

Indigenous Participation and Procurement Policy

References:

Indigenous Procurement Policy - 2025

NSW Government Aboriginal Participation in Construction (APiC)

Birdon is committed to recognising and respecting the needs of Indigenous Australians.

This is achieved through:

- Increasing the participation of Indigenous Australians.
- Valuing the contribution that can be made by Indigenous Australians,
- Promoting cultural diversity within Birdon by assisting all workers to appreciate Indigenous cultures; and
- Increasing supplier diversity.

Birdon will use reasonable endeavours to:

- Look for opportunities to engage with Traditional Owners and draw on their experience and capacity as we develop solutions for our customers across Australia,
- Increase employment and retention of Indigenous Australians,
- Purchase from Indigenous enterprises (see www.supplynation.org.au); and
- Build a culturally tolerant workforce by acting against inappropriate workplace behaviour.

Managers are responsible for ensuring the principles outlined in this policy are applied in the workplace. Workers are responsible for complying with the provisions of this policy.

This policy applies to all Birdon divisions, employees and subcontractors.



Martin Minogue
Manager, People and Culture

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