

Reconciliation Action Plan

May 2024 – April 2026

Chubb

POWERED BY **API GROUP**



RECONCILIATION
ACTION PLAN

INNOVATE



ABOVE: Chubb's Managing Director, Rebecca Fullerton and RWG Chair, Clint Grossmann, attended AFL Cape York House for Girls to present the famed artwork and gifts of appreciation to Reyonce Bassani and Sodyla Kris.

Acknowledgement of Country

Chubb Australia acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the lands, water and seas. We honour their unique cultural and spiritual connection to the Country and pay respects to the Ancestors and Elders, past, present, and emerging.

Artwork Acknowledgement

The Name of the Artwork: **"TOGETHER"**
– by Reyonce Bassani & Sodyla Kris

About the Artists –Reyonce Bassani & Sodyla Kris

This artwork was done in collaboration with a young person from AFL Cape York House for Girls, Reyonce Bassani, a proud Lama Lama woman from Coen, and Sodyla Kris, Business Support Coordinator, a proud Torres Strait Islander, Aboriginal and Pacific Islander Woman.

Artists' Statement – "Unity & Togetherness"

This artwork represents people coming together to achieve unity and togetherness.

It highlights the importance of being united and is inspired by the colours of the Aboriginal and Torres Strait Islander flags.

The rainbow serpent symbolises the protection of the land and its people and is the source of life. It is seen across both hands coming together, highlighting strength, creativity and continuity among people.

The piece reflects the community, gender, ages, businesses, and different peoples coming together to create culturally safe, secure and inclusive environments and communities for all.

Coming TOGETHER allows more achievements to be shared amongst each other.

The Artwork Project

This Artwork Project started with a meeting between Chubb's RWG Chair, Clint Grossmann and Sean Hunter, Boarding Manager of AFL Cape York House for Girls, and culminated with the Artwork piece called 'Together.' We at Chubb are grateful to Sean Hunter and the artists Reyonce Bassani and Sodyla Kris for honouring us with a powerful piece that is proudly, the centrepiece of Chubb's Innovate Reconciliation Action Plan.

In recognition of the collaboration between Chubb and AFL Cape York Girls House, Chubb's Managing Director, Rebecca Fullerton, and Chubb delegates attended the Girls House to present 'Together' as a digitised and framed art piece for display. Rebecca Fullerton presented Reyonce and Sodeyla with gifts of appreciation and shared a morning tea to celebrate the project.

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Our vision for reconciliation

Chubb Australia's vision for reconciliation is to build a better future for all Australians by fostering a deeper appreciation of our shared history and connection with Aboriginal and Torres Strait Islander peoples. We will continue to cultivate an environment that recognises, honours, and celebrates the rich cultures, heritage, stories, and wisdom of Australia's First Peoples.

The Chubb Fire, Electronic Security, and Monitoring businesses will unite in our vision for reconciliation. Together, we will create opportunities across our national branch network to acknowledge the Traditional Owners of the places where we work, supporting local Aboriginal and Torres Strait Islander businesses, peoples, and communities.

Our Chubb operations and functional teams, working together with our business and reconciliation partners, will foster a culturally aware and safe workplace, provide employment pathways for Aboriginal and Torres Strait Islander people, and grow the number of Aboriginal and Torres Strait Islander businesses in our supply chain and customer base.

Chubb's enduring purpose is to develop our people as great leaders. As leaders, we aim to walk alongside the Traditional Owner groups in supporting the Aboriginal and Torres Strait Islander communities and peoples and the Australian Reconciliation Network in achieving their goals.

We will bolster our commitment to creating an inclusive, respectful, and safe workplace, raising awareness of the effects of racism and discrimination through our diversity, leadership, and cultural education programs.

LEFT: Chubb Australia HR Team Rydalmere (NSW) 2023.

Our Commitments:

We honour Aboriginal and Torres Strait Islander peoples as having the oldest living continuous cultures on the planet and pay our respects through the actions of our Reconciliation Action Plan (RAP) and our RAP commitments:



Nurture

an inclusive environment that respects, values and embodies cultural diversity.





Embrace

the shared wisdom and experiences of Aboriginal and Torres Strait Islander peoples to strengthen our relations.



Educate

and provide a learning pathway to enable a deeper understanding of Aboriginal and Torres Strait Islander cultures, truth and histories.



Create

commercial supplier opportunities that support Aboriginal and Torres Strait Islander businesses.



Unite

with Aboriginal & Torres Strait Islander organisations, customers, and suppliers to advance reconciliation in Australia.



Provide

employment and development opportunities to empower Aboriginal and Torres Strait Islander peoples and communities.



RIGHT: NAIDOC 2020 - Yuggara Chepara Dancers at Chubb Salisbury (Qld.) office.

Message from the Managing Director Chubb Australia

I am proud to present our Chubb Australia Innovate Reconciliation Action Plan (RAP). Culminating from our past two RAP experiences and learnings, our third Innovate RAP is designed to develop maturity in our approach to the RAP actions and deliver sustainable outcomes.

Our business operates across the country on the traditional lands of Aboriginal and Torres Strait Islander peoples, as such, we acknowledge the Elders, past, present, and emerging. Our national reach is an opportunity for us to support Aboriginal and Torres Strait Islander peoples and communities through our Reconciliation Action Plan commitments by,

- Continuing to raise awareness and encourage our people to become more culturally aware and competent in working with Aboriginal and Torres Strait Islander peoples and communities.
- Providing employment, including trainee and apprentice opportunities to Aboriginal and Torres Strait Islander people.
- Increasing our engagement with Aboriginal and Torres Strait Islander businesses in our supply chain.

In 2022, Chubb Fire & Security was acquired by the API Group, and the merging of our organisations has been a positive transformation. Chubb and API values are strongly aligned as people-first businesses that embody diversity, equity, and inclusion as key pillars of success. With our enduring purpose of 'Building Great Leaders,' our Senior Leadership Team, RAP Working Group and the entire organisation are empowered to participate and contribute to advancing our RAP goals and commitment outcomes.

Our third Reconciliation Action Plan has been made possible through the vision and dedication of our RAP Working Group and the network of Aboriginal and Torres Strait Islander supporters and advisors who have provided insight, wisdom, and truth along our reconciliation journey. I wish to thank each of them for contributing to our RAP and challenging us to become a more culturally aware, competent and better organisation.

We understand that reconciliation is about acknowledging the past, truth-telling, and taking respectful and proactive steps toward a more equitable future for Australia's First Nations peoples. We also recognise the vital role we play in reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

As the sponsor of Chubb Australia's third Reconciliation Action Plan, I affirm our commitment to creating an inclusive, diverse workplace culture that supports our reconciliation efforts. We believe that our RAP is an essential step towards this goal, and we are dedicated to continuing our work towards reconciliation and building strong relationships with Aboriginal and Torres Strait Islander peoples and communities.



Rebecca Fullerton
MANAGING DIRECTOR
Chubb Australia and New Zealand

Message from the CEO Reconciliation Australia

Reconciliation Australia commends Chubb Australia on the formal endorsement of its third 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 close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Chubb Fire & Security Pty Ltd continues to be part of a strong network of more than 2,200 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 Chubb Fire & Security Pty Ltd will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Chubb Fire & Security Pty Ltd 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 Chubb Fire & Security Pty Ltd 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, Chubb Fire & Security Pty Ltd will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Chubb Fire & Security Pty Ltd's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Chubb Australia on your third Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine
CHIEF EXECUTIVE OFFICER
Reconciliation Australia

Our business Chubb Fire & Security

We are Chubb, a leader in Fire Safety and Electronic Security.

Chubb Fire & Security is a globally recognised Fire Safety and Electronic Security solutions provider. We proudly operate in 18 countries through our teams of engineers and technicians who design, install and maintain cutting-edge technologies and services that protect people, property, and assets.



In Australia, Chubb Fire Safety, Chubb Electronic Security, and Chubb Monitoring Solutions, through SMC and VitalCall, have earned a reputation as trusted providers of fire detection and suppression systems, intrusion alarms, access control, video surveillance systems, and alarm monitoring.

We are proud of our network of 35 operational branches, extending our services to every state, territory, capital city and major regional centres. Our extensive network of urban, regional and remote branch operations are located within areas of cultural importance for First Nations communities, providing a unique opportunity to progress our RAP goals and commitment in these locations.

We place particular emphasis on Aboriginal and Torres Strait Islander employment and business supply opportunities in our major city and inner and outer regional operations, wherever we believe delivering our RAP commitments can make the greatest impact. A complete list of our operational branches can be found on our website at <https://chubbfsc.com/au-en/contact-us/>

Our Australian team comprises over 1,380 employees, ten identifying as Aboriginal and/or Torres Strait Islander people, representing 0.72% (as at 1st April, 2024) of Chubb's workforce. Our goal is to continuously maintain greater than 1% or 14 Aboriginal and/or Torres Strait Islander employees, with year-on-year growth.

Over 70% of Chubb's workforce are licensed in Fire and Security related trades, which can take several years to attain. With an overall shortage of these trades in the Australian labour market, it has been a limiting factor in

LEFT: Chubb Fire team (Qld.) 2022.

identifying Aboriginal and/or Torres Strait Islander people that meet this requirement. We have focused our Aboriginal and Torres Strait Islander recruitment strategy on trainee and apprenticeship opportunities, providing additional entry-level employment opportunities for Aboriginal and Torres Strait Islander people. To support this strategy, Chubb has partnered with JobTrail, a Supply Nation certified national Recruitment, Consulting and Training business, to assist meeting our employment goals.

Diversity, Equity and Inclusion in the Workplace

Chubb continues to nurture a diverse, inclusive, and accepting workplace where we welcome individuals from various backgrounds and provide, and empower them with the opportunities to excel.

Chubb's sphere of influence extends through our employee group, customers, and suppliers. Since joining the APi Group in 2022, we have expanded our global reach, strengthening our commitment to diversity and inclusion and creating a more inclusive world for all.

Our vision for reconciliation aligns with the five dimensions of reconciliation, including race relations, equality and equity, institutional integrity, unity, and historical acceptance.

Further information about Chubb Fire & Security is available at www.chubbfsc.com/en/au

APi Group

The APi Group is a multinational network of independent safety and service companies dedicated to building leaders and fostering a culture of diversity, equity and inclusion (DEI) throughout its global portfolio.

Chubb

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Chubb and APi Group understand that the principles of diversity, inclusion, and equity are both ethically essential and crucial for promoting innovation and long-term success. This commitment extends to the recognition and respect of the Indigenous cultures of the countries where they operate and strive to meet diverse needs, making them a global force for positive change. APi's Land Acknowledgement recognises the Indigenous peoples of the United States of America,

"We honour the Native people of these lands and respect their culture and sacred traditions. We believe that healing cannot begin, and we cannot become a fully inclusive company until we have acknowledged the genocide, ethnic cleansing, and forced removal of Native people from the lands where our facilities are located." <https://www.apigroupinc.com/about-us/diversity-equity-inclusion/land-acknowledgement>

We at Chubb are proud to be part of an organisation that shares common values and supports our commitment to reconciliation in Australia, as stated by Velma Korbel – Chief Diversity, Equity & Inclusion and Sustainability Officer for APi Group.



"I wholeheartedly support efforts in Australia and across Chubb to increase our diversity through Indigenous Employment and Supplier initiatives. We are better as a diverse, dynamic company that goes beyond just words and demonstrates leadership to build a better future for all our stakeholders."

– **Velma Korbel**

Chief Diversity, Equity & Inclusion and Sustainability Officer at APi Group (Pictured above)

Our reconciliation journey

Chubb continues to provide Fire and Security services throughout Australia, working in areas of cultural significance to Aboriginal and Torres Strait Islander communities. Our Reconciliation Action Plan provides an important foundation for the respectful delivery of our services by raising awareness and understanding of the cultural protocols of the Aboriginal and Torres Strait Islander communities we engage with.

For over two decades, Chubb personnel have been traveling to and working with the Aboriginal and Torres Strait Islander communities to deliver fire and security services. The Chubb operations located in Alice Springs (NT), Karratha (WA) and Cairns (Qld), have adopted the local cultural protocols for working on Country and in Aboriginal and Torres Strait Islander communities.

Chubb's Alice Springs team has built trust with Aboriginal communities of the Central Desert, Central West Desert, Barkly, and Tanami country and works closely with the Uluru-Kata Tjuta National Parks to support the planned cultural burning program.

Chubb's Cairns team has worked with the Torres Strait Islander communities continuously for over 20 years. Chubb personnel have learned the appropriate cultural protocols to access and work on each island by paying respects to Elders and observing and being flexible to island community lore.

While we have utilised the experience and learnings from these operations in the development of first RAP's Vision for Reconciliation, our experiences in working with Aboriginal and Torres Strait Islander peoples, communities and organisations throughout Australia has expanded our vision incorporating urban, regional and remote communities where our businesses operate.

Chubb's Reconciliation Action Plan has developed since our first RAP in 2018 and is revered as a key element of Chubb Australia's Diversity, Equity and Inclusion strategy. Our RAP continues to be championed by Chubb's Managing Director and the Senior Leadership Team (SLT) as a key stakeholder group.

Developing our RAP

As we reflect on our progress through the experience of two Reconciliation Action Plans, our most significant learning is that 'reconciliation is a journey.'

Through our reconciliation journey, we have set goals, implemented plans, brainstormed ideas, sought advice, held events, and experienced what works and doesn't work toward meeting our reconciliation goals. Through this time, however, we have focused on our commitments with a resolute understanding that progress and improvement is critical to success.

Chubb's RAP2 outlined several key learnings from the experience of our inaugural plan, which in reflection has provided valuable insight and guidance through the RAP2 delivery period and in the development of our third Innovate RAP.

We have enhanced these learnings and applied them in developing and implementing numerous initiatives towards our RAP Goals.

MAIN: On the road with Chubb Fire (Qld), 2021.



Relationships



Respect



Opportunities



Governance



Relationships in Review

LEARNING

Collaborating with organisations and learning from each other's experiences is highly beneficial in progressing our RAP actions and deliverables

LEARNING

Working directly with Aboriginal and Torres Strait Islander peoples and State-based Reconciliation organisations, such as Reconciliation Queensland, is an effective way to understand culture and respectful relations.

Developing from our learnings

Chubb's Innovate RAP2 was launched in November 2021 as an online webcast event. The live webcast event attracted a broad audience of Chubb customers and employees nationally and overseas. The event's highlight was the prerecorded 'Acknowledgement of Country' from Chubb employees across Australia, including acknowledgments from every state and territory including the Pilbara, Alice Springs, Tasmania and Cairns. We greatly appreciated the shared wisdom and insight Uncle Bill Buchannan from Reconciliation Queensland and Jessica Sargood from BHP through a webcast panel discussion.

The webcast aimed to raise awareness, educate and promote the RAP2 plan, deliverables, and expectations. The RAP Working Group continued to build momentum from the launch with several new initiatives to raise awareness. The state Reconciliation bodies provide additional opportunities for Chubb teams to engage with local Aboriginal and Torres Strait Islander communities.



LEFT: National Reconciliation Week 2022 – Chubb's Vital Call team.

ABOVE: National Reconciliation Week 2022 – Michelle Barnett.



Raising Awareness through our Sphere of Influence.

Brooke Sutton's incredible artwork, 'Igan Iti,' copyrighted for our Innovate RAP2, was utilised to promote Chubb's vision for reconciliation throughout our organisation and to our suppliers and customers.

A Chubb Reconciliation-designed logo was approved for use and features on the email signature of staff who choose to use it and on social media platforms, including LinkedIn.

Promotional Coffee Mugs featuring 'Igan Iti' were distributed to all Chubb Branches and nominated customers. The initial order of 500 mugs proved insufficient to meet demand, and a second order was distributed. The Chubb Australia Reconciliation Mugs were shipped to our overseas offices, where they take pride of place on the desks of several Chubb and APi senior executives.

Following the successful Reconciliation Mug campaign in year 1, the RAP Working Group was supported to custom design and offer every Chubb Australia staff member a Reconciliation Polo Shirt to support National Reconciliation Week. Of the 1,400 staff, over 700 Reconciliation Polo shirts featuring 'Igan Iti' were ordered and supplied. Teams around Australia proudly wear the Chubb Australia Reconciliation Polo, which is still in high demand post National Reconciliation Week.





ABOVE: Cairns technicians working on Masig Island, Torres Strait (Qld), 2020.
BELOW: Ben Crawford, Chubb Alice Springs (NT).

National Reconciliation Week

With the global acquisition of Chubb and the subsequent organisational changes throughout this RAP2 period, we were unable to host a specific Chubb event for National Reconciliation Week.

This, however, did not prevent us from promoting National Reconciliation Week, and teams were encouraged and supported to attend external events. The Chubb Fire team in the Pilbara joined the BHP Iron Ore team at sponsoring a morning tea to celebrate National Reconciliation Week.

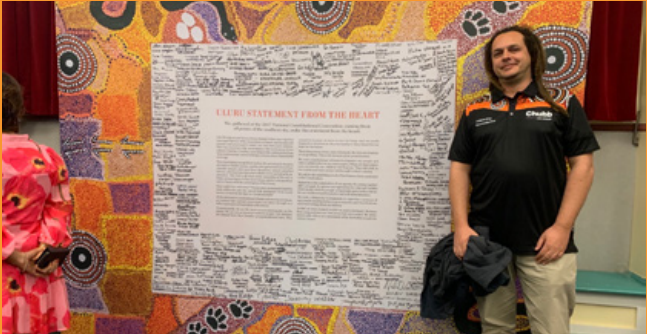


National Reconciliation Week 2023 – Chubb’s Mitch Meikel and Greg Kneale and BHP’s, Vera Dwyer.

Joining the National Reconciliation Network

Chubb Fire & Security joined the state-based Reconciliation organisations in Western Australia, Queensland, New South Wales, and Victoria. Through experience, being associated with a Reconciliation organisation can provide opportunities for education and engagement with local Aboriginal and Torres Strait Islander communities.

We have joined the Reconciliation organisations nominated by a member of the RAP Working Group who has taken responsibility for ensuring the local Chubb operations are notified of upcoming events and encouraged and supported to attend these events. In addition, the Chubb representative to the Reconciliation organisation will be open to volunteer and pro-bono opportunities. The activities stemming from this Reconciliation Network program will be reported to the RAP Working Group and key stakeholders in the monthly RWG meetings.



Walking Together Workshop – Chubb’s Christopher Gray 2023.



Case Study: NRL Cowboys House, Townsville

Chubb's RAP Working Group member Craig Worrall was keen to explore how Chubb could support the NRL Cowboys House in Townsville after speaking with a friend. Craig Worrall is the General Manager, Government and Defence for Chubb Electronic Security.



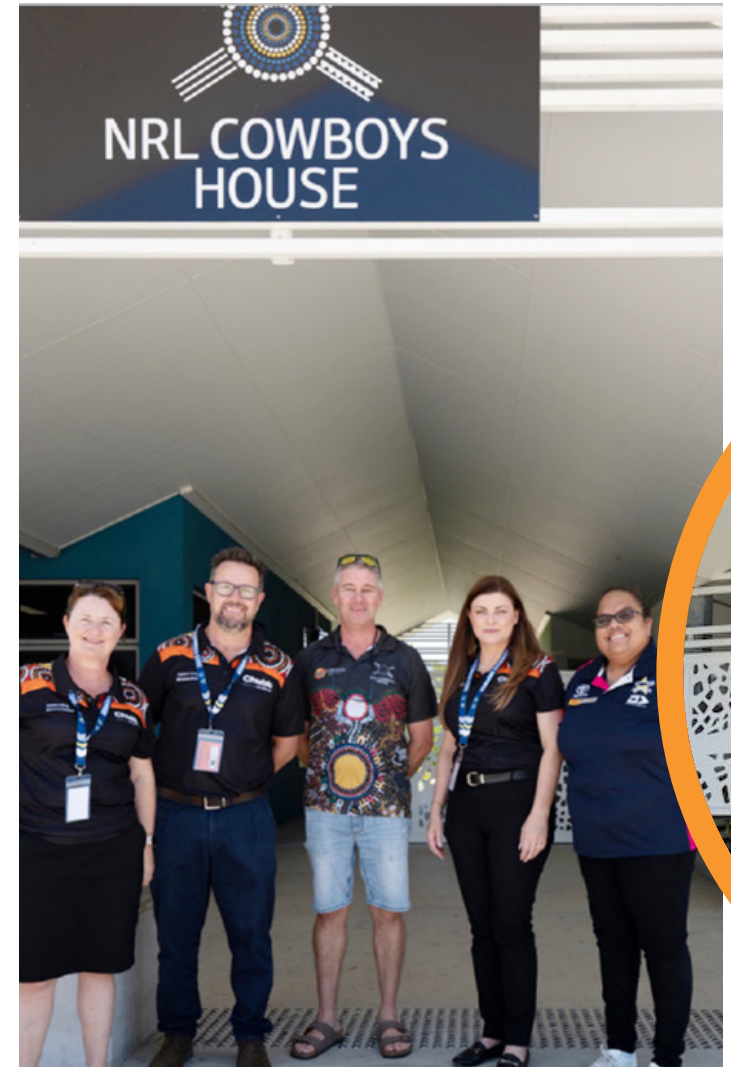
Craig's first meeting on site with Fiona Peline, the Chief Community and Government Relations Officer, included a site tour, which proved to be a moving experience and set Craig's resolve. While briefing the RAP Working Group at the next RWG meeting, Craig reflected on his experience with the group.

"Cowboy's House offers young Aboriginal and Torres Strait Islander people from remote communities the opportunity for an education and opportunities they could not get from their community. It struck me how brave the family and the young person are, and I felt compelled to recognise that bravery in a way that could make it easier for them and others to have that same opportunity."

"After meetings between Chubb Senior Leadership and NRL Cowboy House representatives, Chubb agreed to sponsor a bed at each Girl's House and the Boy's House.

The Chubb Fire and Security businesses in Townsville will continue to support NRL Cowboys House with Craig, and we look forward to the beginning of a long-term, fruitful relationship.

RIGHT: Chubb's Managing Director, Rebecca Fullerton, attended NRL Cowboys House with Craig Worrall and Pam Bentley to formalise the bed sponsorship with NRL Cowboys House, Derek Reston and Leita Wason, 2023.





MAIN: Nathan Brown, Chubb Electronic Security, Rockhampton (Qld) 2022.

INSET (TOP RIGHT): Servicing Chubb equipment.

INSET (BOTTOM LEFT): NRL Cowboys House Sponsorship meeting – Chubbs' Craig Worrall and Pam Bentley, 2023.

Respect in Review

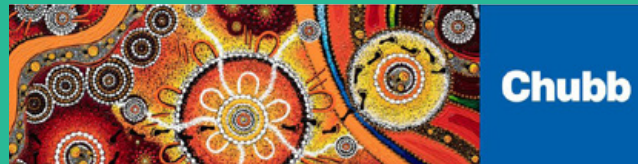
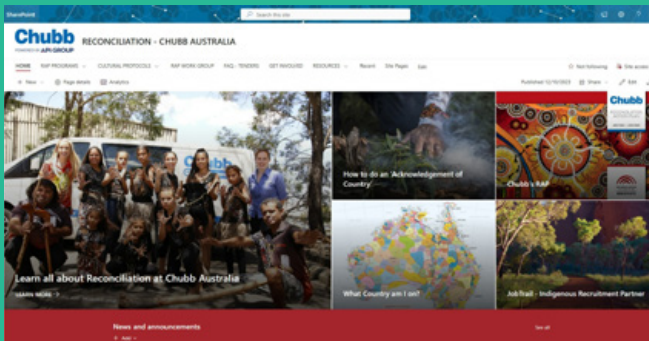
LEARNING

Raising awareness of Aboriginal and Torres Strait Islander cultures and histories can be achieved through education, training, conversation, communication, promotion, and providing opportunities to be involved.

Developing from our learnings

The RAP2 artworks copyrighted to Chubb by contemporary Aboriginal artist Brooke Sutton created conversation, positive accolades, and support from across the organisation. Harnessing this enthusiasm, a full-size copy of the artwork and artist recognition plaque was provided to every Chubb branch for display.

Along with the reconciliation artwork display, Acknowledgment of Country posters and presentation slides, video conferencing background, and social media banners were provided on the Chubb Reconciliation intranet (SharePoint) site for use by staff. Cultural Protocol instructions for providing an 'Acknowledgement of Country' were published and promoted to staff requiring this guidance.



ABOVE: Christopher Gray and Adam Collins – Chubb Monitoring Centres, Rydalmere 2023.





ABOVE: Image – Chubb Fire, Cairns (Qld) 2020.

Indigenous Fire Practices

Australia's First Nations people used cultural burning practices for thousands of years. With colonisation, the local traditional fire practices mostly ceased and the wisdom nearly lost in time. Having experienced the devastating effects of decades of uncontrolled bushfires across Australia, Indigenous cultural burning practices are finding a spotlight with emergency services and natural disaster mitigation groups.

As a part of the Fire Safety industry, Chubb, as part of our Reconciliation Action Plan, is focused on gaining a greater understanding and awareness of these traditional cultural burning and land health practices. Introduced in our second Innovate RAP, we seek to advance our understanding and share and support these practices through recognised cultural burning organisations.

Chubb currently features information on the Chubb Reconciliation intranet (SharePoint) with a link to the 2020 ABC's Australian Story, 'How Indigenous fire management practices could protect bushland' (<https://www.youtube.com/watch?v=d-9hmEiH828>) featuring Victor Steffensen of FireSticks <https://www.firesticks.org.au/>.

Workday Formal Online Learning

The ANZ Bank provided Chubb's first online cultural awareness training. The online Cultural Awareness module was recognised by Reconciliation Australia and made available to Chubb staff through a website link. The training module was promoted to all staff during the first RAP period until it was no longer available. We are grateful to the ANZ Bank for the opportunity to commence our education journey through this program.

As a continuation of Chubb's commitment to providing cultural intelligence training to staff, an agreement has been undertaken with CATonline. The CATonline cultural intelligence course was assessed as the most suitable for Chubb's application. Using SCORM (shareable content object reference model) technology, the CATonline course will run through Chubb's staff eLearning platform, WorkDay.

The benefit of SCORM through WorkDay is the record of course completion against the staff members' individual training and development records. This will provide data to the RAP Working Group and key stakeholders on campaign success, promotion, and general completion rates. After the course, a Certificate of Competency is provided.

The topics include;

- **Aboriginal and Torres Strait Islander history and heritage**
- **Cultural customs, values, and beliefs**
- **Modern impact and effects of past policies**
- **Key issues affecting Aboriginal and Torres Strait Islander employment**
- **The benefits of inclusion for all staff**



<https://catonline.tv/>

CATonline is Supply Nation certified and 100% Indigenous-owned and operated.

Opportunities in Review



RIGHT: Signing of the Partnership agreement between Chubb's Steve Hall and JobTrail's Julian Glenn and Kristel Pearson.

LEARNING

Traditional recruitment methods with greater visibility to the Aboriginal and Torres Strait Islander communities may not effectively achieve our increased employment outcomes. We must adapt our approach by directly consulting Aboriginal and Torres Strait Islander communities, businesses, and recruitment organisations.

Developing from our learnings

Through the RAP Working Group, Chubb has initiated and developed partnership agreements with two First Nations businesses to assist with achieving Chubb's Aboriginal and Torres Strait Islander employment and Indigenous business supply goals.

LEARNING

The best way to increase local spending is to connect with local Aboriginal and Torres Strait Islander businesses where we operate.



JobTrail is a Supply Nation certified recruitment, consulting, and training organisation with national coverage. Chubb and JobTrail entered a contract partnership in 2022 and commenced working directly with the relationship management team to match suitable candidates to trainee and employment opportunities.

The local JobTrail relationship managers have connections to the community and a deep understanding of which candidates would match with the opportunities for employment, traineeships, and apprenticeships at Chubb. A trainee identifying as Aboriginal has joined our Mackay (Qld) team and another trainee identifying as Torres Strait Islander has recently joined our Brisbane customer service team.

During the development of our Aboriginal and Torres Strait Islander Youth Development Program, we identified the requirement for ongoing pastoral care through mentorship,

LEARNING

We have learned that a sustainable employment strategy for Aboriginal and Torres Strait Islander peoples should incorporate a mentor and personal care program.

which JobTrail has been able to provide post-placement. The newly positioned trainees keep in contact with the JobTrail relationship manager and, when needed, can support the trainee and Chubb management in understanding culturally sensitive times like Sorry Business.

With Chubb's cultural intelligence training program for staff, the ongoing mentorship of Aboriginal and/or Torres Strait Islander trainees provides a solid foundation for retention.

The partnership with JobTrail has been a decisive step in Chubb's journey to becoming a preferred employer for Aboriginal and Torres Strait Islander peoples and communities.

The RAP Working Group has been instrumental in facilitating a local connection between JobTrail consultants and Chubb local and senior managers. The ongoing success of the partnership will rely upon the strength of these relationships.



Case Study

JobTrail - Trainee Spotlight!

Keely Kime (pictured below) joined Chubb Mackay as a Business Administration Trainee after four years in casual employment.

Since starting the Certificate III in Business traineeship earlier this year, Keely has moved from her Learner to a Provisional driver's license and purchased a car for herself!

Keely has said she is loving the traineeship and developing her administration skills alongside a supportive team. During the short time she has been with the team, Keely has been able to take on additional tasks and has gained confidence in her work.

Well done, Keely!



Supply Nation

Chubb's previous Reconciliation Action Plans identified the need to be able to identify, measure, and report on Indigenous business activities and supplier spending as the first step toward a successful supplier diversity program.

Chubb's supply chain group has automated the process of measuring and reporting supplier diversity to track progress effectively and has undertaken a process of identifying Supply Nation registered and certified businesses currently in Chubb's supplier database. In the financial year 2022-23, Chubb spent \$150,000 with Indigenous businesses, representing less than 1% of Chubb's national supplier spend.

For the past two years, Chubb Supply Chain staff have attended the annual 'Connect' Indigenous business tradeshow to understand how to engage with Aboriginal and Torres Strait Islander businesses better and proactively identify suppliers. As a direct result of attending 'Connect 2023', Chubb has entered into an agreement with CATonline to supply online cultural intelligence training for staff.

'RAP 3' will focus on implementing a proactive plan to identify Aboriginal and Torres Strait Islander businesses at a national supply and local Chubb branch level. To assist with the next phase toward our supplier diversity goals, Chubb has become an active member of Supply Nation.

Working with the appointed Supply Nation Relationships Manager, Chubb's Supply Chain team has scoped a plan and established a baseline goal to increase our spending with Supply Nation registered and certified businesses.



ABOVE: Supply Nation Connect Conference, Chubb's Abhi Agarwal and Lee Williams 2022.

Governance in Review



LEARNING

An influential RAP Working Group consists of self-nominated volunteers within the business who are passionate about reconciliation and want to make a difference.

LEARNING

We have learned that our RAP vision, goals, actions, and deliverables must be owned by and are the responsibility of the whole organisation, not a committee working in isolation.

Developing from our learnings

Since the launch of RAP2 in July 2021, Chubb has undergone significant organisational changes, which have proved highly beneficial to advancing our Reconciliation Action Plan.

Chubb's global business was acquired by the API Group in 2022, bringing a strong culture of leadership and diversity, equity, and inclusion to our business. API has included Chubb Australia's Reconciliation Action Plan and Working Group as a case study in API's inaugural Sustainability report, providing a global view and story on Reconciliation in Australia.

Rebecca Fullerton, previously Director of Sales and Marketing, was appointed the Managing Director of Chubb Australia in 2023. Rebecca is a passionate advocate and sponsors the Chubb Australia Reconciliation Action Plan,

knowing the RAP deliverables are everyone's responsibility.

In addition to the self-nominated volunteers on the RAP Working Group, Chubb's operational senior leaders and members with accountabilities for progressing, measuring, and reporting our RAP goals have been included in the RWG.

In recognition of the challenge of maintaining a Chubb employee as the Aboriginal and/or Torres Strait Islander representative on the RAP working group (RWG), an external Aboriginal and Torres Strait Islander person has agreed to join the Chubb RWG. Aboriginal and/or Torres Strait Islander employees wishing to be included in the Chubb RWG meetings and activities will be supported and mentored by the Aboriginal and/or Torres Strait Islander RAP working group representative.



RIGHT: 2024 RAP Working Group planning meeting – Rebecca Fullerton, Michelle Barnett, Clint Grossmann, David Taylor, Craig Worrall, Abhi Agarwal and Nidi Aggarwal.



MAIN IMAGE: NAIDOC 2020 - Yuggara Chepara Dancers at Chubb Salisbury (Qld.) office.

INSET (RIGHT): Photo -Corey Vecchio, Chubb Cairns, 2022.

INSET (CENTRE): Chubb Monitoring Centre, Rydalmere (NSW).





MAIN IMAGE: National Reconciliation Week 2022, Chubb Australia team, Rydalmere (NSW).

Our Reconciliation Action Plan

Our third Innovate RAP is formulated to continue the momentum from our past Reconciliation Action Plans experience and learnings.

We are pleased to launch this RAP with a shared vision, advocacy, and leadership for reconciliation between Aboriginal and Torres Strait Islander and non-Indigenous Australians. Our parent company, APi Group, and Chubb's global leadership teams share a strong alliance and support for initiatives that promote and foster a culture of diversity, equity, and inclusion, supporting all country operations with a formal Indigenous reconciliation program or plan.

The Chubb Australia Senior Leadership team and business leads have accepted the responsibility of the RAP deliverables, working collaboratively with the RAP Working Group as key stakeholders. We want to achieve much more with our third Innovate RAP and are focused mainly on contributing more to the Reconciliation Australia RAP Impact Measurement Report actions.

"I learned about Chubb Australia's Reconciliation Action Plan or RAP on my first visit to Australia in May 2021. Our first town hall meeting commenced with a recognition of the First Nations people who originally occupied the land on which we stood. I was immediately struck by the tone that was set: recognising and honoring all people, regardless of their background, culture, etc. That resonated with me because at APi Group we understand that our success depends on people. Our team members and their families, our customers, suppliers, business partners, and members of the communities we serve are all interconnected, and we depend on each other for success."

– Paul Granau
Chief Learning Officer at APi Group

These are our reportable focus areas:



Formulate new formal and informal partnerships and develop our existing partnerships.



Host a National Reconciliation Week event and support participation in other events.



Increase our Online Cultural intelligence training and face-to-face training participation.



Implement a cultural immersion experience program.



Increase the number of Aboriginal and Torres Strait Islander trainees, apprentices, and employees.



Grow the number of Indigenous business suppliers and spend with those organisations.



Our RAP Working Group

Our Reconciliation Action Plan Working Group (RWG) has evolved over the past two RAP periods to include representation from the Chubb Senior Leadership and a range of Chubb employees who are invested in progressing Chubb's RAP commitments and goals.



The RWG meets monthly to progress the RAP tasks, with representation from each Chubb business unit. Functional team members from Chubb's Supply Chain and Human Resources specifically guide the 'opportunity' goals for supplier diversity and Aboriginal and Torres Strait Islander employment.

The Chubb business unit senior leaders actively attend the RWG meetings as key business stakeholders. Rebecca Fullerton, Chubb ANZ Managing Director, and Reconciliation Action Plan Sponsor, believes Chubb's RAP commitments, goals, and deliverables are everybody's responsibility.

An external member has filled the critical role of the Aboriginal and Torres Strait Islander representative to the Chubb RWG. Kristel Pearson from JobTrail, Chubb's Aboriginal and Torres Strait Islander recruitment partner, has agreed to join the RWG. Kristel will support and mentor Chubb employees who identify as Aboriginal and/or Torres Strait Islander peoples and who would like to participate and provide their wisdom and insight to the RAP Working Group as an active member or advisor.

As we progress our RAP plans and develop closer relationships with Aboriginal and Torres Strait Islander suppliers, organisations and communities, the formulation of an Aboriginal and Torres Strait Islander advisory group would prove a valuable goal for Chubb to aspire to in this RAP period.

LEFT: Cliff White from JobTrail with Chubb's Tamih Hart, Jonathon Khoo and Troy Miles, WA 2024.

RIGHT: (L-R) Rebecca Fullerton, MD Chubb Fire & Security Australia, Kristel Pearson, JobTrail, and Andrew White, CEO Chubb Fire & Security Group.



"Chubb have proven to be a company who genuinely cares about outcomes for mob. I was happy to be a part of the Chubb RAP Working Group, sharing wisdom and supporting Chubb indigenous trainees and employees who want to get involved and make a difference."

– **Kristel Pearson**

JobTrail, Relationships Manager - Northern Region





Our RAP
working group
members include:



TOP: National Reconciliation Week 2022, Chubb Newcastle (NSW) team.

ABOVE: Chubb's RAP Working Group member, Peter Ashton.

RIGHT: Chubb RAP Launch, Greg Kneale, 2021.



RAP Sponsor

Rebecca Fullerton
Managing Director
Chubb ANZ
Turrbal, Yuggera Countries

RWG Chairperson

Clint Grossmann
Leadership Development Lead
Chubb Australia (QLD)
Gimuy-Walaburra, Yidindji Countries

RWG Indigenous Representative

Kristel Pearson
Relationships Manager – Northern Region
JobTail (external)
Turrbal, Yuggera Countries

RWG Members

Michelle Barnett
Talent Acquisition Manager
Chubb Australia (NSW)
Dharug and Burramattagal Countries

Peter Ashton
National Accounts / Business Development Manager
Chubb Electronic Security (WA)
Beeliar Nyungar Country

Helen Arnold
Training Team Leader
Chubb Training Group (Qld)
Turrbal, Yuggera Countries

Ben Crawford
Branch Manager, Alice Springs
Chubb Fire (NT)
Arrente Country

Mitchell Meikle
Pilbara Contract Manager, Perth
Chubb Fire (WA)
Beeliar Nyungar Country

Craig Worrall
General Manager
Government and Defence, Chubb Electronic Security (NSW)
Dharug, Burramattagal Countries

Lisa Bleeze
Project Manager
Chubb Electronic Security (Vic)
Bunurong Country

Christopher Gray
Operations Manager CMC
Monitoring Solutions (NSW)
Dharug, Burramattagal Countries

Nidhi Aggarwal
Data Scientist
Chubb Australia (NSW)
Dharug, Burramattagal Countries

Abhi Agarwal
Strategic Sourcing Manager
Chubb Australia (NSW)
Dharug, Burramattagal Countries

BELOW: National Reconciliation Week 2022, Chubb Dingley (Vic) team.



Our RAP Goals: Relationships

Chubb is committed to establishing and strengthening meaningful and enduring relationships with Aboriginal and Torres Strait Islander peoples through respect, trust and integrity.

Through these relationships, we aim to learn and promote a better understanding of the cultural differences, sensitivities, and needs of Aboriginal and Torres Strait Islander peoples, communities, and organisations. Building relationships and expanding awareness with our partners, customers, employees and Aboriginal and Torres Strait Islander communities will contribute to Chubb's commitment to fostering a workplace that inspires and encourages diversity while being truly and genuinely inclusive.



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>1</p> <p>Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	<p>1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.</p>	<p>June 2024 June 2025</p>	<p>RAP Working Group – Chair</p>
	<p>1.2 Develop and implement an Aboriginal and Torres Strait Islander engagement plan and scorecard for Chubb Australia by state, business unit, and customer contracts which include Aboriginal and Torres Strait Islander engagement targets.</p>	<p>June 2024 June 2025</p>	
	<p>1.3 Develop and implement a volunteer program for staff to engage with Aboriginal and Torres Strait Islander organisations and/or communities.</p>	<p>June 2024 June 2025</p>	<p>Managing Director – Chubb Australia, support; Director of Human Resources</p>
<p>2</p> <p>Build relationships through celebrating National Reconciliation Week (NRW).</p>	<p>2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</p>	<p>May 2024 May 2025</p>	<p>RAP Working Group – Chair</p>
	<p>2.2 RAP Working Group members to participate in an external NRW event.</p>	<p>27 May - 3 June, 2024 27 May - 3 June, 2025</p>	
	<p>2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</p>	<p>27 May - 3 June, 2024 27 May - 3 June, 2025</p>	
	<p>2.4 Host and/or co-host at least four National Reconciliation Week events for employees, suppliers, and customers in each of the state offices or nominated branches per year.</p>	<p>27 May - 3 June, 2024 27 May - 3 June, 2025</p>	<p>Director – Chubb Fire support; Director – Chubb Security</p>
	<p>2.5 Host one Chubb Australia National Reconciliation Week event each year, which all employees, suppliers, and customers can take part in real-time or post-event online.</p>	<p>27 May - 3 June, 2024 27 May - 3 June, 2025</p>	
	<p>2.6 Register all our NRW events on Reconciliation Australia's NRW website.</p>	<p>May 2024 May 2025</p>	<p>RAP Work Group – Chair, RWG Events Lead</p>



Relationships

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>3 Promote reconciliation through our sphere of influence.</p>	<p>3.1 Continue to develop and strengthen staff engagement strategies to raise awareness of reconciliation across our workforce.</p>	<p>December 2024 December 2025</p>	<p>RAP Working Group – Chair</p>
	<p>3.2 Communicate our commitment to reconciliation publicly to internal and external stakeholders.</p>	<p>July 2024 July 2025</p>	<p>Managing Director – Chubb Australia</p>
	<p>3.3 Develop continuing opportunities to positively influence our external stakeholders to drive reconciliation outcomes.</p>	<p>August 2024 August 2025</p>	<p>Director – Supply Chain</p>
	<p>3.4 Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.</p>	<p>September 2024</p>	
	<p>3.5 Use social media and communication platforms to promote and raise awareness of reconciliation topics.</p>	<p>July 2024 July 2025</p>	<p>Media and Communications Manager</p>
	<p>3.6 Appoint a Chubb RAP Ambassador to guide and advise the RAP Working Group and Senior Leadership Team on reconciliation strategy.</p>	<p>June 2024</p>	
	<p>3.7 Support the Australian Reconciliation Network in each state through membership, sponsorship and actively engage with events and initiatives being promoted through the network.</p>	<p>December 2024 December 2025</p>	<p>RAP Working Group – Chair</p>
	<p>3.8 Encourage our customers, suppliers and partner organisations to develop a Reconciliation Action Plan</p>	<p>August 2024 August 2025</p>	
	<p>3.9 Expand our sphere of influence through Chubb and APi Group’s Global Diversity, Inclusion, and Equity strategy, collaborating with Chubb’s global offices in Canada, the USA, and New Zealand to further reconciliation.</p>	<p>July 2024 July 2025</p>	<p>Director of Human Resources</p>
	<p>3.10 Maintain the Chubb Reconciliation SharePoint intranet site to include a list of recommended reconciliation reference books, films, and current news, including information on the Uluru Statement of the Heart, Treaty, and other topical matters of significance to First Nations peoples and communities.</p>	<p>July 2024 July 2025</p>	<p>RAP Working Group – Chair</p>
	<p>3.11 Include an overview of the Chubb Reconciliation Action Plan in new employee induction training.</p>	<p>June 2024 June 2025</p>	<p>Director of Human Resources</p>



Relationships

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>4</p> <p>Promote positive race relations through anti-discrimination strategies.</p>	<p>4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.</p>	<p>October 2024 October 2025</p>	<p>Director Human Resources</p>
	<p>4.2 Review, implement, and communicate an anti-discrimination policy for our organisation.</p>	<p>October 2024 October 2024</p>	
	<p>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.</p>	<p>October 2024 October 2025</p>	
	<p>4.4 Complete the 'Racism. It Stops with Me', Workplace Cultural Diversity Tool to assess Chubb Australia's approach to cultural diversity and anti-racism in the workplace. https://itstopswithme.humanrights.gov.au/workplace-cultural-diversity-tool</p>	<p>July 2024 July 2025</p>	
	<p>4.5 Report the findings of the 'Racism. It Stops with Me' Workplace Cultural Diversity assessment and develop a plan to strengthen Chubb Australia's approach to cultural diversity and anti-racism in the workplace. Utilise the 'Racism. It Stops With Me, a national anti-racism campaign (Australian Human Rights Commission), as a guide to improvement.</p>	<p>November 2024 November 2025</p>	
	<p>4.6 Raise awareness and educate senior leaders on the effects of racism.</p>	<p>November 2024 November 2025</p>	<p>API Vice President – Diversity, Equity and Inclusion</p>
<p>5</p> <p>Become an active voice through Chubb and APi Group's Global Sustainability Strategy to advance reconciliation in Australia and globally.</p>	<p>5.1 Feature Chubb Australia's RAP as a case study for inclusion in the APi Inaugural Global Sustainability Statement</p>	<p>February 2025 February 2026</p>	<p>RAP Working Group – Chair, support; Director Human Resources</p>
	<p>5.2 Seek membership to the APi Global Sustainability Working Group to gain additional support to advance our RAP goals and commitments.</p>	<p>July 2024 July 2025</p>	
	<p>5.3 Invite our Chubb and APi Global Diversity, Inclusion and Equity teams members to RAP events and RAP working group meetings to advance support of reconciliation in Australia. Seek to share ideas with countries with an Indigenous reconciliation plan</p>	<p>July 2024 July 2025</p>	<p>RAP Working Group – Chair</p>



MAIN: NAIDOC 2020 - Yuggara Chepara Dancers at Chubb Salisbury (Old.) office.

Our RAP Goals: **Respect**

Through education, sharing knowledge and experience, Chubb aims to improve our employees' understanding of Aboriginal and Torres Strait Islander cultures in a way that will promote, acknowledge and embed cultural awareness throughout our organisation.

We understand that creating a culture of respect for Aboriginal and Torres Strait Islander histories, values and beliefs will assist Chubb in advancing reconciliation in Australia.



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>6 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</p>	<p>6.1 Develop, implement and communicate a cultural learning strategy document for our staff</p>	<p>December 2024 December 2025</p>	<p>Director of Human Resources</p> <p>RAP Working Group - Chair</p> <p>Managing Director – Chubb Australia, Support; RAP Working Group - Chair</p> <p>Media and communications manager</p> <p>Director of Human Resources</p>
	<p>6.2 Provide online and face-to-face cultural learning opportunities for all staff within our organisation. * We aim for 50% of the workforce to undertake online cultural learning. * We aim to provide face-to-face cultural awareness training to 100% of the Senior Leadership Team for Chubb Fire, Electronic Security, Monitoring, and Chubb functional team leaders.</p>	<p>April 2025 April 2026</p>	
	<p>6.3 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural immersion experience.</p>	<p>August 2024 August 2025</p>	
	<p>6.4 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in a cultural immersion experience.</p>	<p>February 2024 February 2025</p>	
	<p>6.5 Maintain the Chubb Reconciliation SharePoint intranet site as the primary internal communication platform for all events and information pertaining to our RAP.</p>	<p>June 2024 June 2025</p>	
	<p>6.6 Conduct an education and discussion forum to raise awareness of the significance of the Uluru Statement from the Heart Treaty, and other issues of importance to Indigenous peoples and communities.</p>	<p>December 2024</p>	



Respect

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>7</p> <p>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</p>	<p>7.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</p>	<p>June 2024 June 2025</p>	<p>Managing Director - Chubb Australia</p>
	<p>7.2 Review and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.</p>	<p>July 2024 July 2025</p>	
	<p>7.3 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.</p>	<p>July 2024 July 2025</p>	
	<p>7.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.</p>	<p>July 2024 July 2025</p>	
<p>8</p> <p>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p>	<p>8.1 Delegates from Chubb RAP Working Group and Chubb Operation leaders will participate in an external NAIDOC Week events. Our goal is for every Chubb branch to support one event.</p>	<p>4 - 11 July 2024 4 - 11 July 2025</p>	<p>Director Chubb Fire, Director Chubb Security</p>
	<p>8.2 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.</p>	<p>June 2024 June 2025</p>	<p>Director of Human Resources</p>
	<p>8.3 Promote and encourage participation in external NAIDOC events to all staff.</p>	<p>4 - 11 July 2024 4 - 11 July 2025</p>	<p>Media and Communications Manager</p>
<p>9</p> <p>Increase our knowledge and understanding of Aboriginal and Torres Strait Islander traditional fire prevention methods.</p>	<p>9.1 Work with Aboriginal and Torres Strait Islander organisations/communities to understand traditional fire prevention methods.</p>	<p>July 2024 July 2025</p>	<p>RAP Working Group Chair</p>
	<p>9.2 Raise awareness of internal and external stakeholders of traditional fire prevention methods.</p>	<p>December 2024 December 2025</p>	<p>Director - Chubb Fire</p>
	<p>9.3 Through our Fire Industry network, support the expanded learning of Aboriginal and Torres Strait Islander land management practices through fire.</p>	<p>December 2024 December 2025</p>	

Our RAP Goals: Opportunities

Chubb's national operational presence provides a valuable opportunity to engage with local Aboriginal and Torres Strait Islander communities, creating pathways for employment and business opportunities.

Through our Aboriginal and Torres Strait Islander recruitment and development initiatives, we aim to generate opportunities that support youth and the emerging generation of leaders. Chubb's supply chain will actively collaborate with Indigenous businesses to establish economic empowerment and sustainability for Aboriginal and Torres Strait Islander communities.



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>10 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<p>10.1 Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</p>	<p>July 2024 July 2025</p>	<p>Director of Human Resources</p> <p>Talent Acquisition Manager</p> <p>Talent Acquisition Manager</p> <p>Director of Human Resources</p>
	<p>10.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.</p>	<p>July 2024 July 2025</p>	
	<p>10.3 Continue to develop and review the effectiveness of our Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.</p>	<p>August 2024</p>	
	<p>10.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</p>	<p>June 2024 June 2025</p>	
	<p>10.5 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</p>	<p>July 2024 July 2025</p>	
	<p>10.6 Increase and maintain a minimum of 1% Aboriginal and/or Torres Strait Islander staff employed in our workforce, with year-on-year growth.</p>	<p>June 2024 June 2025</p>	
	<p>10.7 Promote professional development opportunities, and support Chubb's Aboriginal and Torres Strait Islander employees to undertake further education through the Chubb Employee Scholarship Scheme</p>	<p>March 2025 March 2026</p>	



Opportunities

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
11 Support equal and equitable training, education and workplace opportunities for Aboriginal and Torres Strait Islander students.	11.1 Investigate and identify opportunities to sponsor or partner with organisations that support training and educational outcomes for Aboriginal and Torres Strait Islander peoples.	September 2024 September 2025	RAP Working Group - Chair
	11.2 Develop a workplace experience plan for Aboriginal and Torres Strait Islander students to work with the Chubb businesses as part of their school or education program and as a pathway to further education, trainee, and apprentice opportunities.	June 2024 June 2025	Director of Human Resources
12 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	12.1 Increase and maintain a minimum of 1% Aboriginal and Torres Strait Islander business procurement strategy	September 2024 September 2025	Director of Supply Chain
	12.2 Develop a regional plan with Supply Nation (as a member) to identify and increase spending with certified or registered Indigenous businesses in our national branch network.	September 2024 September 2025	
	12.3 Review the current suppliers list to identify current Aboriginal and Torres Strait Islander business partnerships that have not been previously recorded.	September 2024 September 2025	
	12.4 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	October 2024 October 2025	
	12.5 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	September 2024 September 2025	
	12.6 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2024 June 2025	



FAR LEFT: Photo - Ben Crawford, Chubb Alice Springs (NT) 2023.
 LEFT: Photo - Corey Vecchio, Chubb Cairns (Qld.) 2022.

Our RAP Goals: Governance, tracking progress, and reporting

Chubb acknowledges the importance of strong governance and responsibility in advancing our reconciliation efforts

We are committed to upholding transparent, accountable goals in progressing our Reconciliation Action Plan. Our governance framework will prioritise consultation, collaboration, and the meaningful participation of the RAP working group, ensuring that our actions are measured and reported to our key RAP stakeholders including Reconciliation Australia.



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>13</p> <p>Establish and maintain an effective RAP Working Group (RWG) to drive RAP governance.</p>	<p>13.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG.</p>	<p>July 2024 July 2025</p>	<p>RAP Working Group – Chair</p>
	<p>13.2 Review and apply a Terms of Reference for the RAP Working Group.</p>	<p>July 2024 July 2025</p>	
	<p>13.3 Meet at least four times per year to drive and monitor RAP implementation.</p>	<p>Jan24, Apr24, July24, Oct24, Jan25, Apr25, July25, Oct25</p>	<p>RAP Working Group – Chair, Support; Managing Director – Chubb Australia</p>
<p>14</p> <p>Provide appropriate support for effective implementation of RAP commitments.</p>	<p>14.1 Define resource needs for RAP implementation.</p>	<p>June 2024 June 2025</p>	<p>RAP Working Group – Chair, Support; Managing Director – Chubb Australia</p>
	<p>14.2 Engage our senior leaders and other staff in the delivery of RAP commitments.</p>	<p>July 2024 July 2025</p>	
	<p>14.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.</p>	<p>July 2024 July 2025</p>	<p>RAP Working Group – Chair</p>
	<p>14.4 Appoint and maintain an internal RAP Champion from senior management.</p>	<p>July 2024 July 2025</p>	



Governance

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY	
15 Build accountability and transparency by reporting RAP achievements, challenges and learnings internally and externally.	15.1 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2024 30 September 2025	RAP Working Group – Chair, Support; Managing Director – Chubb Australia	
	15.2 Report RAP progress to all staff and senior leaders quarterly.	Jan24, Apr24, July24, Oct24, Jan25, Apr25, July25, Oct25		
	15.3 Publicly report, internally and externally, our RAP achievements, challenges and learnings annually.	June 2024 June 2025		
	16 Continue our reconciliation journey by developing our next RAP.	15.4 Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer.	May 2024	RAP Working Group – Chair
		15.5 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2024 June 2025	
		15.6 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	June 2024 June 2025	
		15.7 Submit a Traffic Light Report to Reconciliation Australia at the completion of this RAP.	January 2026	
	16.1 Register via Reconciliation Australia’s website to begin developing our next RAP.	September 2025	RAP Working Group – Chair	

RIGHT: Cairns technician working on Mabuiag Island, Torres Strait (Qld), 2020.



Chubb

POWERED BY **API** GROUP



Get in touch

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