

Colgate-Palmolive

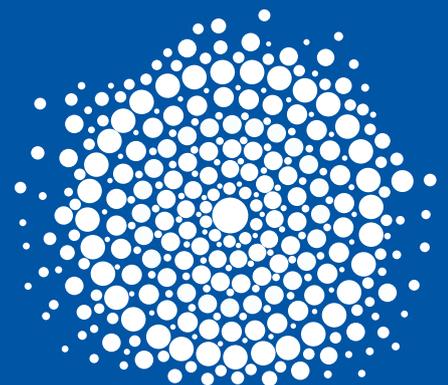
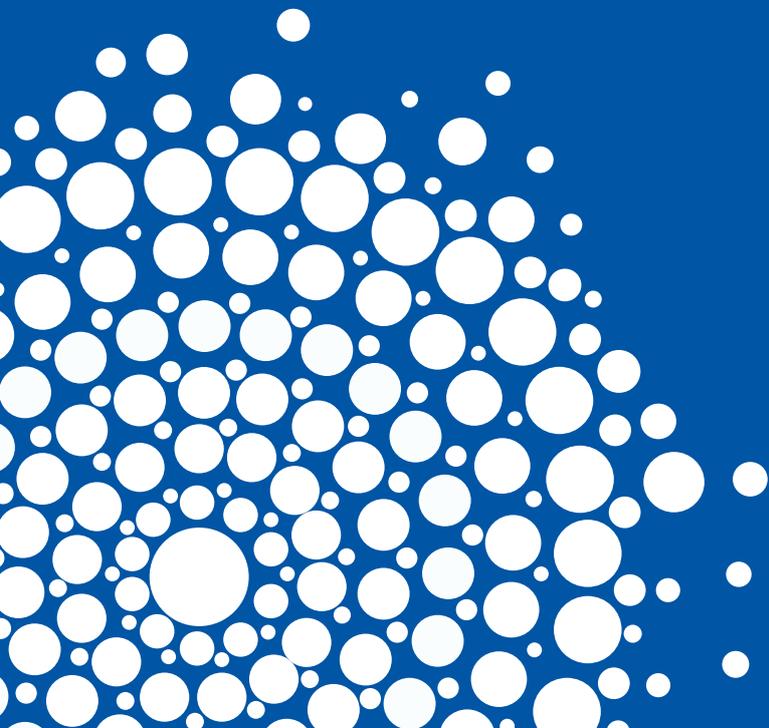
Reconciliation Action Plan (RAP) Reflect
June 2023 – June 2024



Acknowledgement

In the spirit of reconciliation, Colgate-Palmolive acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea, sky and community.

We pay our respect to their Elders past and present and extend that respect to all First Nations Peoples.



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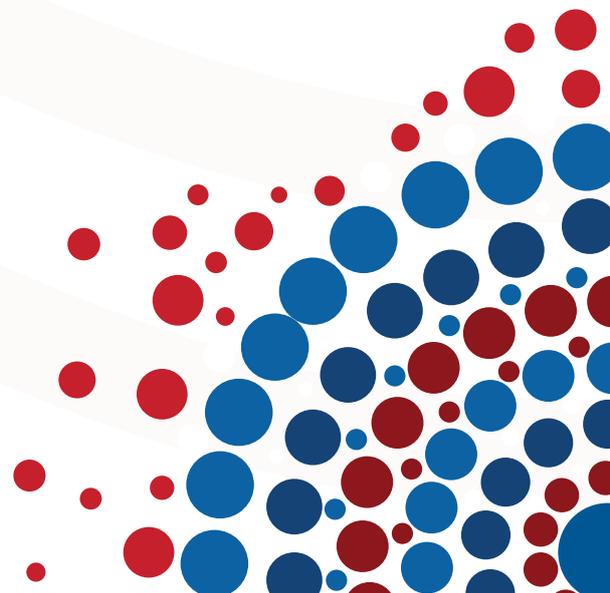
About Colgate- Palmolive Australia

Colgate-Palmolive Pty. Ltd. (Colgate Australia) is a caring, innovative growth company that is reimagining a healthier future for all people, their pets and our planet. Focused on Oral Care, Personal Care, Home Care and Pet Nutrition, we develop, produce, distribute and sell health and hygiene products and pet nutrition essentials to society. Our brands include Colgate, Palmolive, Tom's of Maine, hello, Speed Stick, Filorga, eltaMD, PCA Skin, Ajax, Fluffy, Cuddly, as well as Hill's Pet Nutrition brands Science Diet and Prescription Diet. We are a truly global company and are in more homes than any other brand.

Colgate-Palmolive Pty. Ltd. employs over 380 people across Australia in both our Colgate and Hill's businesses. The majority of our employees call New South Wales home with our Head Office in Sydney and our Home Care Manufacturing Plant in Villawood. We also have a Sales Office in Melbourne and a number of remotely based teams in Queensland, South Australia, Western Australia and Tasmania. By design and necessity, we are a diverse company and employ people from across our local communities and abroad. Currently we have two employees who identify as First Nations people.



Hand painted boomerangs.
Credit ID. Know Yourself.



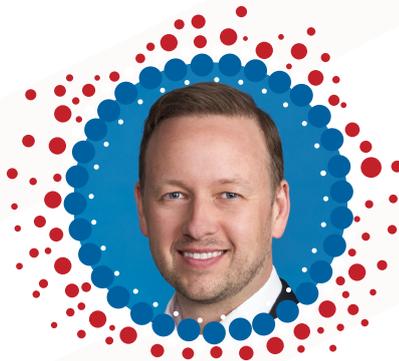
Message from Colgate-Palmolive General Manager

I am excited to announce Colgate-Palmolive's first Reflect Reconciliation Action Plan, showing our commitment and respect to building relationships with our First Nations people and communities. Creating and evolving a Reconciliation Action Plan (RAP) will play a key role in bringing our 2025 Strategy to life for our Australian business.

Colgate-Palmolive Australia is a caring, innovative growth company that is reimagining a healthier future for all people, their pets our planet. Embracing diverse voices everywhere, advocating for equity and fostering an inclusive work environment are not just things we do, but reflect who we are, what we value and how we think. It helps Colgate people around the world feel like this is a place where they belong and this in turn helps us better run our business and serve our communities by forming relationships built on trust, respect and communication.

We have a proud history of supporting First Nations communities through dental health programs but we recognise an opportunity to take further steps towards reconciling the relationships between non-First Nations Australians and First Nations peoples through the creation of a RAP. We want to be a part of the reconciliation movement and use our resources to provide better education, advocacy and support for local First Nations communities.

I would like to take this opportunity to acknowledge and thank our Colgate Reconciliation Action Plan group for their commitment, passion and advocacy in bringing this to life. We want to impact our community by promoting culture, being an ally for positive change and helping First Nations people in our communities thrive.



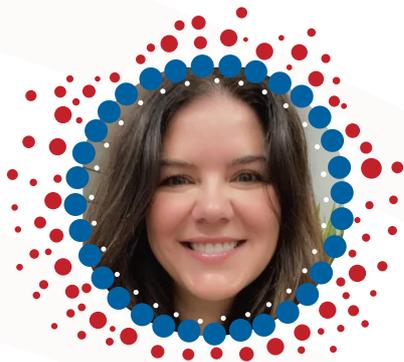
Simon Petersen
General Manager
Colgate-Palmolive Australia

Message from Hill's Pet Nutrition General Manager

What a privilege it is to acknowledge the first RAP for Hill's Pet Nutrition. It has been humbling to watch the passion behind the working group who pulled this together. Their passion has been inspiring as they've shared stories and experiences that have helped shape our RAP. And while this is a milestone moment, it is just a small, first step in our company's journey to help build knowledge, understanding and awareness of First Nations peoples of Australia and understanding the history of our Nation.

Hill's is a company focused on transforming the lives of cats and dogs through science based nutrition, and the cornerstone of that is sharing knowledge and understanding with Pet Parents so everyone's lives are enriched. I believe that sharing knowledge and building understanding is also true for advancing people's relationships with each other. Understanding who people are - their values, interests and beliefs - is the key to closing many of the gaps we are seeing widen in society. Our RAP outlines our commitment over the coming years to help close that gap in the communities in which we operate.

Our Diversity, Equity and Inclusion strategy has a focus globally on education and advocacy, and at Hill's we have a strong culture of continuous education, so I am confident I speak on behalf of all Hill's people when I say how proud we are to be taking this step in recognising our role in building reconciliation with our original custodians of Australia with our inaugural RAP.



Emma Grant
General Manager
Hill's Pet Nutrition Australia



Message from Reconciliation Australia

Reconciliation Australia welcomes Colgate-Palmolive Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Colgate-Palmolive Australia joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Colgate-Palmolive Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Colgate-Palmolive Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our Reconciliation Action Plan

At Colgate-Palmolive Australia, we want everyone to feel they belong, which starts with cultivating a work environment that embraces diversity, fosters equity and drives inclusion throughout all levels of the company around the world. We want Colgate Australia to be a place where employees feel supported and respected by co-workers and managers, and have the freedom to be their authentic selves.

Creating and evolving a Reconciliation Action Plan (RAP) will play a key role in bringing our 2025 Strategy to life for our Australian business.

We will continue to create a culture where everyone including existing and future First Nations peoples feel they belong and have the tools to drive their own success.

By belonging, we mean that every Colgate Australia person feels culturally accepted while having confidence that their ability to impact the business and advance within the organisation is an outcome of their capability, not their identity. To achieve this we seek to increase representation of underrepresented people across all organisational levels. We want to impact our community by promoting culture, being an ally for positive change and helping First Nations people in our communities thrive.

We understand that for First Nations peoples, their voices aren't being heard to the extent they should be. And with that, we believe that our company has an important role in raising awareness of cultures, histories and achievements so that First Nations peoples can fully embrace their authentic selves in all aspects of their lives whilst their powerful stories continue to be told.

Colgate Australia has a proud history of supporting First Nations communities through dental health programs but we recognise an opportunity to take further steps towards reconciling the relationships between non-First Nations Australians and First Nations peoples through the creation of a RAP. We want to be a part of the reconciliation movement and use our resources to provide better education, advocacy and support for local First Nations communities.

Backed by our Executive Leaders, our RAP Working Group (RWG) consists of a diverse group of employees including a First Nations representative, who work across our Australian business, who are passionate about taking action and making change in this space. Our goal is to work harmoniously to meet our individual and group responsibilities, and the overall expectations set out for us under the Reconciliation Australia RAP framework, by ensuring we set achievable and realistic goals. We hope that our efforts will create unity not only within our organisation, but beyond the workplace and into local communities for both First Nations peoples and non-First Nations people.

To drive internal participation in our Reconciliation Action Plan, Colgate Australia has identified senior leaders as RAP Champions. Tamara Daran will drive internal engagement and participation with Colgate-Palmolive employees and Dr Jessica Mills with Hill's Pet Nutrition employees.

RAP Working Group (RWG)

Name

Title

Danielle Parkinson

Customer Experience Manager & RAP Chair

Tamara Daran

Legal Director, South Pacific

Beth Tudehope

Associate Director, Human Resources

Dr Susan Cartwright

Scientific Affairs and Public Health Manager,
South Pacific

Adrian Romanin

Senior Brand Manager, Oral Care

Hannah Scott-Evans

Sustainability Lead South Pacific

Sanyu Kiyangi

Office & Communication Coordinator

Kate Johnson

Senior Brand Manager, Personal Care

Asha Nayaka

HR Business Partner Communications



Weaving Workshop.
Credit ID. Know Yourselfself.

Our Reconciliation Journey

Colgate Australia began its reconciliation journey years ago by supporting First Nations communities across Australia through the practice of oral health education and fluoride varnish programs. Our Scientific Affairs team have led several programs, partnerships, and initiatives.

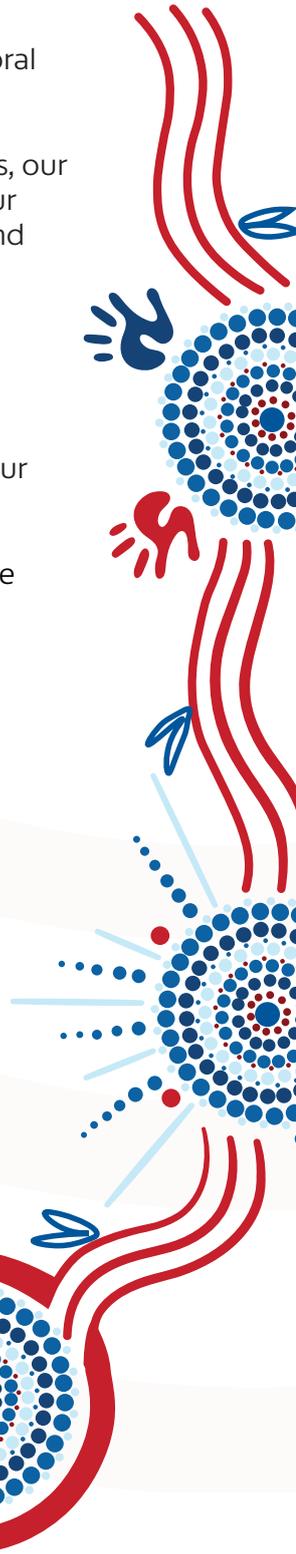
Our employees and official partners have worked hands-on in First Nations communities, volunteering their time to provide better access and resources to oral health services and education for First Nations children and their families.

As a company that is so widely known for our oral health messages and products, our work with these First Nations communities was a good start, but as we look at our Diversity, Equity & Inclusion Strategy, we realised that there is still a lot to learn and achieve.

Acknowledgement of Country

At Colgate Australia, we recognise the importance of reconciliation and paying our respect to the Traditional Owners of the Land that we are honoured to work on.

In this spirit, in 2022 we launched our Acknowledgement of Country vs. Welcome to Country Guide to help us all understand when and how to conduct this Acknowledgement at important work internal and external events.



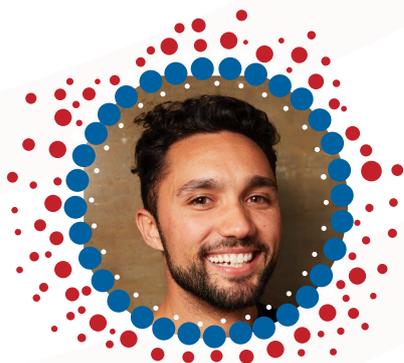
Our Reconciliation Journey

NAIDOC Week

Each year NAIDOC week occurs to celebrate the histories, cultures and achievements of First Nations peoples. In 2021, Colgate Australia held its first celebrations for NAIDOC Week through a live webinar for our employees to learn more about the many great initiatives our organisation has undertaken to support local First Nations communities. We were joined by our own Dr Susan Cartwright, who works on the Scientific Affairs Team to discuss the partnerships and initiatives we run with a variety of communities, universities, and government programs.

In 2022, we welcomed our first NAIDOC guest speaker to join us in our Sydney office – Isaiah Dawe, CEO and Founder of ID. Know Yourself shared his story and discussed the wonderful work his organisation does for First Nations kids in the foster system and those who have contact with the juvenile justice system. Our teams were able to hear firsthand the impact that years of trauma have had on First Nations peoples as a result of colonisation and what steps we can take to support local communities and ID. Know Yourself. During this event our teams were also introduced to our commitment to reconciliation, and what the beginning of our RAP journey entails and how they can be a part of it.

We are looking forward to growing our RAP with the help of First Nations people at Colgate Australia and in our local communities.



Isaiah Dawe
CEO and Founder
ID. Know Yourself



Our Reconciliation Journey

Our Partnership

Colgate Australia holds a long history of partnering with First Nations communities and supporting organisations across Australia, with a focus on sharing oral health initiatives, product donations and providing educational materials. These relationships have built the initial stepping stones and connections we will build on as we continue our journey of reconciliation.

The Alliance for a Cavity-Free Future (ACFF)

In partnership with The Alliance for a Cavity-Free Future (ACFF), Colgate Australia has supported a project, in collaboration with the POCHE Centre for First Nations Health, which is providing water fountains to remote communities where water is unpalatable. Through funding for research and for the placement of these water fountains, Colgate Australia has assisted in making a difference for the children of these First Nations communities so they can choose cool filtered water instead of soft drinks. Our support for this project is helping to provide the right resources for First Nations peoples to improve oral health actions like limiting the intake of sugary drinks.

The Application of Duraphat Varnish

Colgate Australia understands that many First Nations children do not have access to fluoridated water and toothpaste. One of Colgate Australia's goals is to partner with government groups across the country who work with First Nations communities to encourage the establishment of oral health programs which include the application of Duraphat Varnish. Free application of Duraphat Varnish twice a year in communities that don't have water fluoridation is one way teeth can be protected. This ultimately helps prevent tooth decay for children who do not have everyday access to toothpaste and fluoridated water.



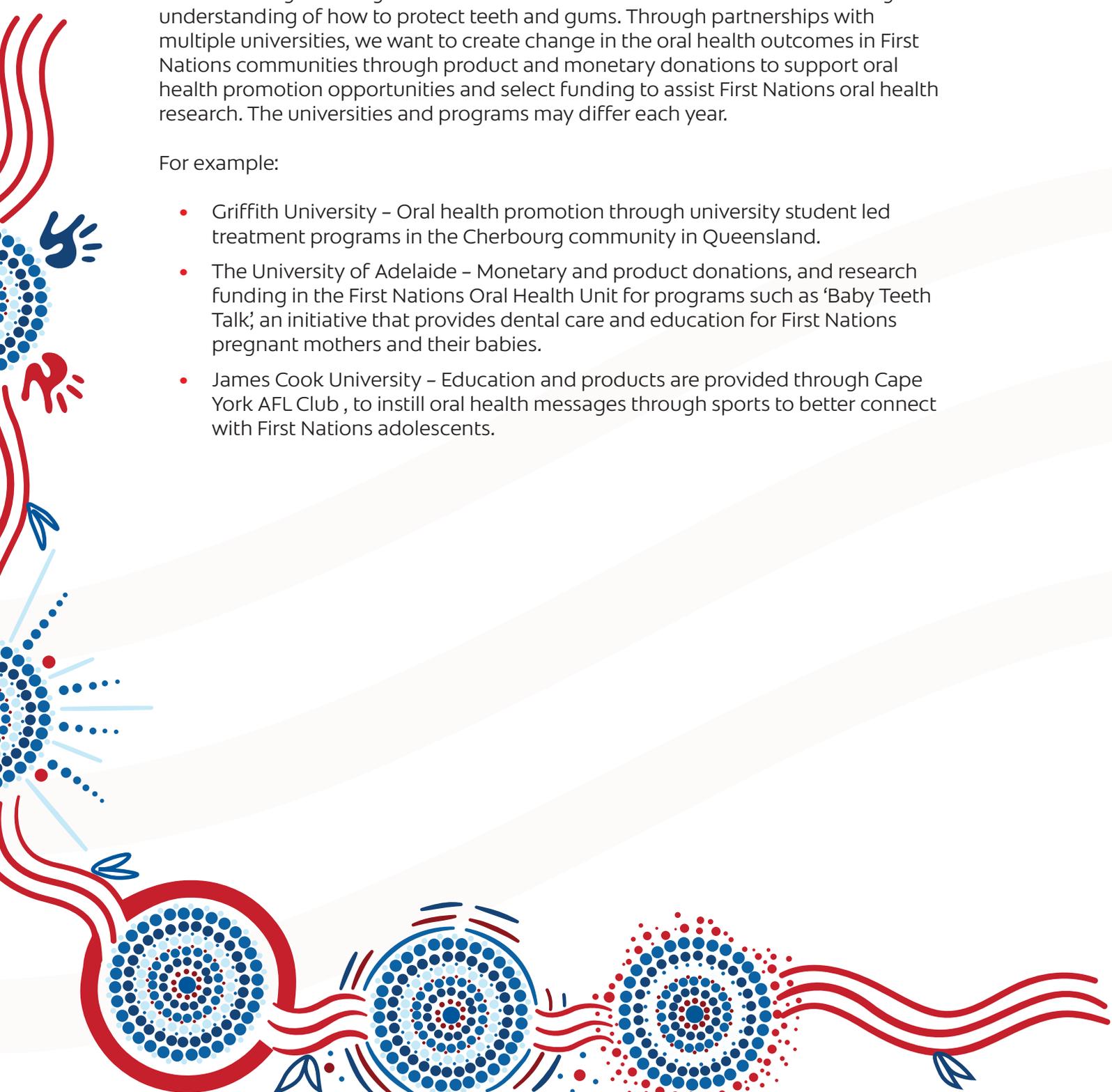
Our Reconciliation Journey

University Partnerships

At the core of our beliefs at Colgate Australia is the importance of instilling correct health messages through resources and educational materials to ensure the right understanding of how to protect teeth and gums. Through partnerships with multiple universities, we want to create change in the oral health outcomes in First Nations communities through product and monetary donations to support oral health promotion opportunities and select funding to assist First Nations oral health research. The universities and programs may differ each year.

For example:

- Griffith University – Oral health promotion through university student led treatment programs in the Cherbourg community in Queensland.
- The University of Adelaide – Monetary and product donations, and research funding in the First Nations Oral Health Unit for programs such as ‘Baby Teeth Talk’, an initiative that provides dental care and education for First Nations pregnant mothers and their babies.
- James Cook University – Education and products are provided through Cape York AFL Club, to instill oral health messages through sports to better connect with First Nations adolescents.



Our Reconciliation Journey

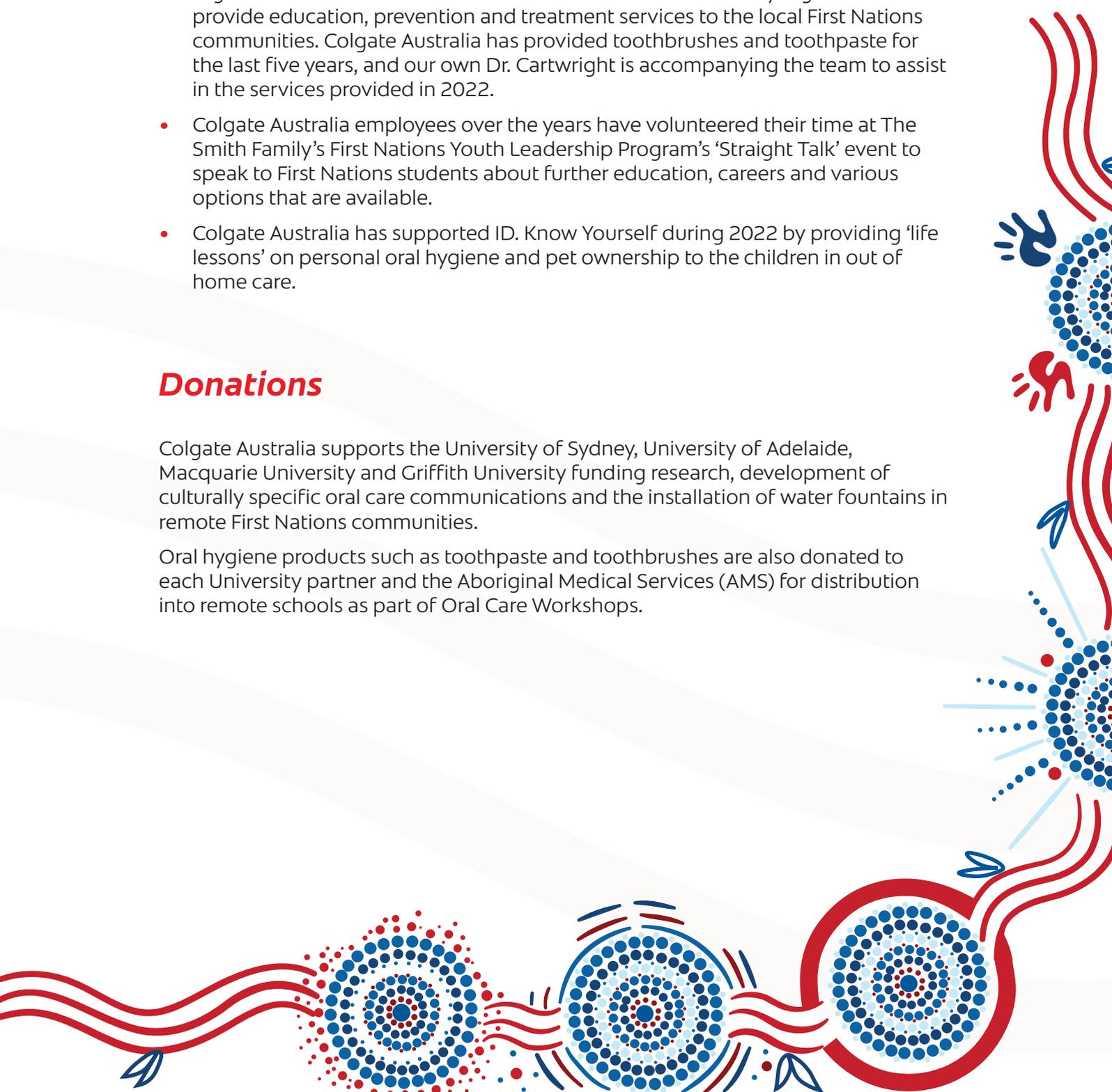
Volunteering

- Colgate Australia has supported the Kimberley Dental Team, a volunteer dental organisation which visits remote communities in the Kimberley region to provide education, prevention and treatment services to the local First Nations communities. Colgate Australia has provided toothbrushes and toothpaste for the last five years, and our own Dr. Cartwright is accompanying the team to assist in the services provided in 2022.
- Colgate Australia employees over the years have volunteered their time at The Smith Family's First Nations Youth Leadership Program's 'Straight Talk' event to speak to First Nations students about further education, careers and various options that are available.
- Colgate Australia has supported ID. Know Yourself during 2022 by providing 'life lessons' on personal oral hygiene and pet ownership to the children in out of home care.

Donations

Colgate Australia supports the University of Sydney, University of Adelaide, Macquarie University and Griffith University funding research, development of culturally specific oral care communications and the installation of water fountains in remote First Nations communities.

Oral hygiene products such as toothpaste and toothbrushes are also donated to each University partner and the Aboriginal Medical Services (AMS) for distribution into remote schools as part of Oral Care Workshops.



Our Reconciliation Journey

First Nations Meeting Rooms

Colgate Australia has renamed some of their meeting rooms to pay respect to the wonderful land that we are honoured to work on. Each meeting room name covers a nation across Australia. Pronunciation and history have been shared so that staff can learn more about each nation.

Learning

Colgate Australia also recognises the importance of tolerance and respect through our learning assessments and mandates our People Managers to complete an Unconscious Bias Training, as well as a course titled 'A Culture of Belonging' that focused on topics from listening with empathy and sharing the floor to acting as an ally, investing in others and taking a stand and shares spotlight communication to all employees on Diversity, Equity & Inclusion.



Concrete to Country Camp.
Credit ID. Know Yourself.





Relationships

Action	Deliverable	Timeline	Responsibility
Continue to build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	<i>June 2023</i>	RAP Working Group Chair
	RWG and RAP Champion to participate in an external NRW event.	<i>27 May- 3 June, 2023</i>	RAP Working Group Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	<i>27 May- 3 June, 2023</i>	RAP Champion
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation on our owned consumer and professional social media platforms.	<i>June 2023</i>	Social Media Manager
	Communicate our commitment to reconciliation to all staff.	<i>June 2023</i>	General Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	<i>July 2023</i>	Sustainability Lead
	Publish the Colgate Australia RAP on the Colgate and Hillspet websites and distribute to all employees holding an official internal launch of Respect RAP during Reconciliation Week.	<i>July 2023</i>	RAP Working Group Chair
	Identify external stakeholders that we can engage with on our reconciliation journey.	<i>August 2023</i>	Scientific Affairs
	Increase staff knowledge, awareness and engagement of the Uluru Statement from the Heart.	<i>July 2023</i>	RAP Champion
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	<i>August 2023</i>	Human Resource Business Partner
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	<i>September 2023</i>	Human Resource Business Partner
	Continue to deliver unconscious bias training to all People Managers to promote anti-discrimination.	<i>September 2023</i>	Human Resource Business Partner



Respect

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of First Nations cultures, histories, knowledge and rights within our organisation.	<i>August 2023</i>	Human Resource Business Partner
	Conduct a review of cultural learning needs within our organisation.	<i>August 2023</i>	Human Resource Business Partner
	Explore cultural education and immersion experiences for staff and senior leaders.	<i>August 2023</i>	Human Resource Business Partner
Demonstrate respect to First Nations 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.	<i>December 2023</i>	RAP Working Group Chair
	Continue to increase staff's understanding of the purpose and significance behind cultural protocols, including company wide adoption of Acknowledgement of Country and Welcome to Country protocols.	<i>June 2024</i>	Human Resources Business Partner
Build respect for First Nations cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about culture and connection to country during NAIDOC Week.	<i>June annually</i>	RAP Champion
	Introduce and encourage our staff to attend NAIDOC Week external events in their local area.	<i>July annually</i>	RAP Champion
	RWG and RAP Champions to participate in an external NAIDOC Week events.	<i>July annually</i>	RAP Champion
Launch a range of products that raise awareness and understanding of First Nations peoples and cultures.	Collaborate with a First Nations Artist to design packaging artwork as a vehicle to celebrate culture and use back of pack copy writing to story tell and highlight pathways to reconciliation.	<i>June 2023</i>	Colgate-Palmolive Senior Brand Manager
	Continue to source Australian native extracts where possible from First Nations growers to raise the profile of First Nations agriculture.	<i>June 2024</i>	Indirect Procurement Manager
	Contribute a percentage of product proceeds to help fund First Nations community partner programs.	<i>June 2024</i>	Director of Finance



Opportunities

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing First Nations recruitment, retention and professional development.	Develop a business case for First Nations employment within our organisation.	<i>August 2023</i>	Human Resources Business Partner
	Build understanding of current First Nations staffing to inform future employment and professional development opportunities.	<i>August 2023</i>	Human Resources Business Partner
Increase First Nations supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from First Nations owned businesses.	<i>July 2023</i>	Indirect Procurement Manager
	Investigate Supply Nation membership.	<i>June 2023</i>	Indirect Procurement Manager
	Investigate further opportunities to support First Nations businesses through our donations and partnerships.	<i>August 2023</i>	Indirect Procurement Manager



Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	June 2023	Human Resources Business Partner
	Develop a Terms of Reference for the RWG.	January 2024	Legal Director
	Maintain First Nations representation on the RWG.	June 2024	Human Resources Business Partner
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June 2023	Office & Communication Coordinator
	Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2023	Human Resources Business Partner
	Engage Senior Leaders in the delivery of RAP commitments.	June 2023	RAP Working Group Chair
	Appoint senior leaders to champion our RAP internally.	June 2023	RAP Working Group Chair
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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	Office & Communication Coordinator
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Office & Communication Coordinator
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	RAP Working Group Chair
	Register via Reconciliation Australia's website to begin developing our next RAP.	October 2023	Human Resources Business Partner

About the artist

Lani Balzan is a distinguished Aboriginal artist and graphic designer, specialising in the creation of Indigenous canvas art, graphic design, logo design, Reconciliation Action Plans Design, and document design.

Lani takes immense pride in her Aboriginal heritage as a member of the Wiradjuri people, specifically belonging to the three-river tribe. Although her family originates from Mudgee, she spent her formative years traversing various locations across Australia. She established her business in Illawarra, New South Wales, and has recently relocated to Mid-North Queensland.

In 2016, Lani's exceptional artistic talent was recognised when she was named the winner of the prestigious 2016 NAIDOC Poster Competition with her captivating artwork titled "Songlines." This artwork was selected as the theme for the 2016 NAIDOC celebrations throughout the nation.

Since 2013, Lani has been passionately creating Aboriginal art, and her work has achieved resounding success nationwide. One of her principal aspirations and sources of inspiration is to foster a stronger connection to her cultural roots and contribute to the ongoing process of Reconciliation. Lani endeavours to bring people and communities together, facilitating a deeper understanding and appreciation of the incredible culture that thrives within Australia.

Lani Balzan
Aboriginal Art by Lani
aboriginalartbylani.com.au

Lani Balzan and Birrang (Journey)
RAP Canvas Artwork



About the artwork

Birrang (Journey)



This artwork, titled 'Birrang' meaning 'Journey' in my people's language - Wirudjuri, vividly portrays the ongoing unity and commitment to Reconciliation by Colgate-Palmolive and its subsidiary Hills Pet Nutrition. It signifies their deepening connections with First Nations communities.

At the core of the artwork, a centrepiece symbolises the collective spirit of the Colgate-Palmolive family, encompassing their team, customers, suppliers, and the communities they engage with. This centrepiece incorporates the Aboriginal gathering symbol, also known

as the "Meeting Place" or "Corroboree" symbol, which holds profound cultural and spiritual significance in Aboriginal communities. It represents a space where people come together, exchange knowledge, and celebrate their traditions and connections.

The centrepiece is adorned with wave patterns inspired by the Colgate - Palmolive logo, symbolising unity and the act of coming together. Interwoven wavy lines and dots depict the organisation's journey towards growth and innovation. Surrounding the centrepiece, blue U-shaped figures represent the united community of Colgate-Palmolive and Hills Pet Nutrition.

The values of the organisation are artistically represented as well. 'Caring' is symbolised by a circle embraced by hands. 'Global Teamwork' is conveyed through symbols of people and interconnected dots, representing global connections. 'Continuous Improvement' is represented by a circle with outward lines and dots. During the creation of this artwork, Colgate-Palmolive refreshed its values to reflect their identity and aspirations, embracing the values of Caring, Inclusivity, and Courageous. The latter three values are brought to life through adjacent red and blue circular symbols.

The artwork also embodies the organisation's Leadership Principles, depicted by three circles at the lower end, representing 'Cultivate Trust,' 'Create the Future,' and 'Commit to Impact.'

About the artwork

Blue pathways leading to the gathering symbol depict Colgate-Palmolive's journey towards Reconciliation. They symbolise the significant progress made in understanding Aboriginal culture and the commendable work undertaken with First Nations communities over the years.

'Birrang' is more than a mere artwork; it stands as a testament to unity, respect, and progress. It reflects Colgate-Palmolive's purpose of envisioning a healthier future for all, including people, pets, and the planet. The vibrant colours and dynamic elements not only maintain the brand's visual identity but also serve as a metaphor for the flourishing world they strive to create. As you engage with this artwork, may it inspire you with its sense of community, commitment to growth, and vision of a brighter and healthier world for all.

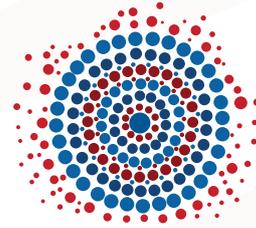
Additional elements include:



Hands symbolising community. Hand prints symbolise acts of care, healing, and support within First Nations communities. They represent my desire to bring attention to the importance of nurturing and supporting one another in times of need or hardship.



Native plants representing Country and Land. Native plants are integral to the concept of "Country" in First Nations cultures. They represent the land, its importance, and the relationship between First Nations people and their ancestral territories. In artwork, In this artwork native plants can symbolise a deep connection to the land and my connection to culture and Country.



Dot circle patterns in traditional artwork further enriches the artwork's cultural and symbolic significance. The dot circle pattern also represents community gatherings and the coming together of people. It symbolises the importance of unity, sharing knowledge, and passing on cultural traditions from one generation to the next.

LANI



Colgate-Palmolive Australia

Danielle Parkinson

Customer Experience Manager

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