



REFLECT

Reflect Reconciliation Action Plan

August 2023 – September 2024





Acknowledgement of Country

Amgen Australia acknowledges Country. We acknowledge the Traditional Custodians, the Gadigal peoples of the Eora Nation, of the Country where the Australian Head Office is in present day Sydney, New South Wales. We extend that acknowledgement to the Traditional Custodians of the different countries on which our colleagues across these lands now called Australia are living and working.

We pay our respects to Elders past, present and future.

We celebrate the diversity of Aboriginal and Torres Strait Islander peoples, whose cultures and customs have nurtured, and continue to nurture, Country, of these lands now called Australia.

Contents

Acknowledgement of Country	2
Our artwork.....	4
About the artist	5
A message from Amgen’s Reconciliation champions	6
A message from our RAP partner	7
Statement from the CEO of Reconciliation Australia	9
Our business	10
Our RAP	12
Our journey	13
Our partnerships and current activities.....	14
Relationships	18
Respect.....	20
Opportunities	22
Governance	24
RAP Working Group Members	27



'Kapi Tjukula' – Artwork by Anangu Pitjantjatjara artist, Aunty Yaritji Heffernan

The circles of this design represent rock holes, where water collects after the rains. These rock holes were an important source of water during the dry season when most of the waterholes and creeks dried up. Water is an essential element in the desert. Knowledge of rock hole sites is passed on from generation to generation and revered by all Anangu Pitjantjatjara people.

About the artist

Aunty Yaritji Heffernan is an Anangu Pitjantjatjara woman from the APY Lands. Aunty Yaritji was born in 1955 at Mulga Park Station near Ernabella in the far north-west of South Australia. Her parents were both Pitjantjatjara; her father was from Angkatja, and her mother was from Umutju.

Aunty Yaritji loved school at Ernabella Mission, and after school was involved in the famous Ernabella Art Centre as one of the original artists. As a young woman, her artwork won first and second prizes at the Alice Springs Show.

She moved to Adelaide in 2010 where she currently lives. Aunty Yaritji has been painting at the APY Art Collective Adelaide Studio since it opened in May 2019. She has also painted at Iwirri.

Aunty Yaritji is a two-time finalist of the national Wynne Prize which is awarded annually for the best landscape painting of Australian scenery in oils or watercolours and is a finalist in the 2023 Telstra National Aboriginal and Torres Strait Islander Art Awards.

Aunty Yaritji's artistic skills are not limited to painting; she also makes batik silks, tapestries, hooked floor rugs, jewellery and ceramics.

Aunty Yaritji is a senior woman and Elder who is an important leader and teacher at the arts centre and encourages younger artists in their emerging practice. Aunty Yaritji is also a singer and a preacher and leads the Adelaide Congress Ministry Church Council.

Aunty Yaritji also loves teaching the Pitjantjatjara language.



A message from Amgen's Reconciliation champions



Gabi Mittas

Managing Director, Amgen
Australia & New Zealand



Lisa Kurian

Lisa Kurian, Director, Legal &
Company Secretary Amgen
Australia & New Zealand

Lisa is also Chair of Amgen
Australia's Diversity, Inclusion and
Belonging Committee

On behalf of Amgen Australia, we are honoured and excited to introduce Amgen's first Reflect Reconciliation Action Plan. Reconciliation is important, as it brings us closer to a more equitable society with mutual respect, strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples of all cultures in these lands now called Australia.

Amgen hopes to be a part of rebuilding Australia's relationship with Aboriginal and Torres Strait Islander peoples and ensuring peace and prosperity for future generations by using the four pillars of Relationships, Respect, Opportunities, and Governance.

Amgen's core mission is to serve patients. We are committed to providing an environment that fosters inclusion, diversity of thought, respect, and trust. We strongly believe that diverse teams working together generate the best outcomes for patients. The Reflect RAP is the first step for Amgen in learning how our organisation can better serve Aboriginal and Torres Strait Islander patients.

The formal endorsement of our Reflect RAP not only symbolises Amgen's journey of Reconciliation, but also Amgen's ongoing journey to be a more diverse and inclusive organisation. Our aim is to ensure that our workforce reflects the diversity of the patients we serve.

We still have a lot to learn on our journey and we are excited to continue to partner with Brooke Prentis and other Aboriginal and Torres Strait Islander peoples and organisations as we continue on the path of Reconciliation.

A message from our RAP partner



Brooke Prentis

Wakka Wakka

Aboriginal Education, Cultural and RAP
Consultant

**I am delighted for Amgen to formalise
their journey of Reconciliation
through Amgen's first Reflect
Reconciliation Action Plan.**

Reconciliation is all about relationship and relationship based on listening, learning, and taking action. These are characteristics I see in who Amgen is as an organisation and I have personally experienced. Reconciliation is not new to Amgen and so I am excited for Amgen taking the step to formalise their Reconciliation journey with this RAP. I am especially thrilled because I know Amgen is ready.

Reconciliation is healing work. An important aspect of Reconciliation, at this time in Australia's history, is the lived reality for Aboriginal and Torres Strait Islander peoples of the lack of Closing the Gap. Healing is required to see Aboriginal and Torres Strait Islander peoples live healthy lives of flourishing. Amgen is in the business of healing. As a biotechnology company, who lives out transformation and innovation, with a commitment to diversity, inclusion, and belonging, Amgen are well placed to make a contribution to Closing the Gap through Reconciliation.

I am grateful to Amgen as an organisation, including the leadership team, the RAP Working Group and the staff for walking alongside me as an Aboriginal person. I am confident in Amgen's journey over the next 13 months, and I can see the path ahead with Amgen continuing to walk alongside Aboriginal and Torres Strait Islander peoples.

Thank you, Amgen, for taking my hand and joining me in relationship, friendship and through Reconciliation. I echo the words I shared with Amgen during National Reconciliation Week 2022,

"Together, let's turn the tide, to see transformation, and healing, in these lands now called Australia."

Brooke Prentis BA, BCom, GradDipTheology, CA, GAICD is a Wakka Wakka woman. Brooke is an Aboriginal Education, Cultural and RAP Consultant. Brooke is also a speaker, writer, educator, justice advocate, and poet. Brooke is a Chartered Accountant and Company Director with over 15 years Executive and Senior Management experience.



Statement from the CEO of Reconciliation Australia



Karen Mundine
Chief Executive Officer
Reconciliation Australia

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

Amgen 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 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 Amgen 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 Amgen, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Our business

Amgen is one of the world's leading biotechnology companies. We are committed to unlocking the potential of biology for patients suffering from serious illnesses by discovering, developing, manufacturing and delivering innovative human therapeutics. This approach begins by using tools like advanced human genetics to unravel the complexities of disease and understand the fundamentals of human biology.

Our belief—and the core of our strategy— is that innovative, highly differentiated medicines provide large clinical benefits in addressing serious diseases. We believe these medicines not only help patients, but also help reduce the social and economic burden of disease in society.

Amgen focuses on areas of high unmet medical need and leverages its expertise to strive for solutions that improve health outcomes and dramatically improve people's lives. We focus on six therapeutic areas: cardiovascular disease, oncology, bone health, neuroscience, nephrology, and inflammation. Our medicines typically address diseases for which there are limited treatment alternatives, or they are medicines that provide a viable option to what is otherwise available.

Founded in 1980 and headquartered in Thousand Oaks, California, Amgen now has a presence in approximately 100 countries and regions worldwide.

Amgen Australia was established in 1991 and works to further the company's global efforts to transform the promise of science and biotechnology into therapies that restore health and save lives. Hundreds of thousands of Australians use one of Amgen's products and thousands more have been enrolled in clinical studies that have helped deliver the next generation of innovative treatments. Amgen Australia is proud to support these patients and to contribute to the development of new therapies in partnership with Australia's leading healthcare, academic, research, government and patient organisations.

Amgen Australia's head office is located on Gadigal Country of the Eora Nation (also known as Sydney, NSW). Amgen Australia has 216 permanent employees and is currently not aware of any Aboriginal and Torres Strait Islander staff.







Our RAP

Amgen Australia aims for our Reconciliation actions to be guided by the human rights of Aboriginal and Torres Strait Islander peoples and particularly this quote:

*“Self-determination, decision making, informed consent, respect and protection of culture, equality and non-discrimination are fundamental human rights principles for the survival, dignity, security and well-being of Aboriginal and Torres Strait Islander peoples and communities in Australia.” **

Amgen Australia is a business committed to Diversity, Inclusion & Belonging (DI&B), and acknowledges the rich ancient history and diverse culture of First Nations peoples of Australia. Amgen Australia’s core mission to serve patients should be inclusive of actions of Closing the Gap for Aboriginal and Torres Strait Islander peoples.

As an innovative company, Amgen is keen to make a positive impact on health equity and social justice and to play a role in Aboriginal and Torres Strait Islander peoples’ experience through our Reconciliation efforts. We are implementing a RAP to form, build upon and strengthen relationships with Aboriginal and Torres Strait Islander peoples, communities, and organisations.

We want to ensure our business meets the needs of First Nations peoples, including: changes to policies and procedures; increasing cultural understanding among our staff; and actively working with a strategic and coordinated approach to assist in Closing the Gap. Through Amgen Australia’s RAP we hope to create opportunity and inclusivity. A RAP is Amgen Australia’s first step to walking together with Aboriginal and Torres Strait Islander peoples into the future.

We will approach the implementation of our RAP through changes to our business to ensure that relationships are deepened, established and maintained with Aboriginal and Torres Strait Islander peoples. This will include regular reporting and oversight from the Executive Management team of Amgen Australia – our Country Management Team. We will establish and adhere to governance structures and develop reporting tools. This will ensure our RAP actions progress and deliverables are monitored on a regular basis.

We also have an Aboriginal RAP consultant, Brooke Prentis, a Wakka Wakka woman, with whom we have partnered on our Reconciliation journey.

* Australian Human Rights Commission. July 2013. The Declaration Dialogue Series Paper #2 – Self-determination – the fundamental right of Aboriginal and Torres Strait Islander peoples to shape our own lives

Our journey

At Amgen Australia we have begun our Reconciliation journey and with our formal Reconciliation Action Plan, we look forward to taking strategic and tangible actions and further building our relationships with Aboriginal and Torres Strait Islander peoples and organisations, as well as solidifying our support of Reconciliation with Aboriginal and Torres Strait Islander peoples.



Our partnerships and current activities

2021

- RAP Working Group established
 - Attended Reconciliation Australia virtual conference
 - Researched best practice Reconciliation initiatives
 - Developed mission statement and recommendations for organisation
- Joined RAP Healthcare Network
 - Membership from across Australian biotech, pharmaceutical and medical devices industries
 - An opportunity to learn from peers
 - Regular and ongoing Amgen attendance
- Joined Amgen RIVER Global Employee Resource Group – Recognition of Indigenous Peoples, Values and Environmental Resources
 - Ongoing connection and sharing of ideas and activities with colleagues in the US and Canada, undertaking similar Reconciliation work with their First Nations peoples
- Introduced Acknowledgement of Country at our All-Staff Town Hall meetings





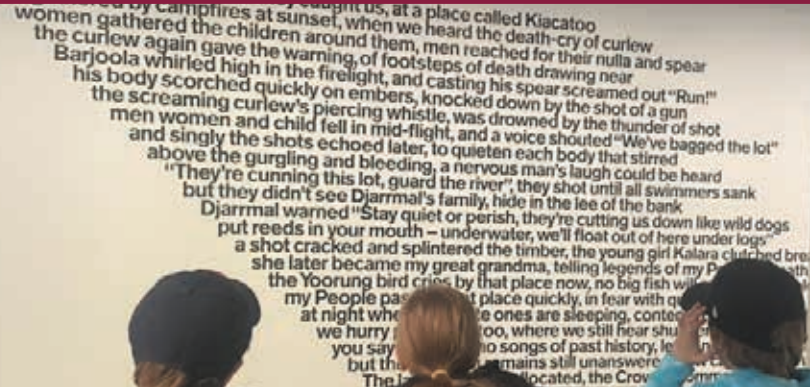
2022

- National Reconciliation Week All-Staff event (face-to-face and online for remote staff)
 - Guest speaker, Brooke Prentis, delivered a powerful keynote speech on 'The Importance of Reconciliation: Turning the tide for transformation and healing in Australia.'
- Cultural awareness training for Amgen Country Management Team
 - Provided by Brooke Prentis at Sydney office
- Policy lunch with the Minister for Indigenous Australians, The Hon. Linda Burney MP, held in Sydney office
- National Aborigines' and Islanders' Day Observance Committee (NAIDOC) Week – cultural awareness and education communication to all staff



2023

- National Reconciliation Week event and artwork unveiling
 - We were privileged to have three Aboriginal voices at an All-Staff event: Local Elder, Uncle Neil Evers, Auntie Yaritji Heffernan and Brooke Prentis
- Walking on Country activities around National Reconciliation Week (NRW) 2023
 - Country Management Team – walk on Gadigal lands
 - RAP Working Group members and general staff – other local Walking on Country activities
- National Aboriginal Community Controlled Health Organisation (NACCHO) Corporate Sponsorship awarded, and project scoping commenced
- NAIDOC Week – cultural awareness and education communications to all staff

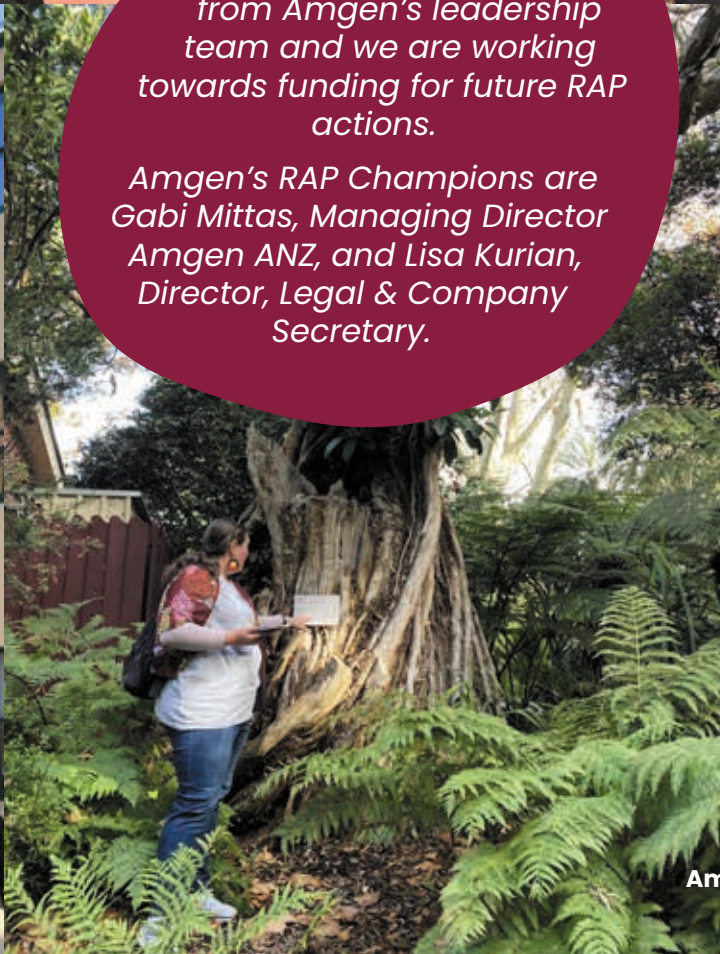


women gathered by campfires at sunset, when we heard the death-cry of curlew
the curlew again gave the warning, of footsteps of death drawing near
Barjoola whirled high in the firelight, and casting his spear screamed out "Run!"
his body scorched quickly on embers, knocked down by the shot of a gun
the screaming curlew's piercing whistle, was drowned by the thunder of shot
men women and child fell in mid-flight, and a voice shouted "We've bagged the lot"
and singly the shots echoed later, to quieten each body that stirred
above the gurgling and bleeding, a nervous man's laugh could be heard
"They're cunning this lot, guard the river", they shot until all swimmers sank
but they didn't see Djarmal's family, hide in the lee of the bank
Djarmal warned "Stay quiet or perish, they're cutting us down like wild dogs
put reeds in your mouth – underwater, we'll float out of here under logs"
a shot cracked and splintered the timber, the young girl Kalara clutched her
she later became my great grandma, telling legends of my People
the Yoorung bird cries by that place now, no big fish will
my People pass that place quickly, in fear with quaking
at night when the ones are sleeping, content
we hurry to the Crook, where we still hear shuffling
you say no songs of past history, let
but the remains still unanswered
The land is located, the Crook



We continue to promote sponsorship from Amgen's leadership team and we are working towards funding for future RAP actions.

Amgen's RAP Champions are Gabi Mittas, Managing Director Amgen ANZ, and Lisa Kurian, Director, Legal & Company Secretary.



Relationships



Action 1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverables	Timeline	Responsibility
Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. This includes Amgen's Head Office located on Gadigal Country as well as our presence locally across these lands now called Australia and related to our Reconciliation actions and Closing the Gap initiatives.	August 2023	Reconciliation Action Plan Lead
Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2024	Reconciliation Action Plan Lead, Relationships Pillar Lead, Government Affairs, Policy and Advocacy Senior Manager
Establish a relationship with National Aboriginal Community Controlled Health Organisation (NACCHO) with the intention of developing a health partnership to assist in Closing the Gap.	August 2023	Government Affairs, Policy and Advocacy Senior Manager

Action 2. Build relationships through celebrating National Reconciliation Week (NRW).

Deliverables	Timeline	Responsibility
Circulate Reconciliation Australia's NRW resources and Reconciliation materials to our staff including communicating National Reconciliation Week information and activities.	May 2024	Corporate Affairs Manager and Relationships Pillar Lead
RAP Working Group members to attend and participate in an external NRW event.	27 May – 3 June 2024	Reconciliation Action Plan Lead & Reconciliation Action Plan Relationships Pillar Lead
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. This will include Amgen's Country Management Team members and Amgen's Diversity, Inclusion & Belonging Committee (DI&B) members.	27 May – 3 June 2024	Director, Legal & Company Secretary
Amgen Australia to hold an all-staff National Reconciliation Week event with an Aboriginal and/or Torres Strait Islander speaker.	27 May – 3 June 2024	Reconciliation Action Plan Lead

Action 3. Promote Reconciliation through our sphere of influence.

Deliverables	Timeline	Responsibility
Communicate our commitment to Reconciliation to all staff.	August 2023	Corporate Affairs Manager Reconciliation Action Plan Lead
Identify external stakeholders that our organisation can engage with on our Reconciliation journey. This includes forming relationships, stakeholder mapping and identifying already established relationships as well as new relationships that align with Amgen values and RAP mission.	October 2023	Human Resources Senior Manager
Identify other like-minded organisations that we could approach to collaborate with on our Reconciliation journey. This to includes fostering a relationship with other pharmaceutical companies to share Reconciliation activities and best practice.	August 2023	Reconciliation Action Plan Lead

Action 4. Promote positive race relations through anti-discrimination strategies.

Deliverables	Timeline	Responsibility
Research best practice and policies in areas of race relations and anti-discrimination.	December 2023	Human Resources Senior Manager
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs, including cultural safety and researching best practice.	December 2023	Human Resources Senior Manager

Respect



Action 5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.

Deliverables	Timeline	Responsibility
Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	August 2024	Reconciliation Action Plan Lead
Conduct a review of cultural learning needs within our organisation and develop a cultural learning program.	October 2024	Human Resources Senior Manager
Conduct cultural awareness training for Country Management Team, DI&B Committee, RAP Working Group, and People Leader's Forum.	August 2024	Respect Pillar Lead Human Resources Senior Manager

Action 6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverables	Timeline	Responsibility
Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational areas.	August 2024	Reconciliation Action Plan Lead Respect Pillar Lead
Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. Include investigation of Acknowledgement of Country at Amgen meetings.	August 2024	Respect Pillar Lead, Relationships Pillar Lead
Ensure one Welcome to Country delivered at an Amgen event	August 2024	Reconciliation Action Plan Lead
Ensure cultural protocols are observed in Amgen's head office including review of all Aboriginal artworks and how they are displayed and review of meeting room names.	September 2024	Reconciliation Action Plan Lead

Action 7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverables	Timeline	Responsibility
Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2024	Respect Pillar Lead
Introduce our staff to NAIDOC Week by promoting external events in their local area.	June 2024	Respect Pillar Lead Corporate Affairs Manager
RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024	Respect Pillar Lead



Opportunities



Action 8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

Deliverables	Timeline	Responsibility
Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	August 2024	Human Resources Senior Manager
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2024	Human Resources Senior Manager
Review our HR recruitment processes.	September 2023	Human Resources Senior Manager

Action 9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverables	Timeline	Responsibility
Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2024	Opportunities Pillar Lead
Investigate Supply Nation membership.	March 2024	Opportunities Pillar Lead

Governance



Action 10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

Deliverables	Timeline	Responsibility
Form a RWG to govern RAP implementation.	August 2023	Reconciliation Action Plan Lead
Draft a Terms of Reference for the RWG.	August 2023	Reconciliation Action Plan Lead
Establish Aboriginal and Torres Strait Islander representation on the RWG.	August 2023	Reconciliation Action Plan Lead

Action 11. Provide appropriate support for effective implementation of RAP commitments.

Deliverables	Timeline	Responsibility
Define resource needs for RAP implementation including costs and staffing for RAP and Amgen Reconciliation activities, budget, and ongoing budget line for RAP.	August 2023	Reconciliation Action Plan Lead
Engage senior leaders in the delivery of RAP commitments including Country Management Team.	August 2023	Reconciliation Action Plan Lead
Appoint a senior leader to champion our RAP internally.	August 2023	Reconciliation Action Plan Lead, Managing Director
Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2023	Reconciliation Action Plan Lead

Action 12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverables	Timeline	Responsibility
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	Director, Legal & Company Secretary
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Director, Legal & Company Secretary
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Director, Legal & Company Secretary
Annual communication of the RAP Impact Measurement Questionnaire and tracking of our RAP actions to all staff.	30 September, annually	Director, Legal & Company Secretary

Action 13. Continue our Reconciliation journey by developing our next RAP.

Deliverables	Timeline	Responsibility
Register via Reconciliation Australia's website to begin developing our next RAP.	June 2024	Director, Legal & Company Secretary

RAP Working Group Members

Amgen's RAP Working Group members live on many different nations of Aboriginal Country, and represent a diverse cross-section of our organisational functions and business units.



Lisa Kurian

RAP Lead and Governance Pillar Lead
Director, Legal & Company Secretary Amgen
Australia & New Zealand
Lives on Guringai Country



Lisa Jenkins

RAP Relationships Pillar Lead
Supply Chain Manager
Lives on Wurundjeri Country



Faizz Fattah

RAP Respect Pillar Lead
Medical Science Liaison
Lives on Dharug Country



Clarissa Camus

RAP Opportunities Pillar Lead
Exec. Biopharmaceutical
Representative
Lives on Darkinjung Country



Kim Waters

RAP Working Group Member
Human Resources Senior Manager
Lives on Dharug Country



Naomi Adam

RAP Working Group Member
Senior Project Manager
Lives on Tarribelang Bunda Country



David Thomson

RAP Working Group Member
Government Affairs, Policy and
Advocacy Senior Manager
Lives on Dharawal Country



Zoe Dodd

RAP Working Group Member
Corporate Affairs Manager
Lives on Dharug Country



Photo Key

Page 5: Belbendimin wulgum djau means Caring for our Sea Country in the Taribelang language. The Taribelang Bunda are traditional custodians of the place now known as Wide Bay, Queensland. Photo N Adam.

Page 11: Kapi Tjukula artwork unveiling at 2023 NRW event, held in Amgen offices. Photo Z. Dodd.

Page 13: The Dharug occupied 1800 square kilometres of land extending along the coast from the Hawkesbury River in the north to the Georges River in the south and inland to the present towns of Campbelltown and Camden. Photo F Fattah.

Page 15: Members of Amgen Australia's Country Management Team participated in cultural learning, facilitated by our RAP Partner, Brooke Prentis. Photo Z Dodd.

Page 16 (top): The Lake Condah / Tae Rak / Budj Bim region in Victoria is a site of permanent settlement for at least 10,000 years, with oral history back to the volcanic eruption 30,000 years ago. There is evidence of large-scale aquaculture, supporting a local population and trade with others. Photo K Peters.

Page 16 (bottom): The Museum of Contemporary Art's 2023 NAIDOC exhibition featured powerful works, and opportunities for generations to come together to learn about and celebrate Aboriginal and Torres Strait Islander culture. Sydney MCA, Gadigal Country. Photo S Maron.

Page 17 (top): NRW 2023 event held in Amgen offices. Photos Z Dodd.

Page 17 (bottom): Members of Amgen Australia's Country Management Team walking on Gadigal Country. Photos Z Dodd.



Reconciliation Action Plan Lead:

Lisa Kurian

Director, Legal & Company Secretary

p: 02 9870 1333

e: lkuria01@amgen.com



Ochre Dawn

© 2023 Amgen Australia Pty Ltd, Sydney NSW 2000.
ABN 31 051 057 428. Phone: 02 9870 1333.
www.amgen.com.au
AUS-NP-0723-80001 August 2023

This RAP has been proudly designed by 100%
First Nations owned business, Ochre Dawn.
www.ochredawn.com.au

