



Creating

GENDER EQUALITY

through Procurement

POLICY



Femeconomy



30% Club
GROWTH THROUGH DIVERSITY

Gender Equality Procurement Policy

OBJECTIVES

The goal of the Gender Equality Procurement Policy is to include women owned and led businesses in the organisation's procurement and supply chain, in recognition that greater diversity leads to improved organisational outcomes and profitability. The Gender Equality Procurement Policy showcases the organisation's commitment to:

- diversity and inclusion, and
- ethical supply principles

SCOPE

The Policy applies to all employees and contractors who purchase goods and services, or conduct other procurement activities, on behalf of the organisation.

IMPLEMENTATION

To achieve its objectives, the organisation will:

- Ensure that at minimum one women led business is included in every procurement/request for quote;
- Educate our workforce on the benefits of supplier diversity and ethical supply principles;
- Track reasons why women led businesses were not included in procurement activity;
{Organisations who have more advanced supplier diversity programs may consider also including:}
- Set targets to align Supply chain spend with gender equality procurement principles;
- Require suppliers to include information on their leadership and organisational gender diversity, and Diversity and Inclusion Policies as part of tender processes.

MEASUREMENT

The organisation will annually measure and report achievement against these objectives in our annual report.

DEFINITION

- Women Led Business – has at least 30% women on the board of directors or is at least 50% female owned

FURTHER INFORMATION

Download the *Gender Equality Procurement Principles Toolkit*.



The 30% Club Australia launched in May 2015 and promotes the benefits of diversity at all levels of business. In March 2019 the 30% Club announced a new objective for 30% women on ASX 300 boards by the end of 2021. The 30% Club will continue to focus on the boards of ASX 200 companies that have not reached the 30% target.



Download a copy of the
Australian 30% Club Information Booklet



Femeconomy

Femeconomy educates consumers, business owners and budget owners on how their purchasing decisions can create gender equality. Femeconomy identifies and amplifies companies that have at least 30% women on the Board of Directors or are 50% female owned.

Companies with female leaders are more likely to have workplace flexibility and less likely to have a gender pay gap, so they are helping to create gender equality for their employees and communities.