

Aboriginal and Torres Strait Islander Peoples Procurement Policy

Veolia is committed to walking alongside Aboriginal and Torres Strait Islander peoples (First Nations Peoples) to connect, learn, and create sustainable opportunities in the communities in which we live and operate. Our vision for reconciliation is a future where all First Nations Peoples' cultures, opportunities and connection to Country are recognised as central to contributing to a sustainable Australia.

This policy aims to:

- Support Veolia's commitments to Australia's First Nations Peoples as outlined in our [Reconciliation Action Plan \(RAP\)](#).
- Embed mechanisms to identify, create and facilitate access to quality economic opportunities for First Nations Peoples via our supply chain.
- Promote cultural awareness amongst our buyers to encourage inclusive sourcing practices and create territorial value throughout our sphere of influence.

Veolia is committed to:

- Continually assess the effectiveness of our current First Nations Peoples procurement strategy and update it as required.
- Review and refine procurement practices to remove barriers to procuring goods and services from First Nations businesses.
- Leverage our large national presence to support capability and capacity building for First Nations businesses through increased engagement opportunities.
- Hold Supply Nation membership and other memberships, where deemed appropriate from time to time.
- Maintain commercial relationships with First Nations businesses.
- Provide opportunities for staff to procure goods and services from First Nations businesses.
- Train all relevant staff to contract First Nations businesses through Supply Nation or an equivalent organisation.
- Consult First Nations stakeholders and organisations to continuously improve guiding principles for engagement.

Veolia's contractors should:

- Respect and abide by Veolia's commitments as outlined in this policy.
- Communicate relevant business opportunities to capable First Nations businesses.
- Hold themselves accountable to proactive actions and targets for the engagement of First Nations businesses within their own supply chains.

All managers, employees and contractors must be aware of, and comply with, this policy.

