



Reflect

Caprice Australia Reconciliation Action Plan
April 2023-September 2024



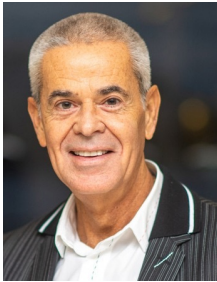


Ky-ya Nicholson Ward – Djirringu Art

Acknowledgement of Country

In the spirit of reconciliation Caprice acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea, and community. We pay our respect to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander Peoples today.

Managing Directors Statement



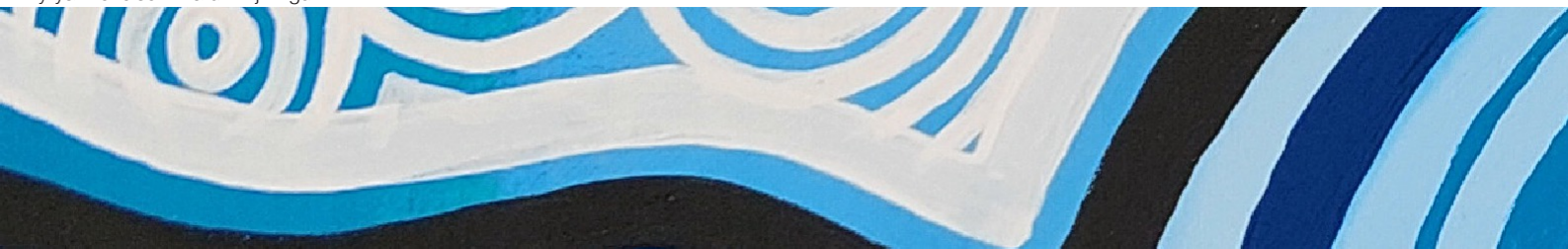
I am proud to introduce Caprice Australia's Reconciliation Action Plan (RAP). The Caprice company values of Family, Trust and Respect, Innovation, Responsibility, Partnership and Passion underpin all aspects of our business. Our Reflect RAP is an extension of these values and formalises our commitment to promoting and working towards reconciliation for all Australians.

Through the RAP framework I see an authentic opportunity to further enrich our company culture and grow the Caprice family. We have committed to educate our staff internally for better cultural understanding and to celebrate the rich histories and continuing cultures of Australia's First Peoples. We will engage with Aboriginal and Torres Strait Islander owned businesses and communities to create authentic partnerships, career and collaborative opportunities across the breadth of our business.

As Australia's leading consumer products company distributing a large range of products including licensed goods to all major retailers Australia wide, we are uniquely placed on our reconciliation path and I am excited to see what we can achieve working with Aboriginal and Torres Strait Islander stakeholders, our licensor and retail partners towards reconciliation with Australia's First Peoples.

Harvey Lewis, Managing Director

A handwritten signature in black ink, appearing to read 'Harvey Lewis', written in a cursive style.



Artist profile

Ky-ya Nicholson Ward – Djirringu Art

Ky-ya is an 18 year old Wurundjeri, Dja Dja Wurrung, Ngurai illum Wurrung, German and Irish woman. She is based in Naarm (Melbourne). She is a passionate Victorian Aboriginal artist who tells the stories of her ancestors, family, country and also uses her art to advocate political issues around the world. She specialise in acrylic painting, but also digital works, public art and jersey/shirt designs.



Image supplied by artist. Ky-ya Nicholson Ward – Djirringu Art

“This painting is a representation of ones journey and the path it takes to reach a healthy and positive destination in their life. Depicting renewal through the symbolism of water as water is a healing property.” Ky-ya Nicholson Ward – Djirringu Art

Our Business

Caprice Australia is a family-owned wholesaler, with a long history of supplying high quality products to our retail customers. Founded in 1959, Caprice's beginnings were in soft furnishings and through strategic acquisition and internal expansion Caprice has successfully grown into a multi category business across generic, licensed, and branded product. Today, over 60 years later, our product categories include bedding, bedding accessories, towels, window furnishing, decorative fabric, dress fabric, outerwear, sleepwear, underwear and socks, footwear, bags & luggage, stationery, rainwear, fashion accessories and seasonal.

Caprice has long standing licensing partnerships with some of the world's largest licensors such as Disney, Warner Bros, Universal, Nickelodeon, Mattel, and Hasbro. Caprice is also the proud owner of iconic Australian home textiles brand DRI-GLO and surf wear brands Mambo and Mambo Surf De Luxe.

Caprice employs over one hundred and twenty people in our Australian based office in Southbank, Melbourne, and a further ninety in our sourcing office, based in Wuxi Jiangsu, China. Our team includes a large design team, sales, marketing, quality assurance, accounts, logistics and sustainability. We do not currently have any Aboriginal or Torres Strait Islander identifying team members.

As a company we pride ourselves not only on design and innovation but also our diverse, inclusive, positive, and motivated workplace culture, and being part of the RAP community supports these values.



Our RAP

We understand the importance of reconciliation for all members of the Australian community and will work within our sphere of influence to take positive action towards reconciliation and greater understanding of Australia's First Nations histories and strong continuing connection to Country and culture.

As one of Australia's leading wholesalers in consumer products, with strong relationships with many of Australia's leading retail outlets, we understand we have a significant platform to promote Australia's First Nations Peoples art, histories, stories, and businesses. Our RAP is the first step towards using this platform in a meaningful way, while strengthening our current partnerships with Aboriginal and Torres Strait Islander stakeholders. In consultation with First Nations Peoples, businesses, and networks, we will increase our team's knowledge of First Nations histories, cultures, and continued connection to the lands on which we live and work.

Our Reflect RAP presents a roadmap with a clear set of actions and deliverables that have been assigned to members across all levels of our business from the top down. Our CEO, Paul Cannon, has led the development of our RAP and will continue to champion our commitment to reconciliation as we work as a business to implement it holistically. Our RAP Working Group (RWG) has four members, the CEO, CFO, Executive Assistant, and Sustainability Manager, and is responsible for keeping our progress towards greater engagement with First Nations communities and businesses on track, promoting better cultural awareness practices and engaging with Aboriginal and Torres Strait Islander stakeholders to do so. We are working to establish Aboriginal or Torres Strait Islander representation on our RWG, through consultation with fellow RAP members in our network and by developing relationships with local First Nations communities.

In late 2021, we launched our first Reflect RAP. Due to the pandemics continued disruption to our daily lives, business, and our RAP implementation, we have chosen to work on a second Reflect RAP. This will ensure we can engage meaningfully with the reconciliation movement and get the best outcomes for reconciliation in our business and community.



Our RAP continued

In our first RAP, we set in place processes and practices to support our progress. One of our first projects was to run a survey with our team to see if we have any staff who identify as Aboriginal or Torres Strait Islander people. We have now added this question into our intake forms to ensure that identifying staff members can be welcomed and supported in a culturally safe manner. We engaged with the Indigenous Affairs members at our retail partners to support partnership and learn from their experiences, as they are further along their RAP path. We put in place a set of Indigenous Cultural and Intellectual Property Protocols to support our teams when engaging with First Nations artists. National Reconciliation Week and NAIDOC week were celebrated with communications about their significance and importance distributed to all team members.

We look forward to building on our learnings from our first RAP as we progress further on our reconciliation journey.

Our Partnerships

Caprice currently works with Aboriginal and Torres Strait Islander artists through the Aboriginal owned Warlukurlangu Arts Centre to create beautiful products which are available in retail stores Australia wide. We are working to expand this offer in range and retailer representation, in the process expanding the exposure and financial contributions made to the artists and their communities.

All artwork used are accompanied by an artist biography and an explanation of the meaning and significance of the artwork. We aim to help facilitate the sharing of First Nations art and stories to a wide mainstream audience through our retail channels and will work to expand our partnerships to facilitate this.



Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	September, 2023	Sustainability Manager
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	September, 2023	Sustainability Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May, 2023/2024	Executive Assistant
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May- 3 June, 2023/2024	Sustainability Manager
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May- 3 June, 2023/2024	Caprice CEO (Lead) Executive Assistant (Support)
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	April, 2023	Executive Assistant
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	June, 2023	Caprice CEO (Lead) Executive Assistant (Support)
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	August, 2023	Caprice CEO (Lead) Executive Assistant (Support)
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	October, 2023	Caprice CEO (Lead) Executive Assistant (Support)
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	February, 2024	Caprice CEO (Lead) Executive Assistant (Support)



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.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	April, 2023	Sustainability Manager
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	June, 2023	Executive Assistant
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	May, 2023	Sustainability Manager
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	May, 2023	Executive Assistant
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June, 2023/2024	Executive Assistant
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June, 2023/2024	Executive Assistant
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2023/2024	Sustainability Manager



Opportunities



Action	Deliverable	Timeline	Responsibility
8. Build opportunities for Aboriginal and Torres Strait Islander artists within our business	<ul style="list-style-type: none"> Investigate opportunities with our brands and retail partners to see where there is scope to expand on our current collaborations with Aboriginal and Torres Strait Islander artists. 	September, 2024	Business Managers
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	January, 2024	Executive Assistant
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	May, 2023	Executive Assistant
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	June, 2024	Chief Financial Officer
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	August, 2024	Chief Financial Officer



Governance



Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RWG to govern RAP implementation. 	January, 2024	Sustainability Manager
	<ul style="list-style-type: none"> Review and update Terms of Reference for the RWG. 	January, 2024	Sustainability Manager
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	July, 2024	Sustainability Manager
12. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	June, 2024	Sustainability Manager
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	April, 2023	Caprice CEO (Lead) Executive Assistant (Support)
	<ul style="list-style-type: none"> Maintain a senior leader to champion our RAP internally. 	April, 2024	Sustainability Manager
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	April, 2024	Sustainability Manager
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> 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, annually	Sustainability Manager
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	1 st August, annually	Sustainability Manager
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 th September, annually	Sustainability Manager
14. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	June, 2024	Sustainability Manager



Contact details

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