



Innovate Reconciliation Action Plan (RAP)

March 2024 – March 2026

A young Indigenous Australian girl with dark hair and a bright smile is the central focus. She is wearing a light pink t-shirt and holding a brown teddy bear. The background shows other people and trees, suggesting an outdoor community gathering. The scene is bathed in warm, golden light, likely from the sun being low in the sky.

Our vision for reconciliation

GSK and its partners' vision for reconciliation is a future where all individuals are valued, respected and celebrated. We will ensure that as an organisation, we take a holistic view of health; one that embodies the physical, social, emotional, cultural and spiritual wellbeing of Aboriginal and Torres Strait Islander peoples. Critical to this success is the pursuit of equity in health so every Australian can achieve their full potential.

Why we are committed to reconciliation

At GSK, our work in reconciliation is focused on achieving equity in health outcomes and eliminating the health challenges faced by the Aboriginal and Torres Strait Islander people.

The Indigenous health gap is linked to social and economic exclusion, unemployment, low income, poor education as well as cultural and historic factors. Our RAP gives us an opportunity to address the unmet health challenges experienced by First Nation Australians.

Compared to non-Indigenous Australians, Aboriginal and Torres Strait Islander people have:



Walking together

Through partnership with the world's oldest continuing culture and by leveraging our expertise in healthcare, we can help bridge the Indigenous health gap and create a meaningful difference in Australia's reconciliation journey.



Key community partnerships:

- **Worawa Aboriginal College:** A full boarding secondary school catering exclusively for Aboriginal girls who come from communities in urban, regional and remote Australia. The partnership aims to implement symbolic and practical measures through leadership and career exposure, build long lasting relationships and enhance cultural respect and appreciation.
- **54 Reasons, part of the Save the Children group – Doomadgee Community program:** Developed with the community, for the community and by the community. This partnership aims to build and strengthen relationships between health services and the families they serve.

¹ Australian Institute of Health and Welfare & National Indigenous Australians Agency. (2023). Aboriginal and Torres Strait Islander Health Performance Framework Summary Report 2023: Tier 1 – Health status and outcomes. From 1 – Health status and outcomes - AIHW Indigenous HPF

² Australian Institute of Health and Welfare & National Indigenous Australians Agency. (2023). Aboriginal and Torres Strait Islander Health Performance Framework Summary Report 2023: respiratory diseases. From Respiratory diseases- AIHW Indigenous HPF

³ Australian Institute of Health and Welfare. (2021). Australian Burden of Disease Study 2018: key findings for Aboriginal and Torres Strait Islander people – Chronic disease and injury case most of the burden. From chronic disease and injury case most of the burden – AIHW Indigenous HPF

Turning good intentions into action

GSK's RAP is guided by our cross-functional National Reconciliation Committee and supported at executive and leadership levels. Our RAP and its deliverables have three pillars, underpinned by robust governance:



Relationships

- Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
- Promote positive race relations through anti-discrimination strategies.
- Enhance respect and create awareness through our Worawa College Partnership.

Respect

- Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
- Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Opportunities

- Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.
- Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes through partnership with Supply Nation.
- Continue to partner with Career Trackers to provide internship opportunities for Aboriginal and Torres Strait Islander university students.

Governance

- Reconciliation is a responsibility of each of our employees. Our National Reconciliation Committee regularly monitors, reports and manages the progress of the RAP. GSK is committed to ensuring we are accountable for impact, ambitious for patients and doing the right thing.





Scan the QR code to view our full
Innovate Reconciliation Action Plan

We welcome and invite feedback on our Reconciliation Action Plan.

Please contact Head of Government Affairs and Policy, Peta James
Email peta.d.james@gsk.com or phone +61 422 907 935

