

# Aboriginal Procurement Participation Plan

FY2025







## Acknowledgement of Country

Sydney Water respectfully acknowledges the Traditional Custodians across Dharawal, Gundungurra, Darkinjung, Dharug and Eora nations where we work, live and learn.

Their lore, traditions and customs nurtured and continue to nurture the waters, both saltwater and sweetwater, in our operating area, creating wellbeing for all.

We pay our deepest respect to Elders, past and present. We acknowledge their deep connections to the land and waters.

We are committed to reconciliation and partnering with our Traditional Custodians, to ensure ongoing collaboration on Caring for Country now and into the future, learning from traditional and contemporary approaches, while maintaining and respecting cultural and spiritual connections.



## Introduction

Sydney Water is committed to building and maintaining meaningful and respectful relationships with First Nations people of Australia made of Aboriginal and Torres Strait Islander people.

In our Procurement context:

- we value the economic, social and cultural contribution of Aboriginal and Torres Strait Islander people
- we recognise the social and economic challenges faced by Aboriginal and Torres Strait Islander people
- we are committed to addressing the gap between Aboriginal and non-Aboriginal Australians.

As Australia's largest water utility, we understand we have a unique opportunity to contribute to the NSW Government's strategic economic policy of Growing NSW's First Economy.

Sydney Water's Aboriginal Procurement Participation Plan (APPP) sets out how we can provide opportunities to increase skills and economic participation within the State's Aboriginal and Torres Strait Islander communities.



## Objectives

Support sustainable growth of Aboriginal businesses by driving demand via our procurement of goods, services and construction.



## Spend Target

**Spend:** Direct a target % of the addressable spend to Aboriginal owned businesses.

**NOTE:** These targets are indicative and will be reviewed annually at the beginning of each financial year for necessary adjustments.

	% target of the addressable spend	\$ Target Value (ex. GST)
FY24	1.30%	\$15.6m*
FY25	1.50%	\$18.0m
FY26	1.75%	\$21.0m
FY27	2.00%	\$24.0m
FY28	2.30%	\$27.6m

## Definition

**Aboriginal-owned business:** An Aboriginal business is one that is recognised through an appropriate organisation, such as Supply Nation or the NSW Indigenous Chamber of Commerce.

**Addressable spend:** category of spend where there are real opportunities for Sydney Water to engage Aboriginal-owned businesses.

**Non-addressable spend:** category of spend where there are no or very limited real opportunities for Sydney Water to engage Aboriginal-owned businesses (e.g. utilities, grants and spend to other government entities).

*\* completed, refer to page 7 for the actual \$ value achieved.*



# Governance

## Alignment with Sydney Water's Reconciliation Action Plan

APPP is aligned with our Reconciliation Action Plan. Where there are conflicting requirements, the requirements set out in our Reconciliation Action Plan take precedence over this APPP.

## Procurement @ Sydney Water

The Procurement team is responsible for the administration, monitoring, and reporting of this APPP. This includes:

- providing guidance on how the APPP should be applied in procurement activities
- exempting or allocating specific requirements against individual procurement activities
- dealing with complaints about the application of the APPP
- conducting audits and reviews of the APPP

## Aboriginal businesses validation

Sydney Water is a member of Supply Nation, a non-profit organisation that works with procurement teams from government and corporations to grow the Aboriginal and Torres Strait Islander business sector through the promotion of supplier diversity.

Sydney Water has access to verified Aboriginal-owned business database and supplier diversity support and training through Supply Nation or the New South Wales Indigenous Chamber of Commerce.

## Review of the APPP

The outcomes and effectiveness of the APPP will be reviewed annually





# Applying the APPP

**The APPP applies to the procurement of goods and services by, for or on behalf of Sydney Water.**

APPP can be applied throughout the Procurement lifecycle. APPP objectives are achieved by ensuring that the following guidelines (not limited to and where applicable) should be adhered to:

## Plan

- Publish annual Aboriginal Procurement Participation Plan.
- Identify upcoming procurement opportunities for Aboriginal participation.
- Consider and document APPP requirements and targets in Procurement Strategy.
- Include APPP participation as part of non-financial evaluation criteria.

## Source

- For procurement up to \$250k:
  - give first consideration to an Aboriginal-owned business in the Multiple Quotes process, or
  - where feasible, directly negotiate with an Aboriginal-owned business.
- Require tenderers to submit an Aboriginal Participation Plan during the sourcing process that sets out how the tenderer plans to meet the Aboriginal participation requirements.
- Where works are done via our delivery or major project partners, ensure that APPP participation requirements are embedded into their procurement processes.

## Manage

- Include the final APPP in the contract requirements.
- Manage supplier's, delivery and major project partner's compliance with the APPP.
- Take reasonable steps to support suppliers to meet the requirements.
- Confirm claims made by the supplier in relation to APPP and address any compliance or performance issues, should they arise



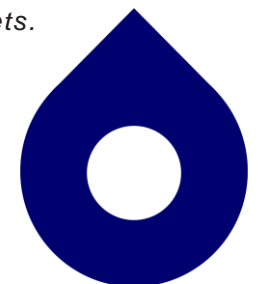
# Actions Checklist

To deliver against the targets set in this APPP, Sydney Water has identified and completed the following actions.

2021-2024's Actions	Status
Develop a performance dashboard to monitor progress against Aboriginal procurement targets	Completed
Communicate future procurement opportunities through NSW Indigenous Chamber of Commerce and Supply Nation where appropriate	Completed
Encourage Aboriginal-owned businesses to register their interest and complete pre-qualification process	Completed
Draft and include special Aboriginal procurement conditions in goods and services contracts	Completed
Update procurement documents to incorporate Aboriginal procurement requirements	Completed
Achieving \$19.58m total spend with 34 Aboriginal suppliers against the target of \$15.60m.	Completed

2025's Targets and Actions
Achieving \$18m total spend target with 50 Aboriginal suppliers.
Continuing engagement with other organisations and participating in Aboriginal business events to learn best practices in driving procurement activities with Aboriginal suppliers

*Our commitment is on-going and we will continue to identify and complete appropriate actions to meet or exceed our targets.*



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