



## Aboriginal Procurement Policy

We acknowledge and respect the Traditional Owners as the original custodians of Australia's land and waters, their unique ability to care for Country and deep spiritual connection to it. We honour Elders past and present whose knowledge and wisdom has ensured the continuation of culture and traditional practices.

### 1. Overview

Stewart & Heaton Clothing Company (S&H) recognise the importance in our society of increasing the economic growth of Aboriginal businesses. S&H is committed to ensuring that Aboriginal businesses are a part of our supply chain and will provide opportunities for them to participate in our procurement activities.

### 2. Application

This policy applies to all S&H employees, contractors, suppliers and other personnel involved in activities pertaining to the S&H supply chain.

The Policy is not limited to the workplace or work hours. This Policy extends to all functions and places that are work related where there is an opportunity to promote and encourage Aboriginal business participation.

### 3. Policy

S&H is committed to ensuring that Aboriginal businesses are a part of our supply chain and will provide opportunities for them to participate in our procurement activities. S&H has targeted 2% of our annual supply chain spend with Aboriginal Businesses by the year 2025. This will be achieved through:

- Building relationships with the Aboriginal Business community
- Presenting Aboriginal Businesses opportunities for supply when we are responding to requests for proposals / tenders.
- Implementation of KPI's as part of our QMS Management Review on a bi-annual basis measuring the level of Aboriginal content in our supply chain.

### 4. Responsibility

It is the responsibility of the Managing Director & General Manager to ensure:

- The implementation of this policy.
- Network this policy amongst the S&H Supply Chain and greater industry group.
- The continual review and development of the program.

It is the responsibility of the Supply Chain Manager and the State Managers to ensure they are:

- Communicating appropriate supply chain opportunities to aboriginal businesses.
- Engaging with Aboriginal businesses with the capability to supply S&H.

Authorised By

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