



# Indigenous Engagement and Supply Plan

|             |                    |                        |
|-------------|--------------------|------------------------|
| Version 1.0 | Updated 09/09/2025 | Next review 09/09/2026 |
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## 1. Purpose

This plan operationalises Marco Polo Portal’s **Indigenous Engagement & Supply Policy** by setting out measurable actions, responsibilities, and performance indicators to ensure that we contribute meaningfully to Aboriginal and Torres Strait Islander employment, business participation, and community engagement.

## 2. Objectives & Actions

| Objective   | Action Steps   | Performance Indicators / KPIs   | Responsibility                       | Timeline         |
|---|--|---|--------------------------------------|------------------|
| <b>Increase Indigenous Employment &amp; Workforce Participation</b> | Actively advertise roles through Indigenous job boards and networks. | <b>5% of workforce identifying as Aboriginal and/or Torres Strait Islander by FY27.</b> | HR Lead + Indigenous Engagement Lead | Quarterly review |
|   | Partner with Indigenous employment agencies and training providers.  | ≥2 Indigenous traineeships or internships offered annually.                             |                                      |                  |
|   | Provide culturally safe induction,                                   | 100% Indigenous employees provided with career development plans.                       |                                      |                  |



mentoring, and support.

**Support Indigenous Businesses through Procurement**

Maintain a register of Supply Nation–certified and Indigenous Chamber–registered suppliers.

**≥3% of annual addressable procurement spend** with Indigenous-owned businesses (IPP baseline).

Procurement Lead + Indigenous Engagement Lead

Annual

Include Indigenous supplier weighting in procurement evaluations.

≥2 Indigenous suppliers engaged annually.

Establish long-term supply agreements where possible.

Annual increase in Indigenous procurement spend year-on-year.

**Cultural Awareness & Respect**

Deliver annual cultural awareness training for staff.

100% of staff complete annual cultural training.

HR + Managers

Annual

Recognise NAIDOC Week, National Reconciliation Week, and other key events.

≥3 cultural events recognised annually.

Acknowledge Traditional Owners at all formal meetings/events.

100% of events include Acknowledgement of Country.



|  |   |   |                                    |                    |
|--|---|---|------------------------------------|--------------------|
| <b>Community Engagement &amp; Partnerships</b> | <p>Build partnerships with Indigenous community organisations.</p> <p>Consult with Traditional Owners where relevant.</p> <p>Support Indigenous-led initiatives that align with our mission.</p>                                | <p>≥2 active community partnerships established by FY27.</p> <p>Participation in at least 1 Indigenous-led initiative annually.</p> <p>Annual reporting on engagement outcomes.</p> | Indigenous Engagement Lead         | Ongoing            |
| <b>Governance &amp; Reporting</b>              | <p>Track Indigenous workforce and supplier engagement data quarterly.</p> <p>Report outcomes to the Board and external stakeholders as required.</p> <p>Review and update Indigenous Engagement &amp; Supply Plan annually.</p> | <p>Quarterly KPI dashboard delivered to Board.</p> <p>Annual Indigenous Engagement Report prepared.</p> <p>100% corrective actions implemented within 3 months.</p>                 | Board + Indigenous Engagement Lead | Quarterly + Annual |

### 3. Governance & Accountability

- **Board of Directors** – accountable for meeting Indigenous procurement and workforce targets.



- **Indigenous Engagement Lead** – responsible for coordinating initiatives, partnerships, and reporting.
- **Procurement Lead** – responsible for Indigenous supplier engagement and reporting.
- **HR Lead** – responsible for Indigenous employment pathways and cultural safety.
- **All Employees** – expected to participate in cultural awareness training and support inclusive practices.

## 4. Monitoring & Reporting

- **Quarterly:**
  - Workforce representation (Indigenous staff %).
  - Supplier spend with Indigenous businesses.
- **Annually:**
  - Indigenous Engagement & Supply Report published internally (and externally if required for government contracts).
- **Corrective Actions:** Any shortfall against KPIs will trigger a review and improvement plan.

## 5. Continuous Improvement

- Annual review of this plan by the Indigenous Engagement Lead and Board.
- Engagement with Indigenous stakeholders to inform plan updates.
- Progressive increase of workforce and procurement targets as Marco Polo Portal grows.



## 6. References

- Commonwealth Indigenous Procurement Policy (IPP)
- National Agreement on Closing the Gap
- Fair Work Act 2009 (Cth)
- Supply Nation Guidelines
- Reconciliation Australia RAP Framework

### **Approved by:**

Board of Directors, Marco Polo Portal

**Date:** 09/09/2025