

Reconciliation Action Plan
WORKING GROUP at BASF ANZ

Reconciliation Action Plan (RAP)

June 2022 - May 2023



 **BASF**

We create chemistry



Jordan Lovegrove 2021



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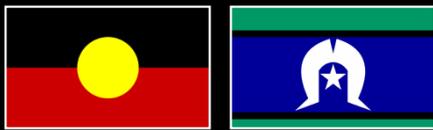
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Acknowledgement of Country

BASF respectfully acknowledges First Nations people as the Traditional Custodians of Country throughout Australia.

We pay our respect to Elders past and present and to all First Nations people.

BASF are committed to a journey of learning and Reconciliation with First Nations communities to ensure we all enjoy equal access and opportunity.



Jordan Lovegrove
Ngarrindjeri artist & graphic designer

The Artist and the Artwork

BASF commissioned this piece by Ngarrindjeri artist **Jordan Lovegrove** in 2021, an initiative of BASF Australia's RAP Working Group. This complete piece is on display at each of our sites around Australia. The piece tells the story of the diversity and connectedness of BASF and how this is mirrored by First Nations culture.

The central blue circles represent BASF as a central meeting place surrounded by the arches of people meeting there. BASF is connected to the outer circles in the six BASF colours by a dotted white line representing the learning and reconciliation. The outer circles are BASF's sphere of influence including the communities at our sites, our friends and family, and our customers – surrounded by green, blue, yellow and red, representing the diversity of First Nations Country on which we operate.

A Note from our Managing Director

At BASF we create chemistry for a sustainable future. Our commitment to this RAP demonstrates our understanding that a sustainable future requires sustainable communities; and that a sustainable Australian community is a reconciled Australia. In this spirit, I am proud to present BASF Australia's inaugural Reconciliation Action Plan – Reflect.



David Hawkins
Chair and Managing Director
BASF Australia and New Zealand

I would like to acknowledge First Nations people as the Traditional Custodians of Country throughout Australia. I acknowledge their connection to land, sea and community and I pay my respect to Elders past and present.

Respecting human rights in our own operations and business relationships is the foundation of our social responsibility. We ensure a safe work environment, and we embrace diversity - as we foster an inclusive workplace that encourages engagement among our employees. Having a RAP provides the opportunity for BASF Australia to become even more culturally inclusive of First Nations people. I understand Reconciliation is about creating equity and equality; thus, I am committed to working towards a more equal and respectful future.

At BASF we want to contribute to a world that provides a viable future with enhanced quality of life for everyone. To optimise our contribution to a sustainable future, we measure our economic, environmental, and social aspects of our business activities with our 'value to society' methodology. This approach helps us gain a fundamental understanding of our contribution to a sustainable future.

For 100 years we have supplied into Australian industries including Agriculture, Health & Nutrition,

Performance Materials, Coatings, and Energy & Resources. Our products support our community to eat nutritious meals, live in safe homes, communicate with loved ones and to move safely around the world. We recognise the disparity in access to resources which systemically disadvantage First Nations people including health, education, and communication infrastructure. I look forward to supporting our RAP working group in their efforts to identifying ways that we at BASF can substantively contribute to addressing these, and more, challenges.

BASF looks to engage in a culturally safe and constructive manner with First Nations communities. We want to reflect diversity in all its forms in our workplace, including First Nations people in Australia and are looking to hold ourselves accountable to maintaining a culturally safe workplace. To do this, we want to learn and understand the true history of our country.

Implementing our first Reconciliation Action Plan is the beginning of our journey which formally addresses BASF Australia's commitment to reconciliation. I look forward to working with Reconciliation Australia and look forward to achieving our RAP commitments.

A Message from our RAP Champion

BASF has a long history steeped in innovation and has, through our many industry focus-groups, worked in a highly ethical and sustainable manner with our customers at the centre of what we do.

As RAP Champion, I am proud to lead our passionate RAP working group to create positive change and contribution to the national journey of reconciliation.

At BASF Australia we pride ourselves as an employer of choice and our vision is “to be a great place to work”. As we have grown, we have learnt that the strongest teams and the most creative solutions come from the skills and views of a diverse functioning team. We aim to create a safe space where all people can be heard, included and are free to express ideas and opinions which are listened to and considered with respect.

In 2021 we included a First Nations working group to the Diversity and Inclusion Council. As a small but enthusiastic team of five, we embarked on a journey of discovery, with the support of Johnny Briggs Consultancy, we undertook cultural awareness training and as a team began to learn about the theme for NAIDOC Week ‘Heal Country’. We learnt about the strong connections to land and water and the extensive use of science and farming techniques. We look forward to expanding the opportunities for similar training to the broader BASF community through the implementation of our RAP.

We also celebrated a successful NAIDOC Week with participation from colleagues in both Australia and New Zealand. Notably, we received our first acknowledgment on behalf of Elders at our head office in Melbourne, which was streamed live so our wider

BASF Australia and New Zealand colleagues could also be part of the experience. At the event, Yorta Yorta Elder Gnarnayarrhe shared a powerful story telling of his experiences as a member of the Stolen Generations and his own personal history. The inspiring event captured both tears and laughter. Since then, our team has doubled in size and there is a wave of support for our group. The journey of education for the broader team has commenced and the leadership team fully supported the submission of our RAP - Reflect.

We commissioned an original piece of artwork seen throughout this RAP from Ngarrindjeri artist Jordan Lovegrove. This piece tells the story of BASF’s journey and commitment to reconciliation. The piece demonstrates the diversity of the BASF community, of our customers and of the First Nations community. This artwork will be displayed at each of our sites around Australia alongside an acknowledgement of Country and has been used to create tools to further engage our sphere of influence in discussion on the topic for reconciliation.

Our RAP working group is passionate about creating a more inclusive, educated and culturally safe workplace to elevate the voices of First Nations experiences throughout our organisation.



Phil McColl

Regional Business Manager Mining Solutions

Asia Pacific and Head of Mining ANZ

From Reconciliation Australia

Reconciliation Australia welcomes BASF Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

BASF Australia joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables BASF Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations BASF Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Reconciliation Action Plan Working Group at BASF Australia

Phil McColl

*Regional Business Manager,
Mining Solutions Asia Pacific
& Head of Mining, ANZ
RAP Champion*



Daniel Chipfunhu

*Global Development Specialist,
Mining Solutions*



James Thompson

*GROW Graduate,
ANZ*



Sophie Hulme

*Regulatory Affairs Manager,
Seeds and Traits ANZ,
Agricultural Solutions*



Amanda Nankervis

*HR Manager, ANZ
GB Services*



Nora Baraka

*Supply Chain,
Dispersions & Resins*



Alice Endersbee

*Process Improvement Technician,
Dispersions & Resins*



Sara Hill

*Senior HR Advisor,
ANZ, GB Services*



Arun Rangaswamy

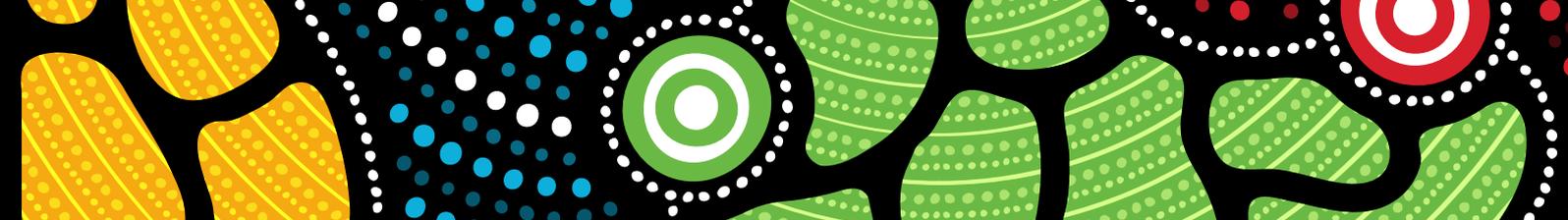
*Industry Manager,
Dispersions, Resins & Additives*



Ally van Dalen

*GROW Graduate,
ANZ*





Our Business

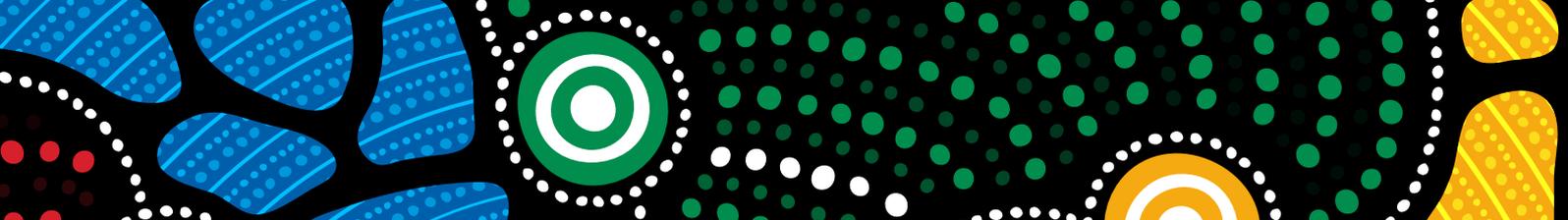
At BASF we create chemistry for a sustainable future. As the world’s largest chemical company and a global team of 110,000 people, we support our customers in nearly every country and almost all industrial sectors. From our six segments – Chemicals, Materials, Industrial Solutions, Surface Technologies, Nutrition & Care and Agricultural Solutions – we strive to create innovative products and services to develop safe, secure and sustainable environments for our society.

At BASF Australia we supply into several industries, from Agriculture, Health & Nutrition, Performance Materials, Coatings to the Energy & Resources sectors. Our national Head Office in Melbourne supports a domestic workforce of approximately 380 who live and work throughout Australia either remotely.

Victoria	South Australia	Western Australia	New South Wales	Queensland
Wurundjeri Country Southbank Cheltenham Dandenong Bayswater Monash University, Clayton	Boandik Country Mount Gambier Barngarla Country Whyalla	Noongar Country Rockingham Yamaji Country Yallabatharra	Darug Country Wetherill Park Darkinjung Country Somersby Gamilaroi Country Tamworth	Yuggera Country Northgate
Jardwadjali Country Longerenong				

At BASF we have committed to achieve net zero emissions by 2050. Investing in innovative, low carbon products, production methodologies and sources of raw materials means we can create products and services to ensure a sustainable future for all of us. As we continue to implement our strategy for climate and environmental protection, we contribute to a sustainable future, through continuing to measure our economic, environmental and social aspects of our business which also relates to thoughtful engagement with the communities in which we operate.

To date we have not requested or recorded the First Nations identity of any staff or candidates. We are, however, excited to work toward creating an inclusive and culturally safe workplace for First Nations people as we implement our inaugural Reconciliation Action Plan. At BASF we continuously seek ways to be a more sustainable organisation both environmentally and socially. We look forward to the opportunity to learn from and work with First Nation communities and organisations to ensure we can continue to create value for all Australians.



Our RAP

BASF is an organisation borne of scientific innovation and a need to provide these to society as sustainably as possible. As an organisation we understand that the best innovation comes from diverse teams where all voices are heard, considered and respected.

At BASF Australia we are proud of the achievements of our Diversity + Inclusion Council since its inception in 2017. Particularly through the efforts of our Women in BASF and Pride groups we have worked through cultural barriers in our organisation to increase representation and support for these historically underrepresented groups. Based on these learnings, BASF introduced a First Nations working group to our Diversity + Inclusion Council in 2021. Through the efforts of this group, BASF celebrated NAIDOC Week and received our first ever Acknowledgement on behalf of Elders. Despite challenges of the pandemic, we had wonderful in-person and online attendance. Yorta Yorta Elder Gnarnayarrhe and his daughter Alinta performed a moving acknowledgement and Gnarnayarrhe's storytelling about his experience as a member of the Stolen Generations and his current connection to Country was compelling.

During NAIDOC Week our First Nations working group also participated in cultural awareness training which followed the theme 'Heal Country'. We learnt about the meaning of Country and how it transcends physical geography; how histories, stories and culture are tied closely to landscapes; how it nourishes individuals and communities. We learnt about how healing Country means more than action on climate change – it also means creating an environment where First Nations people are supported to form deep connection to their stories.

We received positive feedback on the initiatives and activities of NAIDOC Week from diverse areas of our organisation. This demonstrated to our working group the extent of the eagerness from BASF to learn more about the – often dark – history of this country. As a working group we were excited to see the level of positive engagement from the organisation and extremely valuable to identify areas internally where our understanding can improve.

For 2022 our First Nations working group has been renamed our RAP working group and will continue to operate as part

of, and with the support of our Diversity + Inclusion Council. Our RAP Working Group is comprised of representation from diverse functions, business units, geographies and personal histories;

- Head of Energy & Resources, Regional Head of Mining Solutions (RAP Champion)
- HR Advisory Manager
- Senior HR Advisor
- GROW Graduate
- Demand Planner – Dispersions & Resins (First Nations Workplace Representative)
- Process Improvement Technician – Dispersions & Resins
- Industry Manager – Resins & Additives
- Global Development Specialist – Energy & Resources
- Regulatory Affairs Manager – Seeds & Traits, Agricultural Solutions

The RAP Working Group will continue to have the support of our larger Diversity + Inclusion Council and Leadership Team. Consequently, our RAP working group will be able to communicate and provide feedback from throughout the organisation to ensure the learnings from our RAP translate through our sphere of influence.

Our hope is that working through the steps of a RAP will support us to become a more inclusive work environment. Once our foundations of ongoing respect, learning and understanding of First Nations challenges are established, we hope to then extend our reconciliation journey to engage our families, customers and communities. We aspire to continue to be seen as good faith actors and a positive contribution to the communities in which we operate.

We hope that through our central values of science education and innovation as well as environmental sustainability we can learn from and with First Nations people who are this country's first scientists, first farmers, and first environmentalists.



Our Partnerships and Activities

In 2019 BASF partnered with Science Gallery Melbourne to support their Mediator programme – the science Master and PhD students who guide visitors through the exhibits. The Gallery is a new addition to the Museums & Collections department at the University of Melbourne.

Although non-Indigenous operated, the Gallery has a strong link to First Nations arts and science and has committed to including First Nations voices in each of their exhibitions. Exhibits such as Disposable and Emu Sky have demonstrated how First Nations knowledge systems and science created the first societies with agriculture and aquaculture as well as celestial navigation. The relationship with Science Gallery Melbourne has provided invaluable learning opportunities to BASF, encouraging us to understand and more importantly to value difference ways of knowing, and different methods of expressing knowledge. BASF colleagues will be able to take this new-found understanding to influence their broader understanding of First Nations histories and cultures in this country, and to identify culturally appropriate ways to advance the topic of reconciliation in their personal and professional lives.

In 2020 we also supported Deadly Science, a First Nations STEM education organisation led by Kamilaroi man and 2020 NSW Young Australian of the Year, Corey Tutt. BASF were able to supply over 450 science education books to primary school aged children in remote communities throughout Australia. We look forward to exploring methods of deepening our connection with Science Gallery both as it relates to our values of science education and innovation as well as First Nations self-determination.

Lastly, BASF are proud of the impact of our initiative Kids' Lab where we support primary school children to become scientists for the day. This has been a hugely popular event for staff engagement over the years. In 2021 we took this event rural for the first time with great success. Hosted by Curtin University's WA School of Mines, we were able to welcome 30 students from the Kalgoorlie-Boulder area to participate in engaging science experiments for a day. We are excited by the possibility to continue running Kids' Lab in regional and rural Australia and to increase access to and interest in a career in educational, academic or industrial science more young people, many of whom are First Nations children.

Throughout the implementation of our RAP, we are excited to identify opportunities to partner with First Nations organisation and communities and to extend the positive impact of Kids' Lab.

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.	July 2022	<ul style="list-style-type: none"> RAP Champion Process Improvement Technician
	Explore, identify and develop partnerships of mutual benefit with Aboriginal and Torres Strait Islander stakeholders and organisations with local communities near our sites	February 2023	<ul style="list-style-type: none"> HR Advisory Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2022	<ul style="list-style-type: none"> Process Improvement Technician Corporate Affairs Manager
2. Build relationships through celebrating National Reconciliation Week (27 May–3 June 2022)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	June 2022	<ul style="list-style-type: none"> GROW Graduate
	RAP Working Group members to participate in an external National Reconciliation Week event.	27 May–3 June 2022	<ul style="list-style-type: none"> Regulatory Affairs Manager Industry Manager - Dispersions
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.	27 May–3 June 2022	<ul style="list-style-type: none"> Process Improvement Technician
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	June 2022	<ul style="list-style-type: none"> Managing Director Senior HR Advisor
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	January 2023	<ul style="list-style-type: none"> Process Improvement Technician Global Development Specialist
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2023	<ul style="list-style-type: none"> HR Advisory Manager Process Improvement Technician
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	November 2022	<ul style="list-style-type: none"> Senior HR Advisor First Nations Workplace Representative
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	November 2022	<ul style="list-style-type: none"> Senior HR Advisor First Nations Workplace Representative

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.	September 2022	<ul style="list-style-type: none"> RAP Champion Process Improvement Technician
	Conduct a review of cultural learning needs within our organisation.	August 2022	<ul style="list-style-type: none"> HR Advisory Manager
	Conduct cultural awareness training for Leadership Team, Diversity + Inclusion Council and other senior leaders	December 2022	<ul style="list-style-type: none"> Process Improvement Technician Corporate Affairs 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.	July 2022	<ul style="list-style-type: none"> Process Improvement Technician First Nations Workplace Representative
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2022	<ul style="list-style-type: none"> Managing Director RAP Champion Industry Manager - Dispersions
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 2022	<ul style="list-style-type: none"> Global Development Specialist Corporate Affairs Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	<ul style="list-style-type: none"> GROW Graduate
	RAP Working Group to participate in an external NAIDOC Week event.	3 - 10 July 2022	<ul style="list-style-type: none"> Senior HR Advisor Regulatory Affairs Manager

Opportunities

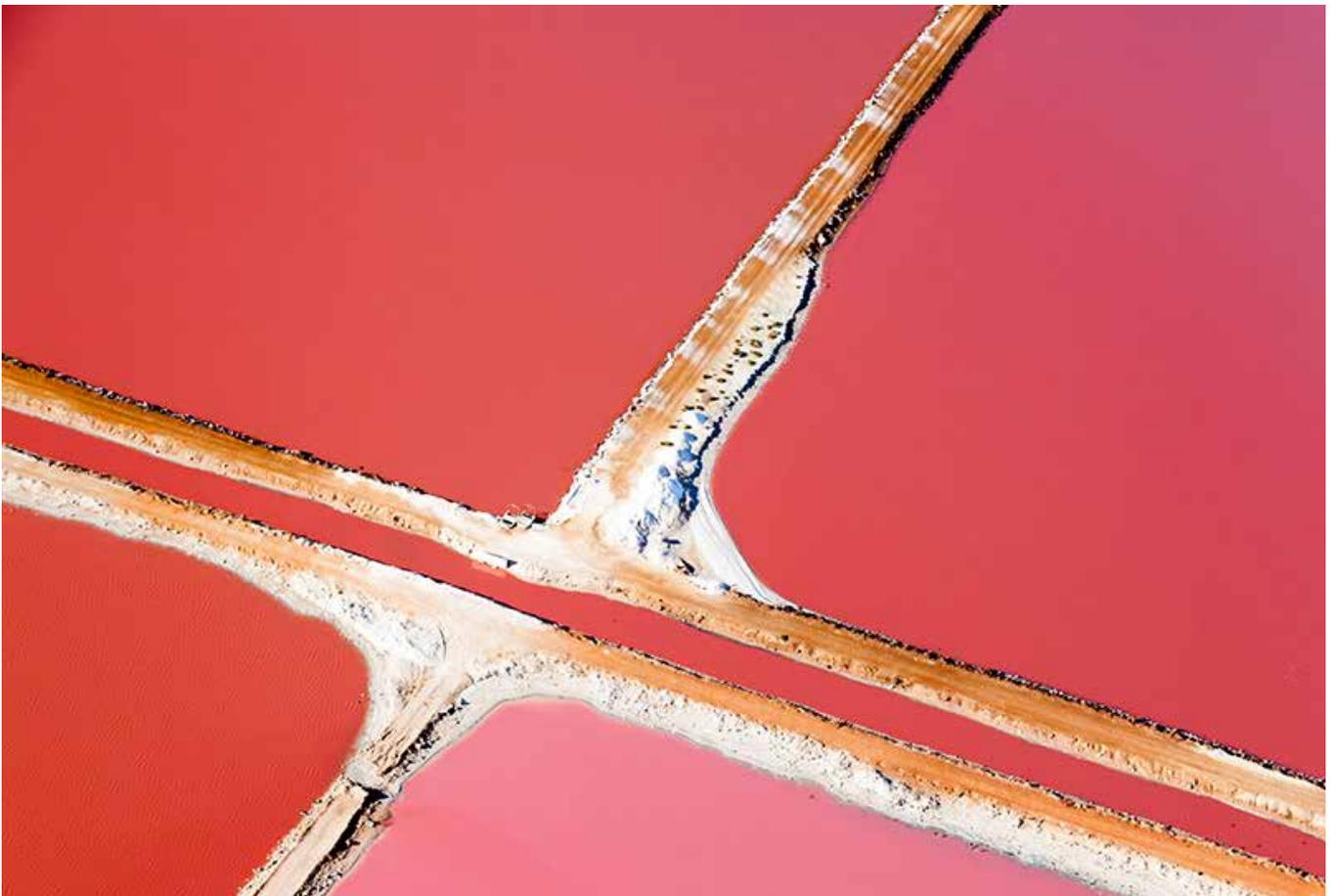
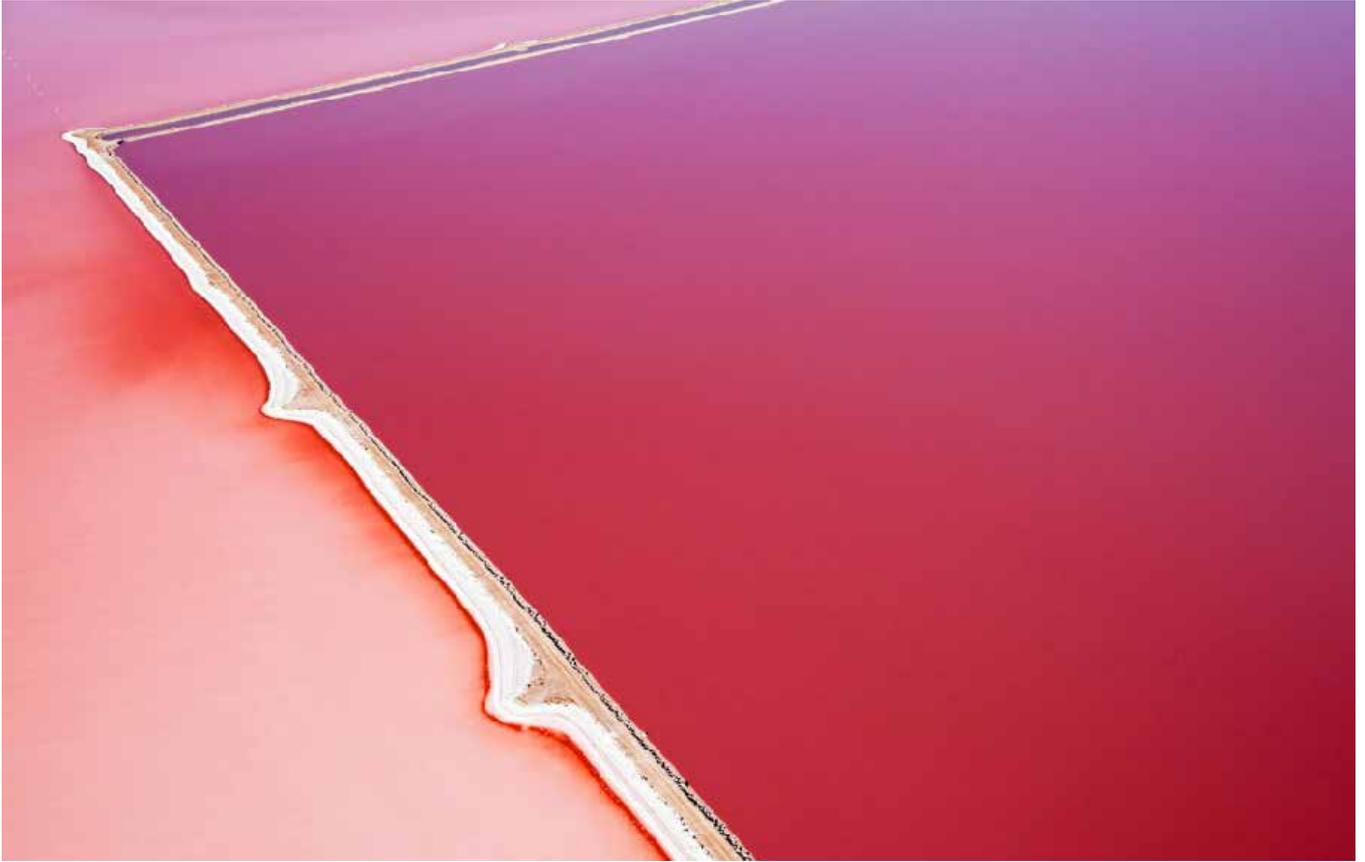


Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2022	<ul style="list-style-type: none"> Talent Acquisition Senior HR Advisor
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2022	<ul style="list-style-type: none"> Talent Acquisition Senior HR Advisor
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.	January 2023	<ul style="list-style-type: none"> HR Advisory Manager Procurement Manager
	Investigate Supply Nation membership	May 2023	<ul style="list-style-type: none"> HR Advisory Manager RAP Champion

Governance



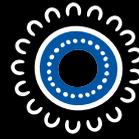
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain First Nations Representation on the RAP Working Group	April 2023	<ul style="list-style-type: none"> Process Improvement Technician
	Review Terms of Reference for the RAP Working Group.	April 2023	<ul style="list-style-type: none"> Process Improvement Technician Global Development Specialist
	Maintain a RAP Working Group to govern the RAP implementation.	April 2023	<ul style="list-style-type: none"> Process Improvement Technician First Nations Workplace Representative
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	May 2022	<ul style="list-style-type: none"> Process Improvement Technician
	Engage senior leaders in the delivery of RAP commitments.	May 2022	<ul style="list-style-type: none"> Process Improvement Technician HR Advisory Manager
	Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2022	<ul style="list-style-type: none"> Industry Manager - Dispersions
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.	September 2022	<ul style="list-style-type: none"> HR Advisory Manager Process Improvement Technician
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	May 2023	<ul style="list-style-type: none"> Process Improvement Technician



Aerial view of the pink lakes - BASF Australia's Hutt Lagoon WA site.

BASF

We create chemistry



Reconciliation Action Plan
WORKING GROUP at
BASF
ANZ



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HR Manager, Australia and New Zealand
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