



ADA's Aboriginal Procurement Policy (APP)

May 2019

Reconciliation efforts seek to respect Aboriginal and Torres Strait Islander heritage and valuing justice and equity for all Australians. Australian Defence Apparel (ADA) is committed to work with Indigenous suppliers with industry experience, knowledge, and capability needed to deliver products and services that reflect the diversity of ADA's customers and the communities in which we operate. ADA recognises that an inclusive supply chain directly supports participation by all, in Australia's economic development.

The Aboriginal Procurement Policy aims to:

- Support mutual economic growth of Indigenous businesses and ADA businesses, through the direct award of contracts and indirectly via award through non-Indigenous Tier 1 contractors and suppliers.
- Create a supply chain that is culturally aware and conducive to meaningful and sustainable careers for Indigenous subcontractors and employees; and
- Adopt a continuous improvement approach to ensure we constantly strive for best practice

ADA will:

- Maintain our existing membership with Supply Nation
- Include requirements for inclusion of Indigenous businesses in our supply chain within our request for proposals and contracts, and implement KPI regime to monitor commitments made by Tier 1 contractors and suppliers
- By 2023, commit to spending 3 percent of our annual addressable spend with Indigenous businesses to ensure active and sustainable participation by Indigenous businesses in our supply chain
- Hold quarterly business governance to ensure our efforts are monitored and supported by senior level leaders

ADA employees and contractors should:

- Be ambassadors in support of initiatives aimed at including Indigenous businesses in ADA's supply chain
- Identify, develop and mentor Indigenous businesses to ensure the capability to participate in ADA's supply chain
- Communicate relevant business opportunities to capable Indigenous businesses
- Facilitate introductions on Indigenous businesses to non-Indigenous Tier 1 contractors and suppliers
- Assist all businesses in responding to request for proposals through pre-event information sessions and post-event feedback sessions