

SOCIAL PROCUREMENT POLICY

POLICY

Through embedding the principles of social procurement in its business, the Fashion Biz Group of Companies will contribute to alleviating disadvantage in the Australian community and providing sustainable social and economic benefits.

DEFINITION

'Social procurement' involves organisations using their buying power to increase the 'value for money' component of their purchase, requiring suppliers to demonstrate that the purchase also generates positive social outcomes beyond the value of just the goods or services.

These outcomes could be:

- **economic**, where social benefit enterprises (e.g. Aboriginal-owned businesses) are included in the supply chain via the provision of Goods and/or Services
- **social**, where economically and socially disadvantaged people are employed and trained as part of the workforce that will carry out work in general, or for a specific contract
- **environmental**, where the supplier commits to the use of sustainable resources, recycled content, or minimises/eliminates waste and pollution
- **better business practices**, where the supplier supports safe and fair workplace practices in compliance with state and federal laws and insists on the same compliance within its supply chain.

IMPLEMENTATION

To give effect to this policy, the Fashion Biz Group:

- ensures that social procurement objectives are incorporated in all relevant policies of the business
- fosters a workplace culture that is inclusive
- includes domestic violence leave in its leave policies
- embraces gender equality in its workforce
- values use of social procurement principles and their outcomes with all suppliers
- includes social objectives in its recruitment policy and procedures to aid with the employment of people from disadvantaged backgrounds
- proactively implements environmentally friendly energy solutions to reduce our carbon footprint
- meticulously maintains and complies with its AS 4801, ISO 140001 and ISO 9001 accreditations
- actively seeks opportunities to procure goods and services from social benefit suppliers
- monitors and reports annually on its social procurement performance to the company Board of Directors
- follows the letter and the spirit of Australian laws that create safe workplaces and secure and fair employment practices.

This policy is authorised by the Fashion Biz Directors.

May 2021