



# Indigenous Engagement and Supply Policy

Version 1.0	Updated 09/09/2025	Next review 09/09/2026
-------------	--------------------	------------------------

## 1. Policy Statement

Marco Polo Portal acknowledges the Traditional Owners of Country throughout Australia and recognises their continuing connection to land, waters, and community. We pay our respects to Elders past and present.

We are committed to advancing reconciliation and creating opportunities for Aboriginal and Torres Strait Islander peoples through employment, partnerships, and supplier engagement. This includes aligning with the **Commonwealth Indigenous Procurement Policy (IPP)** and supporting the objectives of the **National Agreement on Closing the Gap**.

## 2. Objectives

The objectives of this policy are to:

- Increase participation of Aboriginal and Torres Strait Islander peoples in Marco Polo Portal's workforce.
- Support Indigenous-owned businesses through procurement and supply chain partnerships.
- Respect and promote Aboriginal and Torres Strait Islander cultures within our workplace and services.
- Strengthen relationships with Indigenous communities in the areas where we operate.



### 3. Scope

This policy applies to all Marco Polo Portal employees, contractors, suppliers, and partners across Australia.

## 4. Commitments

### 4.1 Indigenous Employment & Workforce Development

- Actively encourage applications from Aboriginal and Torres Strait Islander candidates.
- Partner with Indigenous employment and training providers.
- Provide culturally safe and supportive workplaces.
- Support professional development and mentoring opportunities for Indigenous employees.

### 4.2 Indigenous Procurement & Supply Chain

- Apply a minimum target of **3% of annual addressable procurement spend** with Indigenous-owned businesses, consistent with the **Commonwealth IPP**.
- Source goods and services from businesses certified by **Supply Nation** or registered with Indigenous Chambers of Commerce.
- Include Indigenous supplier diversity weighting in all major procurement decisions.
- Build long-term partnerships with Indigenous businesses, not just transactional engagements.

### 4.3 Community Engagement & Cultural Respect



- Recognise and celebrate significant cultural events such as NAIDOC Week and National Reconciliation Week.
- Provide ongoing cultural awareness training to staff.
- Ensure Marco Polo Portal's platform and communications reflect cultural respect and inclusivity.
- Engage with Traditional Owners when projects may affect their communities.

#### 4.4 Alignment with National Frameworks

- Support the **National Agreement on Closing the Gap**, particularly targets relating to employment, education, and economic participation.
- Align practices with the **Reconciliation Action Plan (RAP) Framework** where relevant.

## 5. Implementation

- Establish an **Indigenous Engagement Lead** within the business to oversee implementation.
- Maintain a preferred supplier list of Indigenous businesses.
- Track Indigenous procurement spend and workforce participation.
- Report progress to the Board quarterly.

## 6. Monitoring & Reporting

- Annual reporting of:



- % of procurement spend with Indigenous-owned businesses.
- Number of Indigenous employees and trainees.
- Number of cultural awareness training sessions completed.
- Progress reported to the Board and, where relevant, to government and corporate buyers.
- Corrective actions applied where targets are not met.

## 7. Responsibilities

- **Board of Directors** – oversight and accountability for policy delivery.
- **Indigenous Engagement Lead** – coordination of initiatives and reporting.
- **Procurement Team** – responsible for meeting supplier diversity targets.
- **Managers & HR** – responsible for inclusive recruitment and cultural safety.
- **Employees & Contractors** – expected to respect cultural values and participate in training.

## 8. Continuous Improvement

This policy will be reviewed annually to ensure it remains aligned with government procurement requirements, community expectations, and industry best practice. Marco Polo Portal will progressively increase its Indigenous procurement and employment targets in line with business growth.



## 9. References

- Commonwealth Indigenous Procurement Policy (IPP)
- National Agreement on Closing the Gap
- Workplace Gender Equality Act 2012 (Cth) (diversity obligations)
- Fair Work Act 2009 (Cth)
- Supply Nation Guidelines
- Reconciliation Australia RAP Framework

**Approved by:**

Board of Directors, Marco Polo Portal

**Date:** 09/09/2025