

# Supplier Diversity & Inclusion Policy

October 2019 | External

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# We are the Benevolent Society

The Benevolent Society's vision is for a just society where all Australians can live their best life. We are Australia's oldest charity, providing a range of services across New South Wales, Queensland and South Australia from 72 office sites situated in urban and rural geographical locations.

We are a not-for-profit and non-religious organisation that has assisted people, families and communities to achieve positive change since 1813.

Creating a just society means advocating for fundamental changes that provide new solutions to social challenges for those Australians who experience entrenched disadvantage. As part of this vision, The Benevolent Society is strongly committed to reconciliation with our First Australians.

## Our work is underpinned by the following organisational values:

- Optimism – We are hopeful that even the most complex social issues can be solved and we work towards the best possible results for clients
- Integrity – We are ethical, trustworthy and responsible. Those who come into contact with The Benevolent Society will experience us as open, just and reliable
- Respect – We show regard and appreciation for all people from all walks of life and honour human difference and diversity
- Collaboration – We work jointly with others; we believe that together we can tackle the things that prevent communities and society from being caring and just
- Effectiveness – We are focussed on, and accountable for, performance and outcomes. Our efforts are directed at reaching and fulfilling our organisation's vision of a just society where all Australians can live their best life.

These Core Values and our Best Practice Frameworks are designed for developing, maintaining and reviewing the relationships that guide the services we deliver. We believe that this approach aligns with our vision for reconciliation.

## Acknowledgment

The Benevolent Society acknowledges the Traditional Owners of country throughout Australia and recognises continuing connection to land, waters and community. We pay our respects to them and their cultures, and to Elders past, present and emerging.

## Contact Us

Our Director Corporate Services leads our Supplier Diversity Program and would love to hear from you.

Simply email a copy of your capability statement to: [SupplierDiversity@benevolent.org.au](mailto:SupplierDiversity@benevolent.org.au)

# Our Supplier Diversity & Inclusion Policy

## Policy Purpose

The Benevolent Society (TBS) fully embraces our diverse workforce, our clients and communities. We also extend a helping hand in the commercial market to show our respect and support to minority groups. Our goal is to develop meaningful opportunities to help diverse suppliers grow, build capacity and develop into successful commercial businesses.

The purpose of our policy to ensure that we proactively provide procurement opportunities for the inclusion, economic growth, and advancement of diverse suppliers to create positive social impact in the communities we serve across Australia.

## Who are diverse and minority suppliers?

For the purposes of our internal policy, a **diverse supplier** or a **minority group** is defined as: **businesses owned by Aboriginal or Torres Strait Islander peoples; LGBTQI+ groups; women, veterans, people with a disability; small-medium-enterprises; and any other group in society which may be underrepresented.**

## How will we achieve this purpose?

- We will provide opportunities for all diverse suppliers and minority groups to participate in our procurement tendering and quoting processes.
- We will proactively seek out diverse suppliers and minority groups to create meaningful long-term business partnerships.
- We will leverage our corporate relationships to encourage the inclusion of diverse suppliers and minority groups in all major national contracts, providing tiering opportunities whenever possible.

# Reconciliation Action Plan

## Focus Area: Opportunities

Our second Reconciliation Action Plan (RAP) builds on our commitment to reconciliation as a key part of social change. Reconciliation is a journey of healing, essential for Australia to mature as a nation.

We believe by working together, we're stronger, and we can achieve more than working alone.

Our RAP reinforces our commitment to reconciliation. It maps our path to support reconciliation over the next two years through building relationships, respect and opportunities.

**We will investigate Aboriginal and Torres Strait Islander supplier diversity within our organisation.**

### How will we achieve this goal?

1. We will review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.
2. Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.
3. Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.
4. Investigate Supply Nation membership.

**We continuously monitor each year our progress through regular analysis of our expenditure; preferred supplier panels and contracts; and the effectiveness of these relationships within our organisation and in the community.**