

# **INNOVATE** **RECONCILIATION ACTION PLAN** **MAY 2022—MAY 2024**





# ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation, Honeywell acknowledges the Traditional Custodians of Country throughout Australia and their connections to the land, sea and community. We pay our respect to their Elders past, present and emerging, and embrace the continuation of cultural and spiritual practices of Aboriginal and Torres Strait Islander peoples.

We deeply appreciate and acknowledge the Aboriginal and Torres Strait Islander peoples who offered their time, knowledge and perspective throughout the development of our Innovate Reconciliation Action Plan (RAP).

## ABOUT THE ARTIST

Bundjalung/Biripi Artist Nikita Ridgeway believes that Aboriginal and Torres Strait Islander art is about sharing ancestral stories of the Aboriginal and Torres Strait Islander peoples and their continuing connection to country and dreaming. Through her Sydney based creative design agency “Boss Lady Design and Communications” (BLDAC), Nikita creates digital artwork designs that relay stories of Aboriginal people’s connection to country, each other, their history, and collaborations with modern day organisations and companies and their future plans to engage with first nations people.

The artwork is a representation of Honeywell’s business. The four circles on the outside represent our four Strategic Business Units and the number of lines coming out from them represent our Global Business Enterprises. The one in the centre represents Honeywell Connected Enterprise which is at the centre of what we do – connected to all and driving our evolution to a software industrial.

*I developed this artwork to also be a reflection of your RAP journey and the connections Honeywell has formed, the growth the journey has enabled and the positive ripple effect of the company’s services and work with the first nations community. Everyone is connected, everyone learns, everyone plays an equally important role and everyone benefits from the Reconciliation journey that Honeywell is travelling through shared lived experiences.*

Artist: Nikita Ridgeway





**THE  
FUTURE  
IS  
WHAT  
WE  
MAKE IT.**

**Honeywell**

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## TERMINOLOGY

Throughout this document we will predominantly use the term Aboriginal and Torres Strait Islander peoples. In some instances, we will use the term Australia's First Peoples to acknowledge the unique position and rights Aboriginal and Torres Strait Islander peoples have in Australia.

For ease of reference, some strategies, programs and positions include use of the term Indigenous, for example when referring to Indigenous businesses, our Indigenous Participation Program (IPP), and when referring to Indigenous peoples of the world articulated in international instruments such as the United Nations Declaration on the Rights of Indigenous peoples.

# HONEYWELL GLOBAL CHIEF INCLUSION AND DIVERSITY OFFICER MESSAGE

It is with great honour that I present Honeywell Australia's second Innovate Reconciliation Action Plan (RAP), an important milestone in our reconciliation journey and valuable opportunity to reflect on our achievements, learnings and continued progress.

Our initial Reflect RAP and first Innovate RAP were crucial in laying foundations through the five dimensions of reconciliation. We were challenged to embrace the dimensions of race relations, equality and equity, unity, institutional integrity, historical acceptance and explore how we could better integrate them into our operations and culture at Honeywell.

The driving force behind our vision for reconciliation is a commitment to innovation in connected technology that supports the safety, security and improved quality of life for Aboriginal and Torres Strait Islander communities, sustainable solutions for the natural and built environments of this precious land and an inclusive workplace where Australia's First Peoples feel safe and proud to acknowledge their heritage.

Aboriginal and Torres Strait Islander peoples deserve the equal right to live in safe and secure communities that allow the best quality of life possible – the same purpose our products and services provide to our customers globally.

We acknowledge our reconciliation journey is not a race. It is a unique path of reflecting, understanding and healing, and we take this process seriously. Therefore, we have decided to embark upon a second Innovate RAP to ensure Honeywell is set up for success across all areas of the business before transitioning to a Stretch RAP.

We are proud of the transformation and achievements throughout our previous RAPs. We were able to leverage our existing programs to increase access to education and employment for Australia's First Peoples.

We look forward to progressing our reconciliation journey through our second Innovate RAP and will continue to listen, learn and enable 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.

We thank Reconciliation Australia for their valued endorsement of our Reconciliation Action Plan and look forward to a brighter future as we strengthen our engagement and partnerships with Aboriginal and Torres Strait Islander communities, businesses and peoples.

**Cheya Dunlap**  
Chief Inclusion and Diversity Officer  
Honeywell



# RECONCILIATION AUSTRALIA CEO MESSAGE

## Reconciliation Australia commends Honeywell on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

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

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Honeywell continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Honeywell will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Honeywell using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Honeywell to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Honeywell will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Honeywell's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Honeywell on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia



# HONEYWELL RAP WORKING GROUP MESSAGE

Throughout implementation of our first Innovate RAP, we have learned a great deal as an organisation, and as such, are even more determined to deliver a stronger second version in preparation for the Stretch RAP.

Throughout Honeywell's reconciliation journey, we have seen incremental yet powerful cultural changes including Acknowledgement of Country protocols for events and meetings across the business. Our employees were eager to attend cultural awareness training, we have also sponsored the Indigenous Australian Engineering Summer School (IAESS) and four engineering scholarships with the Aurora Education Foundation.

We are proud to have won awards, for Indigenous Participation and Support in 2019 and 2021, we were shortlisted for the HR Awards Best Workplace Diversity & Inclusion Program in 2019.

We know a RAP is not a quick fix or a campaign. It is a journey of listening, learning, understanding and healing over many years, hence our reason for embarking upon a second Innovate RAP. Although we have seen significant progress in our journey, we acknowledge there is still much to do to create an equal future and culturally safe, inclusive workplace environment.

Our second Innovate RAP gives us the opportunity to build on the strong foundations of the initial Reflect and Innovate RAPs. We will continue to drive Honeywell's RAP internally with the goal to establish equal opportunities for Aboriginal and Torres Strait Islander peoples and create a better future for all Australians.

In solidarity,  
**Honeywell RAP Working Group**





# OUR VISION FOR RECONCILIATION

Our vision for reconciliation is a nation where Aboriginal and Torres Strait Islander peoples and other Australians live harmoniously, in a national culture that fosters equality and equity for Australia's First Peoples. A nation that celebrates the rich cultures and wisdom of one of the oldest continuing civilisations on the planet. Where we acknowledge our shared history, how it has impacted Aboriginal and Torres Strait Islander peoples, and vow never to repeat the negative race relations of the past.

In the context of our organisation, this represents innovation in technology to support the safety, security and improved quality of life for Aboriginal and Torres Strait Islander communities, sustainable solutions for the natural and built environments of this precious land and a workplace where Australia's First Peoples feel culturally safe, included and acknowledged.

# OUR BUSINESS

Honeywell is a leading global technology company that is transforming the way the world works.

We deliver industry specific solutions including aerospace products and services, control technologies for buildings and industry, and performance materials. Our technologies help aircraft, buildings, manufacturing plants, supply chains and people become more connected to make our world smarter, safer and more sustainable while improving quality of life.

In Australia, we provide products and services in all states and territories nationally through a network of 20 site locations, employing approximately 1,500 people. The exact number of Aboriginal and Torres Strait Islander employees is currently unknown due to historical policies around how we obtain this data. However, we are currently addressing this internally to resolve the issue within the RAP period.

Honeywell operates in regional and remote locations and many of our employees live and work within areas of cultural importance for Aboriginal and Torres Strait Islander communities, providing a unique opportunity to engage in reconciliation across multiple internal and external stakeholders.

We are a global company with a local mindset and approach to everything we do in Australia. Our Reconciliation Action Plan is a uniquely Australian program providing the opportunity to integrate and adapt our global commitments of inclusion while raising international awareness of one of the world's oldest living cultures.

We deeply admire and respect Australia's First Peoples' connection to Country, as Honeywell's business practices historically hold a strong connection to earth and the elements. Fifty percent of our research and development budget goes towards technology and innovations that improve the environment and social outcomes for customers. We recently pledged to become carbon neutral in our facilities and operations by 2035.

Our four key business units represent:

1. Aerospace
2. Building Technologies
3. Performance Materials & Technologies
4. Safety and Productivity Solutions

All of which are supported by the Honeywell Connected Enterprise.

Our sphere of influence expands throughout our supply chain where we create influence through our relationships and purchasing decisions, and onto our government clients in critical infrastructure, hospitals, correctional facilities, defence, mining and educational institutions. This extends to our customers, subcontractors, channel partners, industry partners and apprenticeship organisations we work with such as MEGT.

We live by our brand: The Future Is What We Make It – implying absolute self-determination which we will continue to work towards, with Aboriginal and Torres Strait Islander peoples. Honeywell employees are inventors and engineers, or *Future Shapers*, continually pushing technological frontiers to solve problems and transform the world. Here in Australia, we believe we can push the boundaries of society to make our vision for reconciliation a reality.



**BUILDING TECHNOLOGIES**



**PERFORMANCE MATERIALS AND TECHNOLOGIES**



**SAFETY AND PRODUCTIVITY SOLUTIONS**



**AEROSPACE**

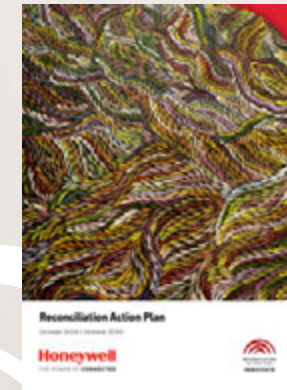
# OUR RAP

## HONEYWELL'S RAP JOURNEY

Reflect  
2017



Innovate  
2018



Innovate  
2022



In 2017, we launched our inaugural Reflect RAP as a symbol and practical guide to the beginning of our reconciliation journey. We embarked on this journey for several reasons, first and foremost because we believe it is the right thing to do. We recognise the fortunate position and influence that Honeywell holds both globally and locally, and the need to use this to achieve equality and equity for Aboriginal and Torres Strait Islander peoples.

Our learning continued throughout our first Innovate RAP and despite completing all our set actions, we acknowledge our path is one of deep understanding and healing over many years, hence our decision to launch a second Innovate RAP.

We believe Australia's First Peoples deserve the equal right to live in a safe and secure community that improves quality of life – the same purpose that our products and services provide to our customers globally.

The Future Is What We Make It, and the only way to achieve reconciliation is to acknowledge and heal the injustices of the past.

# OUR RECONCILIATION JOURNEY TO DATE

Both our Reflect RAP and first Innovate RAP provided a framework for actions and deliverables towards the strategic focus areas to foster stronger relationships, respect and opportunities whilst maintaining a clear vision, governance and reporting structure to track progress. We used these RAPs to build our internal capacity and awareness of what is required to play a meaningful part in reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians.

Honeywell's RAP working group, sponsors and the senior leadership team have reflected on the achievements and learnings of our past RAP's as an important step in planning our next Innovate RAP.

## HIGHLIGHTS AND ACHIEVEMENTS

To drive the execution of our RAP, the Honeywell Indigenous Participation Program (IPP) was established. A business-funded committee structure was established to manage the program. The IPP Leader role is specified for an Indigenous person. The Program provides the foundations for the delivery of practical actions with an emphasis on Indigenous engagement, employment, procurement, cultural change and building partnerships to support Indigenous Participation.

The most significant change since the launch of our RAP is the shift in perception internally. Due to our cultural appreciation efforts, our employees have become more aware of our shared history and are eager to participate in our ongoing reconciliation journey. Acknowledgement of Country is now the norm when kicking off meetings across the business.

Support and awareness have also increased at a leadership level and continues to grow as our journey progresses. We are proud to have won our first award in 2019, the Crown Perth Award for Indigenous Participation and Support, as well as being shortlisted for the HR Awards Best Workplace Diversity & Inclusion Program.

Through openly sharing honest stories and historical truths, our employees are learning different perspectives. Employees are now eager to get involved and celebrate National Reconciliation Week and NAIDOC Week and are aware of how the injustices have impacted Australia's First Peoples. We have also recognised this extending to our suppliers and customers.

Our first Innovate RAP was outlined by four key areas of our approach that all contribute to creating equal opportunities, keeping communities safe and secure, and improving quality of life for Australia's First Peoples. We are proud that at the completion of the Reflect and first Innovate RAP period, Honeywell achieved all set deliverables.

## Employment

Honeywell promotes access to education to increase employment opportunities in the engineering services industry, encouraging the belief that The Future is What We Make It. We have leveraged our existing programs, whilst forming new partnerships not only to create equal opportunities for Aboriginal and Torres Strait Islander talent but also to ensure their significant input in creating our nation's future.

Highlights include:

- Created our Early Career programs STEM Pathways that allowed us to strengthen our relationships with higher education and build on our engagement and communication with Aboriginal and Torres Strait Islander talent. Our concerted efforts to attract Aboriginal and Torres Strait Islander candidates for general and technical opportunities resulted in an increased number of Indigenous engineering candidates joining Honeywell.
- Partnered with Engineering Aid Australia (EAA), a not-for-profit organisation that inspires and supports Aboriginal and Torres Strait Islander high school students to become professional Engineers.
- Partnered with The Clontarf Foundation to assist in supporting the education and employment of young Aboriginal and Torres Strait Islander men.
- Established an annual Indigenous Engineering Scholarship Program, providing 18 Engineering Scholarships to Indigenous students between 2018-2021.
- Engaged with Victorian Indigenous Engineering Winter School (VIEWS) camps provided by Melbourne University in collaboration with Murrup Barak. The University's School of Engineering promotes VIEWS as a STEM outreach, targeted at Indigenous High School students in year 11 and 12 who are enrolled in Math and Science and who are interested in exploring a career in an engineering discipline.
- Created a four-year Apprenticeship Program through MEGT to complete a trade qualification in electronics and communications, where up to 50 per cent of positions are reserved for Indigenous candidates.
- Developed the Honeywell Indigenous Employment Strategy to produce equal employment outcomes and incorporates effective leadership, decision-making and building trust when working with Aboriginal and Torres Strait Islander peoples.

## Support for Aboriginal and Torres Strait Islander Businesses

Since our RAP launch, we have successfully engaged with 15 First Nations businesses that are now in our supply chain. This has resulted in an increase of 732 percent spend with Indigenous businesses from 2017-2021.

- Honeywell became a member of Supply Nation in 2017 and focused on strengthening relationships within the network to encourage equal opportunities and economic success for Aboriginal and Torres Strait Islander peoples.

## Culture

We involve our employees in every stage of our reconciliation journey, encouraging them to reflect, listen, learn and acknowledge different perspectives so we can foster a safe, diverse and inclusive workplace for Aboriginal and Torres Strait Islander peoples.

- We have delivered three cultural awareness waves across all of our offices, first to our leadership in 2017, then again, all employees completed by June 2018 through a wholly owned Aboriginal training and consultancy firm based in NSW, and again most recently in 2020.
- Community engagement and inclusion was accelerated by inviting local Elders of Country to participate in the Reconciliation Action Plan (RAP) launch, National Reconciliation Week (NRW) and NAIDOC Week celebrations in our respective offices. Each celebratory event was catered for by Indigenous caterers.



## Leadership

Leadership's support, contribution and advocacy is critical in embedding change internally and through our external sphere of influence including government clients, partners and the global Honeywell team.

- We have a strong sponsorship from the business leadership teams and the RAP Working Group who are entrenched and committed to the delivery of our RAP. Together we are standing united to achieve as much as possible to assist with closing the gap in education, employment, and economic participation.
- Each day we are learning more about how to affect long-term change by connecting within our communities and increased support from our leadership team to effectively drive initiatives internally and externally.
- We created an internal reporting metrics system to capture and increase our Indigenous participation efforts.
- In 2021, the Sydney Opera House welcomed Honeywell as its first UN Global Goals partner, supporting the world-famous performing arts centre's commitment to sustainability, diversity and inclusion. During the three-year partnership, the Opera House and Honeywell, will collaborate on initiatives aligned with the Global Goals, including:
  - Launching a program to support First Nations tertiary graduates with their chosen profession.
  - Helping the Opera House become climate-positive by 2023.
  - Collaborating on an event to discuss how engineers are contributing to positive social and environmental change.

## KEY LEARNINGS

During our Innovate RAP, we quickly learned we need adequate resources to be able to implement and advocate our reconciliation efforts. We also learned that we need to think outside of the box when considering partnering with third-party businesses. Reconciliation is not done in silo – it requires collaboration to create lasting change.

We realised the immense knowledge gap of many key stakeholders including global leadership and our own employees, and how we could take meaningful action to raise awareness and change perception. At the same time reassuring people that they will not be judged for asking questions to learn – they do not have to know everything yet.



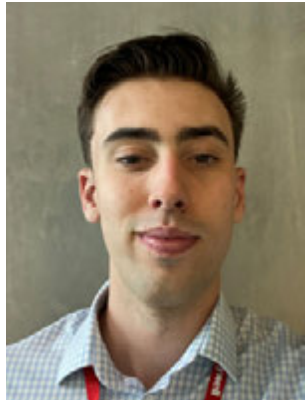
Another key learning was how our RAP is powerfully and directly relevant to our business in terms of Honeywell's unique offering. We were humbled to recognise how we can improve safety, security and quality of life, as well as equal access to education for Aboriginal and Torres Strait Islander communities.

We have learned from our previous RAPs that each task should not be assigned to specific people to achieve the desired outcome and the program should be driven by the whole team, rather than one or two individuals. Honeywell is a complex organisation, which means business leaders from each unit need to drive change and be held accountable for the actions outlined in the RAP.

The impact of the global pandemic meant we had to pivot from in-person to 100% digital communication to engage audiences. The business has been heavily focused on the pandemic response, and consequently, we were not able to achieve all our set goals. A positive outcome to result from this period is that our virtual meetings and events were able to reach a wider audience without location boundaries.

We will use these learnings to refine and optimise our approach for our next RAP to ensure its efficacy and success.

# CASE STUDIES AND PROFILES



16

## **HAYDEN WIGGINS, HONEYWELL SCHOLARSHIP RECIPIENT AND 2021 INTERN**

Hayden Wiggins is a young Gumbaingbir man excited to start his three-month internship with Honeywell in Brisbane. He is passionate about making social and environmental impact, and dreams of becoming a Chemical Engineer. “Creating new solutions and making a difference” to the world and the environment is his priority; it is “the most important thing.”

In 2018, Hayden found out about Honeywell at the IAES camp. Drawn to its environmental agenda, Hayden was inspired by the company’s commitment and partnership with The Sydney Opera House.

Receiving the Indigenous Engineering Scholarship from Honeywell was “life-changing” for Hayden who is currently in his first year of studying a Bachelor of Engineering (Honours) and a Bachelor of Arts. The scholarship has enabled Hayden to focus on studying.

It is important to Hayden that he works for an organisation that has a Reconciliation Action Plan: “it gives me confidence working for a company who creates opportunities for all peoples – specifically Aboriginal and Torres Strait Islanders.”

Hayden has an amazing journey ahead of him and is motivated to become a #Futureshaper, making waves in the engineering world and beyond.



## **GAVEN SHEEHAN, DIRECTOR, BENNELONG ENERGY SERVICES (BES), HONEYWELL SUPPLIER**

In 2020, Honeywell met with the BES directors to discuss a potential partnership on the Sydney Defence Contract. In April 2021, the contract was won by Honeywell, and BES became an Indigenous partner and contractor. BES are now working on 38 defence sites with a security focus.

The partnership has provided incredible opportunities for Aboriginal and Torres Strait Islander students. Honeywell is supporting scholarships for Indigenous students at Bennelong Energy Services and giving long-term employment opportunities to Indigenous apprentices. With BES growing rapidly, Honeywell are “supporting their future.”

BES director Gaven Sheehan thanks Honeywell, “our association with Honeywell has changed our business for the better. It has extended opportunities for Indigenous school students to join us. We are appreciative of Honeywell and how they’ve supported us. We are excited about our long-term future with Honeywell and the partnership that will grow. This partnership is a huge reason as to why we have expanded into security and electrical. Thanks to our partnership with Honeywell, Bennelong are in a position to expand their Indigenous engagement in 2022.”





### **MIA HAMPSON, PROJECT MANAGEMENT SPECIALIST, HONEYWELL BUILDING TECHNOLOGIES**

Reconciliation shouldn't be "aspirational" says Wannangini woman Mia Hampson. Closing the gap is a "way of life." It's about "improving opportunities, health and wellbeing." Mia pays respects to her ancestors and elders "on a daily basis, whenever the opportunity arises."

"My father grew up during a time where he was told not to tell anybody that he was Aboriginal. If he was, he would be deemed himself a second-rate citizen." There are "education, health and employment issues that "are still very prevalent today." Mia "stands proud" for her father, her father's family, and her ancestors who "paved the way before us" because "it's our responsibility to continue on that journey... and that the culture continues to thrive for future generations."

Reconciliation is "about two parties that have come together when there's been an injustice." For First Nations peoples "colonisation has had its impact, and it is everybody's responsibility to come together, there needs to be an acknowledgement of true Australian history and what actually happened."

"I've only ever worked for an organisation that had a Reconciliation Action Plan." Aboriginal and Torres Strait Islander peoples should be "afforded the same opportunities as everybody else." Honeywell have "similar drives to me and they are committed to paving the way, showing respect and acknowledging contributions."

Mia has been with Honeywell for three years. Previously employed as an Indigenous Participation Program (IPP) leader, she saw the "opportunity to further develop" her skillset and "be more versatile in terms of employment...Aboriginal peoples have a lot more to offer." Mia describes how Honeywell provided that opportunity for her: "they provided me with an opportunity outside of the role I was in... my IPP skills are always with me" but Honeywell enabled me to "flourish" and have an "impact on various levels" within the organisation.

Over her career Mia has developed the Aboriginal and Torres Strait Islander Employment Strategy, Indigenous Procurement Policy and the Indigenous Participation Plan, leading many initiatives that have increased employment opportunities for Aboriginal and Torres Strait Islander peoples and witnessing "huge" strides in the "early careers space."

Mia says, "I truly believe in Honeywell's slogan; The Future is What We Make it. Honeywell has the ability to make immense change, live by The Future is What We Make It and continue to strengthen and create opportunities for Indigenous peoples and communities."



### **GEOFF NEWLIN, ADVANCED FIELD SERVICE ENGINEER, HONEYWELL BUILDING TECHNOLOGIES**

“Back when I was a pup, I grew up around a lot of adversity... there was intergenerational trauma, and a life filled with extreme external and domestic altercations. It was a way of life for me and my three brothers,” said Geoff Newlin, Gooreng Gooreng and Kabbi Kabbi man. Geoff was born to a compassionate mother, a nurse who worked hard to care for her patients - some who judged her by the colour of her skin, a brother and father “who were stopped at the gates” and a grandmother who was a part of The Stolen Generations. From a very young age, Geoff saw and experienced the impacts of racism.

In the early 2000s Geoff applied to be an electrical apprentice at Maitland hospital in Newcastle. He heard about an opportunity for a young Aboriginal apprenticeship from his local land council and he “took it with both hands and ran with it.” Almost 20 years into his career at Honeywell, Geoff reflects: “without that opportunity, I don’t know where I’d be, to be honest...an inmate or worse.”

Finishing his electrical apprenticeship at the top of his classes, Geoff applied at Honeywell and joined the TAM business in Newcastle. From there he worked his way up to Field Service Leader and almost two decades later is an Advanced Field Service Engineer and 2IC of the Newcastle branch.

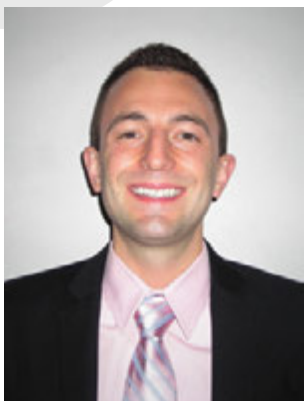
Geoff describes Honeywell as, “an amazing place to work, a challenging work environment that I’d recommend to anyone.” The most enjoyable aspect of working at Honeywell is, “the people – I love the people I work with; they are extremely supportive. We also have strong leaders - Orron Hart and Chris Gane. It’s Honeywell that creates this culture to enable individuals.”

Throughout his career at Honeywell, Geoff says has learnt a lot about the psychology of people, his strengths and weaknesses, and how to deal with change. Learning to deal with change is a “way of the world and a way of life,” and Geoff is proud that Honeywell are at the forefront.

Working for an organisation with a RAP is incredibly important to Geoff; “with more open communication and presentation around the importance of it, it’s giving more people exposure, and it forces people to start asking questions about diversity. There’s a misconception around what a RAP is. - It’s about education and people need to understand it’s so important, and about the heartache, the hurt and why Aboriginal peoples are still struggling,” says Geoff

Geoff is proud that Honeywell provides “the same opportunities for First Nations peoples as everybody else,” and since the first RAP he has noticed a shift within the organisation. He attributes this to Honeywell’s values: “the organisation has a great culture where everyone challenges each other to do better.”





### **MATT MILLER, DIRECTOR HR, HONEYWELL PACIFIC**

Matt grew up in the midwestern United States, in Ohio and in 2011 he started working at Honeywell in Switzerland as a regional HR leader for the Europe, Middle East, and Africa regions. “The diversity of different cultures, countries, and practices is something I have always found interesting.” In 2013, he moved to Australia and is now the Human Resources Director at Honeywell Pacific.

Residing on the lands of the Gadigal people of the Eora Nation, Matt describes reconciliation as, “acknowledging and recognising the traditional custodians of the land and understanding the history, the culture, and making amends for the injustices that have occurred. Reconciling the relationship and ensuring that Aboriginal and Torres Strait Islanders have equal opportunities, employment and aren’t facing barriers or discrimination based on race. It’s about education, language and culture.”

Since transferring to Honeywell Pacific in 2013 he has seen significant progress in its reconciliation journey: “Since our first RAP, we have made a lot of progress – at a foundational level we have raised awareness, implemented acknowledgments of country and have seen great engagement with NAIDOC and National Reconciliation Week.”

Through the Indigenous Participation Program, Honeywell has provided opportunities for Aboriginal and Torres Strait Islander students and interns through scholarships, the early careers program and strong outreach. Interestingly, in many ways our changing work environments and digitalisation, “has enabled us to open up our Inclusion and Diversity sessions to everyone virtually. More people are attending our Indigenous Participation Program events.”

Matt is a passionate advocate for diversity and inclusion, and the RAP is very important to him: “the workforce should represent the communities in which we operate. As innovators, our changing environment means diversity of thought is essential.”

# OUR RAP WORKING GROUP

Honeywell Australia has built a robust Indigenous Participation Program which is being managed by our RAP Working Group and aims to cover our businesses, regions, districts and functions, delivering on the commitments in the Innovate RAP, while embedding long-term change in our organisation – see Table 1 for members.

We are proud to have an active RAP Working Group that includes Aboriginal and Torres Strait Islander representation who provide valuable cultural guidance. Our IPP Leader role has been specified for an Indigenous member of staff to ensure appropriate cultural knowledge and considerations for the business. We will continue to encourage existing and new Aboriginal and Torres Strait Islander employees to join as we grow our workforce.

NAME	POSITION
Brett Madigan	Indigenous Participation Program Leader (Perth)
Chris Mansfield	APAC Subcontractor Category Lead (Sydney)
Alan Lang	Global Customer Marketing Leader (Sydney)
Heather Torrey	General Manager, ANZ - Safety & Productivity Solutions
Darcy Molyneux	Field Service Engineer (Canberra)
Mark Cockburn	Director of Software Engineering (Sydney)
Jason Allen	Advanced Software Engineer (Adelaide)
Orron Hart	NSW/ACT Service General Manager (Sydney)
Chris Gane	Australia Service General Manager (Melbourne)
Tracey Bown	Senior HR Generalist (Brisbane)
Antonio Gonzalez	Pacific Sales Manager (Sydney)
Marc Huneault	Senior Strategic Sourcing Specialist (Melbourne)
Carl Muir	Facilities Manager (Darwin)
Taylor Dage	Internal Communications Graduate (Melbourne)
Mark Thomas	Sales Representative (Sydney)
Devalina Chaliha	Lead Engineering Associate (Perth)
Benn Hunter	Key Account Manager (Perth)



# RELATIONSHIPS



Honeywell Australia is committed to building trust and upholding respect, which allows us to listen intently, understand deeply and respect sincerely. We acknowledge the Traditional Custodians of this Country and Elders past, present and emerging, and will continue to embrace and celebrate their rich culture. We will continue to foster a workplace where Australia's First Peoples feel culturally safe, included and acknowledged.

We deeply admire and respect Australia's First Peoples' connection to Country, as Honeywell's business practices historically hold a strong connection to earth and the elements. We believe Aboriginal and Torres Strait Islander peoples hold wisdom that can help humanity overcome many environmental challenges we face today and as such this wisdom and innovation should be encouraged, appreciated and protected.

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	1.1 Meet with local Aboriginal and Torres Strait Islander communities and organisations to develop guiding principles for future engagement and review annually.	IPP Leader/RAP Working Group	December 2022
	1.2 Review and update Honeywell Aboriginal and Torres Strait Islander stakeholder engagement plan.	IPP Leader	November 2022, 2023
	1.3 Continue to develop partnerships with organisations aligned to the work that we do with STEM, with a focus on community capacity building and growth.	Procurement Leaders/Business Leaders	November 2022, 2023
	1.4 Identify opportunities to link traditional knowledge holders with relevant leaders across the Honeywell business.	IPP Leader & Business Leaders	September 2022, 2023
<b>2. Build relationships through celebrating National Reconciliation Week (NRW).</b>	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	I&D Leader/Internal Communications Graduate	27 May – 3 June 2022, 2023
	2.2 Ensure our RAP Working Group members participates in an external event to recognise and celebrate NRW.	IPP Leader/RAP Working Group	27 May – 3 June 2022, 2023,
	2.3 Encourage staff to participate in external events to recognise and celebrate NRW.	IPP Leader/RAP Working Group	27 May – 3 June 2022, 2023
	2.4 Organise at least one internal event NRW each year	IPP Leader/RAP Working Group/Internal Comms	27 May – 3 June 2022, 2023
	2.6 Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories.	IPP Leader	27 May – 3 June 2022, 2023
	2.7 Invite external stakeholders to take part in NRW events.	General Managers/Business Leaders	27 May – 3 June 2022, 2023
	2.8 Register all NRW events via Reconciliation Australia's NRW website.	IPP Leader/RAP Working Group	June 2022, 2023

# RELATIONSHIPS

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE	
<b>3. Promote reconciliation through our sphere of influence.</b>	3.1 Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.	Internal Communications Graduate	November 2022	
	3.2 Communicate our commitment to reconciliation publicly.	External Comms/ Customer Marketing	May 2022	
	3.3 Promote reconciliation through ongoing active engagement with customers, suppliers and partners.	Business Leaders/ Procurement Leaders	June 2022, 2023	
	3.4 Collaborate with other like-minded organisations to develop ways to advance reconciliation by sharing best practices and thought leadership.	IPP Leader/ Business Leaders	June 2022, 2023	
	3.5 Include information about the RAP in all graduate and employee inductions.	HR and Early Careers & Leadership Capability Programs Leader	February 2023, 2024	
	3.6 Review and update the 'Reconciliation' page on the Honeywell intranet to ensure it:	<ul style="list-style-type: none"> <li>• Promotes Honeywell's commitment to reconciliation</li> <li>• Hosts the RAP and tracks progress meeting commitments and celebrates successes</li> <li>• Hosts other reconciliation and Aboriginal and Torres Strait Islander resources</li> <li>• Hosts feeds or forums for staff engagement in reconciliation activities.</li> </ul>	Internal Communications Graduate/RAP Working Group/ IPP Leader	June 2022, 2023
	3.7 Attend, collaborate and participate in cross agency groups addressing Aboriginal and Torres Strait Islander wellbeing, reconciliation and employment across the sector.	Business Leaders/ RAP Working Group	September 2023	



# RELATIONSHIPS

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
	3.8 Hold 6 lunch and learn sessions across the business, focusing on different reconciliation advocacy issues.	Business Leaders/ IPP Leader	September 2022, 2023
4. Promote positive race relations through anti-discrimination strategies.	4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	HR Leaders	December 2022
	4.2 Develop, implement, and communicate an anti-discrimination policy for our organisation.	HR Leaders	October 2023
	4.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	HR Leaders/IPP Leader	January 2023
	4.4 Educate senior leaders on the effects of racism.	HR Leaders/IPP Leader	September 2023

# RESPECT



Honeywell Australia is committed to building trust and upholding respect, which allows us to listen intently, understand deeply and respect sincerely. We acknowledge the Traditional Custodians of this Country and Elders past, present and emerging, and will continue to embrace and celebrate their rich culture. We will continue to foster a workplace where Australia's First Peoples feel culturally safe, included and acknowledged.

We deeply admire and respect Australia's First Peoples' connection to Country, as Honeywell's business practices historically hold a strong connection to earth and the elements. We believe Aboriginal and Torres Strait Islander peoples hold wisdom that can help humanity overcome many environmental challenges we face today and as such this wisdom and innovation should be encouraged, appreciated and protected.

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
<b>5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	5.1 Conduct a review of cultural learning needs within our organisation.	HR Leaders/ IPP Leader	September 2022, 2023,
	5.2 Review and update Honeywell Cultural Awareness Strategy.	HR Leaders/ IPP Leader	December 2022
	5.3 Implement Honeywell Cultural Awareness Training Program for our employees 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 and local context sessions).	HR Leaders/ IPP Leader	May 2023
5.4 Develop a list of local cultural awareness trainers for each Operating Centre.	IPP Leader	May 2023	
5.5 Imbed cultural awareness context into Honeywell onboarding program.	HR Leaders	September 2022, 2023	
5.6 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Business Leaders/ IPP Leader	September 2022, 2023	
5.7 Develop and implement a cultural sensitivity checklist for Honeywell sites.	Facilities Leader	June 2023	





# RESPECT

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	6.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Internal Communications Graduate/IPP Leader	May 2022, 2023
	6.2 Promote Honeywell Cultural Protocols document for Welcome to Country and Acknowledgement of Country.	Internal Communications Graduate	May 2022
	6.3 Ensure all meeting rooms have Acknowledgement of Country information cards.	Facilities Leader/ IPP Leader	May 2022
	6.4 Invite Traditional Owners to provide a Welcome to Country at significant events, including National Reconciliation Week.	IPP Leader	June 2022, 2023
	6.5 Organise and display an Acknowledgment of Country plaque in Honeywell offices.	IPP Leader	June 2022
	6.6 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at all Honeywell led external events.	External Comms/ Business Leaders/ IPP Leader	May 2022, 2023
	6.7 Include an Acknowledgement of Country at the commencement of all internal and external meetings.	Business Leaders	September 2022

# RESPECT

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
<b>7. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their cultures and communities by celebrating NAIDOC Week.</b>	7.1 RAP Working Group to participate in an external NAIDOC Week event.	RAP Working Group	July 2022, 2023,
	7.2 Review policies and procedures to remove barriers to staff participating in NAIDOC Week.	Business Leaders	June 2023
	7.3 Provide opportunities for all staff to participate in NAIDOC Week activities.	RAPWG/Business Leaders	July 2022, 2023
	7.4 Develop a Honeywell NAIDOC Week annual theme event toolkit.	Internal Communications Graduate/Facilities Leader	May 2022, 2023,
<b>8. Recognise and celebrate Aboriginal and Torres Strait Islander dates of significance</b>	8.1 Develop a communication plan to recognise Aboriginal and Torres Strait Islander dates of significance.	Internal Communications Graduate	July 2022, 2023
	8.2 Develop an Aboriginal and Torres Strait Islander cultural calendar that provides educational information on each of the dates and promote it across the Honeywell business.	Internal Communications Graduate & IPP Leader	January 2023, 2024
	8.3 Promote Aboriginal and Torres Strait Islander significant events via the Honeywell intranet and internal communication channels.	Internal Communications Graduate/RAP Working Group & IPP Leader	January 2023, 2024
	8.4 RAP Working Group to participate in one external community event to celebrate National Close the Gap Day.	RAP Working Group	March 2023, 2024



# OPPORTUNITIES



Honeywell Australia is committed to creating equal opportunities for Aboriginal and Torres Strait Islander peoples by empowering them with the skills, knowledge and employability for educational and economic success. We will use our buying power and influence within the business community and our position as an employer to open opportunities for Australia's First Peoples. We believe in the talent, creativity and innovation that Aboriginal and Torres Strait Islander peoples bring to the Australian business landscape.

Honeywell will continue to provide access to education and employment opportunities in the engineering, technology and services industries through its graduate programs, internships, apprenticeships and various partnerships with educational institutions and not-for-profit organisations. We recognise our important role in enabling Aboriginal and Torres Strait Islander peoples to realise true self-determination, imparting the belief that The Future is What We Make It and ensure their input in creating our nation's future.

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
<b>9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	9.1 Annually review, update and promote the Honeywell Aboriginal and Torres Strait Islander Employment and Retention strategy.	HR Leaders/ Recruitment Leaders/Hiring Managers /IPP Leader	March 2023, 2024
	9.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	HR Leaders/ Recruitment Leaders/IPP Leader	March 2023, 2024
	9.3 Continue to review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	HR Leaders/ Recruitment Leaders/IPP Leader	March 2023, 2024
	9.4 Collect information in accordance with Privacy legislation on our current Aboriginal and Torres Strait Islander employees to inform future employment opportunities including opportunities to self-identify.	HR Leaders/Legal Counsel	March 2023, 2024
	9.5 Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	Business Leaders/ HR Leaders/Hiring Managers	March 2023, 2024
	9.6 Continue to include in all job advertisements, 'Aboriginal and Torres Strait Islander peoples are encouraged to apply.'	Recruitment Leaders	March 2023, 2024
	9.7 Review and update Aboriginal and Torres Strait Islander professional development strategy and promote leadership opportunities for Aboriginal and Torres Strait Islander peoples.	Business Leaders/ HR Leaders	May 2022, 2023
	9.8 Develop an employee value proposition for existing Aboriginal and Torres Strait Islander staff, new starters and candidates.	Recruitment Leaders	June 2022

# OPPORTUNITIES

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
<b>10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	10.1 Review, update and implement Indigenous procurement policy	Strategic Pursuits Procurement Leader/IPP Leader	May 2022
	10.2 Review procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Strategic Pursuits Procurement Leader/IPP Leader	June 2022, 2023
	10.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Strategic Pursuits Procurement Leaders/IPP Leader	September 2022, 2023
	10.4 Maintain Supply Nation membership and/or Indigenous Chamber of Commerce membership.	Strategic Pursuits Procurement Leader/IPP Leader	March 2023, 2024
	10.5 Increase spend with existing Aboriginal and Torres Strait Islander commercial partnerships.	Business Leaders/ Director of Sourcing	September 2022, 2023
	10.6 Develop and pilot an Aboriginal and Torres Strait Islander indirect procurement strategy.	Indirect procurement Team	October 2023
	10.7 Ensure Australian procurement leaders attend Indigenous supplier/ business events.	Strategic Pursuits Procurement Leader	July 2022, 2023



# OPPORTUNITIES

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
<b>11. Investigate opportunities to support Aboriginal and Torres Strait Islander students and graduates</b>	11.1 Recruit First Nations graduate, interns and apprentices through the HON early careers program.	Early Careers Program Leader/ Recruitment Leaders	December 2022, 2023
	11.2 Support at least four scholarships for Aboriginal and Torres Strait Islander students to transition into HON's internship program.	Early Career Program Leader/ Recruitment Leaders	October 2022, 2023
<b>12. Raise awareness to STEM amongst Aboriginal and Torres Strait Islander students.</b>	12.1 Support external First Nations organisations to promote STEM for students.	Early Careers Program Leader/ IPP Leader	August 2022, 2023
	12.2 Support our employees in facilitating STEM related sessions, particularly in areas with high Aboriginal and Torres Strait Islander populations and linked with projects.	Early Careers Program Leader/ IPP Leader	August 2022, 2023

# GOVERNANCE



Our governance structures and processes as a global multinational organisation are multi-layered and supported by executive leaders across the business. We view the Honeywell Reconciliation Governance as important as our other business governance structures and will continue to ensure effective and sustainable decision-making, due diligence, reporting and accountability.

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
<b>13. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b>	13.1 Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group.	IPP Leader	January 2023, 2024
	13.2 Establish and apply a Terms of Reference for the RAP Working Group.	IPP Leader	January 2023, 2024
	13.3 Meet at least four times per year to drive and monitor RAP implementation.	IPP Leader / Business Leaders	June, September 2022, 2023 January, March 2023, 2024
<b>14. Provide appropriate support for effective implementation of RAP commitments.</b>	14.1 Define resource needs for RAP implementation.	IPP Leader	May 2022, 2023, 2024
	14.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	IPP Leader	May 2022, 2023, 2024
	14.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	IPP Leader	June 2022, 2023
	14.4 Appoint and maintain an internal RAP Champion from senior management.	IPP Leader	May 2022
<b>15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	15.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	IPP Leader	September 2022, 2023
	15.2 Report RAP progress to all staff and senior leaders quarterly.	IPP Leader	June, September 2022, 2023 January, March 2023, 2024
	15.3 Publicly report our RAP achievements, challenges and learnings, annually.	IPP Leader	September 2022, 2023
	15.4 Investigate participating in Reconciliation Australia's RAP Barometer.	IPP Leader	May 2022, 2024
<b>16. Continue our reconciliation journey by developing our next RAP.</b>	16.1 Register via Reconciliation Australia's website to begin developing our next RAP.	IPP Leader	August 2023





# CONTACT

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.

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**Honeywell** | THE FUTURE IS WHAT WE MAKE IT