



RECONCILIATION
ACTION PLAN

INNOVATE



GILEAD

Creating Possible

INNOVATE RECONCILIATION ACTION PLAN

July 2025 - July 2027



Acknowledgement

Gilead Sciences respectfully acknowledges Aboriginal and Torres Strait Islander peoples as the First peoples of Australia, recognising their ancient and enduring cultures, and their continued connection to the land, sea, and community. We honour their rich histories and profound knowledge of native plants and their uses, as well as the vital role that Culture and Country play in providing healing and medicine.

We recognise the Wurundjeri people (Woi-wurrung language group) of the Kulin Nation as the Traditional Owners and Custodians of the land upon which our head office stands in Naarm (Melbourne). We pay tribute to the wisdom of Aboriginal and Torres Strait Islander Elders, both past and present, and warmly embrace future generations.

At Gilead Sciences we are dedicated to listening to and learning from Aboriginal and Torres Strait Islander communities, working collaboratively to improve health outcomes, through equitable access to healthcare, fostering cultural safety and dismantling systemic healthcare barriers.

We hope to contribute to a future where all Australians are united by our shared history, present, and collective humanity.

Message from the General Manager

I am proud to present Gilead's new Innovate Reconciliation Action Plan (RAP). This is a significant milestone and marks the progress we have made in our pledge to build meaningful relationships and foster respect and understanding with Aboriginal and Torres Strait Islander peoples and representing this to the broader Australian community.

We remain deeply committed to reconciliation. Our RAP is Gilead's acknowledgement and acceptance of the histories and cultures of Aboriginal and Torres Strait Islander peoples and our determination to integrate reconciliation into how we do business at Gilead. As a healthcare company, we have strategically focused our Innovate RAP where we can have the most impact, supporting health equity for Aboriginal and Torres Strait Islander communities. We strongly believe that by more closely aligning our reconciliation action plan with planned activities in the therapeutic areas we work in such as HIV, viral hepatitis and cancer, that we can achieve significant outcomes.

As we commence our Innovate RAP, we are looking forward to continuing to build impactful relationships that extend our influence. Our Innovate RAP is the culmination of several years of reflection, learning and engagement with Aboriginal and Torres Strait Islander communities by employees across the business through our Reflect RAP.

Our Innovate RAP outlines clear, measurable steps that align with our core value of inclusion and our commitment to health equity, with a strong focus on building deeper connections, enhancing respect, creating opportunities, and fostering ongoing dialogue. Through our work on the Reflect RAP however, we know that our RAP is not just a document; nor is reconciliation a checklist exercise that is to be completed in a specific time frame. It is a journey for our organisation and an obligation to continuously learn and create partnerships.

Developing this Innovate RAP we have worked in close association with our long-standing cultural consultants, Dreamtime Art Creative Consultancy, who have provided guidance and support, having been on our reconciliation journey since we started our Reflect RAP. We thank them for their trust, as well as other Aboriginal and Torres Strait Islander partners we work with.

Thanks also to artist Jade Kennedy for his stunning new artwork for our Innovate RAP titled "Dreaming Tree" which is featured through this document. His piece "Our Spirit Path" created for our Reflect RAP has been displayed proudly and prominently in our office since 2022 and we look forward to "Dreaming Tree" also being shared.

I am looking forward to seeing what we can achieve with our Innovate RAP and I truly believe we can contribute to the broader movement of reconciliation across Australia. Thank you to the RAP Working Group for leading our work and to all Gilead employees across our organisation for their support.

Warm regards,



Jaime McCoy

General Manager
Gilead Sciences Australia and New Zealand

Message from Reconciliation Australia

Reconciliation Australia commends Gilead Sciences on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Gilead Sciences to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Gilead Sciences will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Gilead Sciences is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Gilead Sciences' readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Gilead Sciences on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine

Chief Executive Officer
Reconciliation Australia

Photo by Joseph Mayers

Our Vision for Reconciliation

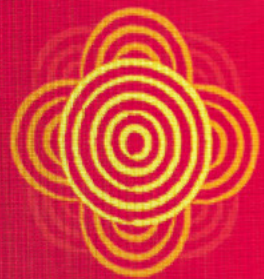
Gilead's vision for reconciliation is that we use our position as a global, patient centred healthcare organisation committed to health equity, to improve health outcomes of Aboriginal and Torres Strait Islander communities. We will build our organisational understanding and respect for Aboriginal and Torres Strait Islander peoples and their practices and acknowledge theirs as the oldest living culture in the world. As a healthcare business rooted in science, we acknowledge Aboriginal and Torres Strait Islander peoples as our Nation's first scientists.

Our reconciliation work will increase our cultural competence so we can support and advocate with our stakeholders for person centred, culturally safe care for Aboriginal and Torres Strait Islander peoples. We will advocate for culturally aligned and community-

driven health services for Aboriginal and Torres Strait Islander groups, meeting them where they are in terms of understanding their quality of health, healthcare, location and access, leveraging our connections in the healthcare and biopharmaceutical industry to build our sphere of influence to advance change.

Through our work, we will empower all Gilead Australia employees to become further champions for reconciliation, through education and building awareness and acceptance of our Nation's history. We will build their pride in being part of an organisation truly embedding reconciliation to allow meaningful impact with the communities we work with.

Acknowledgment of Country



DREAMTIME ART
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Our Business

Gilead Sciences is a biopharmaceutical company that has pursued and achieved breakthroughs in medicine for more than three decades, with the goal of creating a healthier world for all people. The company is committed to advancing innovative medicines to prevent and treat life-threatening diseases, including HIV, liver diseases, including viral hepatitis and cancer.

Our work in Australia includes provision of our virology and oncology treatments for eligible patients, working with healthcare professionals, healthcare providers and Federal and State and Territory governments and agencies across Australia to do this. More broadly, we also support work beyond the treatments, providing medical education, collaborating and providing support to patient and community groups, engaging with and supporting academia and research centres, and managing our significant clinical trial program at research hospitals and institutions across Australia.

Gilead Sciences Pty Ltd currently employs over 110 people across Australia, the majority of which are based at our sole Australian office in Naarm, Melbourne at Level 28, 385 Bourke Street on the land of the Wurundjeri Woi Wurrung peoples of the Kulin nation. We also have with additional staff working remotely across Australia, with staff based in Western Australia, South Australia, Queensland and New South Wales. Gilead Sciences Australia is part of a multinational organisation Gilead Sciences Inc, a publicly listed company in the United States (US). Our Global headquarters are in Foster City, San Francisco, US, with offices in 35 countries worldwide and a presence in additional countries through our partners. Gilead Australia reports into the Gilead ACE region (Australia, Canada & Europe), the biggest Gilead region behind the US.

In 2024, Gilead Australia and Gilead Canada together launched the GLOWS Indigenous Health Grant Program, a US\$6 Million, three-year program split between the two countries. The grant co-created and led by Indigenous peoples in both countries, aims at further increasing health equity and address disparities that continue to drive disease transmission and work towards elimination of HIV and viral hepatitis. In Australia, Gilead has partnered with Lowitja Institute to co-create and launch the grant program, with over AU\$4 million in grants to be awarded between 2024 and 2026 to Indigenous led organisations and individuals for projects focused on HIV and viral hepatitis prevention and education, supporting individual and community agency and for reformed health care.



Currently Gilead Australia does not have any employees who identify as Aboriginal and/or Torres Strait Islander people, however since our Reflect RAP, we have updated recruitment information and company resources to make our commitment to reconciliation more explicit and proactively welcoming and encouraging applications from people of Aboriginal and Torres Strait Islander peoples. Gilead has however always been and remains an organisation that is committed to inclusion and diversity, supporting a workplace where everyone can bring their true selves to work, with core value being inclusion. We know that this value and organisational commitment to diversity and equity will support our work on the Innovate RAP.

Our Reconciliation Journey So Far -

Learnings from the Reflect RAP

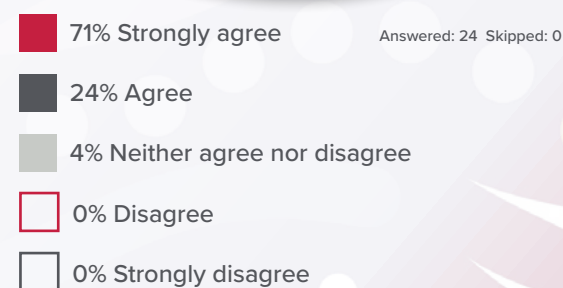
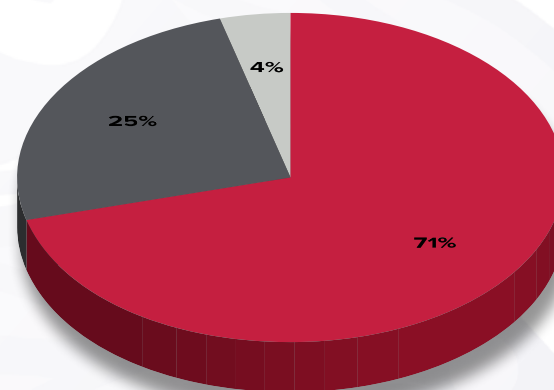


The RAP Working Group is proud of the work we have led so far on Gilead's reconciliation journey through our Reflect RAP and the continued staff engagement and commitment to reconciliation we see across the business. Our initial decision to develop a RAP was led by our General Manager and leadership team, recognising our corporate social responsibility, as a company with presence across Australia, to reconcile with our Aboriginal and Torres Strait Islander peoples. It quickly however became a priority and commitment beyond the leadership team and the RAP Working Group.

Over the last couple of years of our reconciliation journey, we have observed among employees a heightened sense of awareness and understanding of the importance of reconciliation and a RAP. This has been measured through annual surveys across the business. Through our work on the Reflect RAP, we have been able to engage and educate an increasing number of the 110 employees on the importance of reconciliation. Over the last couple of years, we have recruited many new members from across our business into the working group.

National Reconciliation Week - ANZ affiliate survey

Q4 A Reconciliation Action Plan (RAP) is a strategic document that supports an organisation's business plan. It includes practical actions that will drive an organisation's contribution to reconciliation both internally and in the communities in which it operates. Knowing that, how important do you think it is that Gilead develops a RAP?



Source: Gilead ANZ staff survey National Reconciliation Week 2022

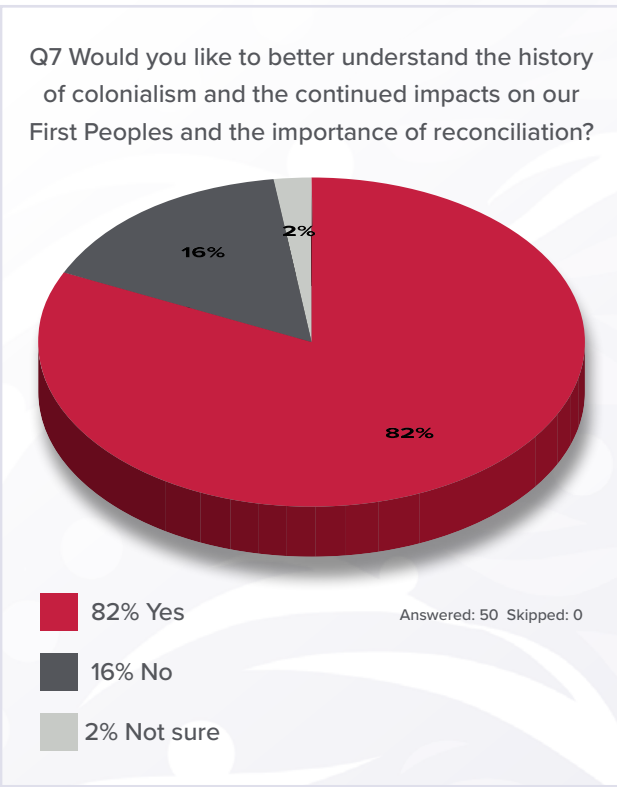
Support for Gilead's RAP has remained high since the start of our journey, but specific employee motivations for championing Gilead's reconciliation work and the RAP vary across the business. These include but are not limited to:

- Addressing the health disparities facing Aboriginal and Torres Strait Islander people, particularly in our therapeutic areas of focus, liver disease including viral hepatitis, HIV and cancer.
- Disturbed by hundreds of years of racism and human rights violations through White Australia Policy etc.
- Driven by a want for real change and impact, having seen unsuccessful previous initiatives.
- Having firsthand experience of the impact of a RAP from a former employer.
- Seeing it as our corporate social responsibility as a company with a presence in Australia.

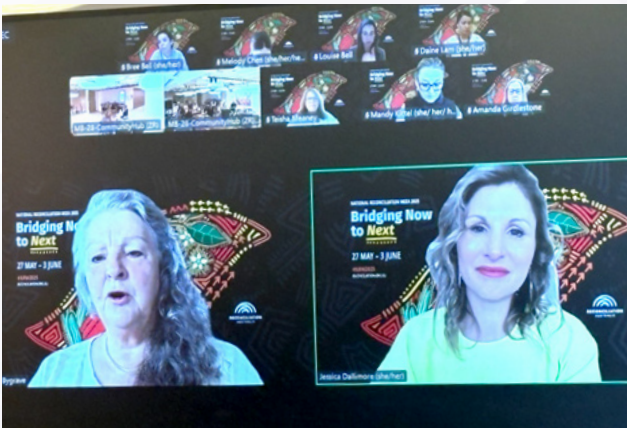
Key insights from our Reflect RAP

- There is a continued and critical need for ongoing education for Gilead employees. This is necessary to ensure there is a foundation of cultural awareness and competency in order to enhance understanding and respect for Aboriginal and Torres Strait Islander cultures.
 - o Importantly the education program must be embedded into the business and pulsed throughout the year, rather than centred on key events or dates. This is important to ensure new colleagues are brought on the journey and keep all employees engaged, informed and proud of the reconciliation work we are undertaking as an organisation. There is also a need for more immersive experiences for all Gilead employees.
- During our Reflect RAP we have been able to build some early relationships and forge partnerships with Aboriginal and Torres Strait Islander communities, however we recognise there is much more to be done here. As such, this will be a key focus for our Innovate RAP. We now better understand that building these relationships and subsequent partnerships, takes time and requires listening and meeting these communities on their own terms in a culturally safe space to build trust. Through our Reflect RAP journey, the RAP working group have been able to better understand and in turn, educate our employees on the hundreds of years of generational trauma still impacting Aboriginal and Torres Strait Islander Communities today. We also continue to learn the impact of imposing non-Indigenous ways of doing onto Aboriginal and Torres Strait Islander Communities, rather than coming together to find a path. We recognise this amplifies the mistrust and continued divide between Aboriginal and Torres Strait Islander and non-Indigenous communities.
- In order to enhance the continuity and impact of the RAP Working Group across the business and ensure ongoing continuity of delivery, we have made some RAP Working Group operational changes.
 - o Firstly, we have actively engaged more colleagues as RAP “Champions”. RAP Champions are individuals who are not a part of the core RWG team, but rather serve as advocates and allies spread throughout the business. Not only will this help deliver the Innovate RAP, but we believe this will result in a strengthening of corporate responsibility for RAP and thread more broadly a heightened level of awareness and commitment to RAP across the business. The implementation of RAP Champions will also likely mitigate unavoidable resource challenges that surface from time to time.
 - o Secondly, we have refreshed our Working Group Terms of Reference to better define and align roles with the skill sets and capacity of our individual RWG core team members. Through providing enhanced alignment and clarity around roles and responsibilities we have enhanced accountability for each of the members.
 - o Thirdly, we have identified that the Innovate RAP will require an ongoing need for our leadership team to support dedicated time for RAP team commitments and budget to fulfil the elements of the Innovate RAP.

- The Executive Sponsor is vital for leadership team engagement and advocacy for the RAP. Our new Executive Sponsor has already increased the voice for reconciliation at a leadership decision level and re-engaged them as powerful advocates across the business.
- Finally, operating within a multinational company with globally led policies and procedures continues to require Australian led advocacy and education on the unique needs for Australia to support change and flexibility. This will continue to remain a key focus as we move to our Innovate RAP.



Source: Gilead staff survey February 2024



Our Innovate RAP

Continued support for reconciliation at Gilead and our Innovate RAP

As it was at the beginning of our journey in 2022, reconciliation continues to be an important focus for our organisation, particularly aligned to our organisational focus on health equity. Given our business focus on health, we see our reconciliation work strategically linked to our focus on improving health outcomes for Aboriginal and Torres Strait Islander peoples.

As highlighted above, the Gilead RAP Working Group team has gained many new insights and learnings over the last few years and we look forward to using these insights as we commence our Innovate RAP journey.

A key focus of the Innovation RAP will be to engage more employees, more consistently and strengthen the sense of responsibility for reconciliation across the business. As mentioned above, we have strengthened our terms of reference and operational processes

within the RAP Working Group to allocate roles and responsibilities where they best meet people's skills and available resources. This is also important to ensure we are effectively enabling appropriate decision making and delivery of actions. Additionally, we know continued advocacy to leadership, to support continued investment and resources to support RAP activities and community support remain critical to deliver on the Innovate RAP. The working group will also engage our head office colleagues to identify opportunities where we can flex our Gilead ways of working, where possible.

The overall aim is to strengthen relationships with Aboriginal and Torres Strait Islander communities. We envisage this being achieved through a commitment to continued listening, embedded learnings across the business, ongoing awareness and the investment of time to foster and nurture of long-term relationships.

The RAP Working Group is currently made up of seven Gilead Australia employees and one external First Nations advisor.



Executive Sponsor & RAP Champion Lead



Bree Bell
Associate Director,
Clinical Operations ANZ
Bree.bell1@gilead.com

"Joining the RAP Working Group for me is about 'Integrity' and an opportunity to make change through action. It is a part of my contribution toward a day when the envelopment of culturally rich Aboriginal and Torres Strait Islander people practices, traditions and teachings are respected and woven through the everyday lives of all people living on Country. In my role as ANZ Head of Clinical Operations at Gilead, working in our head office in Naarm, on Wurundjeri Country but living on Bunurong Country, 'Clinical Trial Diversity' is crucial to the delivery of robust data and health outcomes for all.

Project Lead



Susannah Wade
Associate Director,
Public Affairs ANZ
susannah.wade@gilead.com

"I am so proud to be part of the RAP Working Group. In my role working in Public Affairs, working in our head office in Naarm, on Wurundjeri Country but living on Bunurong/Boon Wurrung Country, I see it as an important opportunity to connect and expand the incredible work we already do championing community led care. We know this approach works with our decades of experience working in HIV and hepatitis C, supporting patient and community led care and meeting community where they are. We are in a unique position where we can use that knowledge, our sphere of influence and our RAP to advocate for system change so that we can work towards health equity for Aboriginal and Torres Strait Islander peoples."

Event Lead



Bridie Naughton
Associate Director,
Market Access ANZ
Bridie.naughton@gilead.com

"I joined the RAP Working Group because I believe we all have a personal responsibility to deepen our own understanding of our shared history. In my role working in our head office in Naarm, working and living on the lands of the Wurundjeri people, I want to help others learn and engage in meaningful conversations, and contribute to building a future where we can be proud of our collective progress and unity"

Community Liaison Leads



Jenny Chan

Senior Therapeutic Specialist, HCV
Jenny.chan15@gilead.com

"I proudly joined the RAP Working Group to champion the commitment towards health equity for Aboriginal and Torres Strait Islander peoples and their communities that we serve. I am based on the Gold Coast in Queensland, on the lands of the traditional owners, the Kombumerri people, with neighbouring Bundjalung, Ngarahngwal and Yugambir language groups. In many parts of the state, where I support in the area of Hepatitis C, such as Far North Qld, there is a higher burden of this disease impacting on our Aboriginal and Torres Strait Islander peoples. Contributing towards the reconciliation journey is an opportunity to create meaningful health outcomes for Aboriginal and Torres Strait Islander peoples and to create an environment where everyone is respected, included and heard."



Amanda Girdlestone

Cell Therapy Account Manager
Amanda.girdlestone@gilead.com

"I joined the RAP working group to advocate for Aboriginal and Torres Strait Islander peoples living with hepatitis C in Australia and to support Gilead's commitment to health equity and improving health outcomes. In my previous role working in hepatitis C and now my current role working in blood cancer, I work in Sydney and regional NSW and ACT, across the lands of the Dharawal people in the South, the Darug, Gundungurra and Wiradjuri people in the West, the Guringai, Awabakal, Worimi, Birpai, Gumbaynggirr and Bundjalung people to the North and across the lands of the Ngunnawal people in Canberra, collaborating with healthcare professionals to ensure that all Aboriginal and Torres Strait Islander people have equal access to our therapies."



Teisha Meaney

Senior Therapeutic Specialist, HCV
Teisha.meaney@gilead.com

"I became a member of the Gilead RAP Working Group because I recognise the importance of understanding and acknowledging the history, culture, and contributions of Aboriginal and Torres Strait Islander peoples. I firmly believe that reconciliation is a crucial step toward healing and unity. In my role as a Therapeutic Specialist representative, I am acutely aware of the disproportionate health and social inequities faced by Aboriginal and Torres Strait Islander people living with Hepatitis C and liver disease. I collaborate with healthcare professionals and health care organisations across hospitals, communities, and correctional facilities across the lands of Junibara, Darumbal, Butchalla, and Gubbi Gubbi in Queensland and the lands of the Arrente people central NT. Through these partnerships, I strive to create environments where health, social well-being, and a cure for Hepatitis C become a reality for ALL Aboriginal and Torres Strait Islander peoples."

Design Lead



Jessica Dallimore

Senior Therapeutic Specialist, HIV
Jessica.dallimore@gilead.com

"I joined the RAP team because I believe we can do better for Aboriginal and Torres Strait Islander peoples. Reconciliation for me is about contributing to a future where Aboriginal and Torres Strait Islander peoples have true equity, opportunity and recognition. No matter how small my actions may be, I want to help foster an environment of respect, inclusion and partnership. Working across many lands in Queensland including, Yirrganydji, Wulgurukaba, Turrbal, Kombumerri, Jagera, Yuwibara to name a few, I see firsthand the importance of culturally appropriate care. There is also a need for stronger partnerships with Aboriginal and Torres Strait Islander peoples both as an opportunity to end HIV in Australia and to improve the lives of these communities by addressing health disparities. Through my involvement with the RAP, I hope to build trust, improve access, and support better health outcomes for all."

Additional team members working in Public Affairs, HR, recruitment, training and development and procurement also support on the RAP for relevant actions.

Although, we haven't to date had anyone on our RAP Working Group who identifies as an Aboriginal and/or Torres Strait Islander person, we have been working closely with the Aboriginal and Torres Strait Islander creative agency, Dreamtime Art Creative Consultancy (DACC). Dreamtime Art Creative Consultancy has been involved in the development of both our Reflect and Innovate RAPs. They have also undertaken significant consultancy across the RAP Working Group and reviewed quantitative data from the business to measure impact of the work undertaken to date and provided guidance and recommendations to inform and shape the development of our Innovate RAP. Going forward, we are delighted that a First Nations member of Dreamtime Art Creative Consultancy will sit on the Gilead RAP Working Group to provide much welcomed cultural guidance and support to the team.

Relationships



Gilead Sciences has a long-standing approach to building strong, enduring, and respectful relationships with the communities we work with. This approach was built first through our initial partnerships supporting HIV community and patient centred care and broadened into our work with viral hepatitis and oncology communities. We know the importance of listening to understand community needs and the impact that community led solutions can have and we respect communities inherent rights to determination. Across our business, Gilead works to co-create and/or collaborate on mutually beneficial solutions that support access to care, treatment, and support for the people and communities we serve.

We recognise the important role building relationships with local Aboriginal and Torres Strait islander communities will play to be successful on our Innovate RAP journey. We have a bold vision that our reconciliation work will help improve health outcomes for the Aboriginal and Torres Strait Islander communities we work with including, but not limited to, HIV, liver disease including viral hepatitis and cancer. This is only possible through meaningful engagement to support community led, culturally safe solutions.

Focus area: Gilead’s focus is to deliver innovative therapies that offer new hope to those impacted by disease. Importantly however our focus extends beyond medicine — we take action to help remedy health inequities and break down barriers to care, forming partnerships to bring about change.

Action	Deliverable	Timeline	Responsibility
01 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	November 2025	Lead - Project Lead and Support - Community Liaison Leads
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2026	Lead - Project Lead and Support - Community Liaison Leads
02 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff via Viva Engage and via All Hands.	May 2026 & 2027	Event Lead
	RAP Working Group members to participate in an external NRW event.	27th May - 3rd June 2026 & 2027	Event Lead
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2026 & 2027	Executive sponsor
	Organise at least one NRW event each year.	27th May - 3rd June 2026 & 2027	Event Lead
	Register all our NRW events on Reconciliation Australia’s NRW website.	May 2026 & 2027	Project Lead

Action	Deliverable	Timeline	Responsibility
03 Promote reconciliation through our sphere of influence.	Develop and implement a staff communication and engagement strategy to raise awareness of reconciliation across our workforce.	April 2026	Lead - Executive Sponsor Support - Public Affairs
	Communicate our commitment to reconciliation publicly, including improving our RAP Presence on internal GNet, Website, industry media and other communication platforms.	July 2025 for launch Reviews - December 2025, June 2026 & December 2026	Project Lead
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes with a focus on planned and forthcoming Gilead led and sponsored events with healthcare professionals, patient organisations.	October 2025	Community Liaison Leads
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation, including ongoing engagement in Pharma Industry RAP group to extend our sphere of influence.	August 2025	Project Lead
04 Promote positive race relations through anti-discrimination strategies.	Continue discussions with global colleagues to ensure Aboriginal and Torres strait Islander communities and cultures continue to be considered in anti-discrimination provisions and future needs.	November 2025	HR and Recruitment
	Proactively communicate Gilead’s anti-discrimination policy and core value of inclusion to all communities.	Ongoing	Public Affairs
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy and any improvements that can be made.	September 2025	Project Lead
	Engage external experts to facilitate education for all employees and senior leaders on the effects of racism at our next National Business Meeting.	February 2026	Event Lead
05 Promote culturally safe and appropriate health and care through partnerships with healthcare professionals and patient organisations.	Engage with Aboriginal and Torres Strait Islander health worker partners to present case studies and best practice of culturally safe care at key healthcare professional meetings and medical education opportunities.	December 2026	Community Liaison Leads
	Develop culturally safe and sensitive patient materials working with patient and healthcare professional organisations.	November 2025	Lead - Medical Affairs Support - Public Affairs
	In partnership with the Lowitja Institute, showcase GLOWS Aboriginal and Torres Strait Islander led grant projects with Gilead’s non-Indigenous healthcare professional customers and patient organisations promoting best practice in culturally safe research and supporting future partnerships.	January 2026	Lead - Executive Sponsor Support - Public Affairs

Respect

At Gilead Sciences, we deeply respect the cultures, histories, knowledge and rights of Aboriginal and Torres Strait Islander people’s, recognising their integral role in shaping Australia’s identity. This respect aligns with our core commitment to improving health outcomes in areas such as HIV, liver disease, including viral hepatitis and cancer. By acknowledging and learning from the traditions of the Aboriginal and Torres Strait Islander communities and respecting their traditional ways of being and doing developed over 60,000 years, we believe we can build respectful partnerships that can lead to meaningful and sustainable success in achieving equitable health outcomes for our future.

Gilead takes pride in respecting and celebrating the cultural heritage and contributions of our Aboriginal and Torres Strait Islander peoples and will work to embed their perspectives into the work we do so that we remain steadfast on our mission for a better future where inequity does not exist. Through collaborative, considerate and meaningful practices, we aim to create a future where all individuals, regardless of background, have access to life changing treatments and the best care possible.

Focus area: The Innovate RAP focus area of respect aligns with our core Gilead values of integrity and inclusion. Gilead’s vision is to create a healthier world for all people, and through our work with the communities we have worked with in HIV and Viral hepatitis, we know the importance of respecting community knowledge and solutions and this is even more important for working with our First peoples who have been custodians of the land we operate in for over 60,000 years.

Action	Deliverable	Timeline	Responsibility
06 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a new review of cultural learning needs within our organisation, following on from reviews in 2022 and 2024.	July 2025	Project Lead
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	October 2025	Community Liaison Leads
	Develop, implement, and communicate a cultural learning strategy document for our staff.	October 2025	Training and Development
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	February 2026 & 2027, May 2026 & 2027, July 2026 & 2027, Oct 2026 & 2027	Training and Development Lead
07 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2025	Event Lead
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	June 2026	Design Lead
	Engage Wurundjeri Land Council as our local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year including Annual National Business Meeting.	February 2025 & 2026	Project Lead
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of meetings. Supportive material resources provided to facilitate competency and confidence in delivering personal Acknowledgement of Country.	On-going with regular reprints of postcards and sharing of resources on GNet	All
08 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025 & 2026	Event Lead
	Encourage use of company-gifted annual volunteer day for participating in NAIDOC Week activities.	June 2025	Lead: HR & Recruitment Support - Executive Sponsor
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July 2025 & 2026	Executive Sponsor

Opportunities

Gilead's core value of Inclusion promotes a diverse and inclusive workplace for all employees, and we believe it fosters a culture of innovation and excellence. Gilead believes that providing meaningful opportunities for engagement and employment of Aboriginal and Torres Strait Islander peoples will not only support our reconciliation journey but will enrich our workplace with diverse perspectives and talents.

Our employees still witness stark inequities in social and health outcomes for Aboriginal and Torres Strait Islander communities in the therapeutic areas we work in, particularly in our work in viral hepatitis and working with people in prison. By creating opportunities for employment and engagement of Aboriginal and Torres Strait Islander peoples we hope to not only continue educating and building cultural competency with our team but forge stronger relationships and trust with the communities we work with.

Action	Deliverable	Timeline	Responsibility
09 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Continue to build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Ongoing	Lead - Executive Sponsor Support - Project Lead
	Engage with Aboriginal and Torres Strait Islander communities to consult on a Gilead recruitment, retention and professional development strategy.	November 2025	Community Liaison Leads
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development through in person experiences.	June 2026	Executive Sponsor
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Underway	Lead - Executive Sponsor Support - Recruitment
	Continue to review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	January 2026 & January 2027	Lead - Project Lead Support - HR & Recruitment
10 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	By October 2025	Procurement Lead
	Re-investigate Supply Nation membership with new procurement lead in place.	By July 2025	Procurement Lead
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Underway	Community Liaison Leads
	Continue to review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	January 2026 & January 2027	Lead - Project Lead Support - HR & Recruitment
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Underway	Project Lead

Governance

Action	Deliverable	Timeline	Responsibility
11 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain and aim to strengthen Aboriginal and Torres Strait Islander representation on the RWG.	October 2026	Project Lead
	Review, update as required and continue to apply a Terms of Reference for the RWG.	Annually at last quarterly check in of year - December 2025 & December 2026	Project Lead
	Meet monthly to drive and monitor RAP implementation.	Second Friday of each month. Quarterly check ins - June 2025 & 2026, September 2025 & 2026, December 2025 & 2026, March 2026 & 2027	Lead - Project Lead Support - Executive Sponsor
12 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2025	Executive Sponsor
	Engage our senior leaders and other staff in the delivery of RAP commitments.	June 2025 & 2026, September 2025 & 2026 December 2025 & 2026 and March 2026 & 2027	Executive Sponsor
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	June 2025 & 2026, September 2025 & 2026 December 2025 & 2026 and March 2026 & 2027	Project Lead
	Maintain General Manager as internal RAP Champion from senior management.	Quarterly reviews September 2025 & 2026 December 2025 & 2026, March 2026 & 2027 June 2026	Executive Sponsor

Action	Deliverable	Timeline	Responsibility
13 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	Project Lead
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Project Lead
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Project Lead
	Report RAP progress to all staff and senior leaders at end of each quarter.	June 2025 & 2026, September 2025 & 2026 December 2025 & 2026 and March 2026 & 2027	Executive Sponsor
	Publicly report our RAP achievements, challenges and learnings, annually.	February 2026, February 2027	Project Lead
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026	Executive Sponsor
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	June 2027	Project Lead
14 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2027	Project Lead

About the Artist



Jade Kennedy was born on his mother's country of Noongar in Western Australia. He also has connections to Muti Muti, Tatti-Tatti & Wadi-Wadi countries in Victoria through his father.

Over the many years he has developed his pencil work and graphic digital design. His passion for his Indigenous artwork has only grown over the many years, continuing further through his Cultural Arts Certificate 4 which he commenced in East Gippsland.

Now his expression through Indigenous artwork has only grown to become a more personal and intimate understanding of culture and expression of the many stories he has learnt and grown to love. He enjoys creating artworks that speak to the audience.

Jade's art was showcased in Bunjilaka Cultural Centre during the Mirrimbi-ik (I am) Exhibition (Nov 2017 - May 2018) and Charcoal Land Restaurant (May 2018 - October 2018).



Artist: Jade Kennedy
Country: Noongar, Muti Muti, Tatti-Tatti, Wadi-Wadi
Title: *Dalekada-piyali*
"Dreaming Tree"
Year Created: 2025



This artwork was commissioned ethically and equitably in collaboration with Dreamtime Art Creative Consultancy. The artwork hangs proudly in the Gilead Australia head office in Naarm (Melbourne).

Art Narrative

Dalekada-piyali "Dreaming Tree"

The Dreaming Tree has roots deeply connected to the sky realm, to the branches that we as First Peoples stem from as leaves. Eventually burnt in the smoking ceremony to remember our ancestors, those who came before us. As well, to prepare the way for the future.

The work that Gilead does, reaching out to the wider community with their highly skilled teams, they are committed to improving care for people across

Australia and New Zealand. Investing in partnerships, creating a healthier world, as well as advocating to enable voices to be heard.

The Dreaming Tree is the representation in this artwork, of what healthcare in our community aims to achieve. Support, advocating for voice, reaching out to community health organizations. Building relationships, fund projects to aid in social & economic obstacles towards improving people's health & care.

Story by: Jade Kennedy

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**On the lands of the Wurundjeri
people of the Kulin Nation**

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