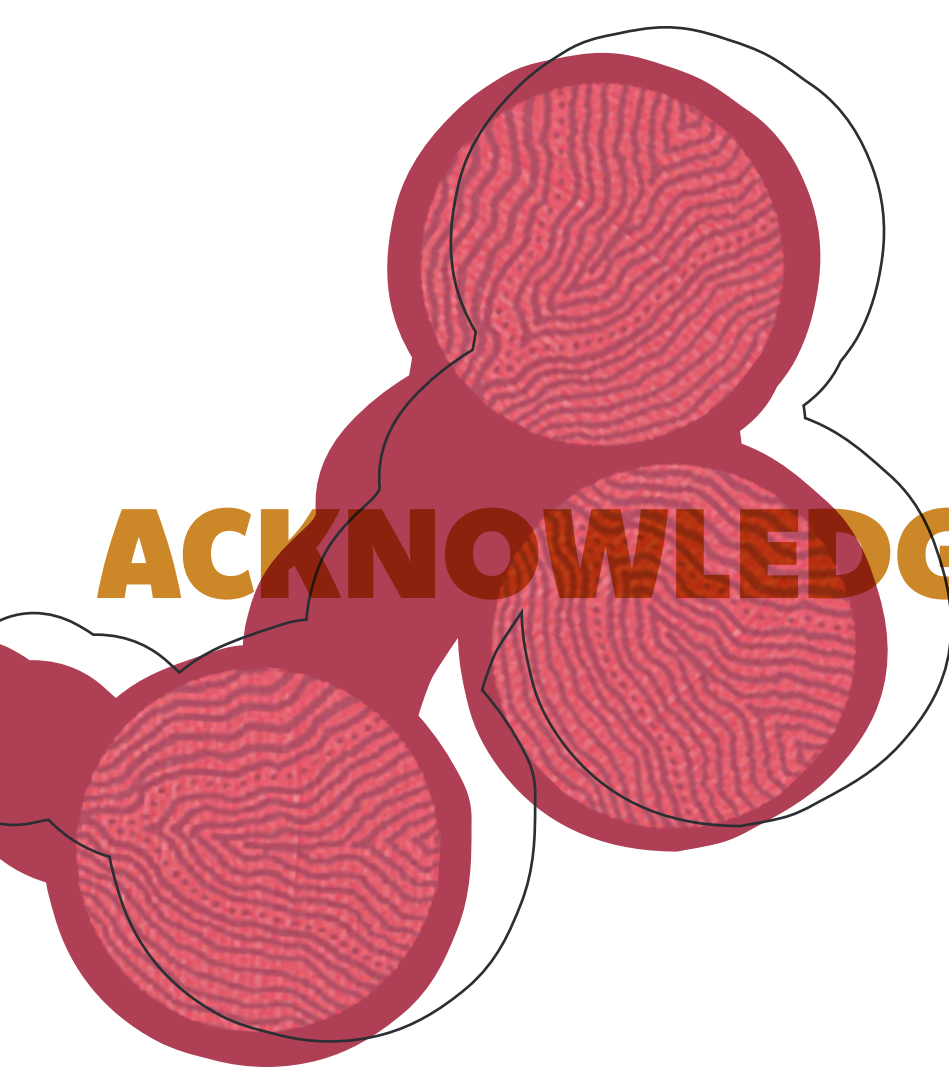


RECONCILIATION ACTION PLAN REFLECT

AstraZeneca Australia & New Zealand
September 2022 – September 2023





ACKNOWLEDGEMENTS

AstraZeneca acknowledges the Traditional Custodians of the land on which we work and on which our offices are located and would like to pay our respects to Elders past, present and emerging.

We would like to acknowledge the Wattamatagal Clan of the Dharug Nation (Macquarie Park, Sydney), the Wurundjeri people of the Kulin Nation (Melbourne), the Jaara people of the Dja Dja Wurrung Community (Bendigo), the Jagera people and the Turrbul people (Brisbane), Kurna people of the Kurna Nation (Adelaide), and Whadjuk people of the Noongar Nation (Perth).

We would like to acknowledge Reconciliation Australia for their leadership, assistance and guidance in preparing this REFLECT Reconciliation Action Plan and look forward to our continuing partnership. We would also like to thank the members of our RAP Working Group and external partners who have dedicated much of their time and effort since 2020 to collaborate and to bring this Plan to life. We wish to thank Mel Streater of Marramarra Creative, for her creative collaboration and the unique and personal representation in the RAP artwork. We'd also like to thank Mel Streater and Willhemina Wahlin of Braenchild Collective for designing this report.

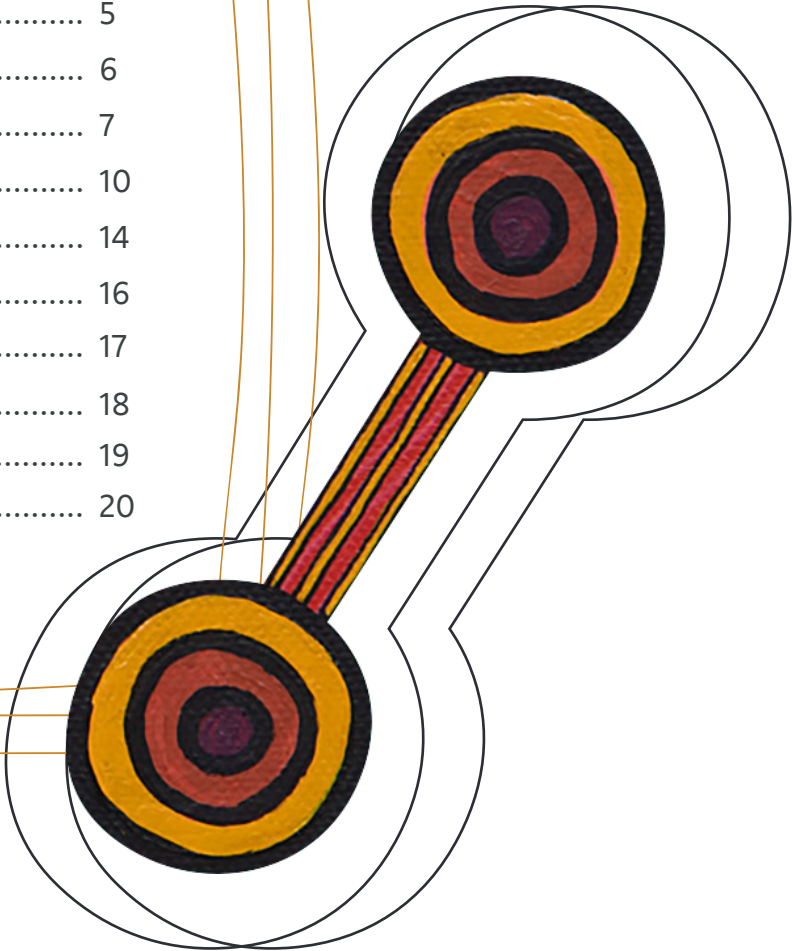


Above: Artist Mel Streater with several members of the First Nations People employee resource group, taken at an Inclusion and Diversity booth at AstraZeneca Australia-New Zealand's National Conference in Sydney, in March 2022. Left: Core members of the AstraZeneca Reflect RAP team. Members represent different parts of the business, and are represented geographically across Australia.

REFLECT RECONCILIATION ACTION PLAN

AstraZeneca Australia and New Zealand

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FOREWORD

FROM THE COUNTRY PRESIDENT, AUSTRALIA & NEW ZEALAND

AstraZeneca Australia & New Zealand has launched its first Reconciliation Action Plan (RAP), as part of the organisation's commitment to fostering an enabling environment that promotes Aboriginal and Torres Strait Islander peoples' empowerment.

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Reconciliation is a journey, and one that will undoubtedly be peppered with great learns which will both inspire and challenge us. It is a journey I am committed to undertake along with our people here at AstraZeneca. We believe we can truly make a positive impact in the healthcare of all Australians, therefore we will engage directly and indirectly (via community partnerships) with Aboriginal and Torres Strait Islander Communities to build a framework that will guide us along this important journey.

The creation of this Reflect RAP, which has been led by the passionate people behind our "First Nations Peoples Employee Resource Group", will improve awareness for employees around Aboriginal and Torres Strait Islander communities. AstraZeneca employees from every function of our business, be it commercial to manufacturing, and from our scientists to innovators, will benefit from having a deeper understanding of First Nations and their connection with the land on which we live and work.

This RAP is also a symbol of AstraZeneca's continued commitment to embrace and celebrate inclusion and diversity. Our pride and passion for inclusion and diversity is mirrored in our people, who come from a variety of cultures, ethnicities, backgrounds and experiences. We understand that empowering all employees to achieve their full potential and to bring their whole selves to work is essential to making better, more collaborative decisions, which in turn will drive innovation and enhancement of a better healthcare ecosystem for us all.



*Benjamin McDonald
Country President,
AstraZeneca Australia
and New Zealand*

MESSAGE FROM THE DIRECTOR

Supply and Manufacturing

For tens of thousands of years, First Nations Peoples have been the custodians of the lands, skies, waters, plants and animals; developing and building a deep knowledge, understanding, respect and connection with all. They are Australia's first explorers, engineers, farmers, botanists, diplomats, astronomers, artists and scientists, and their heritage and cultures are unique and enduring.

At AstraZeneca, our purpose is to push the boundaries of science to deliver life-changing medicines. Science presents an opportunity for deep engagement and cooperation with First Nations Peoples, particularly on issues that relate to people's health, our communities and the environment. By bringing together thousands of years of First Nations knowledge with western science, we can create learning opportunities that both advance our scientific capability and take us further on our journey to reconciliation.

This is AstraZeneca's first Reconciliation Action Plan (RAP) and it's an opportunity for reflection. To lay a solid foundation on which to build the three core pillars of reconciliation - Relationships, Respect and Opportunities.

Reconciliation is about mutual respect, a willingness to listen and learn from each other. By paying respect to Aboriginal and Torres Strait Islander people and acknowledging all past and ongoing disadvantages and injustices, we are committed to building a more inclusive future. We appreciate the importance of creating opportunities for our employees to better understand our country's shared history, as we plan and work towards a future that values and incorporates the unique perspectives and experiences of First Nations Peoples.

Through this RAP and broader initiatives across the organisation, I look forward to AstraZeneca fostering a universal understanding and respect of the deep significance of First Nations Peoples, their cultures and their seamless connection to Country, and to each other.



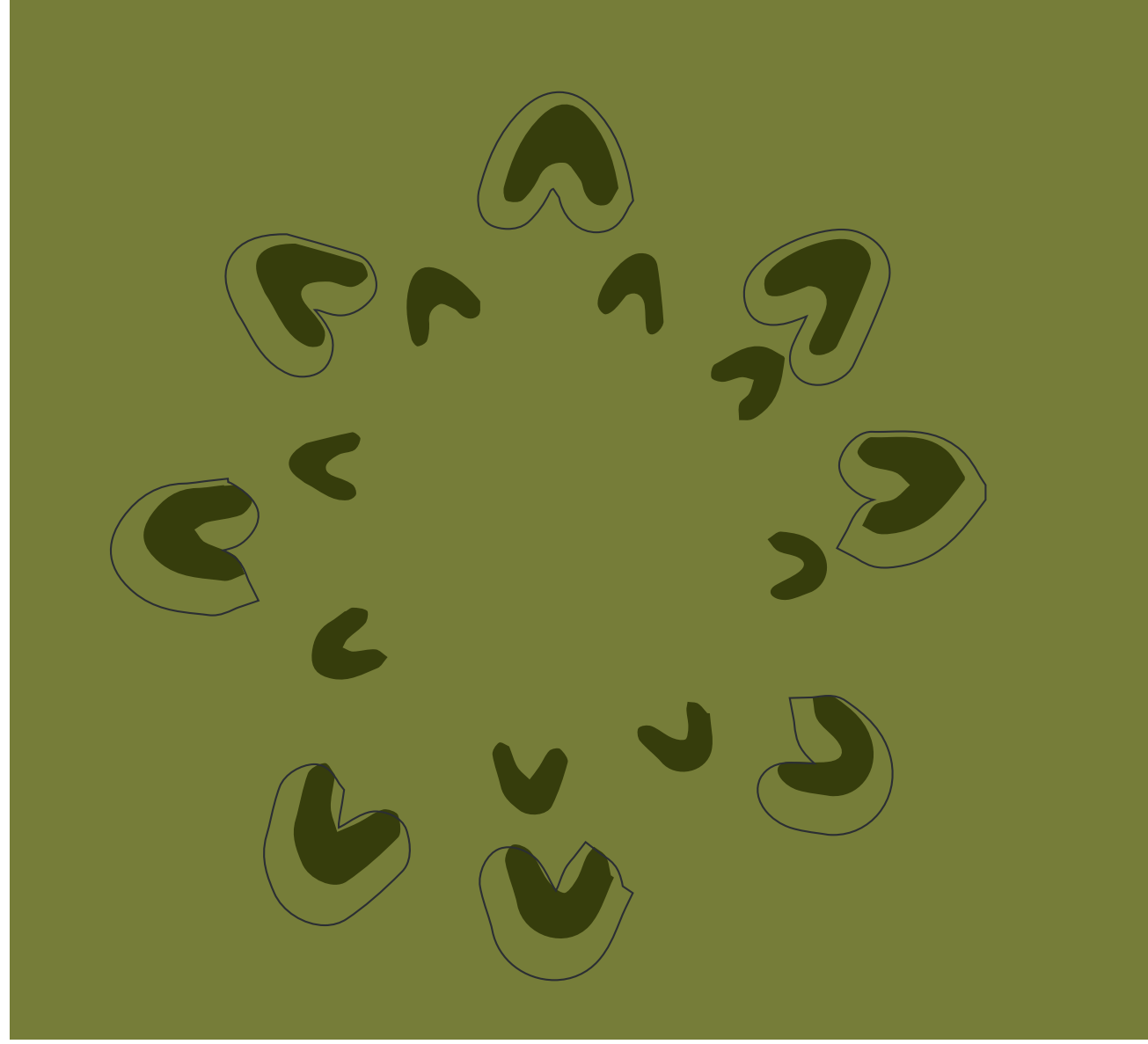


OUR BUSINESS

AstraZeneca Australia and New Zealand is part of a global science-led biopharmaceutical company, engaged in the research, development, manufacture and supply of medicines to make a real difference to the lives of Australians. We have 800 people employed in Australia and 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. As an employer committed to building a work culture of inclusion and diversity, we are proud of our gender balance, with women holding over 50% of the senior leadership positions. We have employee resource groups that champion inclusive behaviours, which plays a major role in our Great Place to Work strategy. We also have a working group dedicated to First Nations Health, endeavoring to improve health outcomes and access to health services.

Our head office is based in Sydney, New South Wales, but our staff are spread across all of Australia. Our focus is on Oncology; Respiratory, Inflammation and Autoimmunity (RIA); Cardiovascular, Renal and Metabolic Diseases (CVRM), and Vaccines and Immune Therapies (V&I). We build our own capabilities by collaborating with world-renowned scientists and academic institutions, and partner with like-minded, science-led companies. At AZ, we have been working to deliver the best value to patients for more than 60 years, and our vision is to make the most meaningful difference to the lives of Australian patients ensuring rapid access to our innovative medicines. We are also the largest Pharmaceutical Manufacturer in Australia.

As part of AstraZeneca's sustainability ambitions, AstraZeneca is partnering with Greening Australia to plant 25 million native trees across Australia. In July and August 2022, more than 60 employees volunteered to participate in two of these planting activities in Tasmania and Victoria. Upon completion, the project will sequester approximately 4.25 million tonnes of carbon dioxide over a 25-year crediting period. Plantings will also create much-needed habitat for dozens of threatened species.



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AZ puts people, society and planet at the center of its activities. People providing speedy, affordable and equitable access to our treatments. Our COVID-19 vaccine, Vaxzevria, was supplied to the World, for the World's population at cost and no-profit throughout the pandemic period. We have supplied over 3 billion vaccines to over 180 countries.

Our contribution to Society is to improve and increase access to health care for all Australians and New Zealanders through strategic partnerships. Whether it be with Pharmacy to help drive people back to their GPs or innovative solutions to improve earlier diagnosis of diseases or health at home solutions.

Finally, Planet is core to our corporate responsibility. The 2020 Australian bushfires were an ecological and environmental catastrophe. Fires burnt an estimated 18.6m hectares (186,000 square kilometers). It claimed peoples' lives, homes, property and 3bn terrestrial vertebrates. The decision by AstraZeneca to plant 25 million trees in Australia, is testament to the commitment of our local sustainability working group and the strength of our relationship with local partner, Greening Australia.





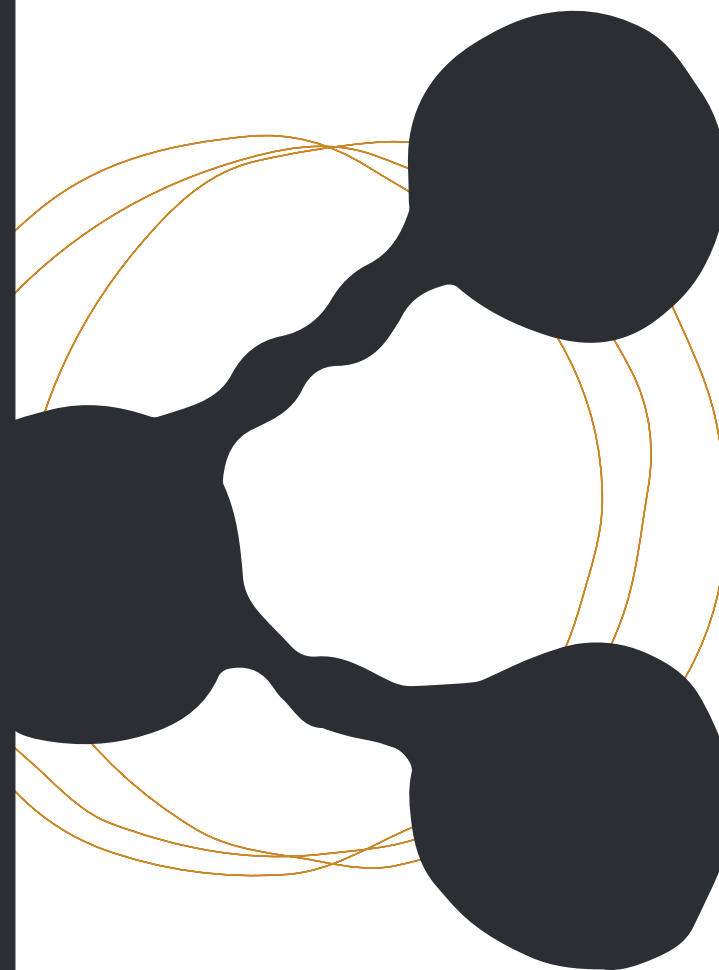
OUR RAP

At AstraZeneca we are proudly committed to better health outcomes for patients in the areas of Cardiovascular, Renal and Metabolism; Oncology; Respiratory, Inflammation and Autoimmunity; Infection and Vaccines; and Neuroscience.

Our Reflect RAP will form a foundation for the future; it has given us the opportunity to learn and aim for a deeper understanding of health needs for First Nations people so we have better outcomes and make positive impacts, particularly in the therapeutic areas we work in. It originated from our empowered and active Employee Resource Group (ERG), who are passionate about making AstraZeneca Australia and New Zealand a great place to work that truly supports diversity of thought and a culture of inclusivity. Our RAP Working Group members are composed of various employees across our business, at various function and levels.

Through our Reflect RAP journey, we have empowered employees to drive positive opportunities and actions, that has included the following initiatives:

Holding a flag-raising ceremony and smoking ceremony at our Head Office by an Elder, Donna Ingram. Donna is proud to be a Cultural Representative for the local Aboriginal community in Sydney with family connections to the Wiradjuri of Central West New South Wales. Donna has worked in Aboriginal affairs, Government



and community organisations in Sydney for the past 35 years (mostly in education). She was also elected to represent her community as a Councillor on the former Sydney Regional Council of the Aboriginal and Torres Strait Islander Commission (ATSIC).

We are also raising awareness of the importance of reconciliation at Town Hall Meetings through support of our leaders, and have held workshops on the importance of including an Acknowledgement of Country at National Meetings and external presentations, and including an Acknowledgement of Country at key internal meetings.

Through our First Nations ERG, we have arranged cultural training and awareness workshops and highlighted and promoted key dates – National Reconciliation Week and NAIDOC Week – and have established an internal employee RAP Working Group with dedicated employees across the enterprise including senior leader sponsorship and support.

At AstraZeneca Australia, we have been working to deliver life-changing medicines to patients in Australia for more than 60 years and remain deeply committed to the health of all Australians, and ensuring that no patient gets left behind in the diagnosis, prevention and treatment of diseases.

Our RAP journey will help us to better understand the lived experiences of First Nations peoples through listening and learning, and to identify practical opportunities for us to be an active contributor to equity of access to healthcare for First Nations communities.

Penny George

Director of Corporate Affairs & RAP Champion

Claudia Lincoln

HR Director & Senior Management Team

Angela Nicholson

Clinical Science Liaison Manager

Cherie Humeniuk

Senior Professional Representative

Andrew O'Mara

Key Account Manager

Julia Yeow

External Partnerships Manager

Christine Smith

Commercial Excellence Project Manager

Kerrie Mc Donald

Vaccines & Healthcare Policy Lead

Kylie Brophy-Pryor

*Operations Site Communications
& Engagement Lead*





Photos (clockwise from left): 1: A smoking ceremony, which is a traditional Aboriginal custom that involves burning native plants just enough to produce smoke, was performed to wish the people of AstraZeneca great success. 2: The ceremony also included a "Welcome to Country" by local Elder Aunty Donna, along with a didgeridoo performance. 3 & 4: A ceremony to raise the Aboriginal flag outside AstraZeneca's head office in Macquarie Centre, Sydney. The ceremony was attended by then-country president Liz Chatwin, Director of Supply and Manufacturing William Downie, and several staff from across Commercial and Operations. 5: Dozens of AstraZeneca employees gathered at the entrance of the head office building in Macquarie Centre to observe and participate in the ceremony.

OUR PARTNERSHIPS AND CURRENT ACTIVITIES

Respectfully listening and working with Aboriginal and Torres Strait Islander Communities, is important to AstraZeneca. Our partnerships support our external collaborations and ensure knowledge and capabilities are embedded at a local level in communities.

1 AstraZeneca has partnered with Rural and Remote Mental Health under our global Young Health Program (YHP) which forms a key sustainability pillar at AstraZeneca. Rural and Remote Mental Health develops, tailors and implements mental health awareness, prevention and intervention programs Australia-wide. Their programs are culturally tailored for rural and remote communities. Our partnership over the next few years intends to develop and deliver an evidence-based mental health and suicide prevention program specifically targeting rural and remote youth (called Rural Minds Youth Program), with the aims of providing learnings which reduce stigma, increase general awareness of mental health and stress, teaches self-assessment and self-help techniques and building overall community resilience. The objective of this program is to meet a clear need for a youth-focused mental health program for rural communities in Australia, where there is an increased risk of suicide compared to their peers living in urban and metropolitan areas. This reflects the overarching objective of the Young Health Programme, which works to help young people aged 10–24 to take control of their health, especially to combat long-term conditions / non-communicable diseases such as cancers, diabetes, respiratory and heart diseases, and mental ill health.

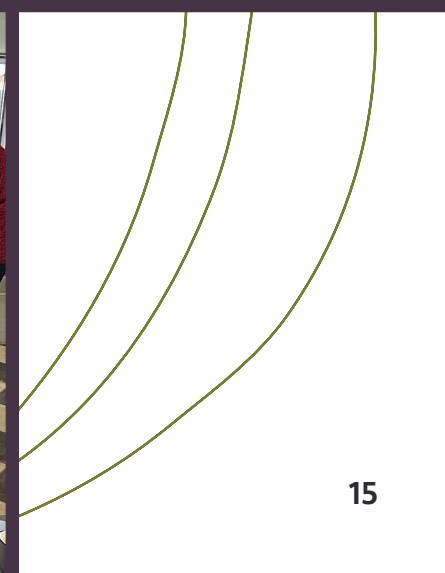
AstraZeneca ANZ is also engaging with RRMH to introduce and run a series of webinars educating employees on the mental and physical healthcare challenges of rural and remote Australia, including that of First Nations communities. Through partnering these experts on the ground, with strong ties to local communities, we hope to be able to raise the level of awareness of our employees in understanding the need for greater access to healthcare for First Nations communities of Australia.

2 Many of our medicines treat chronic diseases such as COPD, Type 2 Diabetes Mellitus, Chronic Kidney Disease, Heart Failure, Asthma and Lupus. These chronic diseases disproportionately affect Aboriginal and Torres Strait Islander communities. AstraZeneca collaborates with the National Aboriginal Community Controlled Health Organisation (NACCHO) to provide the community rapid access to these vital medicines. NACCHO has been a pivotal supporter of our PBAC submissions.

3 Local Aboriginal Community Controlled Health Organisations (ACCHO) have been working with the Primary Health Network (PHN) team to develop better ways to access our medicines.

4 Promoting inclusion and diversity across our work force and our supplier base, AstraZeneca now purchases Nallawilli copy paper which is produced by Nallawilli Office Ware. This company was sourced through our partnership with Supply Nation.

Director of Corporate Affairs Penny George made a visit with the Director of Biopharmaceuticals Business Unit, Martin Haigh, to connect with Penny's First Nations family members in Gerard, South Australia, to talk about reconciliation and healthcare challenges for First Nations peoples.



RELATIONSHIPS

ACTIONS	DELIVERABLE	TIMELINE	REPSONSIBILITY
1. 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 that we can connect and work with on our reconciliation journey	Oct, 2022	Lead, RAP Working Group
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	Oct, 2022	Lead, RAP Working Group
2. Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May, 2023	ERG Lead
	RAP Working Group members to participate in an external NRW event	27 May-3 June 2023	ERG Lead
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May-3 June 2023	Lead, RAP Working Group
3. Promote reconciliation through our sphere of influence	Continue to communicate and strengthen our commitment to reconciliation to all staff	Oct, 2022	Company President RAP Champion
	Continue to Identify external stakeholders that our organisation can engage with through our reconciliation journey	Oct, 2022	Lead, RAP Working Group
	Promote our commitment to reconciliation and reconciliation events externally via social media channels and our website	Oct, 2022	RAP Champion
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	Dec, 2022	Lead, RAP Working Group
4. Promote positive race relations through anti-discrimination strategies	Research best practice and policies in areas of race relations and anti-discrimination	Jan, 2023	HR Director Country Lead
	Continue to review HR policies and procedures to identify existing anti-discrimination provisions, and future needs	Jan, 2023	HR Director Country Lead

RESPECT

ACTIONS	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Review and update our business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Dec, 2022	Lead, RAP Working Group
	Engage and work with First Nations artists to increase staff understanding of First Nations cultures and histories	Sept, 2023	ERG Lead
	Rollout educational and awareness webinars for all staff on healthcare gaps and needs of First Nations communities to create understanding of the healthcare gap	Sept, 2023	Lead, RAP Working Group
	Begin implementation of cultural awareness training for all staff	Feb, 2023	Lead, RAP Working Group
	Continue to review and measure Cultural learning needs within our organisation	Dec, 2022	HR Director Country Lead
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Continue to build understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area	Sept, 2022	Coordinator RAP Working Group
	Continue to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols in AZ's ways of working	Sept, 2022	First Nations ERG lead
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	Continue our commitment to raise awareness and share information amongst our staff about the meaning of NAIDOC Week through our First Nations ERG	June 2023	First Nations ERG lead
	Continue to introduce our staff to NAIDOC Week by promoting external events in our local areas and educate employees through our First Nations ERG	June 2023	First Nations ERG lead
	RAP Working Group to participate in an external NAIDOC Week event	First week in July, 2023	Lead, RAP Working Group



OPPORTUNITIES

ACTIONS	DELIVERABLE	TIMELINE	REPSONSIBILITY
8. Investigate and 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	Sept, 2023	HR Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	Sept, 2023	Human Resources Business Partner
	Investigate opportunities to increase the cultural appropriateness of our recruitment policies and processes	Dec, 2022	Human Resources Business Partner
9. 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	Oct, 2022	Head of Procurement
	Identify and consider procuring goods and services from Aboriginal and Torres Strait Islander suppliers to add depth and breadth to our supplier database	Feb, 2023	Head of Procurement
	Maintain and continue to develop our existing Supply Nation membership	Sept, 2023	Head of Procurement



GOVERNANCE

ACTIONS	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Maintain a RAP Working Group (RWG) to govern RAP implementation	Sept, 2023	Lead, RAP Working Group
	Review and update Terms of Reference for the RWG	Oct, 2022	Lead, RAP Working Group
	Establish Aboriginal and Torres Strait Islander representation on the RWG	Jan, 2023	Lead, RAP Working Group
11. Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation	Dec, 2022	Lead, RAP Working Group
	Engage senior leaders in the delivery of RAP commitments	Sept, 2022	RAP Working Group RAP Champion
	Define appropriate systems and capability to track, measure and report on RAP commitments	Jan, 2023	Reward Lead, Human Resources
12. 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 Sept, 2023	Lead, RAP Working Group
13. Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP	June, 2023	Lead, RAP Working Group

CONTACT

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