



RECONCILIATION  
ACTION PLAN

REFLECT

Organon Reconciliation Action Plan  
April 2023 - April 2024





## Organon Australia Acknowledgement of Country

Organon Australia acknowledges the Traditional Custodians of Country across Australia. We recognise and respect Aboriginal and Torres Strait Islander peoples' historical and ongoing connections to land and waters on which we live and work.

We admire the collective wisdom of First Nations communities in health, spiritual wellbeing, and caring for Country. We extend this to Aboriginal and Torres Strait Islander women and their families who continue to care for our country. They are strong and powerful women, passing down stories of their dream time, gathering traditional medicines to heal their sick, and playing a central role in government and spiritual ceremonies.

We pay our respect to their Elders past and present and extend our respect to all Aboriginal and Torres Strait Islander peoples.



# Artwork

## Healing Country

To celebrate and launch our Reflect RAP, Organon Australia purchased this artwork by Aboriginal artist Brooke Sutton.

This is her interpretation of “Yapatjarra Muu” which means in the Kalkadoon language “Healing Country”.

“For thousands and thousands of years my Kalkadoon family and ancestors have kept our land alive and well by singing and cleansing the land and waterways, by firestick farming and ceremonial corroboree’s and only ever taking what was needed to survive. From the dreamtime to the present in Kalkadoon country the song of Mother Nature has been heard, it is the thread that binds all things together. It can be heard as a whisper sung across the landscape, it can be heard blowing through the trees, and it can be seen skipping invisibly across the billabongs and rivers forming little ripples.

Mother Nature is now not singing but crying for her beautiful lands and we all must hear her despair and sorrow and change our ways.

In order to survive “Healing Country” is now all our business.”



## About the Artist

### Brooke Sutton



Brooke Sutton is a contemporary Aboriginal artist and a proud Kalkadoon woman from the emu foot province around the Mount Isa area in Northwest Queensland.

Brooke has had a passion for painting since she was eight years old, and she has won various local art competitions and been commissioned for several artworks all whilst still at school.

Brooke is a talented young emerging artist who paints her stories which are visually unique in colour, composition and texture. Brooke has exhibited artworks around Australia and is already building a reputable client base capturing the eyes of Government departments and collectors from around the world.

Brooke has a painting hanging in Queensland Government House and designed the 2022 Indigenous round guernsey for Carlton AFL club.



A portrait of Karen Mundine, Chief Executive Officer of Reconciliation Australia. She is a woman with curly brown hair, wearing a dark blue blazer over a black top with a white floral pattern. She is looking directly at the camera with a slight smile.

## A message from Leaders

### Karen Mundine – Reconciliation Australia

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

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

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

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

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

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

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

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

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

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia



# Nirelle Tolstoshev

## Managing Director Organon Australia and New Zealand

I am honoured to introduce Organon Australia's first REFLECT Reconciliation Action Plan.

Organon is a company focused on the health and wellbeing of women, guided by our belief that the health of women is foundational to the health of society.

As a new company that was established in June 2021, we launched Organon globally with a promise to listen to and act on women's experiences to address the challenges in women's health. Our Founders in Australia asked that one of our priorities was to establish a framework for respectful engagement and relationship with Aboriginal and Torres Strait Islander communities, with the aspiration to improve health outcomes for Aboriginal and Torres Strait Islander peoples.

Our first step toward this was to become a signatory to the Uluru Statement from the Heart within our first year in operation. The Uluru Statement represents an invitation for all Australians to come together in a national dialogue that will help to positively shape our national identity, and by signing the Uluru Statement from the Heart, we are clearly signalling that First Nations voices matter and should be heard.

The Organon Reflect Reconciliation Action Plan provides a framework to develop our collective and individual understanding through improved cultural awareness. It also supports us to develop relationships based on mutual respect and opportunity, whether it be through employment, procurement or professional development.

As you read this plan, I do hope you can feel the energy and thoughtfulness that fuels our commitment, brought to life so beautifully by the artwork of Brooke Sutton. Thank you to the Reconciliation Working Group and for bringing this plan to life.

With deep respect



Managing Director  
Organon Australia & New Zealand





# Our Business

Organon is a global healthcare company with a mission to deliver impactful medicines and solutions for a healthier every day for every woman. We believe that the health of women is fundamental to the overall health of a community, but for too long, their specific and unique health needs have not been properly recognised. It's time for that to change, and more must be done to improve women's health.

We build upon our strong foundation of more than 60 medicines and other products across a range of areas including reproductive health, heart disease, dermatology, allergies and asthma, and bring these important therapies around the world, with an international footprint that serves people in more than 140 markets. We believe the diversity of our business provides a sustainable engine of growth so we can continue to invest in and advance new medicines and treatments for women that are so urgently needed.


Our Australian head office is in Sydney. We have almost 100 employees located in Queensland, NSW, Victoria, South Australia and Western Australia, who support the health of all Australians across each state and territory. Currently our organisation has no known staff that identify as Aboriginal and/or Torres Strait Islander people. While the number of Aboriginal and Torres Strait Islander staff is currently not known, we will work within this RAP to determine culturally appropriate ways to understand this.



We are proud of our People First culture, and we work hard every day to support our employees in their business and personal endeavours, to allow them to reach their full potential and make a positive impact in the communities in which we live and work.


This includes commitment to ongoing employee engagement and partnerships. We are here for her health.

# Our Values




**Be real**

We are authentic and transparent.




**Own it**

We drive accountability and empowerment with high integrity and ethical standards.



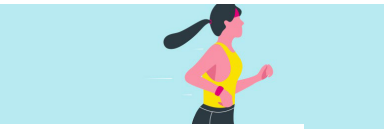
**Rise together**

We will collaborate and succeed as a team.




**Keep moving**

We will be entrepreneurial and resilient, lean into challenges and embrace change.



**Bring your fire**

We maintain passion for our purpose and what we do.



**We all belong**

We see diversity as critical to all we do, making sure everyone has a voice and feels a sense of belonging.



# Our Reflect RAP Journey

Reconciliation for us at Organon is the coming together of Aboriginal and Torres Strait Islander people and non-Indigenous people to build a healthier society. We do this through acknowledging the disparity that exists between Aboriginal and Torres Strait Islander peoples and non-Indigenous people and then by working together to end that disparity.

We will undertake this approach in line with our Values and area of expertise in Women's Health, and in collaboration with all our employees across Australia. We will achieve this by raising awareness in all our employees, by listening to and learning from First Nations mentors, and partnering with like-minded organisations to advance our vision.

Our vision for reconciliation is to embrace unity between Aboriginal and Torres Strait Islander peoples and other Australians, promote equality and equity in health and wellbeing for all, and acknowledge our shared history.

As a new company that was established in June 2021, we launched Organon globally with a promise to listen to and act on women's experiences to address the challenges in women's health. Our Founders in Australia asked that one of our priorities was to establish a framework for respectful engagement and relationship with Aboriginal and Torres Strait Islander communities, with the aspiration is to improve health outcomes for Aboriginal and Torres Strait Islander peoples.

Through the implementation of this RAP, our organisation endeavours to celebrate and further understand Aboriginal and Torres Strait Islander cultures by attending national events and hosting educational events of our own.

A Reconciliation Working Group was established with members from functional areas across the organisation. This group currently meets on a monthly basis, with senior management involvement and sponsorship. The Reconciliation Working Group will regularly review, report on, and evaluate whether, as an organisation, we are meeting our reconciliation commitments.

## Our Reconciliation Working Group Members:

- Nirelle Tolstoshev  
Managing Director  
Reconciliation Working Group Sponsor
- Meshlin Khouri  
Associate Director of Policy  
and Communications
- Amanda Miller  
Executive Medical Sales Representative  
Group Co-Lead
- Kris McGrath  
Executive Specialist Representative  
Reconciliation Action Plan Lead
- Candy Yiu – Associate Director  
Sourcing and Procurement Lead
- Sharon Sadler – Legal and Compliance  
Director
- Karen Howard – Commercial  
Operations Director
- Lezel Bezuidenhout – Senior  
Customer Operations Specialist
- Martie de Villiers – Customer Insights
- Adrienne Jansen – Contracts & Tenders  
Operation Lead



At Organon we understand that all employees will be on different journeys in their understanding of Reconciliation.

To support our people and build knowledge and understanding we will continue to:

- Develop a timetable recognising days of significance such as National Close the Gap Day, Sorry Day, National Reconciliation Week and NAIDOC. This will include information on what the days/dates represent, encourage individual and team involvement in local events, and how to find more information
- Investigate Organon's needs for cultural awareness training. This will initially involve gaining an understanding of what, from an overall perspective, is already known and understood about Reconciliation within our organisation (via surveys conducted with employees). From there, a business case will be developed on what and how this training will be sourced and delivered within Organon.

Our journey so far includes:

- Becoming a signatory to The Uluru Statement from the Heart.
- Supporting remote health care workers in the delivery of healthcare, including the Northern Territory, Central Australia, and parts of remote Qld, WA and NSW.

- Undertaking a report into the Impact of Unintended Pregnancies in Australia and exploring the discrepancy in rate and impact between Aboriginal and Torres Strait Islander and non-Indigenous women.
- Connecting with Walanga Muru, Macquarie University, with a view to ongoing mentorship and collaboration between our organisations.
- Procurement of an artwork by young First Nations' artist Brooke Sutton, Healing Country – Yapatjarra Muu - proudly displayed in our head office and the basis of the artwork in this document.
- Embedding Acknowledgement of Country into all internal national company meetings and external meetings we are involved with.
- Becoming a Supply Nation member, and having a Supply Nation representative present to our Reconciliation Working Group to further understand how we can utilize the services they provide.
- Ongoing discussions and storytelling with all Organon employees, including at our all-employee National Conference to build awareness of our reconciliation journey.
- Spreading information on, and recognising Aboriginal and Torres Strait Islander dates of significance internally through communication channels and newsletters.

CONNECT 2022  
RECONNECTING

Supply Nation

CONNECT 2022  
RECONNECTING

Organon support of Supply Nation  
CONNECT 2022 Conference



# Our Vision for Reconciliation

Our vision for reconciliation is to embrace unity between Aboriginal and Torres Strait Islander peoples and other Australians, promote equality and equity in health and wellbeing for all, and acknowledge our shared history.

We want improved health outcomes, equal opportunity, and self-determination for Aboriginal and Torres Strait Islander peoples. We aspire to heal our nation's soul and for Aboriginal and Torres Strait Islander cultures to be respected, celebrated, and fully valued.

Reconciliation must live in the hearts and minds of all Organon employees.

As a leading healthcare company dedicated to women's health, we will address the inequities

in health outcomes between Aboriginal and Torres Strait Islander people and the non-Indigenous Australian community. We will serve the Aboriginal and Torres Strait Islander communities in culturally safe and inclusive ways. We understand this cannot be achieved without collaboration, meaningful relationships and a sense of belonging.

By listening and achieving understanding from Australia's First Nation's people and through our sphere of influence, we will build respectful relationships.

We will partner with Aboriginal and Torres Strait Islander health services to understand their needs and contribute to better health for all in a positive and meaningful way.

*Listen to each individual in order to understand their needs*

*Respecting & valuing people regardless of their cultural background*



# Our Community Partnerships

At Organon, we want to help women and girls achieve their promise by leading healthier, more empowered lives. We are working toward this purpose using multiple approaches, including innovating in women’s health, expanding access to needed medicines and other products, and advancing equity inside and outside the company.

Organon in Australia has put its vision of creating a better and healthier every day for every woman into practice by signing partnership agreements with two local not-for-profit organisations. Our commitment goes beyond a financial contribution. Organon’s employee volunteer policy enables all full- time employees to dedicate 40 regularly scheduled work hours per calendar year toward volunteer activities.

The partnerships with National Youth Science Forum and SISTER2Sister underpin Organon’s purpose to help women and girls achieve their promise through better health. By addressing gender-related disparities in wellbeing and STEM related education, we are building a more sustainable future for women, families, economies.



National Youth Science Forum (NYSF) is a not-for-profit charity that delivers youth-led immersive programs to encourage young people in their passion for STEM. Their goal is to advance Science, Technology, Engineering and Maths (STEM) education and training in the Australian community with a strong focus on equity and diversity.



SISTER2sister helps at-risk teenage girls, termed ‘Little Sisters’ by pairing them with Big Sisters in a mentoring program. The SISTER2sister program is unique in Australia providing guidance, education, mentoring to at-risk teenage girls, by equipping them with crucial survival and life skills, the resilience to overcome challenges, and an environment fostering self-worth, the SISTER2sister mentoring program empowers them to make positive choices for a better future.

Organon will support the establishment of the new No Limit 4 Girls Program which will be run through high schools and complement the one-on-one mentoring relationships.



# Action Plan Relationships



Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April 2023	Reconciliation Working Group Lead/ Managing Director
	Meet with Metropolitan Local Aboriginal Land Council.	April 2023	Reconciliation Working Group Lead/Managing Director
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2023	Reconciliation Working Group Lead
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2023	Assoc Director Communications
	Reconciliation Working Group members to participate in an external NRW event.	27 May-3 June 2023	Reconciliation Working Group Lead
	Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June 2023	Managing Director
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all employees- at launch of Reflect RAP to organisation.	April 2023	Managing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2023	Reconciliation Working Group Lead
	Identify RAP organisations and like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2023	Reconciliation Action Plan Lead
	Continue involvement in RAP Healthcare Network.	April 2023	Reconciliation Action Plan Lead
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2023	Director of Human Resources
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2023	Director of Human Resources



# Action Plan Respect



Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	September 2023	Director of Human Resources
	Conduct a review of cultural learning needs within our organisation.	September 2023	Director of Human Resources
	Develop a cultural competency learning plan and program.	November 2023	Director of Human Resources
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	May 2023	Reconciliation Working Group Lead
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2023	RWG Lead/ Assoc Director Communications
	Encourage and support staff to include an Acknowledgement of Country in all internal team meetings.	November 2023	RWG Lead/ Assoc Director Communications
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	RWG Lead/ Assoc Director Communications
	Introduce our employees to NAIDOC Week by creating opportunities for internal activities whilst promoting participation in external events in our local areas.	June 2023	Assoc Director Communications
	Reconciliation Working Group to participate in an external NAIDOC Week event.	First week in July, 2023	Reconciliation Action Plan Lead





Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	September 2023	Director of Human Resources
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2023	HR Lead/Graduate Program Lead
	Develop a business case for Aboriginal and Torres Strait Islander Graduate Program opportunities.	September 2023	HR Lead/Graduate Program Lead
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	May 2023	Procurement Lead
	Engage with Supply Nation to support Aboriginal and Torres Strait Islander Businesses.	March 2024	Procurement Lead
	Maintain Supply Nation membership.	March 2024	Procurement Lead





# Action Plan Governance



Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	March 2024	Managing Director
	Draft a Terms of Reference for the RWG.	April 2023	Reconciliation Working Group Lead
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	July 2023	Reconciliation Working Group Lead
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	January 2023	Reconciliation Action Plan Lead
	Engage senior leaders in the delivery of RAP commitments.	April 2023	Managing Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	April 2023	Reconciliation Action Plan Lead
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	Reconciliation Action Plan Lead
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	March 2024	Reconciliation Action Plan Lead



Alukura Women's Place  
Central Australia





Organon Reconciliation Team

## Contact Details:

Kris McGrath  
Executive Specialist  
Representative  
0411 519 126  
[kristine.mcgrath@organon.com](mailto:kristine.mcgrath@organon.com)

Meshlin Khouri  
Associate Director,  
Policy and Communications  
0447 279 553  
[meshlin.khouri@organon.com](mailto:meshlin.khouri@organon.com)

Amanda Miller  
Executive Medical  
Sales Representative  
0414 795 266  
[amanda.miller@organon.com](mailto:amanda.miller@organon.com)



