



# Supplier Diversity Commitment Program

## Our Promise

At MJ Conroy Construction, we firmly believe that diversity is a key driver of innovation, community strength, and improved outcomes for all stakeholders. Our commitment centres on cultivating an inclusive supply chain that truly reflects these values and principles.

## Why Supplier Diversity Matters

As a small-to-medium sized construction company, we understand the significance of supporting where possible local businesses that are owned by or engage and encourage individuals from minority backgrounds, women, veterans, people with disabilities, and other groups that are underrepresented in the industry. By forming partnerships with diverse suppliers, we:

- Contribute to the growth of the local economy.
- Promote innovation by embracing a wide range of perspectives.
- Help to build communities that are stronger and more resilient.

## Our Approach

We have developed a robust approach to supplier diversity, which includes several key practices:

- **Inclusive Procurement:** We actively seek out opportunities to include diverse suppliers in our bidding processes for materials, subcontracting, and other services.
- **Fair Access:** All suppliers are evaluated according to criteria such as quality, safety, and value, ensuring that everyone has an equal chance to participate.
- **Community Engagement:** We work in collaboration with local organisations, industry partners, and networks to identify and engage businesses from diverse backgrounds.
- **Continuous Improvement:** Senior management reviews our progress on an annual basis and sets clear goals to increase the participation of diverse suppliers.

## Our Goals

We are focused on achieving the following objectives:

- Increasing the number of certified diverse suppliers within our network.
- Tracking and reporting our expenditure with diverse suppliers.
- Providing mentorship and constructive feedback to help suppliers grow and succeed.