

KINETIC IT SUPPLIER DIVERSITY STANDARD

Q-P04-S03



Kinetic IT is committed to proactively fostering a culture of diversity, equity, and inclusion that extends beyond our workforce to our relationships with suppliers. We believe that supporting diverse suppliers enriches our operations, drives innovation, and contributes positively to the communities in which we operate.

1. SCOPE

This standard applies to all Kinetic IT operations and extends to all suppliers, contractors, and business partners. Diverse suppliers for the purpose of this standard are defined as Indigenous-owned businesses, women-owned businesses, veteran-owned businesses, LGBTQ+-owned businesses, minority-owned businesses and enterprises owned by people experiencing disadvantage or disability.

2. EQUITABLE OPPORTUNITY

Kinetic IT is dedicated to ensuring that diverse suppliers are given equitable opportunities to participate in our procurement processes.

We recognise that diverse suppliers often face systemic barriers to inclusion and to address this, we take an agile, supportive, and people-first approach that actively identifies and removes these barriers.

It is expected that all Kinetic IT employees, suppliers, contractors and business partners uphold this commitment to diversity and inclusion by conducting business with respect, fairness, and integrity, which includes proactively addressing bias in supply chains and continually improving supplier diversity outcomes.

3. ROLES AND RESPONSIBILITIES

- Kinetic IT will:
 - Actively seek out, engage with, learn from, and provide support to diverse suppliers through Indigenous business development organisations, outreach programs, industry events, and partnerships with diversity advocacy organisations.
 - Ensure all potential suppliers can demonstrate their ability to add value, provide high quality goods and services at competitive prices, and align with our ethical business practices.
 - Set measurable goals for increasing spend with diverse suppliers over time, relative to our revenue mix and scale.
 - Provide training for employees on the importance of supplier diversity and how to implement this standard in their procurement activities.
 - Foster and promote a culture of diversity within our workplace and with our stakeholders.
- Accountable crew will:
 - Ensure supplier selection is conducted through approved procurement practices to enable selection of suppliers based on this standard and other key selection criteria as appropriate including security, health and safety, and environment.
 - Ensure engagement of approved suppliers in line with required procurement processes such as purchase orders, goods and services receipts, and timely payment.
 - Undertake regular assessment of suppliers.



4. OBJECTIVES

Our Supplier Diversity Objectives:

- Encourage partnerships with suppliers that actively demonstrate their commitment to diversity and inclusion.
- Proactively evaluate our performance and continuously improve our supplier diversity efforts.
- Support the pipeline of diversity within our supply chain through proactive engagement, both directly with diverse businesses and with organisations supporting the success of diverse businesses.
- Understand barriers to and facilitators of business success for diverse suppliers, and incorporate our learnings into our approach to supplier diversity on a basis of continuous improvement.

DOCUMENT CONTROL

STANDARD VERSION HISTORY

DATE	VERSION	NAME AND POSITION	REVIEW TYPE/STATUS OR AMENDMENTS
18/06/2025	1.0	Karen Roebuck, Procurement Manager	New standard draft
02/07/2025	1.0	Russell Decent, Chief Financial Officer	New standard approved

RELATED DOCUMENTATION

The following documentation (e.g. processes, work instructions, guidelines etc.) are referenced or related to this standard.

DOCUMENT TITLE	DESCRIPTION	SOURCE
Q-P04 Procurement	Procurement Process	QMS Hub