

Symal Procurement Policy

Symal Group Limited

Date of adoption: 1/11/2024

1. Purpose and Scope

Through embedding social procurement across all projects, Symal aims to deliver sustainable social and economic benefits that remain in the community long after its projects are delivered. This Policy sets down the commitments Symal makes in the pursuing these aims through social procurement initiatives and activities.

2. Definitions

‘Symal’ means Symal Group Limited and all its subsidiaries.

‘Social Procurement’ means using procurement processes and purchasing power to generate positive social outcomes in addition to the efficient delivery of goods, services and works. It can be applied to address complex challenges facing communities and can be achieved through means such as economic empowerment by purchasing goods and services from social benefit suppliers and employing and training socially and economically disadvantaged people.

‘Social Enterprises’ are organisations which trade to intentionally tackle social problems, improve communities, provide people access to employment and training, or help the environment. They are driven by a public or community cause, be it social, environmental, cultural or economic, and they derive most of their income from trade, not donations or grants, and use the majority (at least 50%) of their profits to work towards their social mission.

3. Policy

Symal believes that social procurement forms a significant part of its corporate social responsibilities and is a key mechanism through which it can generate wider social benefits by providing a link to integrate social and economic agendas.

Symal acknowledges and accepts its corporate social responsibilities and aims to meet these through a variety of means, such as:

- the creation of training and employment opportunities through social procurement processes;
- addressing complex local challenges, such as intergenerational employment, crime, vandalism and economic decline in local communities or amongst disengaged groups;
- encouragement of local economic development and growth;

- promotion of fair and ethical trade;
- social inclusion, particularly for vulnerable groups (providing opportunities for individuals and groups to participate in the community and contribute to the economy); and
- engagement of small-to-medium sized enterprises and social benefit suppliers (providing them with the same opportunities as other businesses, including the ability to engage in procurement processes).

To achieve this, Symal is committed to:

- raising awareness about social procurement objectives, opportunities and impact among its people, industry partners and stakeholders;
- creating opportunities for the purchase of goods and services from social benefit suppliers; and
- creating training and employment opportunities for socially and economically disadvantaged people.

To give effect to this policy, Symal will:

- demonstrate leadership through its commitment to sustainable social outcomes and economic inclusion;
- create and foster cultures that are inclusive and where differences are valued;
- engage and work with clients, contractors and stakeholders, including the community to foster positive social outcomes;
- embed social procurement objectives into its tenders;
- ensure social procurement objectives are supported across internal policies and processes;
- develop, implement and foster opportunities for economically or socially disadvantaged people;
- create opportunities in supply chain to purchase goods and services from social enterprises;
- encourage proactive and innovative thinking and practices to increase social value; and
- monitor and report on its social procurement performance.