



PACT

Indigenous Participation Plan

16th December 2024

ADA (Australian Defence Apparel P/L)

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Introduction

Australian Defence Apparel Pty Ltd (ADA) acknowledge Indigenous people as being the original owners of their lands and the importance of preserving their culture and customs.

We pay our respects to their Elders both past and present and extend that respect to all Aboriginal and Torres Strait Islander People.

ADA acknowledges the past, recognises the present and looks forward to contributing to a better future through building strong relationships with indigenous communities and creating increased opportunities for employment and engagement within our business and supply chain.



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Objectives

Our Indigenous Participation plan (IPP) has been structured according to the three pillars of reconciliation and our objectives have been aligned to these:

Relationships

- To support our people to develop respectful and mutually beneficial relationships as they engage with Indigenous people and businesses through education and training;
- ADA's aim is to build respectful connections and relationships with Indigenous people and communities by building partnerships with key stakeholders to identify opportunities for mutually beneficial indigenous employment and other participation opportunities.

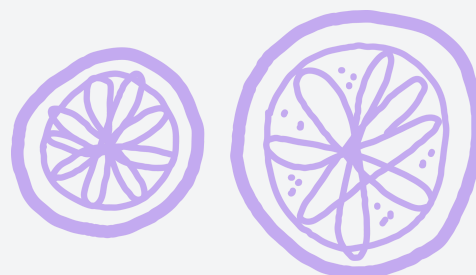
Respect

- ADA intends to increase appreciation and understanding of Indigenous culture and issues within our organisation and develop an inclusive company culture that acknowledges Indigenous culture and values.

Opportunities

- ADA will promote engagement with Indigenous personnel and suppliers with the industry experience, knowledge and capability to deliver products and services in support of our customers and the communities in which they operate – thereby increasing indigenous business' ongoing involvement in our future growth.
- ADA will support sustainable growth of Indigenous businesses through procurement of goods and services where possible.

These pillars will provide us with a strong foundation as we continue to develop our Indigenous Participation Plan



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Definitions

Indigenous Business:

For the purpose of this IPP, an Indigenous business is one that is a registered or certified member of Supply Nation which maintains lists of Indigenous businesses that are reviewed and audited on a regular basis.

Addressable Spend:

For the purposes of reporting our percentage of Indigenous spend, some appropriate exclusions may need to be considered from the total spend value. These may include specialised goods and services with very limited opportunities for Indigenous participation.



Our Journey So Far

In 2016 ADA supported the Active Citizen Program run by NSWPF for indigenous youth Tweed Byron Police District, and from 2017 - 2019 supported the program in Central West NSW (Parks).

The program is run in partnership with Local Aboriginal Elders and respected community members and other local community organisations. Its purpose is to promote and encourage positive interaction between Aboriginal Youth and local police.

The support provided by ADA was a combination of specialised apparel with various indigenous design inclusions and footwear. Two of our employees volunteered their time to provide presentations and guidance to the participants each year.

Apparel supplied to all course participants and instructors included Jackets, polos (with indigenous design application) and footwear. ADA employees assisted with the mentoring and supervision of participants in activities such as indoor rock climbing to develop trust building, hiking to the summit of Mount Kosciusko as well as leading discussions and mentoring sessions around resilience.



Current Programs & Future Support

Indigenous Design Labs Partnership

ADA is working with Indigenous Design Labs based in far North Queensland to create real-world product & career development opportunities for young aspiring indigenous designers. The collaboration aims to empower Indigenous creatives and promote cultural sustainability through paid work experience and meaningful mentorships. IDL will be developing a contemporary artwork for ADA to apply across a uniform range for our operational crew. Through the new ADA Academy, we will also provide these young designers with an 8-week course in product development and pattern application with certification on completion.



Actions: Relationships

Objective	Activity	Responsibility	Start Date	Outcomes
Adopt a governance structure to ensure we are accountable for our commitments	<ul style="list-style-type: none"> Establish an IPP Committee to actively monitor the development, implementation of actions, tracking of progress and reporting 	Board/ CEO/ Governance & Risk Manager	September 2021	<ul style="list-style-type: none"> Action items from meeting recorded in Monday.com Quarterly reporting on the progress made against the actions identified in this IPP
	<ul style="list-style-type: none"> Establish terms of reference for the IPP Committee 	Governance & Risk Manager	September 2021	<ul style="list-style-type: none"> Meeting Charter
	<ul style="list-style-type: none"> Report progress to the Management Group as part of the management review meeting 	Governance & Risk Manager	June 2022	<ul style="list-style-type: none"> IPP Status Report
Build relationships through celebrating National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to all employees 	Marketing & Communications Manager	2nd week of May each year	Communications to employees
	<ul style="list-style-type: none"> Encourage employees at all levels to participate in at least one external event to recognise and celebrate NRW 	Department Managers	27th May - 3rd June each year	
Develop and maintain mutually beneficial relationships with Indigenous people, communities and organisations to support positive outcomes	<ul style="list-style-type: none"> Provide opportunities for ADA staff to support Indigenous Communities and organisations by allowing one day of volunteering per annum Employees are encouraged to consider programs such as NSWPF Active Citizens Program or mentorships and programs available through organisations such as Clontarf 	HR Manager	September 2022 onwards	<ul style="list-style-type: none"> Currently engaging with NSWPF Active Citizens Program for Indigenous Youth. Plans for 2 staff members to participate in a camp program in November 2022 Employees to report to HR their involvement with a registered organisation
Raise awareness internally and externally of our IPP to promote reconciliation within ADA and with our stakeholders	<ul style="list-style-type: none"> Provide all employees with a copy of the IPP 	HR Manager	June 2022	<ul style="list-style-type: none"> Distribution of the IPP
	<ul style="list-style-type: none"> Host onsite events and education sessions on reconciliation and our IPP commitments for all employees 	Marketing & Communications Manager	September 2022	<ul style="list-style-type: none"> Engage with a registered or certified member of Supply Nation to develop a workplace program for ADA
	<ul style="list-style-type: none"> Include our IPP on company website 	Marketing & Communications Manager	June 2022	<ul style="list-style-type: none"> Link to ADA's IPP on company website

Actions: Respect

Objective	Activity	Responsibility	Start Date	Outcomes
Increase knowledge and understanding of Indigenous Culture throughout all levels of ADA	<p>Identify an appropriate cultural awareness program.</p> <ul style="list-style-type: none"> Cultural Awareness Training session for Executive Management Team. Ensure all Department Managers attend Ensure all current employees participate in the course offered for their state Include Cultural Awareness Training for all new employees Recognise the traditional owners of the land at the entrance to each ADA site 	HR Manager	June 2022	<ul style="list-style-type: none"> Engage a local provider recognised by Supply Nation in each state to provide Cultural Awareness Training Monitor the increase in employee engagement with Reconciliation Week, NAIDOC week and volunteering and mentoring programs
Review cultural diversity within ADA	<ul style="list-style-type: none"> Conduct Cultural Diversity Survey to determine the current workforce composition baseline, including Indigenous employees 	HR Manager	September 2022	Collate findings of survey and report findings to Senior Management Group
Celebrate NAIDOC week	<ul style="list-style-type: none"> Identify local NAIDOC week activities through the official website Promote activities to all employees Support through volunteering or sponsoring a local NAIDOC week event 	Marketing & Communications Manager	June 2022 June 2022 June 2023	<ul style="list-style-type: none"> Communication to employees highlighting available activities Sponsorship and or staff involvement in a local activity held to recognise NAIDOC week

Actions: Opportunities

Objective	Activity	Responsibility	Start Date	Outcomes
Increase Indigenous Supplier Diversity	Work with Supply Nation to identify procurement opportunities	General Manager – Operations	June 2022	<ul style="list-style-type: none"> Workshop with Supply Nation and Department Managers to understand available opportunities.
	Increase Indigenous business usage annually	Department Managers	June 2022	<ul style="list-style-type: none"> Ensure total spend with Indigenous Suppliers remain at a minimum of 1.5% of addressable expenditure
	Promote procurement activities to Indigenous Businesses by using the Supply Nation website	Procurement Officer	As opportunities arise	
	Identify Indigenous Suppliers to assist in the following areas: <ul style="list-style-type: none"> Logistics for transport through NSW 	Warehouse Manager	June 2022	<ul style="list-style-type: none"> Spend with Indigenous Suppliers monitored and reported quarterly
	<ul style="list-style-type: none"> Facilities Management for cleaning services to NSW Sales office 	Governance & Risk Manager	June 2023	<ul style="list-style-type: none"> Service agreement signed with Registered Supply Nation Facility Service Provider for all ADA sites.
	<ul style="list-style-type: none"> Graphic Designer for Artwork to use on promotional material Graphic Designer/ Designer for assistance with uniform for NSWPF Aboriginal Community Liaison Officers (ACLO) 	Marketing & Communication Manager Head of Design	September 2022 July 2023	
Increase opportunities for Indigenous people to work within the garment industry	<ul style="list-style-type: none"> Work with NSW TAFE to develop a work experience program or sponsorship for an Indigenous Student wanting to participate in a Fashion & Textiles Course 	Head of Design and R&D Manager/ Marketing & Communication Manager	June 2024	<ul style="list-style-type: none"> Student Internship/ Work experience with ADA or one of its local subcontractors Provide sponsorship for Indigenous student
	<ul style="list-style-type: none"> Partnership developed with Indige Labs to mentor young designers. 			
Increase Indigenous Recruitment and retention	<ul style="list-style-type: none"> Review recruitment processes and identify areas that can improve indigenous recruitment 	HR Manager	September 2022	<ul style="list-style-type: none"> Include in all job advertisements, 'Aboriginal and Torres Strait Islander peoples are encouraged to apply.' Engage with Indigenous consultants to advise on recruitment, employment and retention strategies, including professional development Advertise all vacancies in Aboriginal and Torres Strait Islander media such as Our Mob or Koori Mail
	<ul style="list-style-type: none"> Increase Indigenous employment by 1% FTE 		January 2025	

Actions: Opportunities

Objective	Activity	Responsibility	Start Date	Outcomes
Develop internship program for Indigenous Youth	Work with CareerTracker to establish internships across different levels of the business	HR Manager	June 2024	Offer 2 Internships each year to Indigenous job seekers

Monitoring & Reporting

The implementation and success of this IPP will be monitored quarterly by the Executive Management Group with a report prepared annually for approval.

Progress will be reviewed against the specific project timeframes and overall targets and reported both internally and externally as required by the Compliance Manager.

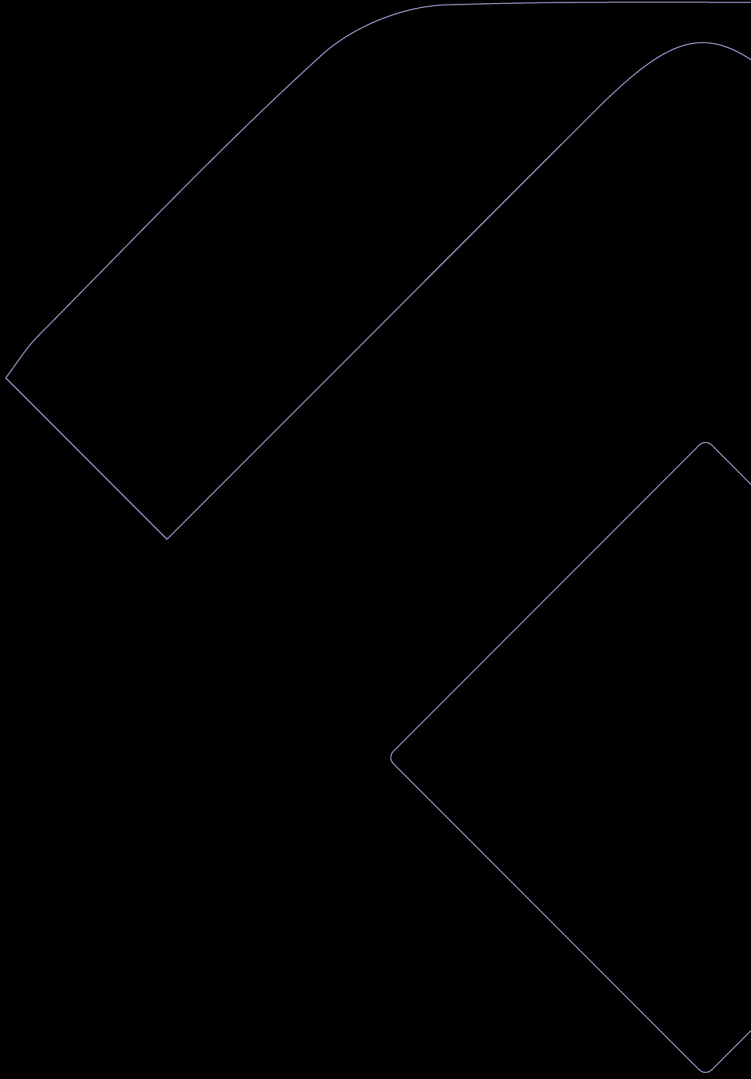
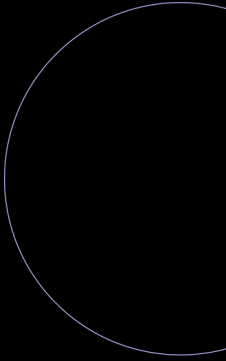
Success will be measured against the following indicators:

- Increased Indigenous Supplier usage (to achieve a total of 1.5% addressable spend)
- Increased cultural awareness levels amongst ADA employees
- Number of Indigenous employees within ADA

This Indigenous Participation Plan will be reviewed at least every 3 years and updated as required.



Artwork by Indigenous Design Labs



Indigenous Participation Plan



Let's make a PACT!

PACT is ADA's ESG program. It is a movement towards Promoting Accountability, Community and Transparency. Through this innovative initiative, PACT and its partners are not just contributing to global ESG standards - they're reshaping them.

The PACT Program includes 4 pillars and tangible pathways to achieve our vision.

ESG Program Name	PACT			
4 Pillars Sits under ESG	 Planet	 People	 Practice	 Performance
Pathways Sits under Pillars	Designing for End of Life Circularity Waste Reduction	Indigenous Partnerships Diversity & Inclusion Employer of Choice Responsible Supply Chain Corporate Social Responsibility	Ethical Trade Transparency Risk Management	Job Growth Exceeding Customer Expectations Research, Development & Innovation Responsible purchasing and sourcing

Join us as we define what it means to do business in the 21st century!

Learn more about PACT
ada.com.au/pact



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