

Innovate Reconciliation Action Plan

July 2022 – July 2024



SAAB



A message from Reconciliation Australia's CEO

Reconciliation Australia commends Saab Australia on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Saab Australia to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Saab Australia will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Saab Australia is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Saab Australia's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

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

Karen Mundine

**Chief Executive Officer
Reconciliation Australia**



A message from Saab Australia's Managing Director

I want to acknowledge Elders past, present, and emerging on the traditional lands on which we live and work, for continuing to remind us of the importance of safety – where "safety" extends beyond the physical and the tangible, to form the values that define the way we live. Whether it's at work or in our communities, we each and always have a responsibility to making our society safe for everyone. We are allies in Australia; and allies wherever we find ourselves in the world.

It is important to acknowledge the progress we have made at Saab Australia (SAAB) over the last four years in learning more about First Nations peoples and working closer with communities under the guidance of the RAP. I thank the RAP Working Group members for their time and commitment to new programs and embedding the initiatives that bring the RAP to life. I look forward to the next stage of the RAP, which has set higher expectations for awareness, collaboration, and engagement with First Nations peoples in communities in which we operate.

Throughout our Innovate RAP stage, I encourage you to think about what we could do better and take those steps to make the difference. It's our responsibility as individuals, as allies, and as a community.

Australia presents opportunities for everyone. At Saab we're committed to ensuring those opportunities are equally accessible by all.

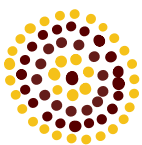
Thank you for following our RAP program and your interest in working with Saab to make the future better.



Andy Keough CSC

**Managing Director
Saab Australia**

Based on Kurna Country



Saab Australia also has offices in the traditional lands of the Ngunnawal, Noongar, Wurundjeri, and Yuggera and Ugarapul peoples.



Sphere of influence

Saab Australia is a leading provider of defence, civil, and security solutions with over 700 employees in six locations across Australia.

We pride ourselves on our people-centric culture and actively live our company vision of:

Keeping people and society safe.

This vision refers to all types of safety, including psychological and physical for individuals and communities.

In delivering its solutions to sectors around the world, Saab works with more than 650 businesses that are active in our supply chain. We are committed to supporting and creating more opportunities for Aboriginal and Torres Strait Islander businesses to join our supply chain.



Our vision for reconciliation

Saab's vision for reconciliation is an Australia free from racism, where First Nations peoples have equal opportunities to participate in STEM education pathways and careers and are employed in leadership roles throughout the defence industry.

Saab will be an employer of choice for First Nations Australians and have a culturally safe and wholly inclusive workplace where First Nations cultures are embraced and celebrated. In our first Innovate RAP, Saab will amplify First Nations voices, build meaningful relationships with the First Nations community, create employment opportunities for First Nations peoples and businesses, and increase cultural learning for all employees.

Saab is committed to reconciliation and mindful of cultural load on individuals, therefore we have partnered with KSJ Consulting, a local 100% Aboriginal owned business. KSJ Consulting will provide First Nations representation on our RAP working group and guide us as we build meaningful, sustainable relationships with the local community.

Our business

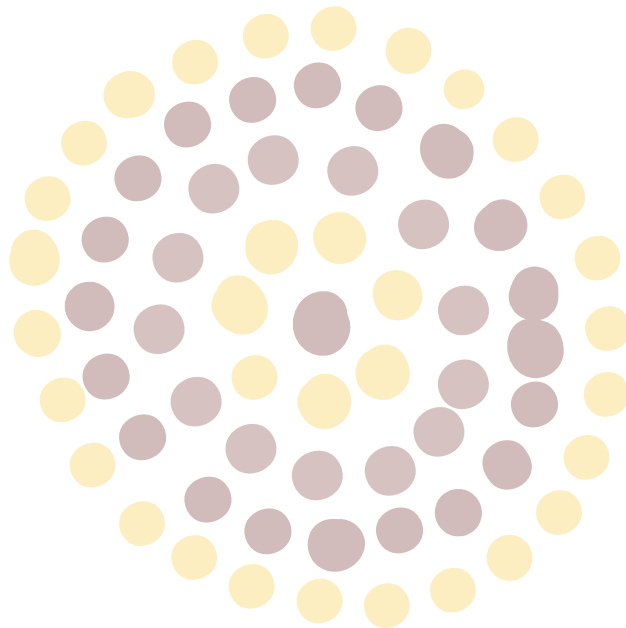
For over 30 years, Saab Australia has established itself as one of Australia's most respected defence and security system integrators, specialising in command and control (C2) solutions.

In recent years, Saab has grown to over 700 employees, headquartered in Mawson Lakes, South Australia, with offices in most states and territories of Australia.

The organisation projects further growth as it continues excelling in developing and enhancing long-term sovereign capabilities for defence and civil sectors, across underwater, surface, air, and space environments.

We're home to diverse employees, a broad range of products, and an innovative and collaborative environment that encourages self-determination for our staff. In a complex, unpredictable world, we all work together to keep people and society safe.

Our records indicate we currently employ one Aboriginal and/or Torres Strait Islander employee and we work closely with consultants in order to maintain First Nations representation on our reconciliation journey. Building on the launch of our Reflect RAP in 2018, and with the implementation of our Innovate RAP over the next two years, Saab will actively work to increase First Nations representation in the workforce through the implementation of our National Indigenous Workforce Strategy.





Our RAP

Saab's Reflect RAP established the foundations of our commitment to sustainable engagement within our organisation and the wider community, which revolved around developing First Nations education for our employees through cultural awareness training and cultural protocols. We also explored ways in which we could create employment opportunities for permanent employees and for interns via CareerTrackers – a national program that creates paid internships for First Nations students. During our Reflect RAP period, we explored community engagement opportunities which led to a partnership with Port Adelaide Football Club's Community Youth Program. This program focuses on promoting messages around inclusive and respectful relationships and developing young people's skills in STEM.

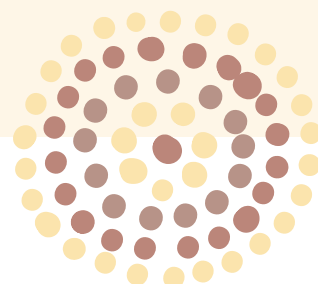
Saab's Innovate RAP further embeds our initial learnings and achievements as we continue to build meaningful relationships with community to strengthen our understanding of First Nations cultures and create mutually beneficial employment and development opportunities. In order to do so, we have partnered with KSJ Consulting (KSJ), a 100% Aboriginal owned and managed South Australian business.

About KSJ Consulting

KSJ was founded by Managing Director, Kiara Johnson, in 2019. Kiara has always been extremely passionate and driven to create change for her community through economic activities. As an Aboriginal woman growing up in regional South Australia, Kiara experienced firsthand the economic barriers Aboriginal people face and how that creates disparity between non Indigenous and Indigenous communities.

One of the key elements to the success of KSJ is that they value and maintain strong relationships with Aboriginal business and Aboriginal language groups across South Australia. Their mission is to empower Aboriginal people, businesses and organisations to become sustainable, highly functional; to be drivers for change.

KSJ is recognised for delivering business outcomes of a high standard. Their team of leading consultants possess the expertise to undertake projects in a culturally appropriate manner, interpreting and understanding the critical factors in line with cross cultural engagement practices. Respectful, authentic, and genuine collaboration with stakeholders is a key to the success of their work.



RAP Working Group

Saab's RAP Working Group (RWG) consists of 10 employees, none of whom identify as First Nations, and an external Aboriginal consultant from KSJ Solutions in Adelaide.

Rio Dent	Manager, HR Operations (and RAP Chair)
Daniela Eichner	HR Business Partner
Joy Fredella	Technical Writer
Paula Harris	Business Support and Office Manager
Tom Kozlowski	Combat Systems Engineer
David Ledger	Head of Industry Engagement
Peter Mader	In-Service Support Manager
Nick Petti	Lead System Architect
Phil Screen	Aboriginal Consultant with KSJ Consulting
Joseph Tan	Systems Engineer
Tanya Williams	Procurement and Inventory Manager

In addition to the RWG, we have three RAP Champions who sit on our Executive Leadership Team:

Tania Daniell	General Manager HR
Ben Gulliver	Chief Operating Officer
Sarah McCade	Chief Financial Officer

Saab values the unique capabilities presented by an inclusive workforce and recognises that this is core to our business. In conjunction with our Diversity and Inclusion Committee, we look forward to continuing our contribution to advancing reconciliation.

Our journey to date

2018

- Launched the Reflect RAP
- Rolled-out cultural awareness training as optional for all employees
- Implemented the anti-discrimination policy
- Joined the Governor's Indigenous Employment Group, which is an employer-led initiative established to facilitate attitudinal changes to increase employment of First Nations peoples in South Australia. The Government of South Australia continues to implement policy reforms that have seen increased participation of First Nations peoples in training, and remains focused on providing training opportunities for First Nations peoples that are linked to real job outcomes.

2019

- Started our journey engaging with CareerTrackers
- Amended job advertisements to encourage First Nations applicants
- Implemented a cultural protocol document.

2020

- Created the First Nations traineeship framework so we can provide employment opportunities at the Saab facility in Queensland
- Implemented the Saab policy for Indigenous Participation in Procurement.

2021

- Hosted our first CareerTracker intern
- Developed the nations cultural awareness workshop material by a First Nations consultant, which will be rolled out alongside the Innovate RAP
- Developed the National Indigenous Workforce Strategy, which is a foundation for attraction, recruitment, retention and development of First Nations employees
- Commenced a membership with Supply Nation, a non-profit organisation that aims to grow the Aboriginal and Torres Strait Islander business sector through the promotion of supplier diversity in Australia
- Rolled out training to Saab's Purchase Order Managers on how to apply preference to First Nations suppliers
- Identified five categories to increase First Nations participation in the Saab supply chain
- Almost doubled our spend with First Nations businesses from the previous year.

2022

- Commenced a partnership with Port Adelaide Football Club's Community Youth Program
- Commenced Saab's engagement with KSJ Consulting.

Key learnings and challenges

Since 2018, we have actively pursued and recorded Saab's progress towards Reconciliation while balancing the unexpected turmoil of COVID and the rapid organisational transformation that was taking place during that period.

This transformation and steady growth has created many more opportunities for elevating the activities supporting our Innovate RAP. As an example, the recent announcement of a significant new building to be constructed at Saab's Head Office in Mawson Lakes, will accommodate an additional 300 Saab employees. This opportunity for growth is the impetus for a targeted supplier and employee recruitment drive that focuses on increasing First Nations representation.

The Innovate RAP will continue to accelerate Saab's Reconciliation actions by ensuring that Reconciliation is raised at every operational and organisational growth opportunity.

Some of our key learnings are:

Leadership drive: The voices and actions referring to Reconciliation are amplified when leaders are championing the conversations and decisions. For this reason, and to successfully deliver the 2022-2024 Innovate RAP, at least 25% of the 12-person Senior Management Team will be RAP champions with the mandate to drive sustainable, strategic change for Reconciliation.

Lack of community engagement: To facilitate our engagement with local First Nations communities, Saab has partnered with KSJ Consulting – a leading advisory firm based on Kaurua Country, supporting respectful, authentic, and genuine collaborations with First Nations peoples and businesses.

First Nations employee base: Since commencing our RAP, Saab has recruited one employee who identifies as a First Nations person. While this is a start, Saab is committed to improving our employment processes to further encourage applications from First Nations people. During 2021, Saab engaged AJA Solutions, an Aboriginal consultancy, to help design a cultural handbook to educate our employees and support our organisation with the development of recruitment, retention, and professional development strategies. This project continues to evolve, now under the guidance of KSJ Consulting.



Relationships

Developing, maintaining, and strengthening long-lasting relationships between First Nations peoples and other Australians is crucial to the success of Saab's reconciliation journey, as well as that of Australia as a whole. Saab has embraced opportunities to engage local First Nations businesses since our Reflect RAP and particularly since COVID restrictions were lifted in early 2022. At a broader level, we understand that our best contribution to Australia's Reconciliation journey is to ensure that we use our experience and achievements as an example for other organisations.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement	September 2022	Head of Industry Engagement
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations	October 2022	Head of Industry Engagement
	Regularly engage with local Aboriginal and Torres Strait Islander stakeholders to build trusted partnerships including: <ul style="list-style-type: none"> • Traditional Owner groups • Local employment and training providers • Local community groups 	September 2022 January, April, July and November 2023 January and April 2024	Chief Operating Officer
2. Build relationships through celebrating National Reconciliation Week (NRW)	Encourage and support all employees to participate in at least one external event to recognise and celebrate NRW	May 2023, May 2024	General Manager HR
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees	May 2023, May 2024	General Manager HR
	RAP Working Group members to participate in an external NRW event	27 May – 3 June 2023, 2024	RAP Chair
	Organise at least one NRW event per year	27 May – 3 June 2023, 2024	RAP Chair
	Register all our NRW events on Reconciliation Australia's NRW website	May 2023, May 2024	RAP Chair



Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce	December 2022	Lead: Chief Financial Officer Support: Communications Team
	Communicate our commitment to reconciliation publicly	July 2022 and 2023	Lead: General Manager HR Support: Communications team
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes	July 2022 and 2023	Chief Operating Officer
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation	December 2022 and 2023	General Manager HR
	Share opportunities for employees to volunteer with First Nations organisations and communities in the areas in which we operate, and encourage participation and the use of their employer-paid volunteering day	September 2023	Chief Financial Officer
	Continue to strengthen our partnership with Port Adelaide Football Club's Community Youth Program by attending events where possible and encouraging Aboriginal and Torres Strait Islander children to study STEM subjects by sharing what STEM-related careers at Saab look like	December 2023	General Manager HR
4. Promote positive race relations through anti-discrimination strategies	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs	December 2022	Manager – HR Operations
	Develop, implement and communicate an anti-discrimination policy for our organisation	October 2022	Manager – HR Operations
	Engage with Aboriginal and Torres Strait Islander staff and/or advisors to consult on our anti-discrimination policy	December 2022	Manager – HR Operations
	Annually review, improve, and communicate Saab's anti-discrimination policy to our employees	November 2022 and 2023	Manager – HR Operations
	Educate our senior leaders on the effects of racism	November 2022 and 2023	Manager – HR Operations

Respect

Respect is innate to the way Saab operates across the globe, and to show our respect for First Nations peoples and cultures we begin with education. It is important to us that all our employees develop an understanding of the rich histories and cultures of First Nations peoples, from a First Nations perspective and not only what we have heard in the past. We want all our employees to have the confidence to engage with First Nations peoples, both internally and externally, to foster an inclusive work environment which will attract more First Nations peoples to join Saab. Through education led by our Manager, Learning and Development, and supported by KSJ Consulting, Saab will provide education to our employees to improve their understanding of rich First Nations histories and cultures from a First Nations perspective.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Conduct a review of cultural learning needs within our organisation	September 2022	Manager Learning and Development
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy	November 2022	Manager Learning and Development
	Develop, implement, and communicate a cultural learning strategy for employees	January 2023	Manager Learning and Development
	Provide opportunities for RAP Working Group members, HR team and other key leadership staff to participate in formal and structured cultural learning	January 2023	Manager Learning and Development
	Review Saab's current online cultural awareness training, and mandate it for all employees to complete it at least once	January 2023	Manager Learning and Development
	Make online cultural learning mandatory for all new employees	September 2022	Manager Learning and Development



Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Increase employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country	August 2022	Manager – HR Operations
	Develop, implement, and communicate a cultural protocol document, which includes protocols for Welcome to Country and Acknowledgment of Country	August 2022	Manager – HR Operations
	Include an Acknowledgment of Country or other appropriate protocols at the commencement of important meetings	December 2022 and 2023	Chief Financial Officer
	Invite a local Traditional Owner to provide a Welcome to Country or other appropriate cultural protocols, such as a smoking ceremony, at significant events each year	December 2022 and 2023	RAP Chair
	Develop a national list of local Traditional Owners of the lands and waters in the areas in which Saab operates	August 2022	RAP Chair
	Develop and install Acknowledgement of Country collateral and place in meeting rooms to assist employees with appropriate protocol at the commencement of large meetings	August 2022	Manager – HR Operations
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	RAP Working Group members to participate in an external NAIDOC Week event	July 2023 and 2024	RWG members
	Review HR policies and procedures to remove barriers to employees participating in NAIDOC Week	April 2023 and 2024	Manager – HR Operations
	Promote and encourage participation in external NAIDOC Week events to all employees	June 2023 and 2024	General Manager HR
	Organise at least one NAIDOC Week event per year	July 2023 and 2024	RAP Chair

Opportunities

SAAB is committed to delivering tangible and beneficial impacts for Aboriginal and Torres Strait Islander peoples, organisations and communities.

We aim to become an employer of choice for First Nations people by creating opportunities for First Nations peoples and businesses to meet and work with Saab. We will create a psychologically safe environment informed by diverse perspectives and a supportive procurement and contracting framework for mutually beneficial business outcomes.

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace	October 2022	Manager – HR Operations
	Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	October 2022	Manager – HR Operations
	Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention, and professional development strategy	December 2022	General Manager HR
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy	April 2023	General Manager HR
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders	September 2022	Senior Talent Acquisition Partner
	Increase the number of Aboriginal and Torres Strait Islander employees employed in our workforce	December 2023	General Manager HR
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support mutually improved economic and social outcomes	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy	September 2022	Procurement and Inventory Manager
	Review and update procurement practises to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses	October 2022	Procurement and Inventory Manager
	Maintain Supply Nation membership	May 2023 and 2024	Head of Industry Engagement
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses through Supply Nation, Industry Capability Network (ICN) Gateway, and Roadshows (online or face to face)	December 2022 and 2023	Head of Industry Engagement
	Develop commercial relationships with Aboriginal and Torres Strait Islander businesses through Meet the Contractors and business capability forums	December 2022 and 2023	Head of Industry Engagement



Action	Deliverable	Timeline	Responsibility
10. Increase Aboriginal and Torres Strait Islander business participation in our supply chain to support mutually improved economic and social outcomes	Develop and implement a pre-qualification framework for Aboriginal and Torres Strait Islander businesses engaging in our supply chain	July 2022	Head of Industry Engagement
	Explore the potential to provide mentoring and feedback support for Aboriginal and Torres Strait Islander business to ensure successful pre-qualification	August 2022	Procurement and Inventory Manager
	Identify certain categories where we must preference Aboriginal and Torres Strait Islander businesses, and implement this throughout Saab	August 2022	Procurement and Inventory Manager
	Investigate and implement First Nations procurement targets on client contracts	December 2022 and 2023	Civil Solutions General Manager
	Implement a strategy to track and measure expenditure on First Nations procurement targets for accountability	November 2022	Procurement and Inventory Manager
11. Create opportunities for Aboriginal and Torres Strait Islander businesses to be involved in the build of the new facility at our head office facility on Kurna Country	Explore local Aboriginal and Torres Strait Islander businesses that offer services we require for the build of the new Head Office facility on Kurna Country, and create a database	December 2022	Workplace Design Manager
	Engage with local Aboriginal and Torres Strait Islander businesses to inform them of the new Head Office facility being built, and invite them to be a part of the process as appropriate	December 2022	Workplace Design Manager
	Offer process support and advice to Aboriginal and Torres Strait Islander businesses that formally express an interest in participating in building the new Head Office facility	December 2022	Workplace Design Manager
	Investigate and implement First Nations employment and or/spend targets in the build of the new Head Office facility	December 2022	Workplace Design Manager

Governance

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Maintain Aboriginal or Torres Strait Islander representation on RWG, either via employees or an external consultant	July, September, November 2022 and 2023 January, March 2023 and 2024	RAP Chair
	RWG to meet at least bi-monthly to drive and monitor RAP implementation	July, September, November 2022 and 2023 January, March 2023 and 2024	RAP Chair
	Review RWG Terms of Reference for continuous improvement	March 2023 and 2024	RAP Chair
13. Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation	August 2022	RAP Chair
	Engage our senior leaders and other employees in the delivery of RAP commitments	August 2022	All RAP Champions
	Develop and maintain appropriate systems to track, measure, and report on RAP commitments	August 2022	Lead: RAP Chair Support: RWG
	Appoint and maintain an internal RAP Champion from senior management	August 2022	General Manager HR



Action	Deliverable	Timeline	Responsibility
14. Build accountability and transparency through internally and externally reporting RAP achievements, challenges, and learnings	Complete and submit the annual RAP Impact Measurement questionnaire to Reconciliation Australia	September 2022 and 2023	RAP Chair
	Report RAP progress to all employees quarterly	September, December 2022 and 2023	Lead: Chief Financial Officer
		March, June 2023 and 2024	Support: RAP Chair
	Publicly report our RAP achievements, challenges and learnings, annually	December 2022 and 2023	RAP Chair
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	May 2024	RAP Chair
	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 2023 and 2024	RAP Chair
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	August 2023 and 2024	RAP Chair
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP	July 2024	RAP Chair	
15. Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP	November 2024	RAP Chair

A land rich in ochres and water

A story about arriving on new lands, told in colour

In 2017, Saab commissioned Aboriginal artist, Goompi Ugerabah, to paint the story of Saab Australia.

“A land rich in ochres and water” tells the story of the coming together and collaboration of the Swedish and Australian cultures following the journey of four Saab employees (depicted by the “U” shapes at the centre of canvas) from Sweden to Australia in the late 1980s to pioneer the growth of what is now Saab Australia. These four “U” shapes multiply in number away from the centre, symbolising the hundreds of Australian employees who have since joined Saab. The five sections, which radiate from the centre, depict Saab’s expansion across five Australian states and territories.

The artwork was then applied to two Dala horses; the Dala horse is an authentic symbol of Sweden, which was conceptualised in Dalahast, Sweden, during the 17th century. The application of the artwork onto the coats of the Dala horses further reinforces the collaboration between the two cultures.

The artwork on the Dala horses was drawn from Goompi’s original canvas painting. The two Dala horses painted by Goompi are pictured below adjacent to an image of Goompi with Kurna and Narungga Elder Frank Wanganeen.

The three pieces of art are now on display in Saab Australia’s Canberra office (canvas), Head Office in Adelaide (Dala horse), and in Saab’s global headquarters in Stockholm, Sweden (Dala horse).



Frank Wanganeen, Kurna and Narungga Elder, welcoming Goompi (left) .



Canvas located in Canberra



Identical Dala horses located in Sweden and South Australia.

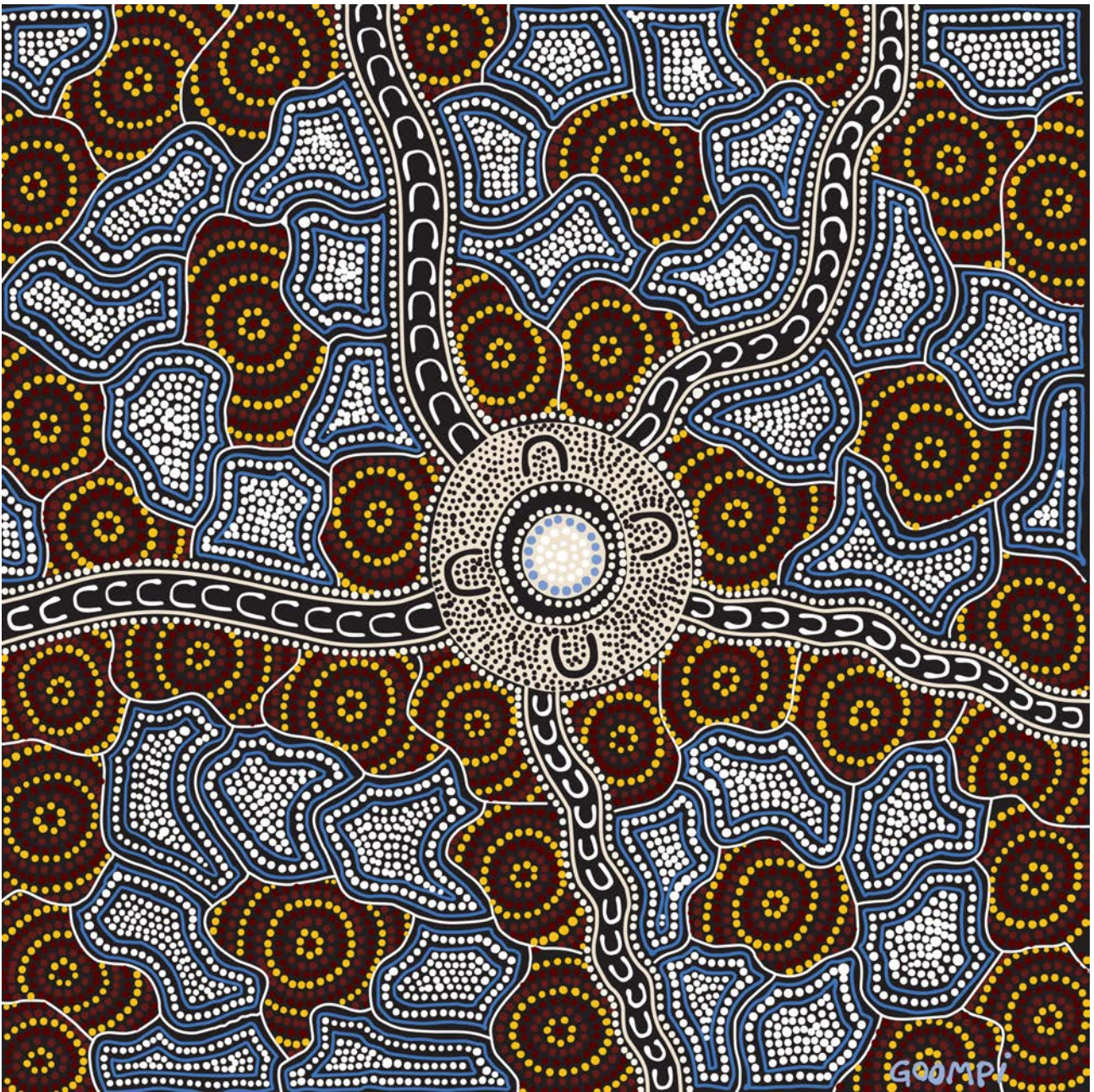
RAP contact details

Name: Tania Daniell

Position: General Manager HR (and RAP Champion)

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About the artist: Goompi Ugerabah

Goompi's name means "possum from the place of the goanna".

English Name: Stephen Larcombe

Tribe: Gureng Gureng (Bundaberg region in Queensland)

Language: Gandowal (eastern Brisbane and islands off that coastline) Stradbroke/Moreton

Skin Name: Tjuparula Born and raised on "Ngnarangwal" (Gold Coast, Queensland) and "Minjungbal" (Tweed Heads, New South Wales) Tribes of "Bundjalung Nation"

We recognise the traditional owners and custodians of the Australian land and pay our respect to their Elders past, present, and emerging. We acknowledge Reconciliation Australia for their insights and assistance in the development of this Reconciliation Action Plan.



SAAB

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