



## **INDIGENOUS SUPPORT AND SUPPLY POLICY**

*Last updated October 2023*

### Purpose

Driven Creative Pty Ltd is committed to fostering meaningful relationships with Indigenous communities in Australia. We aim to recognise and value the unique cultural, social, and economic contributions of Indigenous Australians. This policy serves as a framework for supporting Indigenous businesses and communities through our supply chain and corporate activities.

This Policy is binding and should be read in conjunction with other company policies. It does not form part of your employment contract.

### Objectives

This Policy assists Driven Creative Pty Ltd in ensuring that we offer a supportive environment for Indigenous businesses and communities. We recognise the strength and potential in the diversity of our suppliers and partners, and believe that harnessing these can improve our overall performance and decision-making.

### Application

To apply this policy, we will develop management strategies that align with recognising and valuing Indigenous contributions. This will include:

- a) Ensuring that our recruitment and selection processes for suppliers are fair, with candidates being considered based on their skills, qualifications, and abilities without any direct or indirect discrimination.
- b) Providing support and training opportunities for Indigenous businesses to allow them to compete on equal terms in our supply chain.
- c) Reviewing supplier contracts on a regular basis to ensure there is no direct or indirect discrimination towards Indigenous businesses.
- d) Conducting regular performance reviews based on merit and ensuring that review processes are applied consistently between suppliers.
- e) Ensuring that policies and processes are in place to provide a supportive environment while also meeting legislative and other responsibilities relating to anti-discrimination and equal opportunity.
- f) Reviewing our Indigenous support strategies based on a consultative process that includes the participation of Indigenous businesses and communities where possible.

# Driven

Suite 5, 215 Wharf St  
Spring Hill, QLD 4000  
07 3831 2801  
info@driven.agency

driven.agency



- g) Setting measurable goals to assist in achieving a diverse supplier base and community engagement.
- h) Identifying and addressing any systemic barriers that prevent Indigenous businesses from being part of our supply chain.
- i) Ensuring that our suppliers and partners feel comfortable sharing information about their Indigenous background or affiliations, as well as raising any grievances.
- j) Supporting community engagement practices to assist Indigenous communities who are impacted by our business operations.

#### Review

These strategies will be monitored and reviewed on an annual basis by the management team. We encourage all suppliers, partners, and employees to provide feedback on this policy.

If you have any enquiries or complaints in relation to this Policy, please contact your supervisor or Benjamin Maunder (ben@driven.agency).