

INDIGENOUS PROCUREMENT POLICY

INTRODUCTION

In support of our Reconciliation Action Plan (RAP) objectives, Cater Care commits to developing business relationships with Indigenous partners at local, regional and national levels to build strong, diverse and inclusive supply chain partnerships.

OUR COMMITMENT

Cater Care commits to working with Indigenous suppliers with the capability needed to deliver products and services that reflect the diversity of Cater Care's customers and the communities in which we operate.

Cater Care's Indigenous procurement policy aims to:

- Increase opportunities for a more diverse range of suppliers who have traditionally been underrepresented in our community and economy to provide us with goods and services
- Support mutual economic growth of Indigenous businesses, through direct award of contracts for product and services.
- Create a supply chain that is culturally aware and promotes sustainable opportunities for Indigenous subcontractors and their employees.
- Adopt a continuous improvement approach to Cater Care's spend profile
- Encourage all of our suppliers to value inclusion and diversity within their own operations.

Cater Care will:

- Maintain our existing membership with Supply Nation and other Reconciliation bodies.
- Have a diverse team assisting in the identification, development and ongoing engagement of Indigenous-owned businesses; led by Procurement, Operations and Business Development teams.
- Report monthly on Indigenous spend within our business with a view to incrementally increase both spend and number of suppliers utilised. Ensure efforts are monitored and supported by Cater Care's Leadership team.
- Work with and encourage our top tier suppliers to engage with and develop indigenous businesses within their own supply chains.
- Actively attend conference and trade events which promote opportunities to connect our teams to Indigenous suppliers.
- Communicate relevant business opportunities to capable Indigenous businesses and assist where appropriate in their realisation.

CATER CARE EMPLOYEE RESPONSIBILITIES

- All Cater Care employees should act as ambassadors in support of initiatives aimed at including Indigenous businesses in the Cater Care's supply chain.
- To act within the guidelines as set out in [Cater Cares Corporate Social Responsibility Policy](#) and [Ethical Procurement Plan](#)

WHAT IS AN INDIGENOUS BUSINESS?

For the purposes of this policy, an Indigenous business is a business that is 50 per cent or more owned by Indigenous Australians. Supply Nation maintains a list of Indigenous businesses that meet this definition that can be accessed <http://www.supplynation.org.au>.

Should a non-Supply Nation registered business require to be engaged, the business will liaise with Cater Care's Indigenous Participation Manager, as indigenous identity and Indigenous identification can be a complex matter.

HOW TO ONBOARD AN INDIGENOUS SUPPLIER

To onboard a new supplier, follow the process as set out in [Business Request for New Supplier and Onboarding Workflow](#). No supplier should be used with the business without following this process.

Colin Redman

Chief Executive Officer

Date Approved: December 2020

