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BP Australia Indigenous procurement Policy

Reconciliation efforts seek to respect Aboriginal and Torres Strait Islander heritage and valuing justice and equity for all Australians. In support of our Reconciliation Action Plan (RAP) objectives, BP commits to work with Indigenous suppliers with industry experience, knowledge, and capability needed to deliver products and services that reflect the diversity of BP's customers and the communities in which we operate. BP recognises that an inclusive supply chain directly supports participation by all, in Australia's economic development.

Indigenous procurement policy aims to:

- Support mutual economic growth of Indigenous businesses and BP businesses, through direct award of contracts and indirectly via award through non-Indigenous Tier 1 contractors and suppliers.
- Create a supply chain that is culturally aware and conducive to meaningful and sustainable careers for Indigenous subcontractors and employees; and
- Adopt a continuous improvement approach to ensure we constantly strive for best practice.

BP will:

- Maintain our existing membership with Supply Nation.
- Include requirements for inclusion of Indigenous businesses in our supply chain within our RFP's and contracts, and implement KPI regime to monitor commitments made by Tier 1 contractors and suppliers.
- Commit to spend 3 per cent of our annual addressable spend with Indigenous businesses, to ensure active and sustainable participation by Indigenous businesses in our supply chain.
- Increase offering of Indigenous products (goods for resale) at BP retail stores.
- Hold a quarterly business governance to ensure our efforts are monitored and supported by senior level leaders.

BP employees and contractors should:

- Be ambassadors in support of initiatives aimed at including Indigenous businesses in BP's supply chain.
- Identify, develop and mentor Indigenous businesses to ensure capability to participate in BP's supply chain.
- Communicate relevant business opportunities to capable Indigenous businesses.
- Facilitate introductions of Indigenous businesses to non-Indigenous Tier 1 contractors and suppliers.
- Assist all businesses in responding to requests for proposals through pre-event information sessions and post-event feedback sessions.

The Head of Procurement, AsPac & Air BP should be contacted for any questions relating to the interpretation of this policy.

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