

Indigenous procurement and employment policy

Aim:

- i. To ensure a continuous indigenous employment rate of 3% of the total business in order to provide greater opportunities for indigenous peoples within the local community
- ii. Where possible, engage transport/logistics companies which are either owned and operated by indigenous peoples, or subsequently employ a high percentage of indigenous peoples within the organisation.

Policy:

Brandworx recognises the importance of an effective indigenous procurement policy in stipulating business and economic development as well as indigenous entrepreneurship. As such Brandworx has implemented a number of key goals to ensure that the employment of indigenous Australians remains an important consideration.

- i. Brandworx will combine the need for staff with the subsequent desire to achieve specific indigenous employment targets. Brandworx current employee base of 35 full time staff places a 3% indigenous employment target within clear reach. Brandworx will endeavour to employ at least 1 indigenous employee at all times to ensure that a minimum 3% of the Brandworx full-time workforce is indigenous.
- ii. Brandworx has officially partnered with the Illawarra Aboriginal Corporation (IAC) to ensure that indigenous Australians are given first priority access to suitable employment opportunities that. The IAC is an indigenous community-controlled, not-for-profit organisation based in the Illawarra. Brandworx shares IAC's vision for a just, unified and caring society where Aboriginal people are recognised, respected and therefore provided with ample opportunity to succeed within their community. Brandworx has thus engaged in a formal partnership with the Warrigal Employment division of the IAC to increase the percentage of indigenous employment within our organisation. The agreement outlines that, all future warehousing, store and packing positions will be first advertised through Warrigal employments indigenous job portal. This partnership therefore guarantees that future employment opportunities within Brandworx are offered exclusively to indigenous Australians prior to being advertised publicly. Only in the event that Brandworx is unable to find a successful applicant through Warrigals indigenous employment program will the position be externally advertised. In doing so, Brandworx is demonstrating a direct commitment to an increase in indigenous employment within the organisation.



iii.

- iv. Where components of any contract are subsequently delivered in remote areas of Australia, Brandworx will endeavour to engage transport/logistics companies which are either owned and operated by indigenous peoples, or subsequently employ a high percentage of indigenous peoples within the organisation. Utilising the Supply Nation site, Australia's national database of Aboriginal and Torres Strait Islander business, Brandworx can endeavour to partner with indigenous businesses that provide significant Aboriginal employment in a remote area of the contract.

Approved by:



Kerrie Richardson, Managing Director.

