

## Indigenous Procurement Policy July24 vs2.2

### Indigenous Engagement and Procurement Policy

#### Purpose

Peter Rowland Group is committed to proactively engaging and collaborating with Indigenous communities and businesses through its procurement practices. The purpose of this policy is to ensure meaningful opportunities for Indigenous participation, support economic development, and foster respectful relationships with Indigenous communities.

#### Scope

This policy applies to all procurement activities and operations conducted by Peter Rowland Group, including partnerships and contracted services.

#### Policy Statement

Peter Rowland Group recognises the importance of Indigenous engagement in fostering economic empowerment and cultural respect. We commit to integrating Indigenous businesses into our procurement processes by establishing genuine and sustainable partnerships.

#### Objectives

- Increase participation and representation of Indigenous businesses in our supply chain.
- Foster economic and employment opportunities for Indigenous communities.
- Promote cultural awareness, respect, and understanding across our organisation.

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### Policy Actions

#### 1. Supplier Identification and Engagement

- Proactively identify Indigenous-owned businesses through Indigenous business directories, networks, and community engagement.
- Regularly attend and participate in Indigenous business forums, trade fairs, and networking events.

#### 2. Inclusive Procurement Practices

- Establish clear procurement targets for contracting with Indigenous-owned businesses.
- Prioritise procurement from qualified Indigenous suppliers when comparable quality and competitive terms are available.

#### 3. Capacity Building and Development

- Provide training, mentoring, and developmental support to Indigenous suppliers to build business capabilities and sustainability.
- Facilitate access to procurement opportunities by providing clear guidance, assistance, and simplified processes where appropriate.

#### 4. Cultural Awareness and Respect

- Implement ongoing cultural awareness training for procurement staff to promote respectful and effective collaboration with Indigenous businesses and communities.
- Acknowledge and celebrate the contributions of Indigenous suppliers and partners.

#### 5. Measurement and Reporting

- Monitor and measure procurement spend with Indigenous suppliers.
- Regularly report on engagement outcomes, procurement targets, and progress internally and externally to ensure transparency and accountability.

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### Roles and Responsibilities

- **Senior Leadership:** Ensures implementation and supports the integration of Indigenous procurement goals into strategic planning.
- **Procurement Team:** Actively incorporates Indigenous procurement objectives into sourcing decisions and vendor management.
- **All Employees:** Promote and support Indigenous procurement initiatives in line with this policy.

**Review and Continuous Improvement** This policy will be reviewed annually to ensure ongoing relevance, effectiveness, and alignment with best practices and stakeholder expectations.