

INDIGENOUS PROCUREMENT & EMPLOYMENT PLAN

Introduction

Barossa Enterprises is committed to fostering inclusion, equity, and opportunities for Indigenous Australians. This Indigenous Procurement and Employment Plan outlines our strategy to support Indigenous businesses through purchasing processes and to increase employment opportunities for Indigenous Australians within our organisation. By implementing this plan, we aim to contribute to sustainable economic development for Indigenous communities while enhancing diversity and cultural competence within Barossa Enterprises.

Objectives

- 1. Increase Indigenous Business Engagement:**
 - a. Prioritise and actively seek opportunities to engage with Indigenous-owned businesses for goods and services across all areas of Barossa Enterprises' operations.
- 2. Enhance Indigenous Employment Opportunities:**
 - a. Provide meaningful employment opportunities for Indigenous Australians by ensuring our recruitment processes are inclusive, supportive, and culturally appropriate.
- 3. Promote Cultural Awareness and Competency:**
 - a. Foster a workplace culture that supports Indigenous employees, service users (clients) and contractors through cultural awareness training and recognition of Indigenous knowledge and practices.

Purchasing Strategy

- 1. Supplier Identification and Engagement:**
 - a. Identify certified Indigenous-owned businesses through resources such as Supply Nation and other Indigenous business directories.
 - b. Actively engage Indigenous suppliers in purchasing processes and encourage their participation in providing goods and services to Barossa Enterprises.
- 2. Support and Capacity Building:**
 - a. Provide support for Indigenous businesses, such as offering feedback to unsuccessful business engagement.
- 3. Monitoring and Reporting:**
 - a. Monitor the volume of business transactions with Indigenous suppliers.
 - b. Report progress on Indigenous employment and procurement annually to the Board, ensuring transparency and accountability.

Employment Strategy

1. Inclusive Recruitment Practices:

- a. Ensure recruitment processes are inclusive and accessible to Indigenous Australians by providing culturally appropriate job advertisements and engaging with Indigenous recruitment networks.
- b. Work with local employment agencies who promote Indigenous employment.

2. Work Experience Program:

- a. Liaise with local TAFE and indigenous employment brokers to ensure indigenous students have access to our work experience and work placement programs which offer pathways into long-term employment and career development within Barossa Enterprises.

3. Cultural Support for Indigenous Employees:

- a. Implement cultural awareness programs for all staff to create an inclusive environment for Indigenous employees.
- b. Establish a mentoring or support network for Indigenous employees to help them succeed and feel valued within the organisation.

4. Workforce Participation Targets:

- a. Set measurable targets for Indigenous employment across different levels of the organisation, with an emphasis on leadership and skilled roles.
- b. Track employment progress and retention rates of Indigenous employees to ensure continued improvement in workforce diversity.

Partnerships and Collaboration

1. Community Engagement:

- a. Collaborate with Indigenous employment services and training providers to enhance employment outcomes.

2. Government and Industry Partnerships:

- a. Engage with local council and encourage participation of staff and Barossa Enterprises' participants in Reconciliation activities.
- b. Leverage government incentives and programs that support Indigenous employment and procurement.

Monitoring and Review

1. Performance Measurement:

- a. Regularly assess the effectiveness of our Indigenous Procurement and Employment Plan through key performance indicators (KPIs), such as the number of Indigenous suppliers engaged and the percentage of Indigenous employees in the workforce.
- b. Track progress toward achieving procurement and employment targets, making adjustments where necessary to meet objectives.

2. Reporting:

- a. Use our existing social media and quarterly newsletter to report on our Indigenous business relationships and employment initiatives, highlighting successes, challenges, and future goals.

Conclusion

Barossa Enterprises is dedicated to promoting Indigenous economic participation through both business activities and employment opportunities. This plan sets a clear framework for engaging Indigenous businesses, providing meaningful employment, and fostering a culturally inclusive environment. Through collaboration, measurable goals, and ongoing commitment, we aim to make a positive and lasting impact on Indigenous communities while strengthening the diversity and capability of Barossa Enterprises.