Reconciliation Action Plan

October 2018 / October 2020

Honeywell
THE POWER OF CONNECTED
About the Artist

Caroline Numina Pananka is one of six sisters and three brothers and was born in 1976. She attended primary school at Stirling Station, a cattle station on the outskirts of Tennant Creek and then high school at Kormilda College in Darwin and later Yirarra College in Alice Springs.

She started painting professionally on canvas in 2000 after being taught by her Aunts Gloria and Kathleen Petyerre, well known Aboriginal artists. Like her sisters and mother, she comes from a long line of desert painters of the contemporary Aboriginal art and dot-dot central desert movement.

“The Power of Connected”

Caroline’s painting appealed to our organisation because we value family. Having featured Caroline’s sister Selina’s painting on our previous RAP, we thought our newest RAP was a good opportunity to show the diversity of talent that exists within the Numina family. Diversity, which is also a key part of Honeywell’s business approach that draws strength from difference.

About the Artwork

Bush medicine leaves come from a native shrub which grows in the desert regions of Utopia, north-east of Alice Springs. During the life of the plant, the leaves change colour and exhibit different medicinal properties. The artists who paint this story represent the leaves as they float to the ground, and they employ a range of brush strokes and colours to represent the leaves at different times of the year.

When the leaves of the shrub are green they are gathered by the women and ground up using a stone and mixed with water to form a milky solution, which was traditionally used in the treatment of coughs, colds and flu. Also the medicine leaves can be boiled to extract the resin, which is then mixed together with kangaroo fat. The paste created can be stored for months and was traditionally used for cuts, wounds, bites, rashes and as an insect repellent.
In introducing the new 2018 Innovate Reconciliation Action Plan (RAP) for Honeywell Australia, we are proud to be progressing from our 2017 Reflect RAP, having achieved our ambitions for a more diverse and inclusive workplace, while supporting stronger engagement and participation of Aboriginal and Torres Strait Islander peoples in our business.

Honeywell will take on new levels of commitment and resources to the actions and activities that form the next stage of the Innovate RAP. The Honeywell Innovate RAP embodies Honeywell’s globally renowned ability to innovate in technologies and services. This spirit of innovation is pervasive throughout the organisation, which will now be leveraged in the way we do business in the community and in the way we engage with Aboriginal and Torres Strait Islander businesses in Australia.

We are enthusiastic about taking the next steps, to find innovative ways to forge stronger relationships together, to enhance our mutual respect while seeking new opportunities to actively engage and participate in important community events with Aboriginal and Torres Strait Islander peoples.

Karl Mahoney
Vice President, General Manager, APAC, Honeywell Building Solutions

Andrew Hird
Sales Director Pacific and South East Asia, Honeywell Process Solutions
The Innovate Reconciliation Action Plan (RAP) builds on the relationships Honeywell has formed under the Reflect RAP and will require us to find even more engaging and innovative ways to deepen cultural awareness and education, create employment opportunities, provide education and career pathways and support Aboriginal and Torres Strait Islander organisations.

Throughout the implementation of our first RAP we have progressed significantly along our reconciliation journey with some great achievements including: Observance of Welcome to Country and Acknowledgement of Country protocols for significant events and meetings. Employees attending cultural awareness training run by an Aboriginal owned and managed business. Sponsorship of the Indigenous Australian Engineering Summer School (IAESS) and four engineering scholarships with the Aurora Education Foundation. We also won our first award for Indigenous Participation and Support.

I am looking forward to the next step in our reconciliation journey and finding new ways in which Honeywell will deliver values with our employees, customers and community partners as a result of implementing actions in this Innovate RAP.

Caroline Bosch
Pacific Country Human Resources Leader
Our Vision

Our vision for reconciliation is for a united society that respects, values and recognises Aboriginal and Torres Strait Islander cultures, knowledge and connection to Country, and for all Australians to celebrate with our Traditional Custodians of the land in which we all work and live.

Honeywell is committed to building strong partnerships with Aboriginal and Torres Strait Islander businesses and will listen, encourage and share our business networks.

We will continue to promote education and provide opportunities within our business to contribute to significant economic and social outcomes for Aboriginal and Torres Strait Islander peoples.

Honeywell’s reconciliation vision is founded upon connection, inclusion and outcomes.

- We will connect and cultivate meaningful relationships built upon respect and governance
- We will include Aboriginal and Torres Strait Islander communities, people and organisations in our business strategies
- We will focus on outcomes for our customers, our employees and the communities where we operate
On behalf of Reconciliation Australia, I am delighted to see Honeywell continue its reconciliation journey and to formally endorse its second RAP.

Through the development of an Innovate RAP Honeywell continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia, defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides Honeywell with the key steps to establish its own unique approach to reconciliation.

Through implementing an Innovate RAP, Honeywell will strengthen its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish Honeywell well as it embeds and expands its own unique approach to reconciliation. We encourage Honeywell to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work — it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Honeywell on its second RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia
Our Champions

Honeywell Executive champions are our Vice President, General Manager, Asia Pacific for Honeywell Building Solutions (HBS) and Sales Director Pacific and South East Asia for Honeywell Process Solutions (HPS), who are dedicated to creating a diverse and inclusive workplace, and are committed to developing practical relationships with our stakeholders, our Aboriginal and Torres Strait Islander communities and employees, to build strong and effective cultural governance across our businesses.

Our ongoing journey reflects our corporate commitment to reconciling complex challenges by combining innovative ideas, diversity of thought with class-leading technology to build a smarter, safer and more sustainable world. That’s the Power of Connected. That’s the Power of Honeywell.

Our IPP Committee

The primary function of the Honeywell Indigenous Participation Program (IPP) Committee is to manage an ongoing program of actions and activities committed too under the Reconciliation Action Plan (RAP) on behalf of Honeywell Ltd Australia and its Executive Team.

The IPP Committee originally formed in 2016 to create Honeywell’s Reflect RAP which was launched during NAIDOC week in 2017. The design and development process established the basis for Honeywell’s future RAP’s and the resultant ‘Closing the Gap’ actions for Honeywell to follow through on.

In August 2017 Steven Meintjes assumed the role as Chair of the IPP Committee and the committee has evolved from focusing on RAP creation to RAP delivery.

In order to focus on delivery of ‘Closing the Gap’ actions, the IPP Committee formed a core team to deliver on the RAP commitments with sub-committee structures that would form on location to support a particular event or cause. The new structure allows for a wider participation from within each of the businesses and encourages participation from employees across the country.

The IPP Committee have an annual budget, track and control the expenditures of each of the programs under the RAP and reports progress within Honeywell every three months to the Executive Team and publicly annually via Reconciliation Australia.

The list of current committee member job titles are as follows:

- Pacific Country Human Resources Leader
- Woodside Program Manager
- Indigenous Participation Program Leader (IPP Leader)
- Strategic Pursuits Procurement Leader, Pacific
- Talent Acquisition Manager
- District Procurement Lead, WA and NT
- Professional Services Consultant
- Service Technician
- Strategic Sourcing Leader, HPS Pacific

The IPP committee currently has Aboriginal and Torres Strait Islander representatives and will continue to encourage existing and new Aboriginal and Torres Strait Islander staff to join as we grow our workforce.

Steve Meintjes
Program Manager, Honeywell Process Solutions
Indigenous Participation Program Chair
Our RAP journey so far

In July 2017, Honeywell committed to a Reflect RAP. Our RAP journey thus far outlines our approach in four key areas:

**Employment**

- Through our Early Careers programs STEM Pathways, it has allowed us to strengthen our relationships with higher education and build on our engagement and communication with Aboriginal and Torres Strait Islander talent.
- Successful employment of an Indigenous Participation Program (IPP) Leader who has strong family and community networks across the country.
- Concerted efforts to attract Aboriginal and Torres Strait Islander candidates for general and technical staff positions, are already having success with two skilled engineering candidates joining Honeywell.

**Support for Aboriginal and Torres Strait Islander businesses**

- Creating opportunities for economic empowerment by supporting strong Aboriginal and Torres Strait Islander businesses.
- We have formed a strong partnership with Supply Nation (SN) and as a result have increased our spend in the communities doubling our spend over the period. For example, we achieved some of this by utilising a SN registered cleaning company on a long-term customer contract.

**Culture**

- We have delivered two cultural awareness waves across all our offices, first to our leadership in 2017 then again to all employees completed by June 2018 through a wholly owned Aboriginal training and consultancy firm based in NSW.
- Community engagement and inclusion was accelerated, by inviting local Elders of country to participate in the Reconciliation Action Plan (RAP) launch, National Reconciliation Week and NAIDOC Week celebrations in our respective offices.

**Leadership**

- We have a strong sponsorship from the business leadership teams and the IPP Committee who are now entrenched and committed to our RAP and IPP. Together we are standing united to achieve as much as possible to assist with Closing the Gap in the areas of Education, Employment and Economic Participation.
- Each day we are learning more about how to affect real change by connecting within our communities, to make Honeywell an even better place to work, where we are building a robust IPP with rigor and are starting to embed change in the organisation.
It is my pleasure to introduce to our Traditional Owners, Nations, Country and our peoples to the world of Honeywell.

As IPP Leader, it has been rewarding to be part of an extraordinary and committed team of business leaders, managers and staff to participate in their journey towards reconciliation and to learn more about us, the oldest living culture in the world.

Our Innovate RAP will allow me to visit our youth in schools to tell them about our Early Careers STEM Pathway Program so they can grow their career with us, perhaps through Traineeships or Apprenticeships.

We are a company that invents and manufactures new technologies, products and solutions. This allows me to engage with our Universities and Vocational Education centres across the country to talk about our award-winning Graduate program and Internships.

Our Innovate RAP also supports economic participation for Indigenous businesses and I would like to continue to build relationships and promote supplier diversity, strong engagement and understanding about Indigenous businesses and help to create wealth for our peoples and community.

Most importantly, the success of our Innovate RAP will be about involving YOU, so I will be looking forward to meeting with you for a good yarn.

Tracey Shillingsworth
Indigenous Participation Program Leader
### Action | Deliverable
---|---
1. Honeywell IPP Committee will actively monitor the Innovate RAP development, the implementation of actions, tracking of progress and reporting  
- IPP committee oversees the development, endorsement and launch of the Innovate RAP.  
- Ensure Aboriginal and Torres Strait Islander peoples are represented on the IPP Committee.  
- Meet quarterly to monitor and report on RAP implementation.  
- Establish Terms of Reference for the IPP Committee.  
- Establish an external Aboriginal and Torres Strait Islander Advisory Group to provide cultural advice and guidance.  
- IPP Leader, Woodside Program Manager, IPP Leader, IPP Leader, IPP Leader, IPP Leader, IPP Leader, IPP Leader, IPP Leader, IPP Leader, IPP Leader  
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians  
- Organise at least one internal event in each Honeywell office for NRW each year.  
- Support an external NRW event.  
- Ensure our IPP Committee members participates in an external event to recognise and celebrate NRW.  
- Encourage staff to participate in external external events to recognise and celebrate NRW.  
- Register all NRW events via Reconciliation Australia’s NRW website.  
- IPP Leader, Talent Acquisition Manager, Woodside Program Manager, IPP Leader, IPP Leader, IPP Leader, IPP Leader, IPP Leader, IPP Leader, IPP Leader  
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes  
- Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.  
- Meet with local Aboriginal and Torres Strait Islander communities and organisations to develop guiding principles for future engagement and review annually.  
- Develop joint ventures, partnerships, pro bono support or secondment and community capacity opportunities.  
- Support Reconciliation Australia and state/territory based reconciliation councils.  
- IPP Leader, Strategic Pursuits Procurement Leader, Woodside Program Manager, Strategic Sourcing Leader, Strategic Sourcing Leader, Strategic Sourcing Leader, Strategic Sourcing Leader  
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector  
- Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.  
- Promote reconciliation through ongoing active engagement with all stakeholders.  
- Encourage other organisations in our sector to develop a RAP.  
- December 2018, 2019, January 2019, 2020, December 2018, 2019  
- Strategic Sourcing Leader, Talent Acquisition Manager, District Procurement Lead
Focus area: The Honeywell 8 Behaviours

<table>
<thead>
<tr>
<th>Action</th>
<th>Deliverable</th>
<th>Timeline</th>
<th>Responsibility</th>
</tr>
</thead>
</table>
| 5. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements | • Implement a business case for cultural learning including continuing with the implementation of the cultural awareness training program for staff.  
• Investigate opportunities to work with local Traditional Owners to develop ongoing cultural awareness training.  
• Provide opportunities for IPP committee members, RAP champions and other key leadership staff to participate in cultural training.  
• Investigate local cultural experiences and immersion opportunities.  
• Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and consider various ways cultural learning can be provided (online, face to face workshops or cultural immersion). | March 2019  
March 2019, 2020  
January 2019, 2020  
March 2019, 2020  
June 2019, 2020 | IPP Leader  
IPP Leader  
Strategic Sourcing Leader  
Professional Services Consultant  
IPP Leader |
| 6. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning | • Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.  
• Develop a list of key contacts in Honeywell offices for organising a Welcome to Country and maintaining respectful partnerships.  
• Invite Traditional Owners to provide a Welcome to Country at significant events including National Reconciliation Week.  
• Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.  
• Organise and display an Acknowledgement of Country plaque in Honeywell offices.  
• Include an Acknowledgement of Country at the commencement of all important internal and external meetings. | January 2019, 2020  
March 2020  
May 2019, 2020  
June 2019, 2020  
December 2019  
December 2019 | IPP Leader  
Service Technician  
IPP Leader  
Woodside Program Manager  
IPP Leader  
IPP Leader |
| 7. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their cultures and communities by celebrating NAIDOC Week | • Review HP policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.  
• Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.  
• Provide opportunities for all staff to participate in NAIDOC Week activities.  
• Contact our local NAIDOC Week Committee to discover events in our community. | December 2018, 2019  
July 2019, July 2020  
July 2019, July 2020  
July 2019, July 2020 | IPP Leader  
IPP Leaders  
Strategic Sourcing Leader  
Strategic Sourcing Leader |
| 8. Recognise and celebrate Aboriginal and Torres Strait Islander dates of significance | • Add Aboriginal and Torres Strait Islander dates of significance to internal calendars.  
• Promote local community events recognising these dates of significance to staff. | December 2019  
January 2019, 2020 | IPP Leader  
IPP Leader |
Maximising equitable training and employment opportunities to engage with Aboriginal and Torres Strait Islander peoples creates sustainability and improves Honeywell’s standing in community. It builds on our commitment to reconciliation and we will provide governance and oversight across each of our projects to ensure they are complying with procurement. With improved understanding and cultural sensitivity, our Innovate RAP can provide exposure to a wide variety of employment and business opportunities whilst being proactive in helping to ‘Close the Gap’ in Employment and economic development.

**Focus area: The Honeywell 8 Behaviours**

<table>
<thead>
<tr>
<th>Action</th>
<th>Deliverable</th>
<th>Timeline</th>
<th>Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>9. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace</td>
<td>• Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy. • Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace. • Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities. • Advertise all vacancies in Aboriginal and Torres Strait Islander media. • Include in all job advertisements, Aboriginal and Torres Strait Islander peoples are encouraged to apply. • Develop an Aboriginal and Torres Strait Islander professional development strategy. • Include Aboriginal and Torres Strait Islander representation on recruitment and selection panels. • Engage with external Aboriginal and Torres Strait Islander peoples and/or consultants to advise on recruitment, employment and retention strategies, including professional development. • Investigate opportunities to promote leadership pathways for Aboriginal and Torres Strait Islander staff. • Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development. • Investigate mentoring opportunities for Aboriginal and Torres Strait Islander staff.</td>
<td>March 2019, December 2018, 2019 December 2018, 2019 October 2020 December 2018 January 2019, 2020 January 2019, 2020 July 2019, 2020 June 2019, 2020 March 2019 June 2019, 2020</td>
<td>IPP Leader Talent Acquisition Manager IPP Leader Talent Acquisition Manager IPP Leader Talent Acquisition Manager IPP Leader Service Technician IPP Leader</td>
</tr>
<tr>
<td>10. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation</td>
<td>• Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses. • Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services. • Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business. • Develop and pilot an Aboriginal and Torres Strait Islander procurement strategy. • Continue to monitor Supply Nation membership to determine its ongoing value in optimising local relationships. • Investigate opportunities to partner with local Indigenous Chambers of Commerce.</td>
<td>March 2019, June 2019, 2020 December 2019 March 2019 December 2018, 2019 June 2019</td>
<td>Strategic Pursuits Procurement Leader Strategic Pursuits Procurement Leader Strategic Pursuits Procurement Leader Strategic Pursuits Procurement Leader Strategic Pursuits Procurement Leader Strategic Pursuits Procurement Leader Strategic Pursuits Procurement Leader Strategic Pursuits Procurement Leader IPP Leader</td>
</tr>
<tr>
<td>11. Investigate opportunities to support Aboriginal and Torres Strait Islander students and graduates</td>
<td>• Recruit to Honeywell’s Early Career Programs STEM Pathway through our Traineeship and Apprenticeship program. • Promote and recruit to Honeywell’s Australian HR Award Winning Best Graduate Development program 2018. • Support scholarships for Aboriginal and Torres Strait Islander students to access Honeywell’s very successful Intern Program.</td>
<td>March 2019, 2020 December 2018 June 2019, 2020</td>
<td>Talent Acquisition Manager IPP Leader IPP Leader</td>
</tr>
</tbody>
</table>
Our Business

Honeywell is a Fortune 100 software-industrial company that delivers industry specific solutions that include aerospace and automotive products and services; control technologies for buildings and industry; and performance material globally.

Our technologies help everything from aircraft, cars, buildings, manufacturing plants, supply chains, and workers become more connected to make our world smarter, safer and more sustainable. We provide continuous improvement and innovation for products that are intuitive, reliable and meet our customers’ needs.

As a 126 year old business, Honeywell employs approximately 129,000 people worldwide and provides exciting career development opportunities for its employees. Honeywell Australia employs approximately 2,000 people across Australia of whom 7 (0.3%) identify as Aboriginal and Torres Strait Islander peoples. Honeywell Building Solutions (HBS) employs approximately 800 people across Australia of whom 4 (0.5%) identify as Aboriginal and Torres Strait Islander peoples and Honeywell Process Solutions (HPS) employs approximately 400 people across Australia of whom 3 (0.6%) identify as Aboriginal and Torres Strait Islander peoples, with other business units making up the rest of Australia’s Honeywell employees.

Honeywell Australia has offices in Sydney, Newcastle, Melbourne, Brisbane, Darwin, Adelaide, Canberra, Hobart, Launceston and Perth.

A 126 year old business, Honeywell employs 129,000 people worldwide and provides exciting career development opportunities for it’s employees.
## Governance, Tracking Progress and Reporting

<table>
<thead>
<tr>
<th>Action</th>
<th>Deliverable</th>
<th>Timeline</th>
<th>Responsibility</th>
</tr>
</thead>
</table>
| 10. Report RAP achievements, challenges and learnings to Reconciliation Australia | • Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.  
• Investigate participating in the RAP Barometer.  
• Develop and implement systems and capability needs to track, measure and report on RAP activities. | Sept 2019, 2020  
May 2020  
Mar 2019 | IPP Leader  
IPP Leader  
IPP Leader |
| 11. Report RAP achievements, challenges and learnings internally and externally | • Publicly report our RAP achievements, challenges and learnings.  
• Incorporate RAP updates into quarterly newsletters  
• Provide quarterly updates to the business leadership and key committees  
• Update HR forums with RAP progress quarterly | Oct 2018  
Oct 2019  
Oct 2020  
Dec 2018  
Mar 2019  
Jun 2019  
Sep 2019  
Dec 2019  
Mar 2020  
Jun 2020  
Sep 2020  
Jan 2019  
Apr 2019  
Jul 2019  
Oct 2019  
Jan 2020  
Apr 2020  
Jul 2020  
Oct 2020  
Nov 2018  
Feb 2019  
May 2019  
Aug 2019  
Nov 2019  
Feb 2020  
May 2020  
Aug 2020  
Oct 2020 | IPP Leader  
IPP Leader  
IPP Leader |
| 12. Review, refresh and update RAP | • Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.  
• Send draft RAP to Reconciliation Australia for review and feedback.  
• Submit draft RAP to Reconciliation Australia for formal endorsement. | Mar 2020  
Apr 2020  
Sept 2020 | IPP Leader  
IPP Leader  
IPP Leader |
Events

National Reconciliation Week

Staff celebrating National Reconciliation Week in Sydney and Perth offices.

Our first 2018 Award – 2018

Indigenous Participation and support from Crown Hotels
The Indigenous Australian Engineering School (IAES). Engineering Aid Australia (EAA) is a charitable organization whose principal aim is to encourage Indigenous young men and women entering Secondary School years 10, 11 and 12 to consider tertiary studies and a career in engineering. The IAES is an initiative of EAA that is hosted by the Faculty of Engineering and Information Technologies at The University of Sydney and Curtin University.
The "Honeywell Flower"

The fanning out of the leaves demonstrates the many directions that our organisation is taking through our Reconciliation Action Plan to partner with the Indigenous community.

This flower uses both Honeywell’s and Reconciliation Australia’s colours to emphasise the relationship between Reconciliation Australia and Honeywell.

This flower uses only Reconciliation Australia’s colours and is a gift to Reconciliation Australia.

Branding and graphic design by Inception Strategies

For more information about Honeywell