



## Indigenous Procurement Policy

### Purpose:

The Indigenous Procurement Policy supports the BSA Diversity and Inclusion Policy.

We recognise and respect the rights of First Nations Peoples and acknowledge the unique diversity of the culture and heritage that precedes us.

BSA commits to growing and maintaining respectful partnerships with the local Aboriginal and Torres Strait Islander Peoples upon whose land we operate by working with the communities around us and extending our established partnerships.

### Approach:

BSA seeks to achieve this purpose through:

#### 1 Growing employment opportunities within our internal and external workforce

BSA intends to improve overall diversity in hiring by providing employment opportunities to First Nations People and/or organisations by:

- Setting First Nations People targets to maintain and continue to improve the percentage of First Nations People in our current and prospective workforce and subcontractor workforce
- Ensuring recruitment procedures and policies remove barriers to First Nations People participation in our workplace
- Utilising a direct employee Resourcing Plan to understand the resource needs
- Utilising several sourcing methods to ensure the success of our targets
- Strengthening BSA's employment brand through transparent and publicly available commitments of BSA's commitment to Indigenous procurement

#### 2 Training & Skill Development

BSA intends to improve the development opportunities provided to First Nations People, where possible, in all levels of positions within our organization by:

- Engaging with employees to consult on professional development as part of the BSA Performance Pathway and its supporting templates.

#### 3 Cultural Awareness

BSA recognise that to attract and retain First Nation People suppliers and when working within First Nations People communities that our people have an understanding, value and recognition of these groups. This will be achieved by:

- Undertaking Cultural Awareness training across all levels of management and the Board of Directors by building an understanding of the purpose and significance behind cultural protocols
- Continue the First Nations Workgroup to maintain focus and provide governance across our initiatives and to develop new opportunities as our program matures.
- Participating in events that celebrate and recognise our First Peoples employees and communities, NAIDOC Week, Reconciliation Week and connecting with suppliers within Supply Nations



#### 4 Procurement of Goods and Services

BSA recognise the importance of maintaining and creating commercial supplier diversity relationships to ensure we can increase opportunities within our Supply Chain. This will be achieved by:

- Maintaining our membership to Supply Nations
- Determine spend and increase awareness of additional and alternative suppliers nationally that we can engage with across direct and indirect spend.
- Encourage and hold accountable our existing suppliers on how their procurement spend is also inclusive to First Nations People

#### 5 Committing to a series of transparent checks and balances to monitor our Indigenous Procurement policy

This approach includes:

- Reviewing progress against the above objectives on an annual basis.
- Disclosing the progress against our targets in BSA's Annual Report.
- Measuring our penetration of the workforce and suppliers through regular analysis composition to determine key representation metrics and identify opportunities to target initiatives and programs.
- Outlining specific initiatives to target and identify gaps which is governed by the BSA First Nations Working Group

#### Application:

This Policy applies to all BSA operations and covers all our activities and services. The management teams have the accountability to understand the Policy and bring it to life.

The Policy is owned by the Board and enacted through the Joint Chief Executive Officers. It will be reviewed biennially and/or updated as required due to changes in the business, its leadership or due to changes in legislation and/or regulation.

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