

Innovate Reconciliation Action Plan

November 2023 – November 2025



Acknowledgement

Acknowledgement of Country

Bristol Myers Squibb Australia (BMSA) acknowledges the Traditional Custodians of the lands, seas and waters across Australia. We honour the wisdom of Aboriginal and Torres Strait Islander Elders past and present and embrace future generations.

Our Innovate Reconciliation Action Plan (RAP) considers the livelihoods of Aboriginal and Torres Strait Islander peoples across Australia, including the wellbeing, cultural and socio-economic factors contributing to the health situation, impacts and outcomes of Australia's First Nations Peoples.

We deeply appreciate and acknowledge the Aboriginal and Torres Strait Islander people who provided their time, knowledge and perspectives throughout the development of our Innovate RAP.

Terminology

Wherever possible, BMSA uses the term of Aboriginal and Torres Strait Islander peoples, rather than Indigenous. In some instances, we will use the term Australia's First Nations Peoples to acknowledge the unique position and rights Aboriginal and Torres Strait Islander peoples have in Australia.

We may use the term Indigenous when referring to Indigenous businesses or when referring to Indigenous peoples of the world articulated in international instruments such as the *United Nations Declaration on the Rights of Indigenous peoples*.



The artwork by national award-winning Wiradjuri Artist Lani Balzan, commissioned by Dreamtime Creative, represents BMSA and its vision to transform patients' lives through lifesaving, innovative medicines. The hands holding Australia are the focus of the BMSA brand and a universal expression of healing, giving and receiving care. They represent the personal touch BMSA brings to its work and every treatment BMSA pioneers. The dot work inside Australia represents BMSA's belief in the power of science to address challenging diseases and the unprecedented scientific breakthroughs in advancing the treatment of disease. BMSA's shared values of passion, innovation, urgency, accountability, inclusion and integrity are represented by the aqua coloured paths while the spectrum dot work bottom left, and top right represent science growing over time and providing better care for people.

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BMSA Medical Director Message

On behalf of BMSA, I am proud to present our Innovate RAP.

Since launching our first Reflect RAP in 2021, BMSA has remained committed to promoting reconciliation.

Our commitment to reconciliation is driven by, and consistent with, our core values of Integrity, Innovation, Urgency, Passion, Accountability, and Inclusion. These are our organisational standards which guide us in all that we do.

Throughout Reflect, we intentionally slowed down, listened, and reflected as an organisation to understand the depth of commitment needed to contribute to reconciliation respectfully. We had a responsibility to listen and learn, rather than jump to solutions. We accepted difficult historical truths and understood the ongoing impacts of Australia's past and how it shapes present lived experience for Aboriginal and Torres Strait Islander peoples.

During our reconciliation journey, we have been cognisant that Aboriginal and Torres Strait Islander peoples disproportionately shoulder the burden of conversation about reconciliation. We acknowledge this is a draining and emotional task. We thank every Aboriginal and Torres Strait Islander voice – Elders and community leaders – who took the time to speak to our employees about their experiences, their past and their hopes for a better future for all Aboriginal and Torres Strait Islander peoples.

We fully support the call for real change in the Uluru Statement from the Heart.

While we still have a lot to learn, I'm proud of the changes we have made across our organisation from employment policies to our approach and decisions in procurement.

Through our Innovate RAP, we will continue to partner and engage with Aboriginal Community Controlled Organisations, communities and peoples, with whom we have built respectful relationships over the years. The deepening of these engagements will help us understand and respond to the unique cultural and healthcare needs of Aboriginal and Torres Strait Islander peoples.

The Closing the Gap data is trending in the wrong direction for Aboriginal and Torres Strait Islander peoples, especially when it comes to health and wellbeing outcomes. Whilst the responsibility for change is shared, we commit to being allies and to advocate for a healthcare policy that promotes self-determination, allowing Aboriginal and Torres Strait Islander peoples to control their own health and wellbeing outcomes.

Thank you to our BMSA leaders and contributors of the Reconciliation Action Working Group for your passion and for bringing this plan to life.

I importantly note that we cannot do this alone. The guidance from Reconciliation Australia and Aboriginal and Torres Strait Islander voices and consultants has shaped our reconciliation journey. Their patience and willingness to support our organisation at every step of the way has been encouraging. We thank Reconciliation Australia for its valued endorsement of our first Innovate RAP.

We look forward to delivering our Innovate RAP over the next two years to take our reconciliation journey to the next level.

In Solidarity

Melinda Munns

**Country Medical Director
Bristol Myers Squibb Australia & New Zealand**

Reconciliation Australia CEO Message

Reconciliation Australia commends Bristol Myers Squibb on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Bristol Myers Squibb to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Bristol Myers Squibb will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Bristol Myers Squibb is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Bristol Myers Squibb's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Bristol Myers Squibb on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

**Chief Executive Officer
Reconciliation Australia**

Our Business

BMSA is a global biopharmaceutical company focused on transforming patients' lives through science. Our mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases. We believe in the power of science to address some of the most challenging diseases of our time. Our focus on these unmet needs comes during a remarkable time, when unprecedented scientific breakthroughs are advancing the treatment of disease as never before seen in human history.

We are proud of the advancements we have made in oncology, haematology, immunology and cardiovascular disease, and we are dedicated to helping patients prevail over serious diseases through our diverse and promising pipeline and new scientific platforms.

In Australia our dedicated team of more than 300 people span across Victorian, New South Wales, Queensland, South Australia and Western Australian metropolitan capital cities. Currently, none of BMSA's team identify as Aboriginal or Torres Strait Islander, however we are committed to undertake practical steps to create a culturally safe workplace for First Nations Australians.

Our clinical trial teams work directly with regional and urban communities across the country reaching about 1,200 patients across oncology, haematology, immunology and cardiovascular diseases.

Our head office is based on the traditional lands of the Boon Wurrung people of the Kulin Nation, in Mulgrave, Melbourne, Victoria.

We believe change and impact to achieving innovative health solutions occurs within an ecosystem of the health industry. As such, BMSA is a representative member of several global and Australian medical advisory, industry and research bodies, including Medicines Australia.

BMSA – active clinical trial sites July 2021



Bristol Myers Squibb organisational values:

- **INTEGRITY** - We demonstrate ethics, integrity and quality in everything we do for patients, customers and colleagues
- **INNOVATION** - We pursue disruptive and bold solutions for patients
- **URGENCY** - We move together with speed and quality because patients are waiting
- **PASSION** - Our dedication to learning and excellence helps us deliver exceptional results
- **ACCOUNTABILITY** - We all own Bristol Myers Squibb's success and strive to be transparent and deliver our commitments
- **INCLUSION** - We embrace diversity and foster an environment where we can all work together at our full potential

BMSA's Commitment to Reconciliation and Health Equity

Our Vision for Reconciliation

Our vision for Reconciliation is that Australia's First Nations Peoples attain the same level of health care, and health outcomes, as other Australians.

We will accomplish this by leveraging our position in the healthcare industry to contribute to improved health outcomes for the benefit of Aboriginal and Torres Strait Islander peoples. Furthermore, we will increase our understanding of, and connection with, Aboriginal and Torres Strait Islander peoples, we will ensure we provide a culturally safe place to work for Aboriginal and Torres Strait Islander peoples through cultural awareness of our employees and our people policies, and we will increase the diversity of our suppliers and enable broader access to our medicines through increased representation of Aboriginal and Torres Strait Islander peoples.

Our RAP is a long-term commitment, and we are proud to be one of many organisations partnering with Aboriginal and Torres Strait Islander peoples to address challenges affecting the quality of life of First Nations people of Australia.

First Nations Australians experience significant health inequalities compared to other Australians, including high rates of chronic health disease, high rates of infant mortality and low rates of life expectancy. The social determinants of health are also substantial factors contributing to about one third of health outcomes for Aboriginal and Torres Strait Islander peoples, including compounding experiences of racial discrimination.

There is a long history in Australia of Aboriginal and Torres Strait Islander peoples' aspirations for self-determination to take control over their own health and wellbeing outcomes. The establishment of Aboriginal Community Controlled Health Organisations (ACCHOs) across the country was born from this movement. We see ACCHOs as significant stakeholders and will focus on deepening our

engagements and interactions with these organisations over the next two years. As these relationships evolve, we hope to walk in partnership with them on a journey to achieve equitable health outcomes for Aboriginal and Torres Strait Islander peoples.

BMSA employees continue to advance our contribution towards reconciliation. During our Innovate journey our focus will be on strengthening the relationships we have built with ACCHOs and Aboriginal and Torres Strait Islanders peoples with the hope of partnering and piloting programs to address the significant health inequality we know exists between Aboriginal and Torres Strait Islander peoples and other Australians.

We will be supported by our local leadership team and our dedicated RAP Working Group. BMSA engaged an Indigenous consultancy group to support the development of our inaugural RAP and provide trusted cultural guidance as we embark on our learning journey. With their support, the BMSA RAP Working Group co-designed and developed practical actions and deliverables for our Innovate RAP.

Over the next two years, we will evolve our cultural training and education for new and existing employees. We will meet employees where they are in their own reconciliation journey, helping build a workforce who can respectfully show up in relationships with Aboriginal and Torres Strait Islander peoples as allies, with a deeper understanding of history and culture.

We also remain committed to expanding the diversity of clinical trials and investing further in diversifying our supplier network. We will ensure that we provide a safe place to work for our current and future Aboriginal and Torres Strait Islander colleagues and continue to evolve our employment policies. All of which will help foster the relationships that will ultimately lead to better health outcomes and overall health equity. Our intention is to continually learn, listen and create an enabling environment for Aboriginal and Torres Strait Islander peoples to exercise their right to self-determination as underpinned by the *United Nations Declaration on the Rights of Indigenous Peoples*.

Our Global Commitment to Accelerating Health Equality and Inclusion and Diversity

At BMSA, we are working to transform patients' lives through science. Now more than ever, we recognise the role we must play to create the change necessary to improve the health of the underserved within our communities. We have long invested in driving inclusion and diversity in all aspects of our business — from our people, suppliers and research partners to where and how we conduct our clinical trials and the reach of our medicines. This is, in part, a reflection of the growing diversity seen in the patients we serve.

As a contributor to Australia's healthcare system, we have a responsibility to understand and respond to the unique cultural and healthcare needs of Aboriginal and Torres Strait Islander peoples. Through our Innovate RAP we will deepen our relationships with ACCHOs, and play an active role, and partner in addressing health equity.

Given the urgency of addressing health disparities both globally and in Australia, BMSA is accelerating and strengthening its commitments to health equity, diversity, and inclusion, in line with our Company mission, vision and values.

Our global long-term Inclusion and Diversity and Health Commitments are:

- Addressing Health Equity
- Increasing Clinical Trial Diversity
- Diversifying Suppliers
- Diversifying Company Workforce

There is a strong synergy between our Innovate RAP deliverables and our global long-term Health Equity and Inclusion and Diversity targets.

Our Continued Commitment to Reconciliation - the Five Dimensions*

As we look to the next two years and beyond, we believe we can contribute to advancing the five dimensions* of reconciliation through the following:

Dimension	Our commitments to advance each dimension
Race Relations	We are committed to building a culturally safe workplace and being culturally responsive to the health needs of Aboriginal and Torres Strait Islander peoples..
Equality and Equity	We are committed to advancing equality and equity in health for Aboriginal and Torres Strait Islander peoples.
Unity	We are committed to building national unity through collective impact and meaningful relationships with Aboriginal and Torres Strait Islander peoples based on reciprocity, respect and partnerships.
Institutional Integrity	The universal right to health is a cornerstone standard applied within our work. Our organisational values guide practice in health research and clinical trials.
Historical Acceptance	We are committed to understanding the health inequalities Aboriginal and Torres Strait Islander peoples experience and the role organisation can play to reveal historical and institutional truths of our nation.

*Reconciliation Australia, <https://www.reconciliation.org.au/>

Overview on how we will Embed Reconciliation Governance

The BMSA reconciliation governance structure has been established to embed decision-making and enable effective implementation and reporting on progress of our Innovate RAP commitments.

Our Executive Sponsor and senior champion for the Innovate RAP is Melinda Munns, Medical Director, Australia and New Zealand, who acts as the RAP Working Group Chair. The RAP Working Group Chair oversees the RAP Working Group and holds them accountable to ensuring the goals of the RAP are achieved. The RAP Working Group Chair is rotated over time.

The BMSA RAP Working Group members represent key areas of the business and interested persons who are passionately dedicated to our reconciliation journey. The RAP Working Group will be the core governance group who will guide implementation of our RAP commitments across the business and will work with BMSA Reconciliation Ambassadors across the business to ensure those commitments are met.

BMSA engages a trusted advisor from an Indigenous Consulting business as an external First Nations Australian voice. The trusted advisor attends every second meeting as well as strategy workshops with the RAP Working Group to provide First Nations perspective and advice that informs development and implementation of RAP commitments. The trusted advisor role to BMSA RAP Working Group is shared by two First Nations individuals from the Indigenous Consulting business.

Along with our trusted advisor from the Indigenous Consulting business, the BMSA RAP Working Group membership includes:

- Melinda Munns, Medical Director, Australia and New Zealand; (Medical Workstream and Employment Stream Owner)
- Fiona Kennon, Senior Clinical Trial Manager; (Events and Engagement Stream Owner)
- Angela Chan, Senior Manager, Early Assets Commercialisation, RAP Working Group Co-Chair; (Employment Stream Owner)
- Anne Walter, Senior Manager, Medical; (Relationships Stream Owner)
- Emma Boscheinen, Senior Communications Manager; (Events and Engagement Stream Owner)
- Sylvia Rodriguez, Executive Assistant; (Events and Engagement Stream Owner)
- Nick Hurst, Associate Product Manager, RAP Working Group Co-Chair; (Supplier Diversity Stream Owner)
- Sammantha Youngson, Senior Site Monitoring Plan Specialist; (Cultural Learning Stream Owner)

BMSA will continue to consider best practice approaches to ensure our reconciliation initiatives continue to be guided by Aboriginal and Torres Strait Islander peoples. We will ensure that our RAP Working Group will have Aboriginal and Torres Strait Island representation, either internally or through external representation.





Relationships

Our commitment to fostering meaningful relationships

We are committed to fostering meaningful relationships with Aboriginal and Torres Strait Islander peoples and ACCHOs to learn and understand best practice approaches to support innovative solutions to achieving health equality and equity for First Nations Australians.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to refine the guiding principles for BMSA's future engagement with stakeholders as per BMSA's Stakeholder Engagement Reference List.	November, 2024	Relationships Stream Owner, Patient Advocacy and Policy
	1.2 Refine BMSA's engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations, including how BMSA will contribute to First Nations' health equity and Closing the Gap targets.	November, 2024	Relationships Stream Owner, Patient Advocacy and Policy
	1.3 Maintain relationships with priority Aboriginal and Torres Strait Islander stakeholders identified in BMSA's health-specific stakeholder list and allocate relationship owners.	March, 2024	Relationships Stream Owner, Patient Advocacy and Policy, Medical Leads
	1.4 Maintain an ongoing relationship with non-health specific Aboriginal and Torres Strait Islander organisations (e.g. local councils, consulting partnerships).	November, 2024	Relationships Stream Owner & RAP Ambassadors
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Develop and circulate to all staff a detailed guide on where to access NRW resources and how to participate in NRW activities,	April, 2024	Events and Engagement Stream Owner
	2.2 BMSA RAP Working Group members to participate in an external NRW event to recognise and celebrate NRW.	June, 2024 and June, 2025	Events and Engagement Stream Owner
	2.3 Organise at least one NRW event each year.	June, 2024 and June, 2025	Events and Engagement Stream Owner
	2.4 Register all BSMA NRW events on Reconciliation Australia's NRW website.	May, 2024 and May, 2025	Events and Engagement Stream Owner
	2.5 Explore an NRW hub (a physical location in the office) to amplify events.	May, 2024 and May, 2025	Events and Engagement Stream Owner
	2.6 Encourage staff and senior leaders to participate in at least one external NRW event.	June, 2024 and June, 2025	Events and Engagement Stream Owner, RAP Working Group members

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through BMSA's sphere of influence.	3.1 Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	May, 2024	Events and Engagement Stream Owner
	3.2 Communicate our commitment to reconciliation publicly.	December, 2023	Events and Engagement Stream Owner, Corporate Communications
	3.3 Explore opportunities to collaborate with other organisations and positively influence our external stakeholders to drive reconciliation outcomes.	October, 2024	Events and Engagement Stream Owner, all employees
	3.4 Distribute a stakeholder perception survey to staff at the conclusion of the Innovate RAP to track how BMSA is building meaningful and enduring relationships.	November, 2025	Events and Engagement Stream Owner
4. Promote positive race relations through anti-discrimination strategies.	4.1 Continue to review HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October, 2024	Employment Stream Owner, HR
	4.2 Provide education on BMSA's anti-discrimination policy to our organisation.	August, 2024	Employment Stream Owner
	4.3 Continue to engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	May, 2024	Employment Stream Owner, HR, Legal & Compliance
	4.4 Educate staff, inclusive of senior leaders, on the impacts of racism on Aboriginal and Torres Strait Islander peoples.	July, 2024	Employment Stream Owner
5. Educate on the importance of health equity for for Aboriginal and Torres Strait Islander peoples in Australia	5.1 Provide information to our workforce around Government Indigenous Affairs health priorities for Aboriginal and Torres Strait Islander peoples.	November, 2024	Events and Engagement Stream Owner
	5.2 Educate staff about community-developed initiatives that improve health outcomes for Aboriginal and Torres Strait Islander peoples.	November, 2024	Events and Engagement Stream Owner, RAP WG members
	5.3 Educate staff on health needs and principles of cultural safety in healthcare for Aboriginal and Torres Strait Islanders peoples.	November, 2024	Events and Engagement Stream Owner, RAP WG members



Respect

Our commitment to learning and demonstrating respect for Aboriginal and Torres Strait Islander peoples

We understand that reconciliation is a journey, not a destination and our journey has just begun. We acknowledge and respect Australia’s First Nations Peoples ancient cultural and linguistic diversity, histories, and achievements. BMSA is committed to ongoing learning and listening to Aboriginal and Torres Strait Islander peoples so that our business is culturally responsive to the health needs of Australia’s First Nations Peoples.

Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	6.1 Continue to conduct regular reviews of cultural learning needs within our organisation.	June, 2024 and June, 2025	Cultural Learning Stream Owner
	6.2 Continue to consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	July, 2024 and July, 2025	Cultural Learning Stream Owner
	6.3 Explore options for BMSA to embed cultural awareness training into the onboarding process.	June, 2024	Cultural Learning Stream Owner
	6.4 Build local partnerships designed around state and/or place-based locations where BMSA operates for the purpose of enhancing cultural learning.	December, 2024	Cultural Learning Stream Owner
	6.5 Continue to provide opportunities for RAP Working Group members, Human Resource managers and other key leadership staff to participate in ongoing formal and structured cultural learning.	September, 2024 and September, 2025	Cultural Learning Stream Owner
	6.6 Develop targeted employee diversity and inclusion survey questions to understand the base level of staff cultural understanding and learning needs within our organisation.	May, 2024 and May, 2025	Cultural Learning Stream Owner
	6.7 Develop, implement and communicate a tailored cultural learning strategy to support ongoing cultural learning of BMSA staff in collaboration with a Supply Nation approved training provider.	November, 2024	Cultural Learning Stream Owner

Action	Deliverable	Timeline	Responsibility
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	7.1 Maintain and build BMSA staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols, and encouraging a personalised approach.	August, 2024	Events and Engagement Stream Owner
	7.2 Expand, implement and communicate a BMSA cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	August, 2024	Events and Engagement Stream Owner
	7.3 Continue to invite a local Traditional Owner or Custodian to provide a Welcome to Country and other appropriate cultural protocols at significant events each year.	August, 2024 and August, 2025	Events and Engagement Stream Owner, Meeting Leads
	7.4 Continue to include an Acknowledgement of Country and other appropriate protocols at the commencement of important meetings.	August, 2024 and August, 2025	Events and Engagement Stream Owner, all employees
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	8.1 BMSA RAP Working Group to participate in an external NAIDOC Week event.	July, 2024 and July, 2025	Events and Engagement Stream Owner
	8.2 Review BMSA Human Resources policies and procedures to remove barriers to staff participating in NAIDOC Week.	December, 2024	Employment Stream Owner
	8.3 BMSA RAP Working Group and the Leadership team to promote and endorse staff attendance at NAIDOC week activities.	July, 2024 and July, 2025	Events and Engagement Stream Owner
	8.4 Collaborate on a NAIDOC event and/or activity.	July, 2024 and July, 2025	Events and Engagement Stream Owner



Opportunities

Our commitment to creating shared value opportunities to advance reconciliation

We are committed to build organisational and collective impact opportunities in partnership with Aboriginal and Torres Strait Islander peoples and organisations focused on improving economic, social and health outcomes of Australia's First Nations Peoples.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes within BMSA by increasing Aboriginal and Torres Strait Islander peoples recruitment, retention, and professional development.	9.1 Build an understanding of current BMSA Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June, 2024	Employment Stream Owner
	9.2 Engage with Aboriginal and Torres Strait Islander advisors to consult on our recruitment, retention and professional development strategy.	June, 2024	Employment Stream Owner
	9.3 Develop and implement a BMSA Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy, which may include establishment of a buddy network for Aboriginal and Torres Strait Islander employees.	December, 2024	Employment Stream Owner
	9.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander candidates, such as via First Nations recruitment platforms.	December, 2024	Employment Stream Owner
	9.5 Update advertisements and public portals to demonstrate and promote BMSA's commitment to cultural safety for Aboriginal and Torres Strait Islander staff within our organisation.	December, 2024	Employment Stream Owner
	9.6 Continue to review Human Resources and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	November, 2025	Employment Stream Owner, HR
	9.7 Create a culturally safe voluntary approach to disclosure of Aboriginal and Torres Strait Islander status in the BMSA onboarding process, in order to build a deeper understanding of BMSA Aboriginal and Torres Strait Islander employee diversity	October, 2024	Employment Stream Owner
	9.8 Grow existing BMSA internship programs by: <ul style="list-style-type: none"> • discussing partnership opportunities with universities and/or TAFEs; and • exploring the creation of scholarships to pharmacy college for Aboriginal and Torres Strait Islander students. 	November, 2025	Employment Stream Owner

Action	Deliverable	Timeline	Responsibility
10. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	10.1 Embed and maintain an Aboriginal and Torres Strait Islander procurement strategy.	August, 2024	Supplier Diversity Stream Owner
	10.2 Agree on procurement targets for Aboriginal and Torres Strait Islander staff, such as maintaining a positive increase.	December, 2024	Supplier Diversity Stream Owner
	10.3 Maintain and regularly evaluate Supply Nation membership.	June, 2024	Supplier Diversity Stream Owner
	10.4 Continue to develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to both administrative staff and the rest of the business.	October, 2024 and October, 2025	Supplier Diversity Stream Owner
	10.5 Continue to review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	October, 2024 and October, 2025	Supplier Diversity Stream Owner
	10.6 Continue to develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	November, 2024 and November, 2025	Supplier Diversity Stream Owner
	10.7 Use our sphere of influence in our supply chain to encourage adoption of Reconciliation principles (e.g. communicating expectations in RFQs or reviewing Reconciliation credentials).	November, 2024	Supplier Diversity Stream Owner
11. Expand availability and access to medical education to Aboriginal and Torres Strait Islander Peoples and Communities	11.1 Explore and broaden our delivery of medical education to specialists in Australia to ensure that access and awareness of BMSA therapies are equitably available for Aboriginal and Torres Strait Islander patients.	October, 2024	Medical Workstream Owner
	11.2 Develop business processes that promote health equity for First Nations Australians in our everyday ways of working,	October, 2024	Medical Workstream Owner



Governance

Our reconciliation governance and reporting

Our governance structures and processes as a global multinational organisation are multi-layered and supported by executive leaders across the business. We view the BMSA reconciliation governance as equally as important as our other business governance structures. We will ensure that effective and sustainable decision-making, due diligence, reporting and accountability are embedded into the implementation of our Reconciliation commitments.

Action	Deliverable	Timeline	Responsibility
12. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	12.1 Maintain the BMSA RAP Working Group, meeting at least eight times per year to drive and monitor RAP Implementation.	November, 2024 and November, 2025	RAP Working Group Co-Chairs
	12.2 Maintain external Aboriginal and Torres Strait Islander advisors for the RAP Working Group with the aspiration for an internal BMSA First Nations voice.	November, 2023	RAP Working Group Co-Chairs
	12.3 Establish RAP Ambassadors as an extension of the Working Group.	April, 2024	Events and Engagement Stream Owner
	12.4 Establish and apply a Terms of Reference for the RAP Working Group outlining purpose, role, membership (inclusive of state-based Ambassadors), meeting cadence and reporting on our reconciliation commitments.	April, 2024	RAP Working Group Co-Chairs
13. Provide appropriate support for effective implementation of BMSA Innovate RAP commitments.	13.1 Define resource needs for RAP implementation (e.g. budgets, team membership).	December, 2023	RAP Working Group Co-Chairs
	13.2 Maintain engagement of our senior leaders and other staff in the delivery of RAP commitments.	November, 2023 and November, 2024	RAP Working Group Co-Chairs
	13.3 Define and maintain within our business appropriate systems to track, measure and report on implementation progress of our RAP commitments (e.g. wRAP-up Newsletter).	July, 2024	Events and Engagement Stream Owner
	13.4 Maintain an internal Leadership Team member as RAP Champion.	November, 2023	RAP Working Group Co-Chairs

Action	Deliverable	Timeline	Responsibility
14. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	14.1 Continue to stay in contact with Reconciliation Australia to ensure we remain informed on important RAP correspondence, including verifying our primary and secondary contact details.	June, 2024 and June, 2025	RAP Working Group Co-Chairs
	14.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	August, 2024 and August, 2025	RAP Working Group Co-Chairs
	14.3 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September, 2024 and September 2025	RAP Working Group Co-Chairs
	14.4 Report RAP progress to all staff and senior leaders quarterly.	November, 2025	RAP Working Group Co-Chairs
	14.5 Publicly report our RAP achievements, challenges and learnings, annually. (e.g. LinkedIn updates, BMSA website).	November, 2025	RAP Working Group Co-Chairs
	14.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May, 2024	RAP Working Group Co-Chairs
	14.8 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	November, 2025	RAP Working Group Co-Chairs
15. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	15.1 Register on the Reconciliation Australia website as we embark on developing our next RAP.	April, 2025	RAP Working Group Co-Chairs

Contact Us

We welcome enquiries and feedback on our Innovate Reconciliation Action Plan commitments and are happy to discuss any aspect of our reconciliation commitments with interested persons, please email our RAP Working Group at RAP@bms.com (03 8523 4200).

