

Reflect

Biogen Australia Reconciliation Action Plan
May 2022 – June 2024



RECONCILIATION
ACTION PLAN

REFLECT

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Message from Karen Mundine, CEO Reconciliation Australia

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

Biogen Australia joins a network of more than 2,200 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 three 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 Biogen 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 Biogen 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

Message from David Henderson, Managing Director, Biogen Australia and New Zealand

Biogen believes that diversity drives innovation and that different backgrounds, cultures and perspectives make us stronger as an organisation - that prejudice, racism and intolerance are unacceptable. Economic empowerment is a critical aspect of our work in addressing systemic racism and inequity. We are intent on improving health outcomes for underserved and underrepresented Australians.

Biogen is bringing all these aspects of our emerging culture together as we continue on our journey of reconciliation with Australian First Nations Peoples.

Concerned that Australian First Nations Peoples have suffered from historic injustices as a result of colonisation and dispossession of their lands, territories and resources, Biogen Australia recognises the urgent need to respect and promote the inherent rights of Indigenous peoples which derive from their political, economic and social structures and from their cultures, spiritual traditions, histories and philosophies, and fully supported the Constitutional enshrinement of a First Nations Voice.

We will work to ensure a safe workspace and contribute to improving health status equity for First Nations Peoples across Australia and will integrate better opportunities for First Nations Peoples across our employee workforce and supply chains. In so doing, we will gain a better perspective on our land, our environment and country, which we believe will enhance our collective ability to empathise with others, develop mutually respectful relationships and ultimately make all our lives more meaningful.

Biogen began its reconciliation journey with commitment from the local Leadership Team in 2021 and since then has established a Reconciliation Action Working Group (RAPWG) comprising a team of self-nominated employees with endorsement and sponsorship by me and two further Leadership Team members.

Through our ongoing reconciliation work, we are committed and eager to continue to affect change within our sphere of influence to positively contribute to the lives and wellbeing of First Nations Peoples.



David Henderson
Managing Director
Biogen Australia and New Zealand

BIOGEN'S BUSINESS

As pioneers in neuroscience, Biogen discovers, develops, and delivers worldwide innovative therapies for people living with serious neurological diseases as well as related therapeutic adjacencies. One of the world's first global biotechnology companies, Biogen was founded in 1978 by Charles Weissmann, Heinz Schaller, Sir Kenneth Murray, and Nobel Prize winners Walter Gilbert and Phillip Sharp. Today, Biogen has a leading portfolio of medicines to treat multiple sclerosis, has introduced the first approved treatment for spinal muscular atrophy, and developed the first treatment approved by the FDA to address a defining pathology of Alzheimer's disease. Biogen is also focusing on advancing one of the industry's most diversified pipelines in neuroscience that will transform the standard of care for patients in several areas of high unmet need.

Biogen established its Australian business in 1996 and currently employs over 70 people across the country and in every state. As a very multi-cultural business, there are employees with a variety of different heritages who have chosen to call Australia home.

OUR RECONCILIATION ARTWORK

To provide a local student with the opportunity to explore a commercial partnership and learn about the biotechnology industry, Biogen approached Macquarie University and requested expressions of interest to develop the company's reconciliation artwork from the current intake of Indigenous students. Not only would they gain an understanding of Biogen, but they could also explore corporate commitment to reconciliation and assess whether it was an area of future interest to them.



We were extremely fortunate to be approached by Courtney Garstang, who is a young Barkinji woman from her mother's side, and who lives on Darkinjung land on the Central Coast. Courtney was raised by her single father who enriched her Indigenous background and knowledge, whilst encouraging her artistic abilities. Through Indigenous programs and learning about the land through Indigenous leaders and elders, her love for her culture has intensified and continues to grow. It was not until she entered Year 12 at school that she started exploring more about Indigenous art and formed a passion for it. Through her exploration she has created and sold a few Indigenous pieces including a mural that she is incredibly proud of; this is a passion which she hopes to further strengthen into a career.



Explanation of painting – hands of the people who pioneer through neuroscience; bush medicine (ancient traditional medicine); the stepping stone – represent mobility and movement; the people who care/explore for solutions; medicine leaves used in Aboriginal culture to cleans the spirit and mind of evil; the journey of science (medical) dating back to the First Nations; neurons; Anthills – these demonstrate ants' commitment

to work and become symbols of hard work and protection. Moreover, anthills further symbolise cooperation and productivity among co-workers, thus the term anthills refers to the collection of workers who live together, cooperate, and treat one another non-aggressively; neurons connecting to reach out to the dysfunctional one; brain – pattern/movement of the mind.

BIOGEN'S ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of the land on which our head office is based, the Wattamattagal people of the Darug Nation and would like to pay respect to their Elder's past and present, whose cultures, and customs have nurtured this land and will continue to nurture it into the future. We would also like to acknowledge all First Nations people from other communities who may be reading this.

Biogen recognises the significant impacts of First Nations' history and the fundamental importance of cultural traditions, beliefs and connection to country and land for the health and wellbeing of Aboriginal people and Torres Strait Islander people, families, and their communities. We are committed to take the lead from the community and walk together with First Nations people, communities, and organisations in our journey to better health and equity for all. We celebrate First Nations' heritage, in particular the strength, resilience and courage that inspires the current generation and we admire the health, scientific knowledge, and skills that First Nations people bring to inform the work that we do.

The land we are on now, the land on which we live and work; always was and always will be, Aboriginal land.

OUR REFLECT RAP



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. Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	February 2024	Market Access Lead
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. RAP Working Group members to participate in an external NRW event. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. Communicate our commitment to reconciliation to all staff. 	May 2022, 2023, 2024 June 2022, 2023, 2024 June 2022, 2023, 2024	Digital Excellence Lead Comms Lead
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	November 2023	
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	May 2024	Human Resources Lead



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.• Conduct a review of cultural learning needs within our organisation.	November 2023	Area Business Manager
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.• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2023	Customer Facing Excellence Lead
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.• Introduce our staff to NAIDOC Week by promoting external events in our local area.• RAP Working Group to participate in an external NAIDOC Week event.	June 2022, 2023, 2024 June 2022, 2023, 2024 June 2022, 2023, 2024	Medical Affairs Operations



OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. 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.• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2024	Human Resources Lead
9. 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.• Investigate Supply Nation membership.	November 2024	Medical Affairs Operations



GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. 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.• Draft a Terms of Reference for the RWG.• Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2022, 2023, 2024	Business
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none">• Define resource needs for RAP implementation.• Engage senior leaders in the delivery of RAP commitments.• Appoint a senior leader to champion our RAP internally.• Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2022, 2023, 2024	Managing Director
12. 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.• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	June annually August annually September annually	Digital Excellence Lead
13. 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	Comms Lead

OUR PARTNERSHIPS/CURRENT ACTIVITIES

The RAPWG began work in May 2022 and has taken the following approach to the four pillars of Reflect:



RELATIONSHIPS

Biogen's approach to building community relationships is one of mutual respect, transparency, humbleness and understanding; taking the time to actively listen to needs, concerns and experiences, to better understand different perspectives. This is the approach Biogen has taken to building relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. The RAPWG has taken time to research and learn about different organisations, engaging where appropriate and relevant.



RESPECT

Education and engagement of Biogen's employees has been of the upmost importance as the company works through its reconciliation commitments. Careful consideration has been given to the information provided, the timing, process and who is best placed to provide it. Cultural understanding is critical, and a variety of approaches have been taken to create awareness and understanding while also embedding respectful attitudes and approaches within the organisation. An example was the introduction of Acknowledgements of Country which were only implemented after a series of educational sessions were provided so that employees understood the significance, relevance and timing of this important protocol.



OPPORTUNITIES


Biogen has a very unique employee value proposition and culture and believes that its approach to actively embracing diversity makes it a stimulating and welcoming organisation. The company has always invested in providing a culturally safe space to work, but since embarking on its reconciliation efforts, has increased its endeavours with a First Nations lens. It is also exploring employment and procurement opportunities for First Nations individuals and suppliers with efforts being made to ensure opportunities, funding and recognition are appropriately provided.

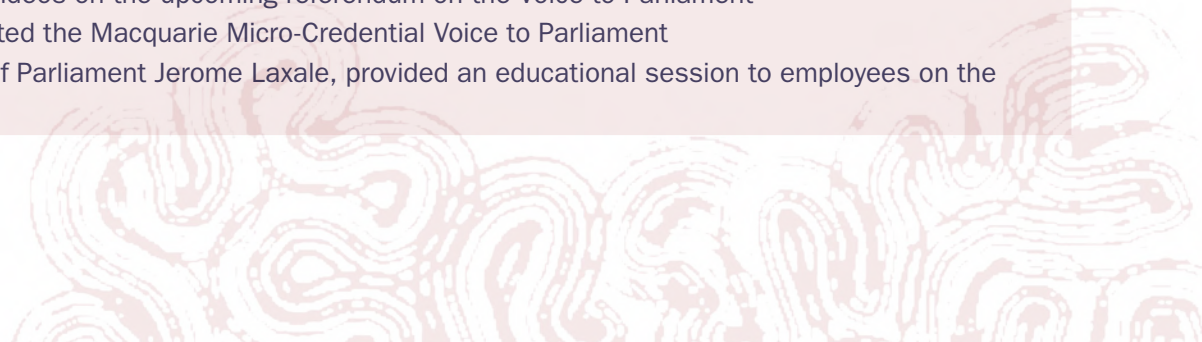


GOVERNANCE

As a member of one of the most regulated industries, Biogen prides itself in its processes and procedures for the smooth operation and running of the business and takes the same approach to the implementation of the RAPWG and its reconciliation plan.

Since Biogen began its reconciliation, it has undertaken the following:

 RELATIONSHIPS	
RAP COMMITMENT	PROGRESS AND LEARNINGS
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> • Ongoing involvement and attendance at monthly biopharma industry Reconciliation group meetings – First Nations Equity Health Network meetings • Identification and engagement with Macquarie University’s Walanga Maru centre • Engagement with Macquarie University’s Djurali Centre for Aboriginal and Torres Strait Islander Health Research and Education • At the initial stages of engagement with the National Aboriginal Community Controlled Health Organisation but have taken part in a workshop to address barriers to medicines access
Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> • Employee education and engagement during National Reconciliation Week highlighting historical facts related to First Nations Peoples • Attendance by RAPWG members at external events during National Reconciliation Week
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> • Presentation to company outlining Biogen’s commitment to reconciliation with an educational element on the history of Australian First Nations Peoples • Draft reconciliation plan shared with all employees for input and feedback • All-employee survey gathering levels of knowledge and engagement in reconciliation • Professor Leanne Holt Adjunct Fellow, Department of Indigenous Studies and Pro Vice – Chancellor, Indigenous Strategy at Macquarie University presented to employees at a lunch and learn on the Voice • Ongoing RAP advice provided by Macquarie University’s Indigenous Corporate Engagement Manager • Sharing of educational videos on the upcoming referendum on the Voice to Parliament • All RAPWG have completed the Macquarie Micro-Credential Voice to Parliament • Local Federal Member of Parliament Jerome Laxale, provided an educational session to employees on the Voice to Parliament





RESPECT

RAP COMMITMENT	PROGRESS AND LEARNINGS
<p>Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</p>	<ul style="list-style-type: none">• Leadership Team and RAPWG undertook cultural session with Red Dust• Leadership Team and RAPWG attendance at Macquarie University's Walanga Muru Centre on cultural safety training
<p>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</p>	<ul style="list-style-type: none">• Educational session and Welcome to Country by Auntie Maxine with further session on the importance of Country• A Biogen specific Acknowledgement of Country has been created• Commitment and implementation has been made to include Acknowledgement of Country for all key meetings• Brendan Kerin provided an official Welcome to Country to open the company's all employee annual and mid-year conferences• Acknowledgement of Country was given by Managing Director at opening of company Awards night along with an explanation of relevance and importance• Guidelines on the use of Acknowledgement of Country has been shared with all employees and is housed on a specific SharePoint site• All employees have received a small gift (story stones) from confirmed First Nations artist, along with reconciliation facts and figures• Biogen Australia website has been updated to include an Acknowledgement of Country and incorporates both the Aboriginal and Torres Strait Islander flags• All employees are encouraged to include a tailored Acknowledgment of Country on their email signatures and recognition of the Country on which they reside• All Biogen meeting room names have been updated to include a First Nations name both physically and digitally
<p>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p>	<ul style="list-style-type: none">• Employee education and engagement during NAIDOC Week in 2022 and 2023 (all company meetings and education driven through MS Teams)



OPPORTUNITIES

RAP COMMITMENT	PROGRESS AND LEARNINGS
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> • Ongoing discussion with Macquarie University on potential student cadetships • Engaged with Indigenous student at Macquarie University to develop Biogen's reconciliation artwork, providing her with the opportunity to gain commercial experience, knowledge of the biotechnology industry and how she can be involved in reconciliation activities
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> • Procurement is currently assessing the feasibility of sourcing office supplies from Supply Nation and Cultural Choice



GOVERNANCE

RAP COMMITMENT	PROGRESS AND LEARNINGS
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> • Formation and establishment of Working Group that meets monthly • Development and agreement of governance of Working Group
Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> • A budget was developed and submitted to the Leadership Team to secure funding for RAPWG initiatives in support of the implementation of the RAP
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> • A SharePoint site was established to share information and updates with employees

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