

INDIGENOUS PROCUREMENT POLICY

Purpose

The purpose of the Indigenous Procurement Policy is to promote Indigenous procurement opportunities for Aboriginal and Torres Strait Islander peoples.

Scope

All staff and other stakeholders are expected to comply with this policy.

Commitment

Bridgeman's Indigenous Procurement Policy is integral to our business strategy and our long-term success. We are committed to Indigenous procurement practices that strive to deliver positive outcomes for Indigenous Australians, our clients, and the communities in which we operate.

We aim to be Australia's leader in Indigenous Procurement, balancing social, environmental and governance needs with corporate objectives.

Policy Statement

Bridgeman is committed to improving the Indigenous Procurement performance of the organisation through adopting an Indigenous Procurement First strategy and promoting a culture of diversity and social inclusion.

Bridgeman will meet this commitment by:

- Holding Supply Nation certification
- Ensuring our Indigenous Procurement First strategy is reflected in all strategic documents
- Providing training and support for staff to adopt Indigenous Procurement First principles and practices to achieve behaviour change in the workplace
- Conduct a search for a suitable Indigenous supplier on Supply Nation's Indigenous Business Direct listing to check whether an Indigenous enterprise can deliver the goods or services, before making any other approach to the market
- Adhering to the Commonwealth Procurement Rules
- Partnering with the community to respond to the regional needs for an Indigenous Procurement First future and provide Indigenous leadership in our region
- Maintaining effective governance framework to deliver the Indigenous Procurement First strategy.

Management

Managers and supervisors have overall responsibility for Bridgeman's Indigenous Procurement Policy and are accountable for the performance and the effective implementation of Indigenous Procurement processes and practices.

Our objectives are;

- Support employment opportunities for Aboriginal and Torres Strait Islander peoples
- Support sustainable growth of Indigenous businesses by driving demand via procurement of goods and services
- Respond to Indigenous Procurement requirements by adopting an Indigenous Procurement First strategy
- Align with the Commonwealth policy to stimulate Indigenous entrepreneurship and business development, providing Indigenous Australians with more opportunities to participate in the economy
- Commit to purchasing from Indigenous enterprises (being an organisation that is 50 per cent or more Indigenous owned that is operating a business).
- Work proactively to manage Indigenous supply chains and promote Indigenous procurement
- Work with clients to assist in establishing Indigenous supply chains
- Invest in initiatives e.g. One Mob Initiative and Bridging the Gap
- Protect the people working in our supply chain against any form of slavery by implementing responsible sourcing practices
- Practice and promote ethical operations, accountability, and transparency

Review

Our Indigenous Procurement Policy will be reviewed every two years and updated as required. Any amendments to this policy must be approved by the CEO.

Yours sincerely,



Adam Sarota
Owner and Managing Director
Bridgeman