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PRESS RELEASE

Woolworths launches Reconciliation Action Plan to advance opportunities for Indigenous Australians

Woolworths Limited, Australia's second largest private sector employer, has today unveiled its Reconciliation Action Plan – a far reaching strategy to create new employment and education outcomes for Aboriginal and Torres Strait Islander Australians.

The plan is a practical pathway towards greater inclusiveness within Woolworths and an important component of the company's long term goal to have a workforce that proportionally represents Australia's diverse population. It will help drive the establishment of effective training and employment programs to enable Aboriginal and Torres Strait Islander Australians to access and retain jobs across all Woolworths Limited businesses. The scope of the plan also considers how Woolworths can provide more opportunities and more effective outcomes for Aboriginal and Torres Strait Islander customers and supply partners.

The plan centres on four key pillars as follows:

1. Relationships – building and fostering positive working relationships with key stakeholder groups and community leaders
2. Respect – developing a deeper cultural understanding within the business and creating appropriate protocols and policies to further this
3. Opportunities – continuing to enable Aboriginal and Torres Strait Islander Australians to access employment, training, education and business opportunities with Woolworths. Initiatives include formal and informal access to work programs, working with indigenous-owned small businesses, community investment programs and developing more appropriate product ranging for stores with a high indigenous customer base

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4. Reporting – monitoring our progress, tracking the effectiveness of the outcomes and continuing to consult with stakeholder groups

The Woolworths Reconciliation Action Plan has been in development for 18 months and is supported by Reconciliation Australia. CEO Leah Armstrong said: “Reconciliation Australia congratulates Woolworths on the launch of its first Reconciliation Action Plan and acknowledges its commitment and contribution to reconciliation. With a name known by most Australians and a presence that spreads as far and wide as our country, Woolworths has the unique ability to influence relationships, respect and opportunities for Aboriginal and Torres Strait Islander peoples across Australia.”

Woolworths CEO Michael Luscombe said: “We have in the last year through formal pre-employment programs, offered jobs to more than 200 Indigenous people, whilst at the same time ensuring that we provide these new employees with mentor support. Critical to this employment strategy is retention and managing career progression. To date, we are very encouraged by the results.”

Mr Luscombe continued: “The challenge ahead for all is to ensure that all Australians are provided with opportunity to succeed, in both their employment and their wider communities. Woolworths through practical and respectful ways will work to help achieve that.”

- Ends -

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