

Indigenous Policy

Last reviewed: August 2025



UNITED[®]
Fasteners



United Fasteners acknowledges the Traditional Owners of the various lands on which we conduct our business operations

We pay our respects to Elders past, present, and emerging.

We recognise the enduring connection of Indigenous peoples to Country and their unique cultural and spiritual relationships with the land, waters, and skies.

We commit to conducting our business activities with reverence for the land and in recognition of Indigenous people and culture.

United Fasteners recognises the historical and cultural significance of the lands on which we conduct our operations, we pay our respects to the original owners of the land.

United Fasteners is deeply committed to upholding principles of social responsibility and reconciliation, fostering positive relationships with Indigenous communities, and actively promoting opportunities for Indigenous Australians within our organisation.



Sam Mitchelhill
CEO

Phillip Mitchelhill
Founder

Sandy Mitchelhill
Chief Sales Officer

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Policy statement

This Indigenous Engagement and Reconciliation Policy applies to all United Fasteners employees, contractors, suppliers, and stakeholders across our 13 branches throughout Australia.

Through this Indigenous Policy, we aim to outline our commitment to meaningful engagement with Indigenous people and businesses, to assist supply and Indigenous opportunities.

Connecting to indigenous business

United Fasteners recognise the importance of fostering strong relationships with Indigenous communities and businesses as part of our commitment to reconciliation and economic empowerment.

As part of this commitment, United Fasteners actively seeks to engage with Aboriginal and Torres Strait Islander-owned businesses within our supply chain. We recognise the value of Indigenous businesses and their unique contributions to our economy and society. By partnering with Indigenous suppliers, we aim to:

Create economic opportunities

We understand that supporting Indigenous businesses not only benefits them, but also contributes to economic growth and prosperity within Indigenous communities.

Foster cultural respect

Working with Indigenous businesses allows us to deepen our understanding of Indigenous cultures and traditions. We are committed to conducting our business activities in a manner that respects and values Indigenous knowledge and practices.

Build meaningful relationships

We seek to establish long-term partnerships based on trust, mutual respect, and shared goals. By collaborating with Indigenous businesses, we aim to create sustainable economic opportunities and positive social impacts.

Indigenous supply companies

Indigenous supply companies play a pivotal role in advancing Indigenous economic development and promoting supplier diversity in Australia.

Through our partnership with Indigenous supply companies, United Fasteners aims to:

Increase Indigenous participation

By actively sourcing goods and services or procuring on behalf of Indigenous companies from supply certified Indigenous suppliers, we contribute to the economic empowerment and employment opportunities within Indigenous communities.

Foster collaboration

We value the opportunity to collaborate with Indigenous businesses, building meaningful relationships based on trust, respect, and shared goals.

Promote diversity & inclusion

Our partnership with Indigenous supply companies, reflects our commitment to promoting diversity and inclusion within our supply chain, supporting Indigenous entrepreneurship and economic development.

Our commitment is to **foster meaningful relationships** and create opportunities for Indigenous peoples

At United Fasteners, our commitment to Indigenous empowerment extends beyond procurement to encompass our employees, partnerships with Indigenous businesses, and community engagement. We recognise that fostering meaningful relationships and creating opportunities for Indigenous peoples across various aspects of our operations is crucial to achieving true reconciliation and driving positive change.

Cultural awareness

Cultural awareness is paramount when engaging with the Indigenous community, as it fosters mutual respect and understanding of their rich and diverse heritage.

Recognising the profound connection Indigenous Australians have to their land is essential. This spiritual and cultural significance informs their traditions, art, and storytelling. Acknowledging their history and the challenges faced by Indigenous communities is crucial for building empathy and advocating for social justice. It is imperative to approach interactions with openness, humility, a willingness to learn, and appreciating the resilience and strength of Indigenous cultures.

Embracing cultural awareness ensures a more inclusive and harmonious society, where the unique contributions of the Australian Indigenous community are celebrated and respected.

Employee support & diversity

United Fasteners is committed to providing equal employment opportunities for all Australians regardless of race, religion, gender, or ethnic background.

Partnership with Indigenous businesses

We recognise the importance of supporting Indigenous entrepreneurship and economic development. Through our collaboration with Indigenous organisations and other Indigenous business networks, we aim to create opportunities for Indigenous businesses to participate in our supply chain, share their expertise, and contribute to our success.

Community engagement & empowerment

We aim to contribute positively to the communities in which we operate. We will actively seek opportunities to collaborate with Indigenous organisations, support community initiatives, and participate in events that celebrate Indigenous cultures.



This Indigenous Policy will guide United Fasteners in building meaningful and respectful relationships with Indigenous Australians, fostering an inclusive workplace, and contributing to reconciliation efforts across the country.

We back our Indigenous empowerment with **real actions** that drive direct impact

At United Fasteners, we recognise that our commitment to Indigenous empowerment must be reflected in tangible actions that drive meaningful change. We are committed to taking concrete steps to support Indigenous communities, businesses, and individuals across our operations.

Our actions include:

1. Procurement from & distribution to Indigenous businesses

We actively seek out opportunities to procure goods and services from Indigenous businesses, prioritising partnerships with Indigenous suppliers and distributors. By increasing our procurement from Indigenous businesses, we contribute to economic empowerment and job creation within Indigenous communities.

2. Supplier diversity initiatives

United Fasteners will strive to engage Indigenous-owned businesses as suppliers whenever possible. Our procurement processes will include mechanisms to identify and support Indigenous suppliers, fostering economic growth within Indigenous communities.

3. Community partnerships & engagement

We actively engage with Indigenous communities through partnerships, sponsorships, and community initiatives. These efforts include supporting Indigenous-led projects, participating in community events, and collaborating with Indigenous organisations to address local needs and priorities.

4. Advocacy & policy support

We advocate for policies and initiatives that promote Indigenous economic empowerment, social inclusion, and reconciliation. We engage with government agencies, industry associations, and other stakeholders to promote supplier diversity, Indigenous procurement, distribution, targets, and policies that support Indigenous businesses and communities.

5. Continuous improvement & accountability

United Fasteners is dedicated to regularly reviewing and updating this Indigenous Policy to reflect evolving best practices and community needs.



Giving back locally

Our 'United in Action' initiative empowers branches to lead their own fundraising, events, and volunteer efforts - building stronger community connections and making a real local impact. From fun runs to bake sales, we believe in giving back where it matters most.

See our latest challenges online.

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www.unitedfasteners.com.au

For more information about
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