait Islander peoples.

Review Closing the Gap report and other relevant information sources to determine key areas of improvement in Aboriginal and Torres Strait Islander health.	November 2018	Community Impact ANZ Leader
Determine the areas of Aboriginal and Torres Strait Islander health, relevant to Johnson & Johnson's business, where we could support and lead. This may include smoking cessation, women's menstrual health, innovation in Aboriginal and Torres Strait Islander peoples health.	May 2019	Community Impact ANZ Leader

Reporting.

Report RAP achievements, challenges and learnings to Reconciliation Australia.

Collect data for the RAP Impact Measurement questionnaire.	July 2018 July 2019 July 2020	RAP Working Group Leader
Seek internal approval to submit the RAP Impact Measurement questionnaire to Reconciliation Australia.	August 2018 August 2019	RAP Working Group Leader
Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	September 2018 September 2019 September 2020	RAP Working Group Leader
Investigate participating in the RAP Barometer.	May 2020	RAP Working Group Leader
Develop and implement systems and capability needs to track, measure and report on RAP activities.	January 2019	RAP Working Group Leader

Report RAP achievements, challenges and learnings internally and externally.

Report our RAP achievements, challenges and learnings via: <ul style="list-style-type: none">Quarterly updates to employees and the Johnson & Johnson Family of Companies Board	October 2018 February 2019 June 2019 September 2019 January 2020 April 2020 July 2020	RAP Working Group Leader
<ul style="list-style-type: none">Annual report to external stakeholders via J&J Internet site.	July 2019 July 2020	RAP Working Group Leader

Review, refresh and update RAP.

Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	January 2020	RAP Working Group Leader
Send draft RAP to Reconciliation Australia for review and feedback.	February 2020	RAP Working Group Leader
Submit draft RAP to Reconciliation Australia for formal endorsement.	June 2020	RAP Working Group Leader



Traditional Knowledge Keeper teaching bush medicine. Photo courtesy of The Malpa Project.



Brett Wheeler long time Red Dust role model chatting to the boys about school, life and what they would be doing for the week. Photo courtesy of Red Dust.

A Message from Reconciliation Australia.

On behalf of Reconciliation Australia, I am delighted to see Johnson & Johnson continue its reconciliation journey and to formally endorse its second RAP.

Through the development of an Innovate RAP, Johnson & Johnson continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia, defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides Johnson & Johnson with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Johnson & Johnson will strengthen its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish Johnson & Johnson well as it embeds and expands its own unique approach to reconciliation. We encourage Johnson & Johnson to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Johnson & Johnson on its second RAP, and look forward to following its ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia



FAMILY OF COMPANIES

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