**RAP achievements 2016**

***Opportunities***

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| **Action** | **Target** | **Status** |
| 1. Investigate opportunities within GPT to increase First Nations employment and retention | Commit to employing a minimum of six First Nations university students as interns for a 12 week period.  | Achieved for 2015 and 2016 |
| Review and update People and Performance procedures and policies to ensure barriers to First Nations employees are able to be addressed | Achieved |
| Review, update and implement First Nations employment and retention strategy  | Achieved |
| Continue to engage with existing First Nations staff to consult on employment strategies, including professional development.  | Ongoing and on track |
| Develop and implement a plan to pilot different approaches to increasing First Nations employment with GPT such as training pathways, apprenticeships, internships, cadetships and work experiences. | Achieved, trialed face to face training of 220 employees across the business |
| Advertise employment vacancies in First Nations media such as Koori Mail and national Indigenous times.  | Not achieved, alternate strategy to be developed in next RAP |
| 2. Investigate opportunities to increase First Nations suppliers | Actively investigate new opportunities to diversify GPT supply chain by using First Nations owned business. | On track and ongoing |
| Develop and maintain a list of First Nations suppliers and services and distribute to GPT employees. | Not achieved, alternate strategy to be developed |
| Review procurement policies and procedures to ensure that Barriers to First Nations business are able to be addressed. | Achieved – updated GPT Supplier Code of Conduct |
| Investigate becoming a member of Supply Nation or partnering with the local Indigenous Chamber of Commerce in each states. | Achieved – but not ongoing, concluded not a valuable partnership for GPT |
| Encourage and educate staff about the benefit of utilising services from First Nations business. | Achieved |
| Develop at least one commercial relationships with an First Nations business. | Achieved – developed commercial relationships with Yaru Water Nallawilli Office Wares |

***Relationships***

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| **Action** | **Target** | **Status** |
| 1. The RAP Working Group (RWG) continues to actively monitor RAP development, including implementation of actions, tracking progress and reporting. | RWG oversees the development, endorsement and launch of the 2017 GPT RAP | On track |
| 'Meet at least once per quarter each year to monitor and report on RAP implementation. | On track and ongoing  |
| 2. Establish an external First Nations Advisory Group to provide support, cultural advice and guidance on the GPT RAP. | 'Form an external First Nations Advisory Group | Achieved  |
| 'Meet at least twice per year with First Nations Advisory Group and seek cultural advice and strategic support | Achieved |
| 3. Celebrate National Reconciliation Week (NRW) by providing opportunities for First Nations employees and other employees to build stronger relationships. | Organise at least one GPT employee event each year to celebrate National Reconciliation Week in Sydney and Melbourne. | Achieved in Sydney, but not Melbourne |
| Encourage all GPT owned and managed retail centres to promote and celebrate National Reconciliation Week through centre based events. | Achieved |
| Promote NRW and its significance by circulating Reconciliation Australia’s NRW toolkit. | Not achieved, awareness created through cultural awareness training |
| Register all GPT NRW events each year via Reconciliation Australia’s website to capture support and participation. | Achieved |
| Develop a communications plan to promote significant First Nations events including NRW. | Achieved |
| 4. Build and maintain relationships with First Nations and organisations. | Extend an invitation to First Nations and organisations to attend GPT events such as NRW and other activities. | Achieved |
| Develop and implement an engagement plan to work with First Nations stakeholders. | Achieved |
| Identify and develop a list of Traditional Owners and First Nations organisations where all GPT assets are located. | Achieved |
| Organise to meet the Traditional Owners and First Nations organisations of the respective asset areas at least once a year to investigate potential partnerships and build stronger relationships. | Achieved |

***Respect***

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| **Action** | **Target** | **Status** |
| 1. Engage all GPT employees in the protocols and processes around Acknowledgement of Country and Welcome to Country to ensure there is a respectful and shared meaning | In consultation with First Nations, develop, implement and communicate a cultural protocols document for GPT. | Achieved |
| Develop and communicate a list of key contacts for organising a Welcome to Country for GPT employees to utilise when organising a Welcome to Country and to maintain respectful partnerships with Traditional Owners across Australia. | Achieved |
| GPT will engage local Traditional Owners to provide a welcome to country at Its annual company conference | Not Applicable, conference not held |
| Ensure the opening of all GPT major internal and external events include a Welcome to Country or an Acknowledgement to Country from GPT senior leadership. | Achieved |
| 2. Increase cultural learning to raise understanding an appreciation of First Nations cultures, histories and achievements in order to lay the foundation other RAP actions to be achieved. | In consultation with First Nations people, develop and pilot a cultural awareness training strategy for all GPT staff and investigate the opportunity to include various modes of delivery such as online training, face-to-face workshops and on country experiences. | Achieved |
| Capture the knowledge of our employees around First Nations peoples, cultures and history to inform future cultural training sessions | Achieved |
| 3. Provide opportunities for First Nations employees to engage with their cultures and community through celebrating and participating in NAIDOC Week events. | Explore the opportunity to support a local community NAIDOC Week event. | Achieved |
| Provide opportunities for First Nations employees to participate in local NAIDOC Week events. | Achieved |
| Organise at least one internal event to celebrate NAIDOC Week in each of GPT’s corporate offices | Achieved |
| 4. GPT will continue to acknowledge and promote respect for First Nations peoples. | Investigate commission First Nations artwork for display in each GPT state head office, including acknowledgement of artist and story of artwork | Achieved |
| Set a standard email banner in all GPT outgoing emails that acknowledges and pays respect to Traditional Owners of the land. | Achieved |
| Review and update employee paid leave provisions to include cultural and compassionate leave available to First Nations employees. | Achieved |
| Review People and Performance policies and procedures to ensure there are no barriers to staff participating in NAIDOC. | Achieved |
| Install signage at each GPT asset for public display that acknowledges the Traditional Owners of the lands and waters where the GPT asset is located. | On track and due for completion December 2017 |
| Organise and fly the First Nations flags at Australia Square asset during National First Nations day/celebrations | Achieved |
| 5. Demonstrate respect by providing cultural support to prospective First Nations employees in order to become an employee of choice. | Implement an 'Understanding First Nations Culture' guide for all employees. | Achieved |
| Implement cultural leave for all First Nations GPT employees to attend cultural occasions | Achieved |