Procurement Policy

**CONTEXT** - WA has the highest gender pay gap and the fewest women in senior roles compared to the Australian average.

[Your organisation's name] is committed to gender equity with [input percentage]% of women in management roles and a gender pay gap of [input percentage]*%.*

As a member of CEOs for Gender Equity we are committed to its vision to boost women's workforce participation, lift productivity and increase economic growth by sustainably improving gender equity in jobs and pay in WA.

[Your organisation's name] leverages its procurement spend and supplier relationships to promote gender equity across its supply chain and to incentivise suppliers to take action to improve gender equity outcomes in WA.

**OBJECTIVES** - The goal of the Policy is to strengthen our commitment to gender balance in WA recognising that more women in senior roles leads to improved workplace performance, productivity and profitability thereby improving gender equity in jobs and pay in WA.

**SCOPE** - The Policy applies to all employees and contractors who purchase goods and services, or conduct other procurement activities, on behalf of [Your organisation's name] .

**IMPLEMENTATION** - To achieve its objectives, [Your organisation's name] will ensure that our pre-qualification process requires suppliers to include information on the:

1. Percentage of women in their executive leadership team (at tier one), tier two and tier three management levels;

2. Gender pay gap using ABS methodology (difference between male and female average earnings as a percentage of male average earnings);

3. Policies that relate to flexible working, paid parental leave, family and domestic violence leave, remuneration and promotion that are inclusive of women.

[Your organisation's name] has a target to align supply chain spend with suppliers that: Meet or exceed [input percentage]*%* of female managers; and has a gender pay gap of [input percentage]*%* or less.

**MEASUREMENT** - [Your organisation's name] will annually measure and report achievement against these objectives in our annual report.