

## Social Procurement Policy

Global Rail uses its purchasing power whenever possible to generate social and sustainable outcomes above and beyond the value of the goods, services or construction being procured.

Social procurement is achieved through direct or indirect expenditure and includes:

- **Direct social procurement** - purchasing goods, services or construction from certified social enterprises, Aboriginal businesses, or disability enterprises
- **Indirect social procurement** - expenditure on the employment, training and mentoring of priority cohorts, including existing workforce and new starters. Priority cohorts include:
  - Long-term unemployed: unemployed for six months or more, or at risk of long-term unemployment
  - Aboriginal people: people that identify as Aboriginal or Torres Strait Islander and that are accepted by their local Indigenous community
  - People with disability: people with any condition that restricts mental, sensory or mobility functions. This may be temporary or permanent, total, partial, lifelong, or acquired, visible, or invisible.
  - Retrenched workers: people who have been recently retrenched or facing pending retrenchment, including veterans and people transitioning from other industries
  - Refugees and asylum seekers that have been subject to persecution in their home country, recent migrants (less than five years in Australia) and first-generation Australians (English as second language) that have not secured sustainable employment for over twelve months
  - At risk youth – youth justice clients, young people in out-of-home care, or disengaged from education, training, or employment
  - Other disadvantaged jobseekers - people at risk of homelessness, ex-offenders, at risk women, social housing tenants or people from the LGBTIQ+ community.
- Global Rail is committed to aiming towards an achievement target of 10% of Total Estimated Labour Hours to be undertaken by apprentices, trainees and/or engineering cadets. Apprentices, trainees, and cadets that are also priority cohorts qualify as social spend and/or contribute to Aboriginal employment targets.
- Global Rail connects with priority jobseekers by utilising organisations that support Social Procurement such as Jobs Victoria and Local Jobs First amongst others to encourage 'priority cohorts' to join our workforce.

Signed 10<sup>th</sup> January 2024, for and on behalf of Global Rail Australia Pty Ltd by

  
Ivan Holloway  
Managing Director