

# Celebrating supplier diversity and fostering Indigenous business engagement



Leah Cameron



Nathan Martin



Murray Saylor



Mundanara Bayles

## **Acknowledgement of Country**

Supply Nation acknowledges the traditional owners of the land upon which we meet. We also recognise the traditional owners of Country throughout Australia and acknowledge the continuing connection of Aboriginal and Torres Strait Islander people to land, waters and community. We pay our respects to all elders – past, present and emerging.

# Inside this issue

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Aboriginal and Torres Strait Islander readers are advised that this magazine contains names and images of people who have passed away.

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# A message from our CEO

"The Supply Nation team remains committed to fostering genuine engagement opportunities between Aboriginal and Torres Strait Islander businesses and our corporate, government and non-for-profit member organisations."

As we reach the end of another challenging year for businesses across Australia, the Supply Nation team remains committed to fostering genuine engagement opportunities between Aboriginal and Torres Strait Islander businesses and our corporate, government and non-for-profit member organisations.

In this first edition of the Supply Nation magazine, we reflect on the year with a tribute to the late Dr Dean Jarrett, who sadly passed away earlier this year. I'm honoured to highlight the significant contribution Dr Jarrett made to Supply Nation and the Indigenous business sector more broadly. We also hear from the Minister for Indigenous Australians the Hon Ken Wyatt AM MP, as he recognises the resilience of Indigenous businesses throughout the COVID-19 crisis and the significant role they play in the economic recovery and growth of Australia.

We revisit the memorable highlights from Supply Nation's annual flagship event, Connect 2021, and hear how our platinum sponsors are continuing to support the Indigenous business sector. The magazine also features a selection of the Supplier Diversity Award 2021 winners as they share their business journey, their rise to success within the sector and what it meant to win at this year's awards.

This year, Supply Nation achieved another milestone by reaching over **3,300** verified Aboriginal and Torres Strait Islander businesses listed on Indigenous Business Direct – highlighting the continued growth of the sector.

With COVID-19 restrictions impacting all states and territories throughout 2021, we continued to deliver our supplier diversity training and capability training programs via our online platforms. Since moving our training online in early 2020, we have been able to offer an increased number of sessions and provide businesses in remote and regional locations with access to fundamental training. We are thrilled to see the continued interest and engagement in our training from both members and Indigenous businesses across Australia.

Lastly, I would like to commend our Indigenous businesses on their resilience during the COVID-19 crisis, and thank our corporate, government and non-for-profit members for their ongoing commitment to the growth and prosperity of the Indigenous business sector.

I wish you all the best for the remainder of the year, and look forward to working with you to foster new opportunities in 2022.

Laura Berry  
Chief Executive Officer  
Supply Nation



**Supply Nation**



# A dedication to the late Dr. Dean Jarrett

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Earlier this year, we received the devastating news of the sudden passing of one of Supply Nation's Directors, Dr. Dean Jarrett.

Dean, a Gumbaynggirr/Goreng Goreng/Punthamara man, joined the Supply Nation Board in 2019 after being the first Indigenous man to complete a PhD at the UTS Business School that same year. Dean's doctoral work was intrinsically linked to the work of Supply Nation and the history and growth of supplier diversity internationally.

Dean's work explored the values, excellence, and potential of First Nations Business people through a comparative study of supplier diversity for Indigenous Australian and Native American enterprise. This was a ground-breaking study that made a substantial contribution to both knowledge and practice of Indigenous business.

Dean brought his deep cultural and business knowledge, along with his passion and in-depth commitment to the past, present and future of Indigenous business to the Supply Nation Board, and his insights, contribution and support was incredibly valuable in helping to drive the growth of the organisation.

Dean drew on his international research experience to produce research of significant intellectual value and social impact. This work was reflected in Dean being lead author, with KPMG and Global Compact Network Australia, on a 2020 report titled Australian Business Guide to Implementing the UN Declaration on the Rights of Indigenous Peoples for the Global Compact Network Australia. This guide provides a universal framework for Australian businesses to protect the rights of Indigenous people and their businesses in Australia.

Dean excelled in building collaborative and productive relationships across industry, government, not-for-profit or academia and was a much-loved member of our broad community. This was reflected in the numerous organisations Dean worked with. In addition to his role as a lecturer at UTS Business School and a Director of Supply Nation, Dean was a business owner and Director of Wurindaga Management and Procurement Services. He had vast experience in governance, and held positions on a number of boards. He had a strong interest in Indigenous public policy and legislation, particularly those concerning Indigenous social enterprise and economic development.

Dean was a graduate of the Murra Indigenous Business program at the Melbourne Business School. He was a Fulbright scholar and had lectured at Western Sydney University, Macquarie University, and the University of Arizona. Shortly before his passing Dean won the inaugural UTS business school award for excellence in external engagement.

Through his business and academic life, Dean collaborated with companies ranging from large multinationals like Google and BHP, to State Government agencies and Local Councils, non-government agencies and Aboriginal owned and managed not-for-profits. Dean built up a large and ever expanding network of colleagues, companies and businesses which he assisted primarily with the goal of improving the lives, outcomes and opportunities for Aboriginal peoples.

Prior to his academic and business careers, Dean had a successful career working in middle and senior management roles and governance positions across areas such as Indigenous health, employment, and Aboriginal land councils. Dean played in, coached and trained rugby league teams throughout his life and contributed a huge amount to various Rugby League clubs and teams across Queensland and NSW.

The news of Dean's passing was shocking and deeply saddening. Supply Nation will continue to work as a community with others who loved and admired Dean to support his family and remember his work and the significant contribution he made to the Indigenous business sector.

Dean is survived by his grandmother Old Nan Ivy, mother Loretta, his partner Joanne, his adult children Dwaine, Djaan, Jaleel, his little ones, Jarlath, Bonnimae and Ayda, and his grandchildren Monique, Deklin, Layla, Jayden and Willow.

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In honour of Dr Jarrett's contributions, we are proud to launch our fourth Research Report '**What makes Indigenous business unique?**' written and produced by Dr Jarrett prior to his passing.

[Read here](#)

A message  
from the  
Minister for  
Indigenous  
Australians

# Hon Ken Wyatt AM MP



These are dynamic times, as the world emerges from the COVID-19 pandemic and national economies are repositioned around the world.

Indigenous businesses will play a significant role in Australia's economic recovery and growth – from defence and artificial intelligence, to medtech, care services, food production and tourism, the Indigenous economy has enormous potential.

It's important to remind ourselves of the unique potential our culture has to strengthen our economy, through traditional knowledge, innovation and entrepreneurship.

Businesses that show us new, inclusive and sustainable ways to drive the economic potential of both land and people are the future of the sector.

Supply Nation holds a trusted and vital role in supporting supplier diversity through its role in certifying and promoting Indigenous businesses, ensuring a prosperous and sustainable Indigenous business sector in Australia.

The Morrison Government is committed to backing Indigenous businesses, including accelerating government purchasing from Indigenous businesses through the Indigenous Procurement Policy (IPP).

Since the IPP's inception, \$5.3 billion has

flowed to Indigenous businesses and joint ventures, with more than \$1 billion in the last financial year alone.

While government is playing an important role, private sector engagement is paramount to embedding more Indigenous businesses into the wider economy. That's why over the past year I've been developing the National Roadmap on Indigenous Skills, Jobs and Wealth Creation and bringing together industry champions to participate in its development.

I encourage every Indigenous business to connect with our network of Indigenous business and employment hubs around the country. To date we have hubs in Sydney, Perth and Adelaide and I recently announced a new hub for Darwin.

These hubs are an invaluable resource for Indigenous businesses and provide exciting opportunities to network and grow your client base.

Australia's future success includes a thriving Indigenous economy and, not long from now I hope, a 100% Indigenous owned and led business listed on the ASX top 200.

Thank you to Supply Nation for the role you play, not just for Indigenous businesses, but for non-Indigenous businesses and Australian consumers as well.



# Export Nation

Supply Nation's Export Nation program is a new initiative to help Aboriginal and Torres Strait Islander businesses sell their products and services outside of Australia.

Export Nation will offer guidance and support to Supply Nation Registered and Certified Indigenous businesses who are currently or considering engaging in any of the following:

- Selling and shipping products to customers overseas
- Selling products to companies in Australia who then sell them to overseas customers
- Providing professional services to customers overseas
- Selling products online through platforms like Amazon, or through their own website, to buyers in other countries

If you haven't already, please complete the **online submission form** and we will be in contact soon to discuss how Supply Nation can support your business journey.

If you have any questions, please contact us at [exportnation@supplynation.org.au](mailto:exportnation@supplynation.org.au)

Fostering Indigenous Business Engagement



SAVE THE DATE FOR **CONNECT 2022**



Supply Nation's annual flagship event for the Indigenous business sector

 The International Convention Centre, Sydney

# Connect highli

This year, Supply Nation transformed Connect into a compelling, online journey in support of the Indigenous business sector. Connect 2021 was delivered via world-class technology allowing greater accessibility and engagement by incorporating the Knowledge Forum, Tradeshow and Awards Show into an interactive two-day online experience.





# 2021 Highlights

We were proud to bring together those within the supplier diversity community to celebrate their resilience and achievements after a very challenging year.

Not only did we hear from some of Australia's leading supplier diversity and business experts, we were also able to engage our Indigenous businesses to showcase the diversity and vibrancy of their products and services and foster business opportunities through the Tradeshow element. We celebrated the 2021 Supplier Diversity Awards via a live broadcast show, with real time reactions, memorable hosts and First Nations entertainment.

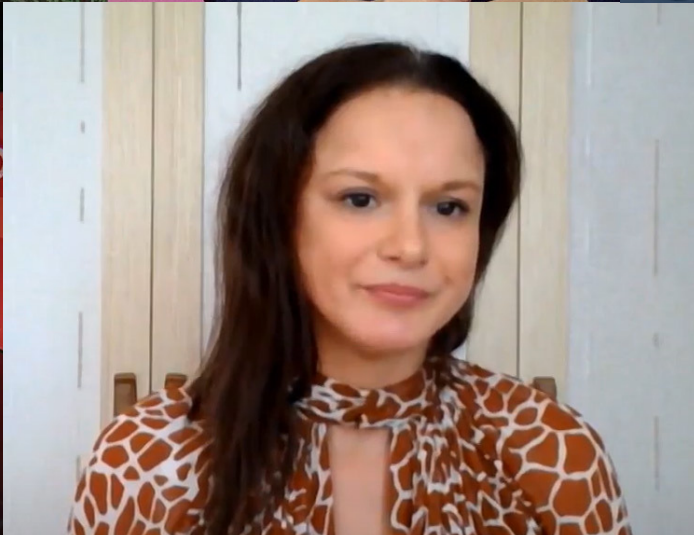
Some of the highlights of Connect 2021 included the exclusive conversations with Phillipa Harrison, Managing Director of Tourism Australia; Stephanie Tully, Chief Customer Officer of Qantas; Corey Tutt, Founder of DeadlyScience; Adjunct Professor Wayne Quilliam, Renowned Photographic

Artist; Steven Worrall, Managing Director of Microsoft Australia; and Hon Ken Wyatt AM MP, Minister for Indigenous Australians.

We were delighted to see the conversation flow throughout the many panel discussions and Yarn times with successful Indigenous business leaders. We were captivated by the keynote address from Award-winning Author Dr Anita Heiss and enjoyed presentations from motivational speaker Sebastian Terry and Consumer Futurist Amanda Stevens. Lastly, we were honoured to have renowned Author and Journalist Stan Grant, host Connect 2021 and were amazed by his insights and presence.

We hope you enjoyed the Connect experience from the comfort and safety of your home or office, wherever you are in Australia. Next year, we are excited to return to a face-to-face event, where we can all reconnect under the same roof.





# Supplier Diversity Awards 2022

Nominations for Supply Nation's Supplier Diversity Awards 2022 are now open! The Supplier Diversity Awards recognise companies, government agencies and individuals who are contributing to create a prosperous, vibrant and sustainable Indigenous business sector. This year, we are proud to unveil two newly recognised award categories in honour of two individuals who both made tremendous contributions to the growth of the sector.

## Dates for your diary:

Tuesday 9 November 2021: Supplier Diversity Award nominations open.

Friday 25 February 2022: Supplier Diversity Award nominations close.

Wednesday 25 May 2022: Supplier Diversity Award winners announced at the Gala Awards Dinner at our flagship event **Connect**.

## Sam Tjengala Reuben Award recognising Young Entrepreneur of the Year

This award honours the late **Sam Tjengala Reuben**. Sam, a Torres Strait Islander man and business owner from Townsville, sadly passed away in April 2019. Sam was a proud leader in his community and was a valued member of Supply Nation's inaugural Indigenous Business Advisory Group. We are honoured to commemorate Sam's contributions and his admirable work with Indigenous communities.

## Dr Dean Jarrett Award recognising Outstanding Impact

This award honours the late **Dr. Dean Jarrett**, who sadly passed away earlier this year. Dean, a Gumbaynggirr man, was one of Supply Nation's Directors. Dean joined the Supply Nation Board in 2019, after being the first Indigenous man to complete a PhD at the UTS Business School that same year. Dean brought his deep cultural and business knowledge, along with his passion and in-depth commitment to the past, present and future of Indigenous business to the Supply Nation Board, and his insights, contribution and support was incredibly valuable in helping to drive the growth of the organisation and the wider sector.

[Nominate now](#)



**CERTIFIED  
SUPPLIER  
OF THE YEAR**

This award recognises a Certified Supplier that has driven significant growth in their business and has demonstrated ongoing engagement with Supply Nation and / or our members.

**REGISTERED  
SUPPLIER  
OF THE YEAR**

This award recognises a Registered Indigenous Business that has driven significant growth in their business and has demonstrated ongoing engagement with Supply Nation and / or our members.

**SUPPLIER  
DIVERSITY  
ADVOCATE  
OF THE YEAR**

This award recognises an individual from a member organisation or Indigenous business who has driven supplier diversity growth and development within their organisation and / or the Indigenous business sector.

**SAM TJENGALA  
REUBEN AWARD  
RECOGNISING  
YOUNG  
ENTREPRENEUR  
OF THE YEAR**

This award recognises a young Indigenous entrepreneur who has successfully brought their business idea to fruition, can demonstrate the potential for significant growth in the years to come and has demonstrated ongoing engagement with Supply Nation and / or our members and Indigenous businesses.

**GOVERNMENT  
MEMBER  
OF THE YEAR**

This award recognises a government member that has demonstrated exceptional commitment, engagement and leadership in supplier diversity and driven significant growth in the Indigenous business sector.

**EMERGING  
INDIGENOUS  
EXPORTER  
OF THE YEAR**

This award recognises an Indigenous business that has successfully entered the export market within the last three years; can demonstrate potential for future export growth and that has demonstrated ongoing engagement with Supply Nation and / or our members and Indigenous businesses.

**SUPPLIER  
DIVERSITY  
PARTNERSHIP  
OF THE YEAR**

This award recognises two organisations (Supply Nation Indigenous businesses and / or members) that have worked in partnership to contribute to the growth of the sector and / or specific Indigenous businesses. Such partnerships can include mentoring, programs, consortia bids, and / or strategic alliances.

**CORPORATE  
MEMBER  
OF THE YEAR**

This award recognises a corporate member that has demonstrated exceptional commitment and leadership and driven significant growth in supplier diversity.

**INDIGENOUS  
BUSINESSWOMAN  
OF THE YEAR**

This award recognises a female Indigenous business owner who has driven significant and sustainable growth in her business and has demonstrated ongoing engagement with Supply Nation and / or our members and Indigenous businesses.

**PROCUREMENT  
PROFESSIONAL  
OF THE YEAR**

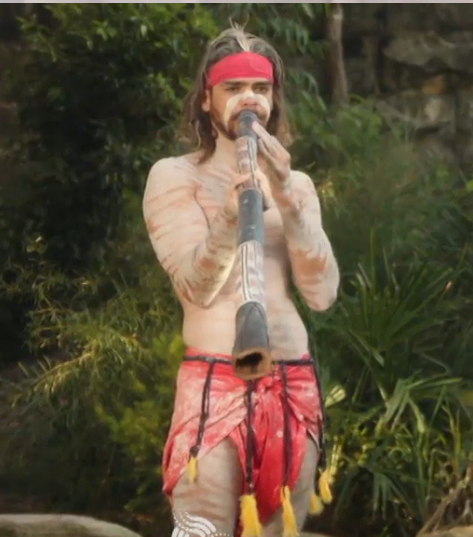
This award recognises an individual who works within the procurement department of a Supply Nation member organisation and has driven significant growth in sustainable supplier diversity through their organisation's supply chain.

**DR DEAN  
JARRETT AWARD  
RECOGNISING  
OUTSTANDING  
IMPACT**

This award recognises an organisation or individual that has made an outstanding impact on supplier diversity and / or the growth of the Indigenous business sector. The winner is selected from the finalists of all other award categories.

**Thank you to our Supplier Diversity Award sponsors!**







# Supplier Diversity Award Winners 2021

Young Indigenous Entrepreneur of the Year

**Nathan Martin**

Supplier Diversity Partnership of the Year

**Commonwealth Bank and BlackCard**

Emerging Indigenous Exporter of the Year

**Tagai Management Consultants**

Supplier Diversity Advocate of the Year

**Helen Slater**

Registered Supplier of the Year

**Marawar**

Indigenous Businesswoman of the Year

**Leah Cameron**

Certified Supplier of the Year

**Marawah Law**

Corporate Member of the Year

**JLL**

Procurement Professional of the Year

**Hamish Johnston**

Government Member of the Year

**Department of Defence**

Outstanding Impact Award

**JLL**





# Nathan Martin

Yalagan Group

# Young Indigenous Entrepreneur of the Year

Nathan's story, simply put, is one of a kind – enduring challenges in his life that would deter many in the pursuit of their dreams. His individual determination and values are what make up the very foundation of Yalagan Group. A role model for his community, and an advocate for Indigenous rights, Nathan inspires many with what he does.

In his own words, Nathan's story is one of tragedy and triumph: "When I was 25 I pleaded guilty to charges of illegal activity. Growing up in an Aboriginal community, crime was just everywhere. You see it every day and in the end you become numb to it. I never really thought of the impact my actions would have on the community until I was getting sentenced by the judge.

In prison, you either go one of two ways, either you become a better criminal or you decide that this isn't what you want to do with your life. On my daughter's sixth birthday, in my fourth year in prison, I just thought "this isn't where I want to be."

Looking around at some of the people who were in jail with me, I thought there weren't many construction bosses who would give any of these boys a go. So I thought, "how do I create something that will?" As soon as I walked out of prison in 2016, it absolutely poured rain. I thought, "this is going to wash it all away and I'll just start off fresh to do some good with my life and get into it."

My first step from there was to create Yalagan Group in 2017. The word is from the Yuin Nation – it means "hard-working" or "smart fellow". My goal is to take my businesses inside prisons and train inmates to become qualified labourers in the construction industry. The first guy I recruited had done 14 years' jail. Four years on, he is still out of prison and has been successfully operating his own business for the last few years.

From there we have created a national group that is an ecosystem of support and opportunities for training and recruitment/personnel hire focused on transitional career and employment pathways for the most disadvantaged.

Overall, there has been no bigger milestone than the support from, and recognition of, being Certified by Supply Nation. Winning the Young Indigenous Entrepreneur of the Year Award marked such an important point for me. From starting out in jail to building Yalagan Group and then winning an award in 2021, means anything is possible for our mob.



I've come up with the idea of what I want to do and who I want to be, and I make it happen every single day that I wake up.

– Nathan Martin

After winning Young Indigenous Entrepreneur of the Year at this year's Connect, I was both shocked and thrilled. I've never really sat down to consider the impact Yalagan Group was having on the community. We work hard every day, and we love what we do, so it was wonderful to be recognised for all that hard work and to know that as an individual and a company I can inspire others to do the same.

More than anything, winning this award has given me a renewed sense of accomplishment and motivation for the future. If I can inspire other people and businesses to work towards creating sustainable outcomes for our Indigenous communities across Australia, I know that I'm doing the best that I can and that is a really exciting place to be after just four years since we first opened our doors.

I'm looking forward to the future of Yalagan Group. Supply Nation has always been there guiding us and with their continued support I know that the potential for Yalagan is endless".

Supplier Diversity  
Partnership  
of the Year

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# Commonwealth Bank and BlackCard



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CBA's partnership with Blackcard is not only focused on supplier diversity, but creating a respectful cultural exchange across the bank.

– Brad Cooke

A message from Commonwealth Bank about their successful partnership with BlackCard.

Commonwealth Bank of Australia's (CBA) purpose is to improve the financial wellbeing of our customers and communities and we are committed to achieving this purpose for Aboriginal and Torres Strait Islander communities.

Though our Reconciliation Action Plan (RAP) we are focused on promoting reconciliation through our sphere of influence as well as working with business and community partners to ensure we promote social, economic and financial wellbeing.

In a year that's been challenging for many Australians, we recognised that the pandemic could impact our Indigenous suppliers, so we immediately reduced payment terms on all Indigenous suppliers to "net zero" meaning immediate payment of invoices to assist with cash flow.

Since the launch of our first RAP in 2008, we have built strong partnerships within the Indigenous business sector. CBA is a proud founding member of Supply Nation (2009).

Since 2014, we have partnered with BlackCard to provide our workforce with Indigenous cultural capability training. More than 1,700 people have completed the program, and a further 13,000 have completed the e-learning module. Our target is for 70% of our workforce to have completed this training by 2022.

**Brad Cooke, Senior Manager Indigenous Engagement Innovation**, said: "We have formed a trusted partnership with Blackcard that's not only focussed on supplier diversity, but about creating a respectful cultural exchange across the bank. The relationship between BlackCard and CBA has been mutually beneficial, with Blackcard having grown in terms of size, scale and revenue. In return, the bank has – and continues to – increase the cultural capability of the CBA workforce".



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Winning the Supplier Diversity Partnership of the Year Award has proven to us, and to our clients and partners, that we are delivering a gold standard in training programs.

– Mundanara Bayles

The Bank's partnership with BlackCard supports our vision of ensuring Aboriginal and Torres Strait Islander histories, cultures and rights are a valued and recognised part of our shared national identity, along with ensuring we are providing culturally informed support to Indigenous customers and communities.

This year, on the first evening of National Reconciliation Week, CBA and BlackCard were proud to be awarded Supply Nation's Supplier Diversity Partnership of the Year. **Mundanara Bayles, Managing Director of BlackCard** said: "Winning the Supplier Diversity Partnership of the Year Award has proven to us, and to our clients and partners, that we are delivering a gold standard in training programs. In particular, this achievement is a testament to the impact we are having on Commonwealth Bank employees. Since winning the award, we have had a lot of interest from new industries, such as the Advertising Industry, and have employed more facilitators to meet the demand for our training and now we are working on scaling up the business and looking at other revenue streams such as consulting. Watch this space!!!"

Emerging  
Indigenous  
Exporter  
of the Year

# Tagai Management Consultants

Murray Saylor

**Tell us about your professional journey, and how you came to establish Tagai Management Consultants?**

The business ideation of Tagai Management Consultants was fuelled by a complex upbringing, the anchor of my Torres Strait Islander identity and supportive enabling champions who presented into my life in the form of family, friends and employers.

I didn't let starting education late or the life challenges/mistakes affect my dreams and where I was going to be in life. My first business plan was created in my first year as a mature aged student studying at James Cook University in Townsville. I went on to learn and gain experience over 20+ years working as a public servant in taxation, Indigenous affairs (policy development and program delivery) and within Defence (Civilian and Army Reserve Officer). I then transitioned my career into the resources sector (Rio Tinto and Anglo-American Coal) continuing to learn and being exposed to domestic and international supply chain management and procurement projects.

I always had an interest in supply chain management and trade as my Torres Strait Islander culture, lore, song and dance narrates of our co-existence over millennia with mother nature and wayfinding across the seas to trade and battle with other peoples'.

At the start of 2014, I ended my mining career and the next day registered Tagai Management Consultants and worked through moving from an employee to an entrepreneurial mindset. Indigenous Business Australia (IBA) 'Into business workshops' further allowed me to develop the business strategy. My initial strategy was to use my redundancy package and not apply for funding. Also, I focused on communities and corporates not government in my customer segmentation. I wanted to ensure I could walk the walk and talk the talk with Aboriginal and Torres Strait Islander communities, families and tribes.

I have made many mistakes but each time I have learned, improved and sharpened my business acumen to stay true to my vision of maximising opportunities to make a difference in our global village and never forgetting my humble beginnings which continue to fuel the fire in my spirit and focus.

Today, Tagai Management Consultants continues to share our focus of creating sustainable social impact and triple bottom line value for all our customers and communities we have the humbling opportunity to work with across Australia, and as we embrace our wayfinding heritage to respectfully connect and work across global borders.

Au esoau (thank you) to my Tagai Management Consultants family which encompasses my family, our team, their families, our customers, communities, Supply Nation, my fellow Aboriginal and Torres Strait Islander businesses and other inspiring enablers who have shared their knowledge, support and respect for the entrepreneurial and personal wayfinding I continue to embark on.

#### How has engagement with the Indigenous business community evolved over the years?

If it was not for the Indigenous Procurement Policy and Reconciliation Action Plan initiatives the Indigenous business sector would not be as considered and sharing our Aboriginal and Torres Strait Islander identity would not be a unique value proposition outside of the arts/culture industry.

The Aboriginal and Torres Strait Islander procurement policies and inclusion initiatives have provided a “hand up” and a platform for Indigenous businesses to shine and mature the Indigenous business sector through the increase of employment and economic development for Aboriginal and Torres Strait Islander peoples’ and communities.

The Government policies have created a positive and negative situation across the Indigenous employment and procurement spectrum. On one hand the policies have created an increase in contract spend and employment opportunity but on the other hand not all Aboriginal and Torres Strait Islander people and communities are benefiting or are able to access the opportunities.

The question looking into the “crystal ball” is what happens if and/or when the government procurement policies end? The Indigenous business sector, communities and decision makers need to future proof the Indigenous business and employment development and growth to ensure there is economic and social sustainability for future generations not just as an “Indigenous ” tick box but as a considered asset in progressing the Australian brand and economy.

#### What do you see as the greatest areas of future opportunity for Indigenous businesses?

- Reinvigoration of Indigenous-to-Indigenous trade and investment.
- Indigenous participation evolves to become business as usual within all supply chains.
- Increased business entrants to new industries like pharmaceuticals, property development, scientific research and laboratory services, technology and advanced manufacturing.
- Creation of Aboriginal and Torres Strait Islander primary, secondary and tertiary education institutions.
- Indigenous philanthropic investment into Aboriginal and Torres Strait Islander culture and art.

I have made many mistakes but each time I have learned, improved and sharpened my business acumen to stay true to my vision of maximising opportunities to make a difference in our global village.

– Murray Saylor



Registered  
Supplier  
of the Year

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The foundations of  
Aboriginal culture  
are land, family and  
knowledge and we  
can only really thrive  
in a work place that is  
culturally safe every day.

– Gerry Matera

# Marawar

Gerry Matera





**Being recognised as the Registered Supplier of the Year is an incredible achievement. Tell us some of the strategies and ways you've employed to drive better outcomes for your Indigenous people.**

Marawar's strong cultural foundations allow our employees and contractors to build a vision of how they can advance their careers and grow their own small businesses essentially because they can see someone already doing it. Someone who has walked in their shoes.

The foundations of Aboriginal culture are land, family and knowledge and we can only really thrive in a workplace that is culturally safe every day. The foundations of Marawar as an Aboriginal-led construction company provide just that. Simply hiring an Aboriginal employee and expecting them to just fit in with the existing company culture doesn't ensure a successful outcome.

My sister Carmel works with me in the business to provide constant contact for the Aboriginal members of our team and that's a critically important role. I spend time socially with the team every few weeks to support those bonds too. There are constant challenges to supporting Aboriginal people into regular employment. The difference with Marawar is that we have made that commitment part of the business ethos.

**What were your motivations and challenges when starting Marawar?**

The Marawar story started in 2017 when I went looking for stats about the distribution of Aboriginal apprentices in Western Australia. Of 33,000 apprentices in the state, 741 were Aboriginal, and there were fewer than 90 in the building trades. I already had two businesses by then (EON Protection and Gather Foods) both founded on the same idea of creating opportunities for Aboriginal people to get into great jobs, so the construction industry became my next target.

It hasn't been easy. From the start the industry's underlying prejudices about Aboriginal people were clear. Even today, I regularly find myself in board room conversations where I'm questioned about the reliability and work ethic of Aboriginal employees and Aboriginal businesses. I'm even questioned about my own Aboriginality.

That's something I have built some resilience to, but it always reminds me of what Marawar's tradies and apprentices might be dealing with out on the job. It fires the bigger goal in me, to elevate Aboriginal businesses from just being able to get the cleaning or the kitchen-hand roles, to leading big organisations. I'm here to change that narrative.

**Can you tell us about the benefits and value of recruiting Indigenous talent to your organisation, your clients and the wider community?**

An increasing number of businesses are undertaking Reconciliation Action Plans (RAP) and Aboriginal procurement targets are embedded in

legislation in WA. An Aboriginal-led building services company with proven capability ticks a couple of important boxes for our clients.

The foundation of Marawar's growth has been the investment into strong relationships that support sustainable contracts with our customers. Among these are the Departments of Finance, Health and Communities, Bunnings, Public Transport Authority, Wesfarmers, Uniting WA, KMART, Officeworks and Wirrpanda Foundation.

Marawar as an organisation would not have its unique point of difference without Aboriginal employees. Importantly, for the broader community, it normalises seeing Aboriginal people getting on with the job. That is a very powerful change in the way we are portrayed and how we see ourselves. You can't be what you can't see.

**In what ways are Indigenous businesses unique and what opportunities do you see in the future for the continued growth of diversity within business?**

A truly Aboriginal business has a lot to teach the traditional model. In an organisation where care for humans and country, and respect for knowledge are fundamental, you are going to get the best out of your employees, the best applicants and the longest serving staff members. The flow-on of that is that they will be treating clients with the same generosity of spirit.

I'm all about inclusion and diversity. A well cared for, diverse workforce is a fundamental strength that can't be overlooked. It's the only way to structure a healthy public-facing organisation. This aspect of employment strategy is going to grow exponentially.

**What are the challenges in implementing positive and meaningful procurement policies for the betterment of Indigenous businesses?**

It all comes down to what's culturally ingrained. This is why the narrative has to change from the ground up. We work to overcome the misconceptions about Aboriginal people being ready, willing and able for the job. Practically, this means that the expectation from organisations looking to procure services from Aboriginal businesses is that those contracts will be for the lowest paid, least-skilled work. At Marawar we are changing that perception very rapidly as we compete for work with the top tier construction companies, and I'm keen to see more and more of this across industries.

The other factor is that cultural fit again. It's a difficult work relationship for an Aboriginal person who is employed in an organisation that is actually tone deaf culturally. The challenge for the procurer is to see the broader ways in which they can adapt to embrace their aboriginal work force. When that happens it's an enriching experience for everyone.

Indigenous  
Businesswoman  
of the Year

Certified Supplier  
of the Year



# Leiah Cameron and Marrawah Law

**What have been some of the greatest challenges for you personally, and for the industry over the past twelve months?**

Like other businesses, Marrawah Law has had to adjust the way we work in response to the COVID-19 restrictions. As our clients have adapted, so have we. While we will always prioritise meeting in person and being on Country, we have really embraced technology as it works so well for geographically diverse teams.

The most obvious lesson from last year was the need to plan ahead for change and uncertainty (not that we could anticipate this level of change and uncertainty) both within our business and for our clients. Personally, while I have missed the opportunity to travel frequently and engage with clients and the team in person, I have also loved the chance to spend more time at home with family.

**What strategies have you employed to overcome these challenges and create opportunities for growth?**

For our business, with our travel plans curtailed, we had to identify new ways to communicate and interact with each other and with clients. It's focussed our efforts on different ways to work together, particularly in a time of growth.

For me, I took the time when I would normally be travelling to focus on the growth of the business, developing and supporting our team and on developing thought leadership positions to assist our

clients – particularly government and corporate clients – to better understand the perspectives of Indigenous businesses and groups. In my role, I want to educate and inform others about better ways of working together. The take-away from 2020 was that it is important to create this time to spend 'on the business' while dealing with day-to-day work.

The other important lesson was the need to 'share the load' with others. With such fast-paced change, it was really important to be able to call on our networks for support and even just to talk through issues. Supply Nation was one of those networks for me and I want to acknowledge the support they provided to members.

**It's been a challenging time for all, but what additional issues have impacted the Indigenous community with respect to the law?**

While understanding contractual requirements and expectations is always critically important, in 2020 it was particularly important to review these in light of the restrictions, fluctuating demand, access to materials and the like that came about through Covid. We provided a lot of assistance to our clients, Indigenous and non-Indigenous, to support them through this time and it reinforced a lesson to me that we need to always take the time to understand our contractual commitments and what exit strategies or business continuity plans might be required.

Many communities in remote locations were living with even stricter regulations than those in regional areas to prioritise their health and well-being. This creates additional pressure on Indigenous communities who generally meet and work together in person.

**Why do you feel it's important for Aboriginal and Torres Strait Islander people to have legal representation from people sharing their experience of Country?**

I believe the low numbers of Indigenous legal professionals is a significant gap – particularly given the complexity and frequency in which Indigenous people are seeking commercial and land access legal assistance for native title, cultural heritage and land use matters through the realisation of business opportunities with large corporates.

The fundamental dynamic in the lawyer – client relationship is that the client is in charge. All clients – government, corporate and Indigenous – need to feel confident that their lawyers are listening to them and ensure the decisions are made with their full client input and agreement.

It was my experience that the specific needs and expectations of Indigenous clients were not always met by their representatives. In establishing a boutique practice, initially focussed on native title and commercial law to support Indigenous business and traditional owners, my priority was to ensure that there would be Aboriginal and Torres Strait Islander lawyers bringing their unique perspectives to the table. As Marrawah Law has grown and diversified, I am proud that our corporate and government clients also understand the critical importance of Aboriginal and Torres Strait Islander lawyers in providing day to day legal advice from a diverse perspective.

**In what ways do you plan to continue to grow, personally and professionally over the coming year? What do you see being the greatest opportunities in the near future for you and your firm?**

As 2021 progresses, I think one of the biggest opportunities for all of us, including Indigenous women in law, is the chance to adapt to a new pace and a new style of working. The ability to meet virtually has provided considerable opportunities for growth and, while we will always work with our clients 'on Country' I am excited that we have been able to adapt. It is possible also that this will facilitate more diversity as clients and legal practitioners can take the opportunity to increase their work/life balance through the new and accepted technological meeting options.

At Marrawah Law, we are growing our team and looking for opportunities to support clients as their businesses and organisations diversify and grow. It is an exciting time.

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Personally, while I have missed the opportunity to travel frequently and engage with clients and the team in person, I have also loved the chance to spend more time at home with family.

– Leah Cameron



Corporate Member  
of the Year

Outstanding Impact  
Award

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# JLL

**The Outstanding Impact Award recognises an outstanding impact on supplier diversity and the growth of the Indigenous business sector. In what ways has JLL focussed on driving better outcomes for the Indigenous business community?**

JLL has a two pronged approach. Firstly we focus on establishing long term and high value partnerships with vendors in categories with a lot of great Indigenous businesses competing – such as cleaning or trade services. Secondly, we are working to nurture new relationships with smaller up-and-coming vendors in sectors where there has not traditionally been a lot of Indigenous owned players.

**Can you tell us about your role at JLL and how you work to deliver the impacts you've been recognised for?**

I look after social procurement at JLL Australia. My primary role is to work to understand the needs of our clients in relation to social procurement and then develop strategies to ensure they can maximise their engagement with diverse vendors.

A lot of what I do is about understanding what opportunities are in the pipeline and which Indigenous vendors might be right for those opportunities. Once I know those two pieces of information, I can develop a strategy and plan to ensure we create real opportunities for Indigenous vendors.

**What are the challenges in implementing meaningful change to achieve better outcomes for Indigenous business?**

A key challenge is still awareness. Even in large organisations with strong commitments to diversity, I will often meet people that are surprised to learn about how we can make a difference through our supply chain.

Even though supplier diversity it is an intuitive idea, the industry is still young and people are still learning about its benefits. Once we have better awareness, I believe people will move even faster to growing opportunities for Indigenous businesses.

**Robin Burton**  
Senior Supplier Diversity and Sustainability Specialist  
JLL



Once we have better awareness, I believe people will move even faster to growing opportunities for Indigenous businesses.

– Robin Burton

Procurement  
Professional  
of the Year

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# Hamish John

ATCO Australia

Being recognised as the Procurement Professional of the Year is an incredible achievement. Can you tell us some of the strategies you've employed to drive better outcomes for the Indigenous business community?

My approach to Supplier Diversity has been very informal, however there are some key ingredients that I have used to drive better outcomes. These include a conscious effort to listen and understand challenges; being creative with potential outcomes and working to reduce barriers; having a willingness to align cultures; having a long term view but with a short, medium and long term focus with realistic steps to achieve them; maintaining flexibility; and understanding when you could have done things different to get a better outcome and aiming to continuously improve.

In what ways are Indigenous businesses unique and what opportunities do you see in the future for the continued growth of supplier diversity within the corporate sector?

Indigenous businesses are unique as they want to work with you to grow their business. They are very aspirational on where they want to be and if we can listen to them and develop them, they are going to become a very powerful business sector. There are some Indigenous businesses that have very niche offerings that you just don't expect. I see Indigenous businesses really developing over the coming years and I'm really looking forward to having influence and watching other corporates jump on board.

What are the challenges in implementing positive and meaningful procurement policies for the betterment of Indigenous businesses?

One of the challenges a lot of corporates have is they don't have top-down support for supplier diversity. At ATCO, it starts with our CEO Nancy Southern and our Australian Managing Director Patrick Creaghan who both lead by example and encourage supplier diversity within the business globally and here in Australia.

Recently we had a Supplier Diversity Workshop to create the framework for our Strategy and Policy and the executive support was really encouraging. It will empower ATCO to influence our Procurement Strategies and Policies to support ATCO Corporate Social Responsibility outcomes.

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I see Indigenous businesses really developing over the coming years and I'm really looking forward to having influence and watching other corporates jump on board.

– Hamish Johnston

It takes time and resources to develop Indigenous businesses and to align them to your business culture and processes. Some of these elements include:

- Shorter Payment Terms to assist with cash flow.
- Helping them understand Scope of Works.
- Debrief from sourcing events to understand where they could have done better.
- Introducing them to the right stakeholders within the business via an opportunity workshop so they don't waste their time kicking tyres.
- Assisting with the maturity to Health Safety and Environment as this can be very foreign.

Can you tell us about your role, and how you work to deliver the impacts you've been recognised for?

I am the Supply Chain Manager for ATCO Australia and work with the businesses to support their supply needs. Through my role I get to influence stakeholders in the Corporate Social Responsibility (CSR) space. I also get to work with many suppliers and help them develop their businesses to partner with ATCO and help support them with their own CSR influence. I consider myself a supplier diversity influencer that enables equity for suppliers that don't have opportunities with Australian corporates. Supplier diversity is supporting minority groups like Aboriginal businesses, disability businesses, female majority-owned businesses and LGBTQI+ businesses.

As part of my role, we are influencing many corporates to start the reconciliation journey, and many are now reaching out to understand the steps that are involved. It is really encouraging to know that change is happening. Other corporates want to understand how to start a Reconciliation Action Plan (RAP), to understand what we have done in the employment space and how we have implemented our Supplier Diversity Program. This really drives me as it shows that I am making a difference.

# ston

## Government Member of the Year

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# Department of Defence

Defence has a long history of Indigenous service and is extremely proud of the contributions and achievements of past and present Aboriginal and Torres Strait Islander service men and women in defending Australia's national interests. Defence contributes to the Commonwealth's National Agreement on Closing the Gap primarily through Indigenous employment and procurement opportunities.

Defence takes a leading role in supporting Indigenous procurement opportunities, as the largest procurer in the Commonwealth. Defence considers it is in a unique position to support engagement with Indigenous businesses through its reach into regional and remote Australia. The geographical distribution of Defence establishments provides the opportunity for local and Indigenous engagement to significantly contribute to the wealth and growth of local communities.

Defence continues to exceed Australian Government targets under the Indigenous Procurement Policy (IPP), awarding \$610 million in contract value to Indigenous businesses in financial



year 2020/21, and a total of over \$2.3 billion since the release of the IPP in July 2015.

For its contribution to Indigenous procurement, Defence was awarded the Government Member of the Year award at the 2017, 2019 and 2021 Supply Nation Supplier Diversity Awards.

Defence understands that a strong and self-supporting Indigenous business sector is key to empowering Indigenous Australians, and Defence's dedicated IPP team has developed an extensive support and engagement platform for Indigenous businesses to seek advice and opportunities from within the Department. The foundation of this platform is Defence's Indigenous Procurement Strategy, designed to maximise the number of contracts awarded to Indigenous business. The Strategy is implemented through three priority action areas – Committed Leadership, Inclusive Culture and Behaviour and Proactive Communication.

Defence's Reconciliation Action Plan also reflects Defence's enduring commitment and recognition of reconciliation as a fundamental aspect





As a result of COVID-19, CMJ saw a significant reduction in turnover, experiencing a 50% decrease in orders due to the closure of pubs, clubs, restaurants and cafes. The business was also significantly impacted by NSW floods and bushfires. Noting this, Compass Group, on behalf of Defence, reviewed their product range and developed a proposal to provide a range of beverages in addition to the usual orders, resulting in extra revenue for CMJ. This enabled CMJ to remain open and keep staff employed throughout the COVID-19 crisis.

CMJ is currently transitioning as a business to CMJ Food Services and pivoting into more than just a food service business. CMJ is all about putting people first, leading change and delivering excellence in everything it does. CMJ is working on long term relationships with Defence and other Corporate Partners as a way of building intergenerational wealth for First Nations individuals and families. CMJ provide excellent manufacturing, storage and distribution services in NSW and is looking to expand into other states and regions.

#### Pacific Services Group Holdings (PSGH)

PSGH was established in 2011 by Troy Rugless to provide Indigenous construction and project services. Since the introduction of the IPP, Federal Government Agencies like Defence have embraced the policy, allowing the growth and development of companies like PSGH. Without this engagement, PSGH would not have had the ability to employ and sub-contract many Indigenous people and businesses. This complements the vision of both Defence and PSGH in achieving reconciliation through business.

of their Diversity and Inclusion Strategy.

In continually improving Defence's Indigenous participation, Defence feels it is important to promote good news stories demonstrating the success of its engagements with Indigenous businesses. Defence's Encouraging Indigenous Business internet site provides examples of Defence's good news stories, excerpts of which are provided below, relating to CMJ Wholesale and Pacific Services Group Holdings.

#### CMJ Wholesale

CMJ Wholesale is a small, Indigenous, family-owned food distributor, based on the South Coast of NSW. It specialises in the supply of quality wholesale meat, dry, frozen and chilled goods to hospitality establishments. The business provides employment opportunities to people from vulnerable groups in society (including those with a disability, First Nations people, those who have been unemployed on a long term basis and older people), who may otherwise find it difficult to retain meaningful employment.

# Supporting First Nations Business

## A message from Connect 2021 platinum sponsor

As a founding member of Supply Nation, Winc is committed to the First Nations reconciliation effort in Australia and believes that the economic advancement of First Nations Peoples is critical to creating positive social change. That's why we're doubling down on our efforts to become an employer of choice for First Nations Peoples while supporting the growth and development of First Nations businesses.

To help achieve these goals Winc is partnering with First Nations recruitment business New Start and facilities products supplier Fresh Start, both founded and managed by Daniel Phillips.

In 2020, at the beginning of the pandemic, Winc signed up Fresh Start to supply COVID-19 essentials such as hand sanitiser. The partnership was a real win-win. Winc was able to continue to deliver vital supplies to important customers while Fresh Start was able to expand its customer base and support the business throughout this challenging period.

Last year, Winc also commenced working closely with New Start to ramp up First Nations employment with several new positions opening up in our distribution centres and customer care team. Key to the partnership is regular communication and shared goals.

"Partnership to me is about genuine engagement. It's about being part of each other's businesses and growing together. Working with major organisations such as Winc is important to deliver real change for First Nations people. It's great being able to help people in the community, some of which have overcome significant adversity, and to see them succeed," says Daniel.

The partnership has enabled Winc to access a strong First Nations talent pool across the country. A great example is Jean from Winc's Perth warehouse. Jean began working with Winc on a contract basis last year but was quickly offered a permanent role and was recently promoted to Admin & Compliance Coordinator because of her continuous improvement mindset, work ethic and passion.

"By working with our First Nations talent partners we are able to connect talented First Nations candidates with great career opportunities at Winc. It's wonderful to see this in action," says Sally Dickson, Group HR Director at Winc.

Supporting First Nations businesses and communities is more important now than ever. "It's crucial to have open discussions around how First Nations businesses and organisations can work to support each other during this time and continue delivering important outcomes," says Daniel.



Partnership to me is about genuine engagement. It's about being part of each other's businesses and growing together.

- Daniel Phillips



Business



Business

Business



Business

# Helping small business grow

## A message from Connect 2021 platinum sponsor

With help from  
AusIndustry,  
GWS Engineering  
have increased their  
revenue, doubled  
their staff and  
upskilled their  
business.

Connect 2021  
Platinum Sponsor



**AusIndustry**

For over 25 years, AusIndustry has been helping Australian businesses achieve their goals through advice, connections and funding. We're committed to supporting Indigenous businesses grow, diversify and thrive, and we have a range of services and grants to help you get there.

We've helped Indigenous businesses to expand their supply chain network, improve their performance measurement systems, and embark on marketing and research activities. Read below how AusIndustry has helped Indigenous business GWS Engineering to increase their revenue, double their staff and upskill their business.

Ashley Rayner began his career as a tradie working in engineering related fields. It wasn't long before he began to envision a bigger future for himself and decided to start his own business; GWS Engineering.

Ashley had a thirst to grow his business, but found he required more in-depth knowledge of appropriate internal structures and strategic marketing to make it happen. He reached out to AusIndustry who, under the Entrepreneurs' Programme, partnered him with business facilitator – Keith Madden.

Keith helped Ashley to identify how to restructure their business model, determine a mid-level strategy for the business and re-evaluate their IT and finance capabilities. They also examined operational areas on how to implement advanced manufacturing processes, and implemented a marketing strategy.

Through their work with the program, GWS Engineering became involved with a project called 'Developing Indigenous Businesses and Leadership Capabilities', and as part of this engagement they identified an opportunity to get SCA welding certifications to build on their business capabilities and pre-qualify them to engage larger tier 1 builders and major contracts.

Over the last 4 years, GWS Engineering has doubled their revenue every year, and their strategic plan indicates they can continue to exceed that over the next 5 years. Within the last 12 months they have increased their full time staff from 15 to 27, employing a mix of Indigenous and non-Indigenous people.

Talking about his experience with AusIndustry, Ashley says 'When you've got people on the same page, it's easy to grow'.

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Find out how AusIndustry can support your business at [business.gov.au/AusIndustry](https://business.gov.au/AusIndustry)



# Knowledge Hub

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In 2020, we established our 'Academic Knowledge Hub' to consolidate and progress Supply Nation's role as an evidence-based thought leader in the Indigenous business sector.

Supply Nation undertakes research and produces publications on issues of relevance to Indigenous Australians and Indigenous business. In addition to evaluating the impact and effectiveness of our services and programs, we collaborate with a range of university centres, government agencies and independent research agencies on research and policy projects.

Our research provides an evidence-base for Supply Nation to advocate for the needs and benefits of Indigenous business and Indigenous procurement and contribute to discussions that affect Indigenous Australians with government, in the media,

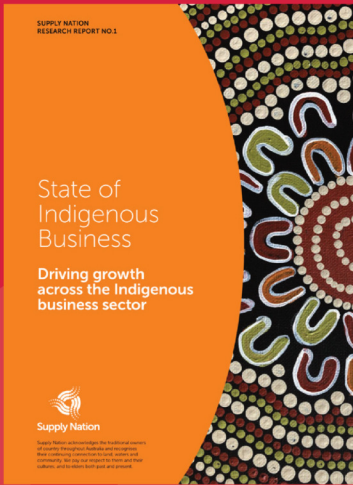
business, academia and the Indigenous community.

As custodian of Australia's most respected data base of Indigenous businesses, a focus of our research is understanding the contours, trends and contributions the Indigenous business sector makes to the broader national economy as well as its contribution to Indigenous well-being and self-determination.

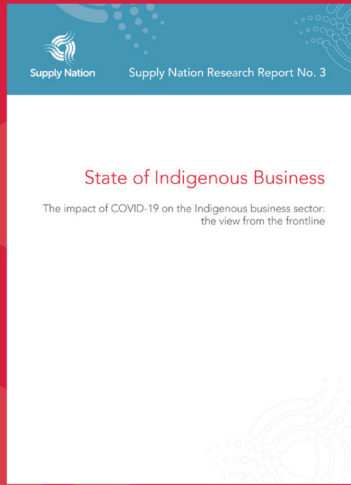
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To access our Research Reports and Policy Briefs, visit:  
[supplynation.org.au/research](https://supplynation.org.au/research)

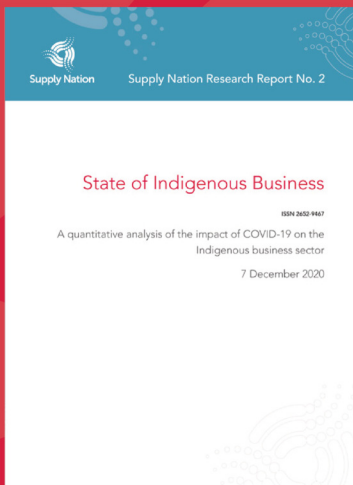
# Research Reports



**State of Indigenous Business**  
Driving growth across the Indigenous business sector



**State of Indigenous Business**  
The impact of COVID-19 on the Indigenous business sector: the view from the frontline

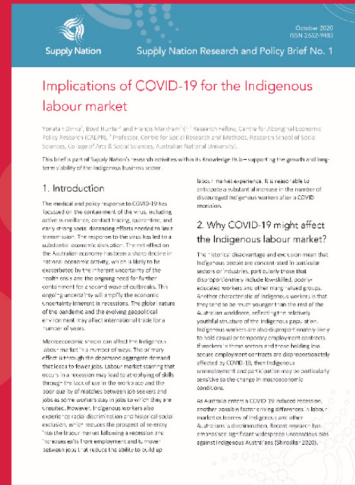


**State of Indigenous Business**  
A quantitative analysis of the impact of COVID-19 on the Indigenous business sector

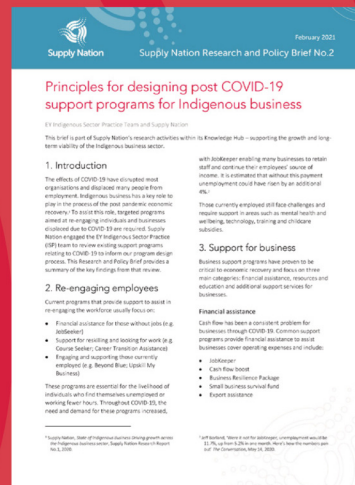


**What makes Indigenous business unique?**  
How understanding Indigenous cultural values can improve Indigenous procurement

# Policy Briefs



**Implications of COVID-19 for the Indigenous labour market**



**Principles for designing post COVID-19 support programs for Indigenous business**



# Capability Hub

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Supply Nation connects over **3,300** verified Aboriginal and Torres Strait Islander businesses with more than **600** corporate, government and not-for-profit members in every state and territory. We are committed to providing targeted training and guidance for our Indigenous businesses and our members, to assist with creating a more inclusive economy.

We know that some Indigenous businesses are unable to win contracts as they lack the capacity and capability that buyers require. Many Indigenous businesses also find it difficult to access the necessary skills and resources required for larger contracts. The limited access to long-term and higher valued contracts can prevent Indigenous businesses from growing, expanding and acquiring new skills.

Supply Nation's Capability Hub aims to meet these needs through a range of training and development workshops/materials, including; support and advice to help better

market their business on Indigenous Business Direct (IBD), a supplier toolbox with resources, templates and tools that strive to support business growth, access to expert guidance to help solve specific business challenges and on-demand video resources focused on a range of key success factors for Indigenous businesses.

Our Capability Hub also provides our corporate and government members with training programs aimed at gaining a deeper understanding of supplier diversity, as well as how their organisations can embed engagement with Indigenous businesses into their business operations.

Supply Nation's training programs respond to the needs of our Indigenous businesses and members. The programs are designed and developed by leading experts in the field and are delivered online or in a blended learning format. All training sessions are interactive and have limited participant numbers to maximise the learning experience.



# Indigenous business training

## KickStart training

Proudly supported by Commonwealth Bank, KickStart is designed to help Supply Nation Registered and Certified businesses optimise their business profile listing on Indigenous Business Direct (IBD).

Key learning outcomes:

Gain an understanding of IBD as a practical business tool

Become aware of and use the resources available in the supplier login portal

Articulate business value proposition in a succinct and engaging way

Access new and updated buyer opportunities

Utilise the member directory and conduct supplier searching in a succinct and engaging way

## JumpStart training

JumpStart is Supply Nation's business mentoring tool available exclusively to Certified Indigenous businesses. Proudly supported by Commonwealth Bank, JumpStart provides Indigenous businesses with an opportunity to reach out to experts from within Supply Nation's member companies for assistance and guidance with a business challenge or for expert advice.

Key learning outcomes:

Create and post a more successful and informed opportunity

Log into the **supplier portal** and access live opportunities

JumpStart training is also available for volunteers from member organisations, and will focus on how they can best support Indigenous businesses via the JumpStart Platform.

## Drive program

Proudly supported by Commonwealth Bank, Drive is an Indigenous business capability support program providing training modules on best practice procurement. Designed and delivered by procurement experts, each module focuses on a particular aspect of the procurement process and provides knowledge and advice based on leading best practice.

Key learning outcomes:

Preparing a competitive and compliant proposal

Negotiating the contract

Contract management

Business after the contract

## Indigenous Business Learning Program

Supply Nation's Indigenous Business Learning Program is a capability building program for Aboriginal and Torres Strait Islander business owners.

Funded by Google's philanthropic arm, Google.org, the program provides an online learning platform available exclusively to Supply Nation Registered and Certified Indigenous businesses.

The platform offers on-demand video resources, focusing on a range of topics identified in Supply Nation Research Reports as key success factors for Indigenous businesses.

As part of the initial pilot program, the first 300 Indigenous businesses to register will be given exclusive access to the new online learning program.

To find our more contact [training@supplynation.org.au](mailto:training@supplynation.org.au).

# Member training

## First Step

Supply Nation's First Step training is Australia's first and only introductory supplier diversity training program. First Step reflects the journey and growth of supplier diversity in Australia and includes a framework for building an effective and successful supplier diversity program.

The program outlines the history of supplier diversity and our link to the Global Supplier Diversity Alliance, with a specific focus on Australian best practice and research.

## Next Step

As the supplier diversity landscape in Australia continues to mature, procurement professionals must stay up to date with the latest learnings and best practice in the sector.

Next Step is the latest training program developed for Supply Nation members who want to elevate their supplier diversity program. Next Step training builds on the foundations of First Step training with more advanced learnings to ensure supplier diversity becomes 'business as usual' in organisations throughout Australia.

Next Step training takes participants on a deep dive into supplier diversity best practice and explores how supplier diversity can advance from a transactional function to be properly embedded into members' supply chains and procurement practices.





Your tour can include:

- A bush tucker tasting
- Traditional face paint
- Smoking ceremony
- Welcome to Country by Traditional Owners
- Didgeridoo performance

"Walking in the footsteps of our ancestors"

Our captivating interactive tour... cultural knowledge... aboriginal art... an authentic place, history

BOOK your group

BlackCard  
Working with people  
Not for people  
"60,000 years  
of history & knowledge  
alive in the present"

Cathy Saunders  
Exhibitor



# 2009 – 2021

Supply Nation would like to recognise the organisations that joined AIMSC in 2009 and are still with Supply Nation today.



## Certified Suppliers

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Boomerang Construction Training  
Carbon Media  
Gilimbaa  
Indigiearth  
Kallico Catering  
LBF Consulting  
Message Stick Communications  
Terri Janke and Company  
Wiyala Resources



## Members

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|                         |                             |
|-------------------------|-----------------------------|
| ACT Government          | KPMG                        |
| Commonwealth Bank       | Microsoft                   |
| Citi Australia          | NAB                         |
| City of Sydney          | National Rugby League       |
| Compass Group           | NSW Department of Education |
| CPB Contractors         |                             |
| Department of Defence   | Qantas                      |
| ExxonMobil Australia    | Telstra                     |
| Gilbert + Tobin         | Wesfarmers                  |
| Herbert Smith Freehills | Winc                        |

# With Supply Nation from the beginning

# Featured Certified Suppliers

In celebration of Supplier Diversity September and Indigenous Business Month this year, we featured a selection of our Certified Suppliers across our social media channels – which is just one of the many benefits of being Certified with Supply Nation.

To find out how to become a Certified Supplier, **visit our website**.



**BLACKCARD**  
[theblackcard.com.au](http://theblackcard.com.au)

Being a Certified Supplier and having our business listed on Indigenous Business Direct gives BlackCard access to a market of buyers from corporate and government Australia.

– **Mundanara Bayles, Managing Director**



**MULTHANA PROPERTY SERVICES**  
[multhana.com.au](http://multhana.com.au)

Being a Certified Supplier means our clients know and trust we are who we say we are.

– **Joseph Wallace, Managing Director and Founder/Owner**



**PIPELINE TALENT**  
[pipelinetalent.com.au](http://pipelinetalent.com.au)

Employers know that because we are a 100% Aboriginal owned business, we are more likely to provide them with a range of great Indigenous candidates.

– **Rachelle Towart, Managing Director**

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**COLE SUPPLIES**  
[colesupplies.com.au](http://colesupplies.com.au)

The benefits of being a Certified Supplier with Supply Nation are vast and varied.

– **Gordon Cole, CEO**

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**NATIVE SECRETS**  
[nativesecrets.com.au](http://nativesecrets.com.au)

The benefit of being a Supply Nation Certified Supplier is it gives Indigenous businesses the opportunity to connect with Australia's major supply chains and organisations.

– **Cherie Thompson, Owner/CEO**

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**GATHER FOODS**  
[gatherfoods.com.au](http://gatherfoods.com.au)

Being a Certified Supplier with Supply Nation is great for our business and assures our clients and customers that we are Aboriginal owned and led.

– **Gerry Matera, Owner/Director**

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**WUMARA GROUP**  
[wumaragroup.com.au](http://wumaragroup.com.au)

Supply Nation has provided us with genuine networking opportunities and capability building programs to assist with the growth and sustainability of our business.

– **Dylan Frank, Managing Director**



## **WALKABOUT CULTURAL ADVENTURES**

[walkaboutadventures.com.au](http://walkaboutadventures.com.au)

Being a Certified Supplier with Supply Nation has given Walkabout Cultural Adventures greater exposure within the Supply Nation network.

– **Juan Walker, Owner/Operator**

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## **CATONLINE**

[catonline.tv.com.au](http://catonline.tv.com.au)

Supply Nations helps connect us together, forming a comprehensive network within the Indigenous business sector that enables connections and knowledge transfer.

– **Todd Russell, Owner/Manager**

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## **DOTBUILD CONSTRUCTIONS**

[dotbuild.com.au](http://dotbuild.com.au)

Being a Certified Supplier has provided us many opportunities for networking and has helped us gain projects with Supply Nation members.

– **Corey Dotti, Owner/Director**

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## **WYNDCORP**

[wyndcorp.com.au](http://wyndcorp.com.au)

Supply Nation has helped us get a foot in the door. Since becoming Certified, we have been able to secure contracts that otherwise may have been lost to the bigger companies out there.

– **Greg Regan, Managing Director**

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## **YOUR SAFETY FACTORY**

[yoursafetyfactory.com.au](http://yoursafetyfactory.com.au)

Being a Certified Supplier is a proud statement for our business.

– **Dale Young, General Manager**





### **ARRPWERE**

[arrpwere.consulting](http://arrpwere.consulting)

Arrpwere is an Information Communication Technology specialist service provider established to provide the highest quality ICT consulting services to government and commercial sectors.

– **Adrian Standish, Chief Executive Officer**

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### **BUNBARA GROUP**

[bunbaragroup.com.au](http://bunbaragroup.com.au)

Supply Nation certification saves us time and resources and allows us to spend more time talking directly about our company's abilities.

– **Nikky Barney-Irvine, Director**

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### **TOWCHA TECHNOLOGY**

[towcha.com.au](http://towcha.com.au)

Being a Certified Supplier provides us with a link to numerous corporate and government clients.

– **Alan Holmes, Managing Director**

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### **PORT DENISON SECURITY SERVICES**

[portdenisonsecurity.com.au](http://portdenisonsecurity.com.au)

Supply Nation helped take my business to the Commonwealth games.

– **Dawn De Smit, Owner/Operator**

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### **MOONYAH SERVICES**

[moonyahservices.com.au](http://moonyahservices.com.au)

Being Certified with Supply Nation has given us better opportunities to generate more work and given us the capacity to connect with other Indigenous companies.

– **Saia Faingaa, Director**



## **MURAWIN**

[murawin.com.au](http://murawin.com.au)

The role of Supply Nation is important to the sustainable growth of the Indigenous business sector.

– **Carol Vale, CEO**

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## **BY GROUP**

[bygroup.com.au](http://bygroup.com.au)

Being able to access a network such as Supply Nation, which is focused on promoting Aboriginal owned businesses, makes us proud and contributes to our entire communities' success.

– **Mark Mundine, Director**

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## **PHYRE APPAREL**

[phyreapparel.com.au](http://phyreapparel.com.au)

We are privileged to have additional promotional and networking opportunities as a proud supplier of Supply Nation.

– **Kyel Dancey, Managing Director**

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## **PLATE EVENTS & CATERING**

[plateevents.com.au](http://plateevents.com.au)

Being a Certified Supplier instils great confidence in buyers to know who they're procuring from.

– **Matt Atkins, Owner/Executive Chef**

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## **SWF CONSTRUCTION GROUP**

[swfconstructiongroup.com](http://swfconstructiongroup.com)

As a Certified Supplier with Supply Nation, our business is expanding and we are provided with many more opportunities for work.

– **Stuart Fraser, Owner**



### **WAJAANA YAAM ADVENTURE TOURS**

[wajaanayaam.com.au](http://wajaanayaam.com.au)

Joining Supply Nation has allowed us to be a part of the Indigenous business community.

– **Clark Webb, Owner/Operator**

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### **ALL ASPECTS RECRUITMENT & HR SERVICES**

[aarecruit.com.au](http://aarecruit.com.au)

AAR&HR has been a Certified Supplier since 2011, forming relationships with a diverse range of clients through the Supply Nation network of private and government entities.

– **Janine McDonald, Director/Owner**

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**Supply Nation**

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[supplynation.org.au](http://supplynation.org.au)  
1300 055 298