



WTW Innovate Reconciliation Action Plan

December 2022 - December 2024

Acknowledgement of Country

In the spirit of reconciliation, WTW would like to acknowledge the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to All Aboriginal and Torres Strait Islander peoples.

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Message from Reconciliation Australia CEO

WTW Innovate RAP CEO statement

Reconciliation Australia commends WTW 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 WTW 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, WTW 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 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. WTW is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals WTW’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 WTW on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

RAP Welcome Message

WTW’s passion for diversity and inclusion underpins how we approach a crucial element of our Australian business – our Reconciliation Action Plan (RAP).

I am delighted with how our RAP journey is progressing, although I acknowledge we still have a considerable path to walk. Recently, we completed our first step – our Reflect RAP – and now we are moving into a new phase of furthering challenging ourselves through an Innovate RAP.

Before I explore some of our goals for that new phase, I would like to make mention of a few achievements from our Reflect RAP that showcases WTW’s aspiration and ambition for true reconciliation.

An Acknowledgment of Country is now standard in all WTW presentations, and I am proud that many of our team members have also embraced the inclusion of an Acknowledgment of Country in their email signatures, reflecting their desire to advance reconciliation.

We have installed plaques in each of our offices, identifying the Traditional Custodians of the land on which our buildings sit. We have also taken measures to reflect the First Nation language most appropriate to each office, by displaying plaques that offer the Aboriginal or Torres Strait Islander word for each of our meeting room names.

But it is now time to go further. We’ve worked closely with our partner Jahna Cedar OAM, from IPS Management Consultants, to move to an Innovate RAP, which focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, and developing and piloting innovative strategies to empower our First Nations. Essentially, this will enable us to embed more reconciliation practices, and have greater ambition within our employment and procurement strategies.

Last year, WTW formally supported the Uluru Statement from the Heart and were pleased to see the Government’s commitment to retain funding for a referendum on constitutional recognition in the 2023 Federal Budget. We remain committed to a First Nations voice to parliament and to building our work and our sphere of influence to promote the calls made within the statement.

You will read more detail on our work throughout this report. We have made a great start and I urge you to revisit your own commitments and goals to contribute to this journey. We have reached a significant number of people, but we need to ensure we are not just ‘preaching to the converted’ and can bring those who are not yet engaged along this path.

Simon Weaver
Chief Executive Officer
WTW Australasia

WTW CEO Simon Weaver





Uluru Statement from the Heart

WTW recognises the historic importance of the Uluru Statement from the Heart and the next steps required to drive true Reconciliation. Offering First Nations Australians a constitutionally-guaranteed Voice so they can determine what works best in their own communities is a major step for all Australians to take together for a better future. This is a core reflection of WTW's beliefs. WTW is committed to championing diversity and inclusion in a myriad of forms, across our business, in everything we do.

The Uluru Statement from the Heart calls for reform to allow for Voice, Treaty and Truth, and invites all Australians to share a fair and truthful relationship together and a better future for all our children. WTW supports the call for a referendum to enable constitutional recognition and we encourage everyone to join in a national conversation on the aspirations within the Uluru Statement from the Heart. We are proud to be part of the building momentum that can result in genuine reconciliation.

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We, gathered at the 2017 National Constitutional Convention, coming from all points of the southern sky, make this statement from the heart:

Our Aboriginal and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands, and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the Creation, according to the common law from 'time immemorial', and according to science more than 60,000 years ago.

This sovereignty is a spiritual notion: the ancestral tie between the land, or 'mother nature', and the Aboriginal and Torres Strait Islander peoples who were born therefrom, remain attached thereto, and must one day return thither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty. It has never been ceded or extinguished, and co-exists with the sovereignty of the Crown.

How could it be otherwise? That peoples possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years?

With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia's nationhood." Uluru Statement from the Heart

Proportionally, we are the most incarcerated people on the planet. We are not an innately criminal people. Our children are alienated from their families at unprecedented rates. This cannot be because we have no love for them. And our youth languish in detention in obscene numbers. They should be our hope for the future.

These dimensions of our crisis tell plainly the structural nature of our problem. This is the torment of our powerlessness.

We seek constitutional reforms to empower our people and take a rightful place in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.

We call for the establishment of a First Nations Voice enshrined in the Constitution.

Makarrata is the culmination of our agenda: the coming together after a struggle. It captures our aspirations for a fair and truthful relationship with the people of Australia and a better future for our children based on justice and self-determination.

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Our Vision for Reconciliation

Our vision for reconciliation is a country that celebrates our shared history and cultures based on truth, equality and equity.

For our industry, this means offering a culturally safe, diverse and inclusive environment for First Nations Peoples.

For our company, this means a tangible alignment to our values by being a genuine ally to Aboriginal and Torres Strait Islander Peoples and using our influence with clients, suppliers and colleagues to support, encourage and advocate for the Uluru Statement From the Heart.

Our Business

WTW designs and delivers solutions that manage risk, optimise benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas — the dynamic formula that drives business performance. Rather than a focus on just mitigating the downside, we see how a unified approach to people and risk is a path to growth.

With roots dating back to 1928, WTW has operated in the Australian market since 1958. Globally we have 45,000 colleagues operating in 140 countries and markets. In Australia, WTW operates in five states, with 577 colleagues working from offices in Adelaide, Melbourne, Sydney, Brisbane and Perth. At present, we do not have any colleagues who identify as Aboriginal and/or Torres Strait Islander people, although this is something we are committed to changing during the life of this RAP.

At WTW, we create clarity and confidence today for a more sustainable tomorrow. A strong client focus, an emphasis on teamwork, unwavering integrity, mutual respect and a constant striving for excellence are at the core of our rich history.

As a leading company in the financial services industry, we have a unique opportunity to influence our clients, our markets and our people.

Our RAP

In 2021, WTW launched its first Reflect RAP to support increasing knowledge and understanding among our colleagues to become better allies for Reconciliation and to gain a richer base from which to engage our stakeholders through shared experiences and a shared vision for a reconciled Australia.

At this critical time in our nation's Reconciliation journey, WTW stands at the shoulder of our First Nations brothers and sisters.

We acknowledge that Aboriginal and Torres Strait Islander peoples are the First Peoples of this land. We acknowledge the importance of truth telling of the injustice that has taken place in the past, as well as the strength, resilience and enduring culture that remains today. We stand committed in accepting the invitation of First Nations Australia in support the Uluru Statement from the Heart and voice to parliament.

We commit our talent and resources, our global reach and our willingness to learn to achieve our vision to do all that we can do to contribute meaningfully as Reconciliation allies.

Some of our key achievements included:

- Over 200 colleagues joined our launch event which included Welcome to Country from Elders in 4 States;
- Launched Cultural Awareness Training for all colleagues, provided by an Aboriginal owned business;
- Included Acknowledgement of Country in all major events, presentations and Town Halls;
- Developed a local Acknowledgement of Country for all colleagues to use in their e-mail signatures;
- Re-named all meeting rooms in our offices to incorporate local Aboriginal language;
- Erected Acknowledgment of Country plaques in all Reception areas of our offices;
- Hosted an event for the insurance industry to hear from the From the Heart campaign to support the Uluru Statement From the Heart;
- Formally declared our corporate commitment and support for the Uluru Statement From the Heart;
- Engaged Aboriginal and or Torres Strait Islander owned businesses to provide goods and services.

We now wish to commit ourselves to additional actions that will have a tangible and meaningful impact as allies for Reconciliation, especially in the areas of employment, procurement and deeper connection to community.

Our RAP Working Group has been expanded to provide an opportunity to as many colleagues as possible who wish to drive these initiatives and have also included an external First Nations Representative to provide cultural support and advice on our activities. The RAP Working Group includes a diverse team from our business:

- Adam Rhodes, General Manager **WA** (Chair)
- Kathereen Cabrerros, Lead Associate, Health, Wealth & Career, **Sydney**
- Caroline Cattermole, Account Manager, Risk & Broking, **Perth**
- Charmain Cheand, Associate, Talent Acquisition, **Melbourne**
- Felicity Cowan, Associate Director, Risk & Broking, **Perth**
- Matthew Frost, Head of Risk Advisory, **Melbourne**
- Chris Hamilton, Associate Director, Workplace Risk, **Melbourne**
- Stephanie Herbert, Associate Director, Risk & Broking, **Brisbane**
- Clint Hitchcock, Account Director, Workplace Risk, **Sydney**
- Joanna Kalligas, Senior Associate, Risk & Broking, **Sydney**
- Sarah March, Associate, Risk & Broking, **Melbourne**
- Genevieve Pitkeathly, Senior Associate, Workplace Risk, **Sydney**
- Liz Simhi, Director, Facilities Management, **Sydney**
- JP Tingiri, Director, Operations, **Melbourne**
- Tim Unger, Senior Director, Investments, **Sydney**
- Danie Zappa, Aboriginal Advisor, **Perth**

Ultimate responsibility for the delivery of our RAP commitments is the Australian CEO of WTW, Simon Weaver, supported by the Chair of the RAP Working Group. The RAP Champion is Adam Hall, Head of Employee Experience.

Feedback on the deliverables of this Innovate RAP were workshopped with identified stakeholders from the WTW Sphere of Influence, for comment and direction prior to Reconciliation Submission. These stakeholders comprised the senior leadership group of the Company including the CEO, CFO, Legal Counsel, Chair of I&D Council and all Line of Business and Geography Leaders. The process culminated in a written statement of support and commitment from each leader.

Wangal

Wangal country was known as 'wanne' and it originally extended from the suburbs of Balmain and Birchgrove in the east to Silverwater and Auburn in the west. The northern boundary was the Parramatta River.



Pudjak

Prior to settlement, Eveleigh and surrounds were ancient windblown sand dunes covered in Banksia (Pudjak) scrub mingled with fresh water soaks and wetlands.



Jannali

Jannali is an Aboriginal word, meaning the Place of the Moon.



Case Study Successes

Dean Parkin workshop



As part of the insurance industry's commitment to Inclusion and Diversity, a global event known as "Dive In" is held over a 3 day period each September. In 2021, the theme of the global festival was Allyship.

WTW co-hosted an online event with Dean Parkin, Director of the From the Heart campaign entitled "Be an ally for change: How you can help to create impact for Aboriginal & Torres Strait Islander Peoples".

The session was an interactive interview in which the Chair of our RAP Working Group interviewed Dean about the Uluru Statement From the Heart including the process that led to the Statement and how everyone can support it to create meaningful impact for Reconciliation.

Following the session, WTW received global approval to make a formal public statement of support which was published in November 2021 and stated in part: "WTW supports the call for a referendum to enable Constitutional reform and we encourage everyone to join in a national conversation on the aspirations within the Uluru Statement From the Heart. We are proud to be part of the building momentum that can result in genuine reconciliation."

During 2021 WAT engaged Wathaurong Glass, an Aboriginal business, to design and produce an Acknowledgement of Country plaque for each of our offices in Australia.

We also reviewed the names of all meeting rooms in the country, most of which were named after local places, flora or fauna. In consultation with local Land Councils, each room now has a corresponding plaque to use local Aboriginal language for each room to help our colleagues learn some local Aboriginal words and honour our First Nations Peoples in all of our meeting places.



*Acknowledgement of Country plaques and naming of meeting rooms





Relationships

We need to develop strong relationships built on trust and mutual respect, that are free of racism, and built on equity. Our partnerships with stakeholders will be developed through deeper engagement, underpinned by listening to First Nations people in the community.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	January 2023	Lead - Chair of RAPWG Support- State based General Managers
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2023	Lead - Chair of RAPWG Support- State based General Managers
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2023 and May 2024	Lead – Head of Marketing Support – Chair of RAPWG
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2023 and 2024	Chair of RAPWG
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2023 and 2024	Head of Marketing
	Organise at least one NRW event each year.	27 May- 3 June, 2023 and 2024	Chair of RAPWG
	Register all our NRW events on Reconciliation Australia's NRW website .	27 May- 3 June, 2023 and 2024	Head of Marketing
3. Promote reconciliation through our sphere of influence.	Develop and implement strategies to engage our staff in reconciliation.	March 2023	Head of Marketing
	Communicate our commitment to reconciliation publicly.	December 2022	Head of Marketing
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	June 2023	CEO
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	June 2023	Primary - Chair of RAPWG Secondary - Head of Marketing
	Celebrate the launch of this RAP across Australia and our networks	December 2022	Head of Marketing
	Provide resources and information to WTW staff on the Uluru Statement from the Heart and encourage staff engagement with the public endorsement	December 2022	CEO
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2023	Head of HR
	Continue to promote our anti-discrimination policy to all colleagues in our organisation.	December 2023	Head of Compliance
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	December 2023	Chair of Inclusion and Diversity Council
	Educate senior leaders on the effects of racism.	June 2023	Chair of Inclusion and Diversity Council
	Champion WTW global anti discrimination initiatives locally within Australia	December 2023	Chair of Inclusion and Diversity Council
5. Provide opportunities for employees to support First Nations people and become an ally.	Provide volunteering opportunities for employees to engage with and support First Nations organisations and individuals	January 2024	Head of Employee Experience
	Provide the opportunity and resources to educate our Non First Nation employees on how to be an ally for Reconciliation in Australia	September 2023	Chair of RAPWG



Respect

Respect goes beyond how we interact with each other, our clients, and our suppliers it is what makes us, as a company, a citizen of our community. Showing respect means making the effort to hear and understand the viewpoints of others and acknowledging that everyone's point of view is valuable. In recognising Australia is home to the oldest living culture in the world, we become advocates who appreciate diversity, learn about cultures, protocols, and histories, take part in celebrations and build a culturally safe workplace and service.

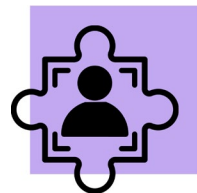
Action	Deliverable	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	June 2023	Head of HR
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	December 2023	Chair RAPWG
	Develop, implement and communicate a cultural learning strategy for our staff.	February 2024	Head of HR
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	June 2024	CEO
	Encourage all employees to complete Cultural Awareness Training – face to face or online learning	June 2024	Head of HR
	Incorporate WTW's RAP and its importance to new employee inductions	December 2022	Primary - Head of HR Secondary Head of Facilities
	At least 5 key leaders/future leaders to participate in an on-country cultural immersion experience annually.	June 2024	CEO
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	January 2023	Chair RAPWG
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	March 2023	Head of Marketing
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	March 2023	Head of Marketing
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings and in email signatures and extend the opportunity for education in personalising the Acknowledgement based on individual employee knowledge and research of the Traditional Owners of the area.	June 2023	Head of Facilities
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023 and 2024	Head of Marketing
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	April 2023	Head of HR
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July in 2023 and 2024	Head of Marketing
	Organise at least 1 internal NAIDOC event each year in each state		
4. Demonstrate visible signs of respect for Aboriginal and Torres Strait Islander cultures, histories and protocols throughout WTW workspaces	Consult with Traditional Owners about utilising local languages on office meeting rooms	June 2023	Head of Facilities
	Investigate commissioning local Aboriginal and Torres Strait Islander people's artwork to tell the WTW story	December 2023	Head of Facilities
5. Make WTW a welcoming and culturally safe space for First Nations people	Complete a cultural safety assessment, with relevant recommendations, of the WTW business	June 2023	Chair RAPWG
	Research best practice and principles that support cultural safety in the workplace	December 2023	Head of HR



Opportunities

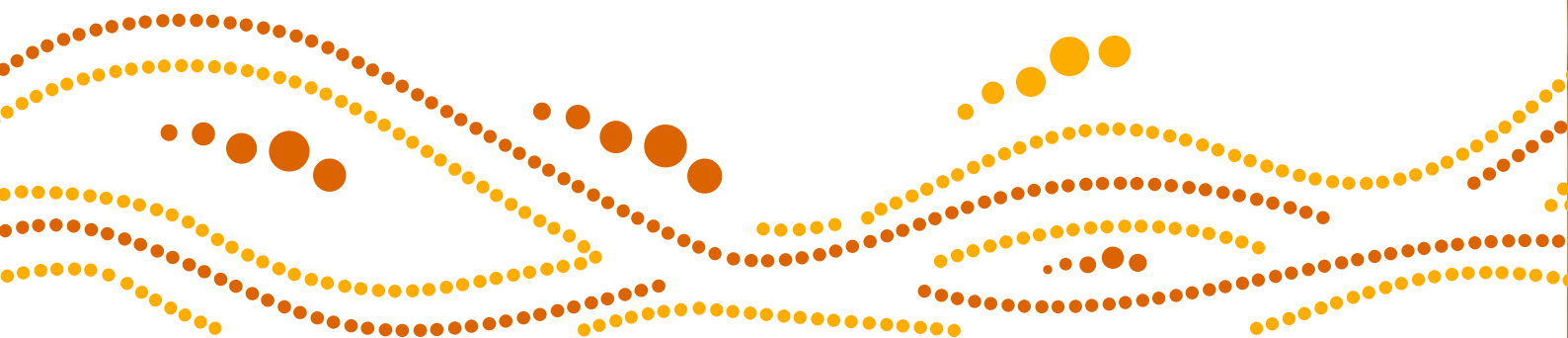
WTW is committed to providing real and tangible benefits with Aboriginal and Torres Strait Islander communities. In making opportunities within WTW's business and sphere of influence more accessible for Aboriginal and Torres Strait Islander Peoples, it is important to highlight career pathways, to break down stereotypes, and to work hand in hand with Aboriginal and Torres Strait Islander businesses to provide procurement and engagement initiatives through role modelling and partnerships.

Action	Deliverable	Timeline	Responsibility
1. Invest in and Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January 2023	Head of HR
	Engage with Aboriginal and Torres Strait Islander consultants on our recruitment, retention and professional development strategy.	June 2023	Head of HR
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	September 2023	Head of HR
	Continue to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Ongoing from December 2022 to December 2024	Head of HR
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace, including: <ul style="list-style-type: none">All Aboriginal and Torres Strait Islander applicants be automatically escalated to first round screeningPeople and Culture team members to undertake cultural awareness training specific to recruitment of First Nation candidates	June 2023	Head of HR
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	January 2024	CEO
	Research and develop partnerships with Traineeship/Cadetship and Vocational care institutions	December 2023	Head of HR
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Provide voluntary opportunities for employees to self-identify as First Nations during onboarding processes or beyond, if they feel comfortable	December 2022	Head of Employee Experience
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	December 2023	Chief Financial Officer
	Investigate Supply Nation membership.	June 2023	Chief Financial Officer
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff, to ensure: <ul style="list-style-type: none">All staff across all departments are confident in sourcing and engaging with First Nation businessesSenior Management can measure and monitor WTW engagement with First Nation businesses	December 2023	Chair Supplier Risk Management council
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2023	Chair Supplier Risk Management council
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2023	Chair Supplier Risk Management Council
	Develop relationships and partnerships with organisations that build and enhance social and economic participation of First Nations people, including support with volunteering (eg, Many Rivers, Career Trackers)	December 2023	Head of Marketing
3. Build career development opportunities for Aboriginal and Torres Strait Islander peoples	Provide vacation student positions for Aboriginal and/or Torres Strait Islander peoples	January 2024	Head of HR
	Formally advertise for these positions through affiliated Universities and other entities	January 2024	Head of HR
	Seek student feedback on their experiences for future improvement	January 2024	Head of HR



Governance

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	March, June, September and December 2023 – and 2024	Chair RAPWG
	Establish and apply a Terms of Reference for the RWG.	Ongoing from December 2022 to December 2024	Chair RAPWG
	Meet at least four times per year to drive and monitor RAP implementation.	March, June, September and December 2023 and 2024	Head of Compliance
2. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	January 2023	CEO
	Engage our senior leaders and other staff in the delivery of RAP commitments.	February 2023	CEO
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	February 2023	CEO
	Maintain an internal RAP Champion from senior management.	December 2022	CEO
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023 and 2024	Head of Compliance
	Report RAP progress to all staff and senior leaders quarterly.	September 2024	Chair RAPWG
	Publically report our RAP achievements, challenges and learnings, annually.	September 2024	Head of Marketing
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	September 2024	Chair RAPWG
4. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2024	Chair RAPWG



Artwork

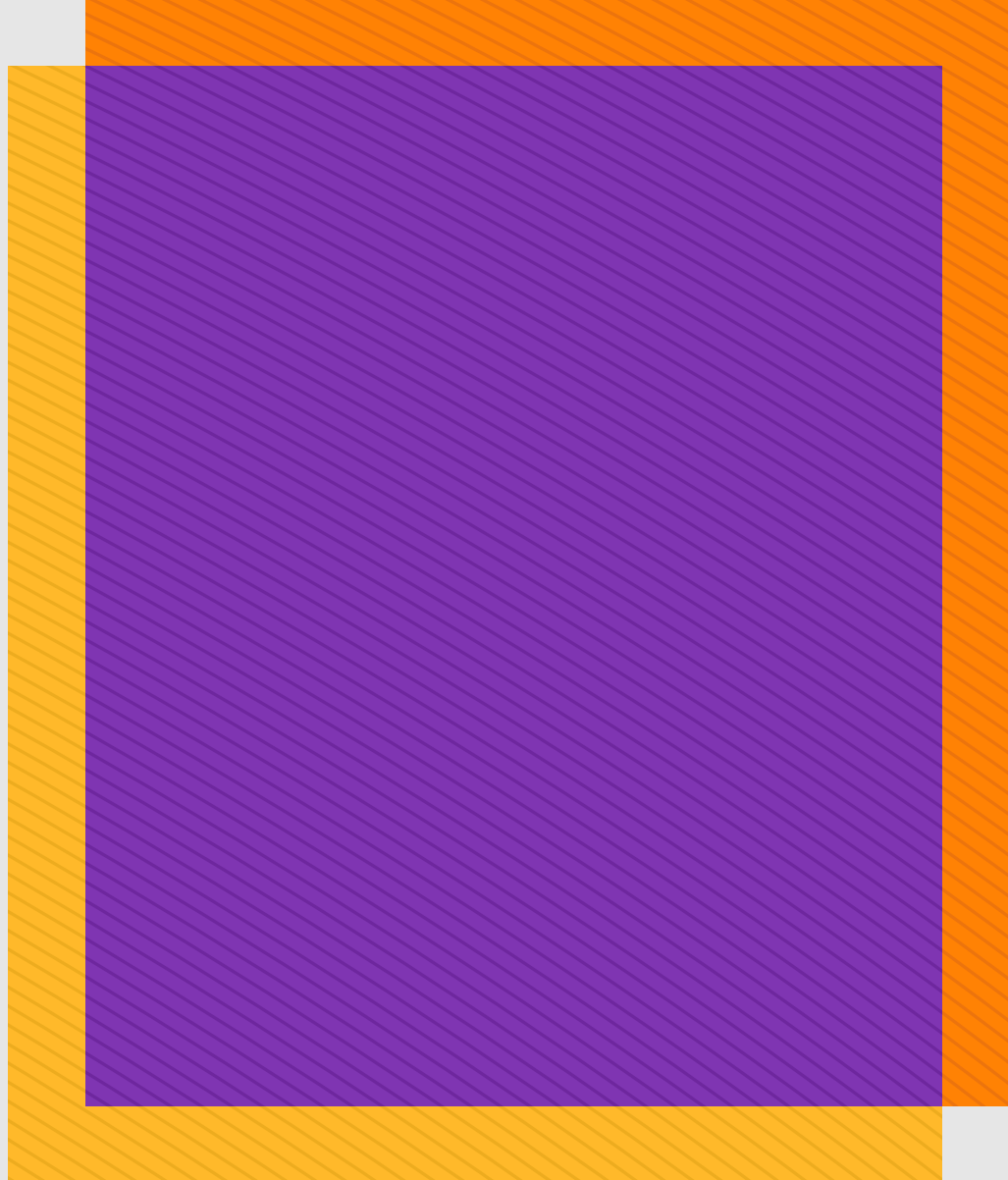
Ron Manyita

Creator of the cover artwork

Ron Manyita is a well-known artist that resides in Katherine, Northern Territory. Ron “Kamarrang” was born at Barunga formally known as Bamyili, a small Aboriginal community located approximately 80 kilometres southeast of Katherine.

Ron has been painting since he was 15 years old and learnt to paint and tell his stories from his father and uncle's. He would go out hunting with his father and collect white clay and black ash to paint and tell his stories on bark but now paints on canvas instead. The artist uses the technique of cross-hatched lines also known as “raark” and another unique style called “stitches” to tell his stories. The artist has great attention to detail and takes pride in his storytelling via artwork and always says “you should never rush, or your artwork will be rubbish one.”

This painting depicts the artist's interpretation of reconciliation. Ron tells a story of water being a valuable resource for all people and animals of the land. This is the story of a waterhole bringing everyone together as one, white people (Balanda) on the right, Indigenous people on the left, and all the animals of the land meeting at the waterhole to be united as “one”.



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About WTW

At WTW (NASDAQ: WTW), we provide data-driven, insight-led solutions in the areas of people, risk and capital. Leveraging the global view and local expertise of our colleagues serving 140 countries and markets, we help you sharpen your strategy, enhance organisational resilience, motivate your workforce and maximise performance. Working shoulder to shoulder with you, we uncover opportunities for sustainable success — and provide perspective that moves you. Learn more at [wtwco.com](https://www.wtwco.com).



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