

SABCO

Australia Pty Ltd

Reflect Reconciliation Action Plan
May 2022 – May 2023



How Australia cleans

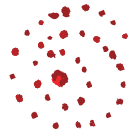


RECONCILIATION
ACTION PLAN

REFLECT



THE ARTWORK



The Flow of Spiritual Energy

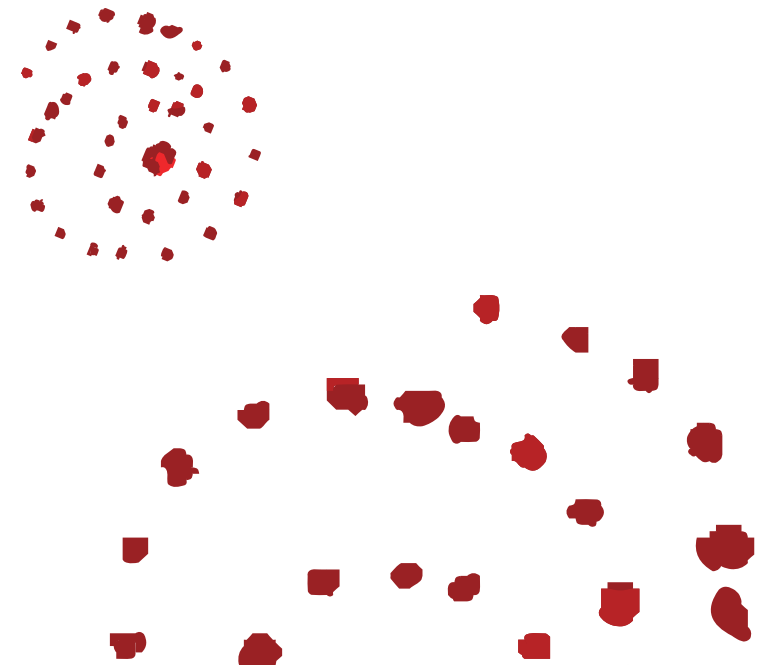
From the old to the new, the energy lives within us all. We may not see or hear it, but we can feel it in hearts and minds. It cleanses our surroundings and purifies the air with freshness making our homes feel alive with energy and brightness. And when time goes forward the old may rest and the new rises into the world of hardship, but is guided by the spirits in the darkest times of life.

The spirits light holds purity and wisdom from the past and is gifted to those in the present moment, for they carry on for the future in another life.

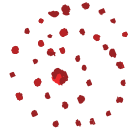
T. Wilson



Tyrhys Wilson



OUR BUSINESS



Sabco Australia Pty Ltd is a family-owned business that is dedicated to providing the highest quality, leading edge cleaning products over many cleaning categories including (but not limited to) mops, brooms and brushware, window cleaning tools, cleaning chemicals, automotive cleaning tools, leather care and pet care. Sabco products are widely found in both retail and professional markets, making them well known and accessible to consumers.

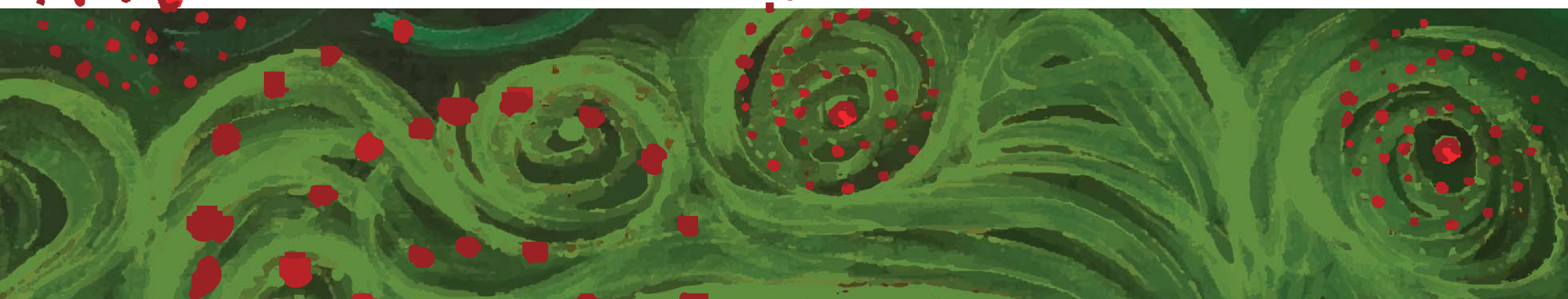
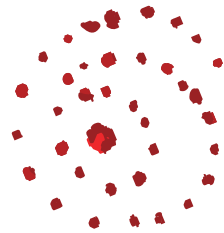
Sabco was founded in 1892 in Adelaide, as the South Australian Brush Company. Mr W.E. Hay formed the company with limited production facilities and just three employees. Like most manufacturing at the time, production was carried out by hand craftsmen and the company's product range covered no more than household brushware.

Day by day, week by week, the product range expanded, and the business grew. It wasn't long before the company was the largest supplier of brooms & brush ware in Australia, and SABCO became a well-known brand.

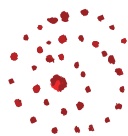
In 2007 the Libman USA family took ownership of Sabco. The Libman business brought with it a wealth of history and experience in the cleaning field and made Sabco a truly international business. Established in 1896, Libman USA had similar beginnings to Sabco manufacturing products by hand with few employees. As the company grew, Libman established themselves as leaders in manufacturing top quality products out of their highly automated facility in Illinois. The vertical integration of this plant allows for high quality standards to be maintained, resulting in a consistent level of quality to the consumer! Sabco adopts best practices from the Libman model, resulting in better delivery in quality and service.

Today, Sabco employs 81 people with locations in Melbourne (Head Office), Sydney and Newcastle. Sabco products can be found in all major retailers in Australia as well as in New Zealand and throughout Asia Pacific. Sabco acknowledges that the number of Aboriginal and Torres Strait Islander people employed is currently unknown and aims to improve their representation throughout Sabco.

Sabco is steeped in heritage and we plan to be around for the next 100 years by constantly searching for opportunities to improve, by way of innovation and with a passion to provide our customers with the best quality product possible. We are driven by wanting to remain the trusted cleaning brand that consumers have enjoyed since 1892.



A MESSAGE FROM OUR CEO



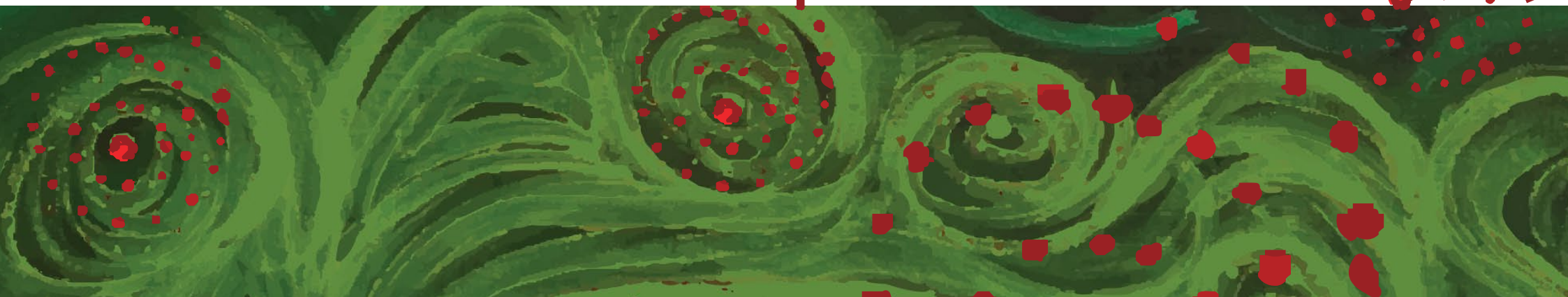
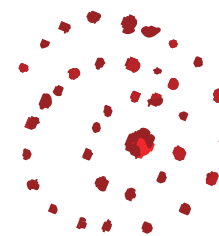
I am very proud to present to you the Reconciliation Action Plan from the South Australian Brush Company.

This iconic Australian brand with deep roots in Adelaide, has been marketing household products that help Australian families and businesses to keep their homes and business clean for 130 years. The team I lead has been together quite some time and as our business and successes grow, we look forward to giving back to the communities in which we operate.

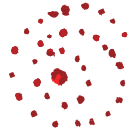
I believe that a RAP – and the changes that we intend to implement – is a necessary commitment to the Traditional Owners of the land we at Sabco operate on. This goes hand in hand with our brand and culture.



Herman Verhofstadt



A MESSAGE FROM KILLARA



The Killara Foundation is an Indigenous-led organisation. Killara believes every Aboriginal & Torres Strait Islander person is capable of achieving great things – all they need is belief in themselves and an opportunity. Killara provides that opportunity and belief.

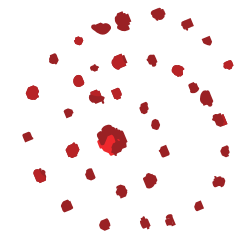
Part of our core mission is about empowering organisations around Australia to embark on and continue their own genuine and meaningful Reconciliation Journey. One of the most significant impacts an organisation can have on Reconciliation is creating an even deeper, culturally safe environment for Aboriginal & Torres Strait Islander Employees to conduct their work and prosper within their workplaces and at home.

Killara's proud partnership and, more importantly, our genuine friendship with Sabco helps to pave the way for a safer cultural environment for Sabco and for them to inspire other organisations around Australia and the world to do more to meaningfully recognise their nation's Indigenous peoples so that one day all of us will have the equal chance to achieve great things.

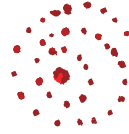
A handwritten signature in black ink that reads "Kyle Vander Kuyp".



Kyle Vander Kuyp



RAP MOTIVATION



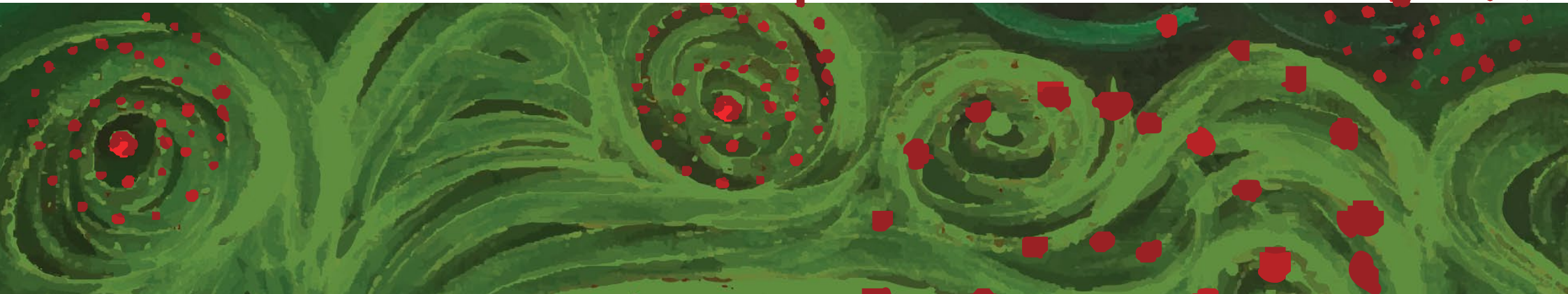
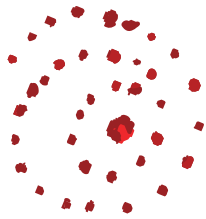
Sabco was established in Adelaide SA in 1892 (South Australian Brush Company). Our 130 history is something that we are proud of, whilst also recognising that it is young by comparison to the rich history of Aboriginal and Torres Strait Islander people and culture.

Whilst the company is no longer under Australian ownership, 100% of profits are reinvested back into developing the Australian business and to creating jobs that support Australian families.

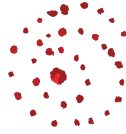
Sabco is made up of a dynamic team that embraces the values and principles of respect and mateship, with an overriding “can-do” attitude – we call this the “Sabco DNA”. As we grow as a company we are seeking to find meaningful ways to engage, listen and learn. We are committed to leveraging our resources and influence to make a positive contribution and there is a genuine will amongst the team (even at the highest level) to be involved and celebrate Aboriginal and Torres Strait Islander culture.

We acknowledge that some commercial decisions have the ability to socially impact our employees, and we believe this is one of those occasions. When Sabco decided to commit to a RAP we committed to always improving our understanding of Aboriginal and Torres Strait Islander peoples, histories, cultures, teachings, beliefs and future prospects. These new learnings and appreciations now become a part of the Sabco story, a talking point that our employees can share with family and friends with the potential to shape thought and actions well beyond the scope of Sabco.

We will use this opportunity to learn and grow as a business and to encourage the entire team to use this knowledge in our wider relationships with our partners and customers. We believe that by understanding the rich history of the Aboriginal and Torres Strait Islander cultures, we can create a more dynamic, tolerant and connected workforce that can use this perspective to influence and create opportunity well beyond our own company.



IMPLEMENTING OUR RAP



At Sabco we understand that a RAP is not simply a top-level corporate plan, but a modus operandi that needs to be understood and practised by the entire company.

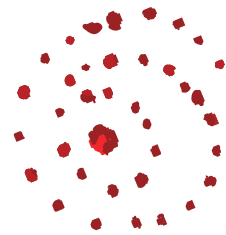
Driven from the top, the RAP working group will encourage the entire Sabco team to live by and engage with all elements of our RAP. We will actively seek to educate our staff on the histories and cultures of Aboriginal and Torres Strait Islander peoples, encouraging active participation in initiatives and giving all staff the opportunity to connect in a meaningful way.

Sabco is committed to creating beneficial relationships with Aboriginal and Torres Strait Islander communities to create opportunity for Aboriginal and Torres Strait Islander businesses to grow and flourish. From the top down we intend to be on the ground contributing to these communities in practical ways, growing our dealings with Aboriginal and Torres Strait Islander companies and using our sphere of influence to encourage others to do the same.

The Sabco RAP is driven by key members of the senior leadership team, together with advisors from the Killara Foundation. We are committed to this message being embraced by all members of staff.

The Sabco RAP Working Group:

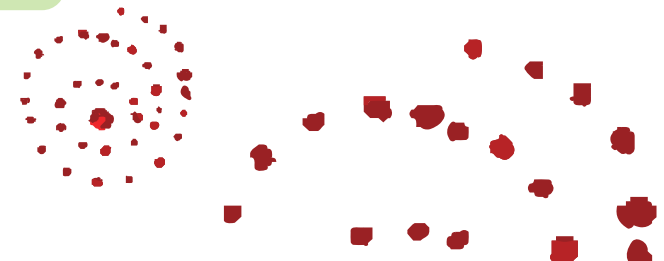
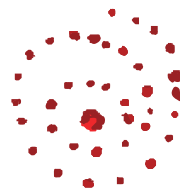
Herman Verhofstadt	CEO
Emily Townsing	Marketing Director (RAP Champion)
Luisa Verhofstadt	General Manager Sales - Hardware
Marcus Estlin	General Manager Sales - Grocery
James Darling	Human Resources Manager
Kathy Fitzgerald	Operations Director
Mitch Brown	Director, Strategy (Killara Foundation)
Kyle Vander Kuyp OLY	Founder/Director (Killara Foundation)



RELATIONSHIPS



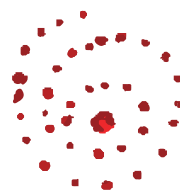
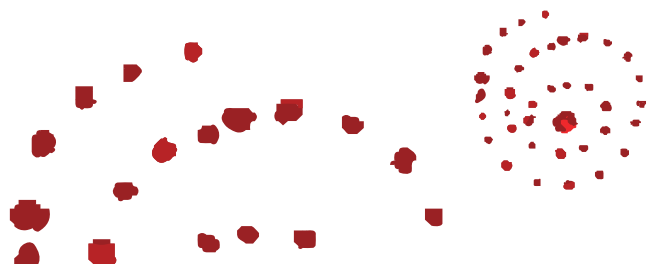
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	May 2022	Marketing Director
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	Human Resources Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022	Marketing Director
	RAP Working Group members to participate in an external NRW event.	27 May-3 June 2022	Human Resources Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June 2022	Marketing Director
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	May 2022	Marketing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2022	General Manager Sales
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	October 2022	General Manager Sales
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2022	Human Resources Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2022	Human Resources Manager



RESPECT



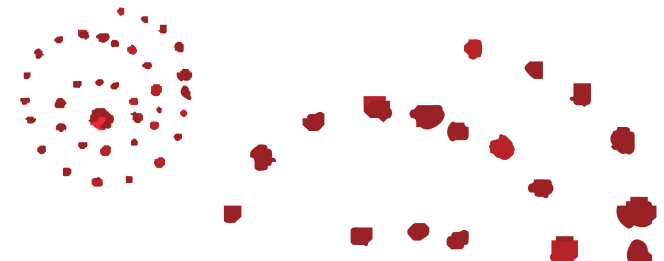
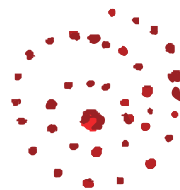
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	August 2022	Marketing Director
	Conduct a review of cultural learning needs within our organisation.	November 2022	Human Resources Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	May 2022	Marketing Director
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2022	Marketing Director
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2022	Marketing Director
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2022	Marketing Director
	RAP Working Group to participate in an external NAIDOC Week event.	4-11 July 2022	Marketing Director



OPPORTUNITIES



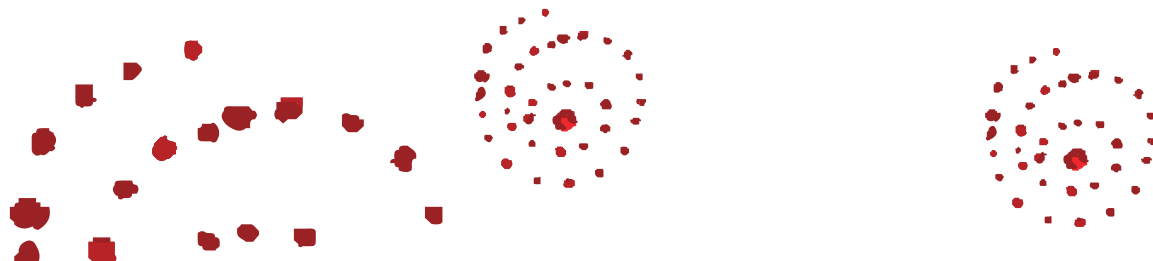
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	January 2023	Human Resources Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January 2023	Human Resources Manager
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.	February 2023	Operations Director
	Investigate Supply Nation membership	February 2023	Operations Director



GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain our RWG to govern RAP implementation	May 2022	Marketing Director
	Draft a Terms of Reference for the RWG.	May 2022	Human Resources Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2022	Marketing Director
11. Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation.	April 2022	Human Resources Manager
	Engage senior leaders in the delivery of RAP commitments.	April 2022	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	October 2022	Marketing Director
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 September 2022	Marketing Director
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	May 2023	Marketing Director



THE FLOW OF SPIRITUAL ENERGY



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sabco

How Australia cleans