

Indigenous Participation and Procurement Plan Policy

Power & Drive Solutions Pty Ltd (PANDDS) is not a registered Indigenous Enterprise as we currently do not have more than 50% Indigenous ownership. We do not at this time have Indigenous employees working at PANDDS or Indigenous enterprises subcontracting to PANDDS.

PANDDS has a strong culture around diversity and multiculturalism. We also have a strong culture and practice around equal opportunity and non-discrimination. The next step in our cultural evolution at PANDDS is to extend this track record to recognise the contribution to business from the Indigenous community of South Australia and Australia.

PANDDS is currently devising plans to include the Commonwealth's Indigenous Procurement Policy within its supply chain and subcontracting policies and practices.

These plans have so far identified the following engagement policies:

1. Supply Chain — Preference is given in the context of strong value-for-money to suppliers that are 50% or more Indigenous owned
2. Subcontractors — Preference is given in the context of strong value-for-money to subcontractors who are 50% or more Indigenous owned. Subcontractors must be Indigenous Enterprises and registered with Supply Nation (supplynation.org.au)

In addition, we are addressing the supply of the required PANDDS skills and knowledge from graduating Indigenous engineers. PANDDS is addressing this issue and the potential for employment at PANDDS with South Australian and Nationally based tertiary institutions.

With respect to other Indigenous programs or strategies, PANDDS supports an increase of opportunities for the employment of Indigenous Australians along with the continued growth of supplier diversity in Australia.

In including Indigenous Australians in our processes, we will:

>Acknowledge Indigenous people as being the original carers of their lands and the importance of preserving their culture and customs.

> Invite Indigenous enterprises to quote on any relevant work that is not within our scope or that complements our service offering, sourcing these organisation's through the Industry Council for Aboriginal Business or Indigenous Business Australia.

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