



UNIVERSITY
OF WOLLONGONG
AUSTRALIA

Gender Equality Procurement Guideline

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UOW prides itself on being an equal employment employer that proactively seeks to nurture gender equality in the workplace. Our procurement framework includes a commitment to diversity and inclusion and ethical supply principles. We are committed to sourcing goods and services from suppliers who abide by the following principles:

- Prohibit discrimination against any employee based on gender, sexual orientation, gender identity, and pregnancy during recruitment and other employment practices
- Committed to improving diversity and inclusion at all levels of the organisation
- Support gender equality initiatives proactively

OBJECTIVES

UOW has established guidelines to promote and influence improvements in gender equality across its supply chain.

These activities contribute to the University's commitment to Gender Equality, as recognised by our proud achievement of the Workplace Gender Equality Agency's (WGEA) Employer of Choice for Gender Equality (EOCGE) citation which the University has held since 2009. UOW has established guidelines to promote and influence improvements in gender equality across its supply chain.

SCOPE

This guideline applies to all employees and contractors who purchase goods and services, or conduct other procurement activities, on behalf of the organisation.

IMPLEMENTATION

To achieve its objectives, the University will:

- Educate our workforce on the benefits of supplier diversity and ethical supply principles;
- Require suppliers to include information on their leadership and organisational gender diversity, and Diversity and Inclusion Policies as part of tender processes.

UOW understands that some Suppliers may not yet meet all of the following guidelines at this time. Where guidelines are not met, suppliers are encouraged to disclose this to UOW and we will seek to understand gaps and work with the supplier to strengthen their gender equality practices, including recommending resources.

MEASUREMENT

The organisation will measure and report achievement against these objectives to its Chief Operating Officer every three years.

