LPG 017

Indigenous Participation Plan

LeasePLUS Group

+ We are 100% Australian-owned, creating 100% local jobs.
Real people dedicated to managing salary packaging for real people +

LeasePLUS

SalaryPackagingPLUS

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Acknowledgement of country

LeasePLUS Group recognise the rich and diverse Aboriginal and Torres Strait Islander heritage of this country and acknowledge the Traditional Custodians of the land on which we work and live.

We pay our respects to their Elders, Past and Present, and extend that respect to all Aboriginal and Torres Strait Islander people.

We acknowledge the past, recognise the present and we look forward to contributing to a brighter and more inclusive future.

About LeasePLUS Group

LeasePLUS Group is one of Australia's leading providers of salary packaging and novated leasing services. Every day more than 150,000 public health, charity, not for profit, rebatable and government workers entrust us with maximising their income.

We focus on delivering a beneficial and enjoyable service to employers and employees alike, guided by our organisational values of respect, quality, courage and growth.

Message from the Managing Director



It's with great pleasure that I present our Indigenous Participation Plan for Aboriginal and Torres Strait Islander people.

The Plan is the result of a journey we started in 2021, to reinforce our ongoing commitment to diversity within our organisation, and meet the changing needs and aspirations of our workforce.

As an Australian employer and proud advocate of Australian labour, we encourage and celebrate inclusion and diversity. We also recognise there is much more to be done.

This Indigenous Participation Plan gives us a framework to better understand the specific challenges faced by the Indigenous community. We will be proactive in educating our team and building a workplace that welcomes and accepts all Australians.

Aytunc Tezay
Managing Director
LeasePLUS Group

The LeasePLUS Group's National Indigenous Participation Plan commitment will exceed **$250,000** over the next 3 years.

Our partnership commitments

Corporate Procurement

LeasePLUS Group have engaged Kinaway, the Victorian Indigenous Chamber of Commerce, and the NSW Indigenous Chamber of Commerce (NSWICC) to broaden our knowledge and increase commercial engagement with indigenous communities via:

Consultancy
Kinaway and NSWICC provide us with advisory services that assist with procurement recommendations and relationship management. These formalised partnerships give us access to expert advice and connections enabling the sustainable engagement of Indigenous people and their businesses.

Events and Forums
We support Indigenous businesses through NSWICC events such as the NSW Infastructure and Construction Forum, an initiative that connects Indigenous suppliers to industry and government procurement opportunities.

Aboriginal Business Advisory Initiative (ABAI)
The NSWICC hosts the NSW Government's ABAI, a Plan that helps Indigenous businesses start and develop through NSW Government procurement opportunities.

Information workshops
We work with the NSWICC delivering information sessions and workshops for Indigenous owned businesses in NSW aimed at promoting sub contract opportunities and supporting their capacity to work with us.

Event planning
With our 25th birthday celebrations coming up in January 2027, with Kinaway's assitance we will hold a ceremony to celebrate and promote Indigenous history and culture including music, dancers and catering at our Melbourne corporate headquarters.

Operational Procurement

Access to the databases of both Kinaway and NSWICC gives LeasePLUS Group the ability to procure a range of good and services from Indigenous businesses including:

- Print services
- Corporate apparel
- Packaging
- Training and consultancy
- Cleaning and maintenance
- Facilitation services
- Logistics and transportation
- Stationery
- Venue hire

Kinaway PARTNER

NSWICC ASSURED





Our employment commitment

Employment and Traineeships

All employment roles
NSWICC and Kinaway are helping us increase our employment of Indigenous people by promoting LeasePLUS Group job vacancies to their community networks and by introducing us to Indigenous recruitment and training companies. Together we are encouraging applications from Indigenous people.

NSWICC links us to NSW Government Plans and initiatives that support our sustained employment of Indigenous people, including the NSW Government Funded Barranggirra Employment and Mentoring Plan, which assists Indigenous people to obtain and retain long-term employment.

Training and mentorship
NSWICC and Kinaway are providing training and mentorship to our teams ensuring our workplace is culturally safe and promotes the value of a diverse workforce and the particular value of Indigenous people and culture. We aim to promote our respect of Indigenous history and culture to all of our internal and external stakeholders.

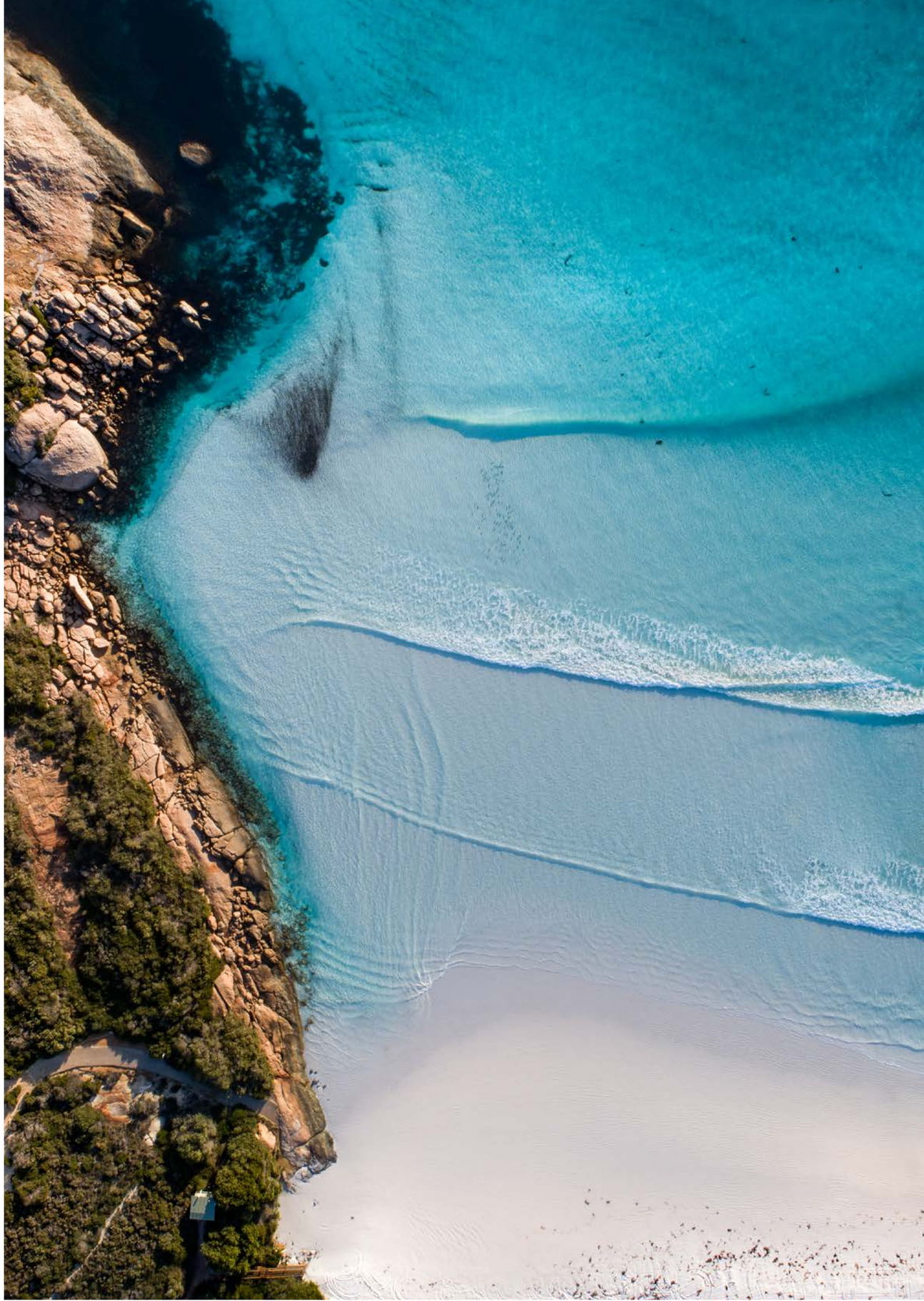
Our education commitment

Educating our team

Workshops
All staff attend Cultural Awareness Training. These sessions teach participants about Indigenous culture and history, as well as culturally respectful ways of working and walking alongside Indigenous people, families and communities. Topics covered include:

- Indigenous life before and after colonisation.
- Stolen generation grief, loss and trauma.
- Resilience of Indigenous people.
- Indigenous culture overview.
- Aboriginal family roles and responsibilities.
- How understanding culture can be complicated.
- Working respectfully with Indigenous children, families and workers.

Indigenous heritage website
Our software company, SafeCode, are building a website due early 2027 that will assist in the education of all LeasePLUS Group employees about the recognised owners, ceremonial sites and local contacts wherever their work location. The site will be interactive, providing localised information for use by our field teams throughout regional Australia.



Our respect, diversity and inclusion promise

At LeasePLUS Group, diversity and inclusion are more than just words. They're the principles that guide how we create our teams, choose our leaders and build a company that's the right fit for everybody.

We actively promote the employment of Aboriginal and Torres Straight Islander people, people with disability, those identifying as LGBTIQ+, and people from diverse cultural backgrounds so we can connect with our customers and the communities we serve.



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