



# INDIGENOUS PARTICIPATION PLAN

*Issue 1 | 2022 - 2023*

---

*Culture - Connect - Community*



# Contents

03	Acknowledgement of Country
04	About BFX Furniture
05	Message from the CEO
06	Our Team Today
08	BFX Indigenous Participation Plan
09	Building Awareness and Understanding
11	Supporting Indigenous Business Opportunities
14	Promoting Indigenous Employment Opportunities
15	Monitoring and Reporting
16	Governance

> Design elements inspired by Giluma-jin Yarinya “Yarning Circles” and Dabilbahnba “Saltwater Country” by Shara Delaney.

# Acknowledgement of Country

BFX Furniture acknowledges the Traditional Custodians of Country throughout Australia, their connections to land, sea and community and their stories, traditions and living cultures.

We pay respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander Peoples.

BFX acknowledges the past, recognises the present and looks forward to contributing to a bright future.



Shara Delaney passing down lore and knowledge over her daughter.



# About BFX Furniture

BFX Furniture is an Australian business specialising in the design, manufacture and supply of education, office, and commercial furniture.

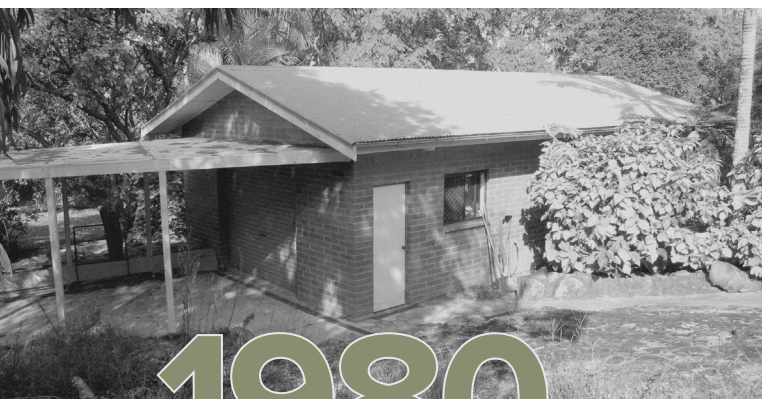
We have been in the furniture business for over 40 years and offer an extensive range of quality products, professional services, innovation, and experience. That is why we are one of Australia’s most trusted providers of education and office furniture solutions.

Established by the Moore family in 1980, BFX now employs more than 200 people across Australia. The business is based where it all started on Queensland’s Sunshine Coast, supplying both off-the-shelf and custom furniture Australia-wide from our modern manufacturing and supply facility at Yandina.

Customer service is part of BFX’s DNA and our people are key to the success of our business.

For years, we’ve been investing in the growth, training, and professional development of our national team of Sales and Project Consultants to ensure customers everywhere can access expert advice anytime onsite, online or on the phone. Behind our ‘front line’, and from the earliest days of the business, we have built a supply chain team that has hundreds of years’ of combined industry experience.

BFX is a bigger business today than it was even 10 years ago, but we still pride ourselves on providing the same personal service and quality products you expect from a small, family business.



1980

BFX First Establishment



2022

BFX Head Office

# Message from the CEO

One of the very first things that impresses visitors and new recruits about BFX Furniture is its commitment to its people. This is a business that doesn’t just talk about diversity. This is a business that just gets on with the job. A business that provides opportunity to all.

The BFX team come from many backgrounds. First Nation Australians, new and old Australians. Five, ten, fifteen and twenty years’ service is common. Second generation BFX employees are not uncommon. BFX is one of the largest employers on the Sunshine Coast, with an extended sales team based in dozens of metropolitan and regional Australian communities as well.

That’s why I’m pleased to present BFX Furniture’s Indigenous Participation Plan, a living plan which captures our commitment to diversity and to enabling opportunities for Aboriginal and Torres Strait Islander within, and together with, our business.

Our Plan sets out the actions BFX is taking to promote economic and employment opportunities for Aboriginal and Torres Strait Islanders. It’s a living document which also promotes a greater understanding of indigenous connections and culture within our organisation and with our customers.



*We celebrate diversity,  
we salute success,  
and we always look to do better.*

**Brad Henderson | CEO**  
BFX Head Office  
Yandina QLD, Gubbi Gubbi/Kabi Kabi Country

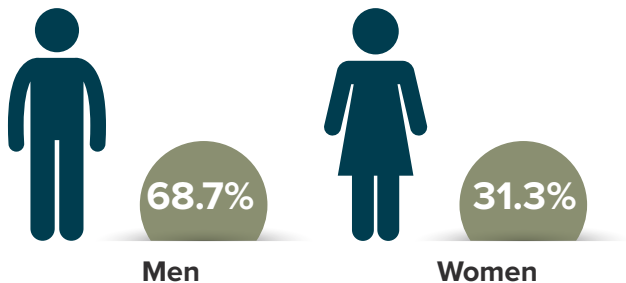


# Our Team Today

As of January 2022, BFX Furniture employs more than 200 people across Australia, of which seven employees identify as being of Aboriginal or Torres Strait Islander descent.

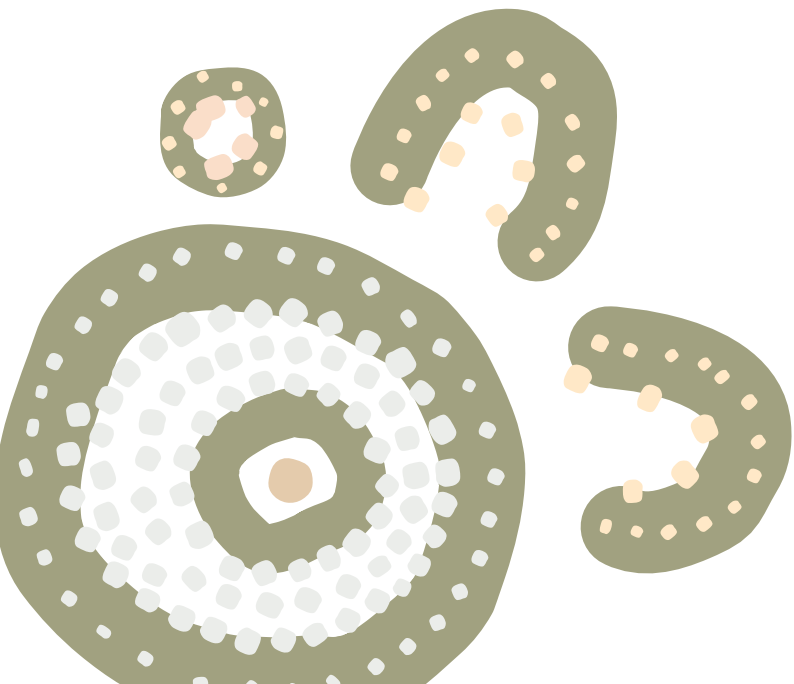
We are an equal opportunity employer and treat all employees equally.

Our workforce of men and women is diverse and representative of modern Australia’s multicultural heritage. Individual employees identify with a broad range of ancestries from around the world and our First Australians, regarded as the oldest continuing human culture on earth.



Gender >

Cultural Diversity >



Merryn Apma connecting to Country.




# BFX Indigenous Participation Plan


Nestled at the base of Mt Ninderry (Gubbi Gubbi/Kabi Kabi Country) on the Sunshine Coast, our Head Office and manufacturing/supply facility is surrounded by rich Indigenous heritage and natural landscapes.

This has provided inspiration in developing our Indigenous Participation Plan.

Through this Plan BFX aims to:



Promote greater awareness and understanding, using our products, our people, and resources to play our part in connecting our business' community with Indigenous culture.



Create employment opportunities for Aboriginal and Torres Strait Islanders within, and together with, BFX Furniture



Support the development and sustainable growth of Aboriginal and Torres Strait Islander businesses by creating and driving demand via government and private sector procurement.

# Building Awareness and Understanding

In developing BFX's Indigenous Participation Plan, we started by building cultural awareness within our team and connections with local Indigenous Peoples. We take advice from trusted partners, and we have partnered with local Indigenous Leaders, Artists, and Storytellers.

This includes the creation of the new role of Indigenous Engagement Adviser to help guide the business' development and implementation of our Plan and to assist with increasing Indigenous employment within BFX.

An education program has been introduced within the business and key members of our team have embarked on a cultural immersion to instill a deeper understanding of connection to Country and local Indigenous culture on the Sunshine Coast.



Indigenous Engagement Adviser, Neville Blackman and members of the BFX team.



Neville Blackman was appointed Indigenous Engagement Adviser to BFX in November 2021.

Neville is a Sunshine Coast local with ancestral connections to the Iman, Gangulu, Gooreng Gooreng and Kabi Kabi nations. He is also a descendant of the South Sea Islands of Santo, Pentecost, Malo and Ambae. Neville's European connections are through the Blackman brothers who were settlers in regional Queensland.

Neville has extensive community engagement history and has enjoyed success working in the employment, training, and community sectors. He has also worked in cultural heritage roles primarily in the location and identification of significant sites and their preservation for future generations.

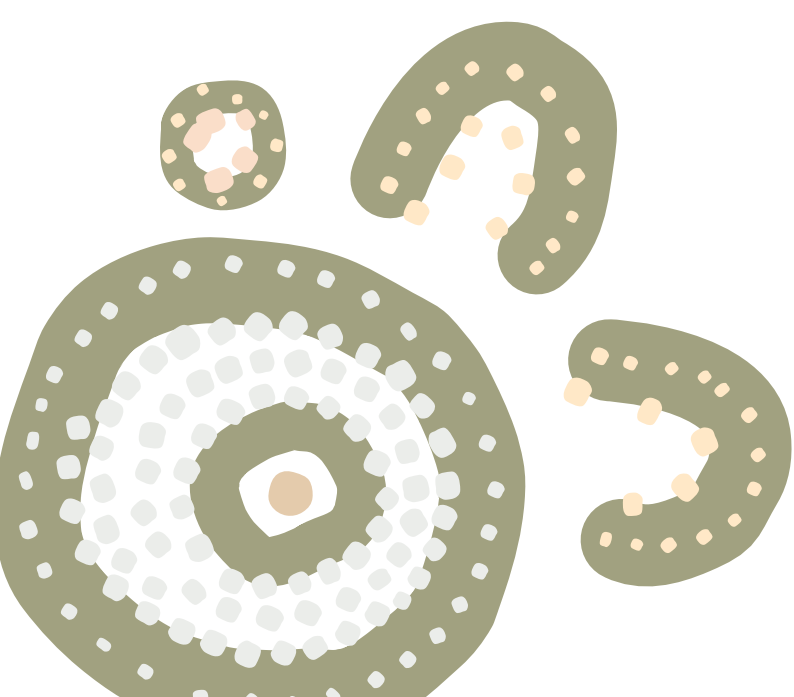
Neville is passionate about connecting people to First Nations' culture through immersive experiences, walking the cultural landscape and is sharing his knowledge of cultural landscapes with BFX to help grow our team's cultural competency.



*My goal is to increase the capacity of First Nations and non-Indigenous community members to engage and relate with each other with mutual respect and appreciation for each's perspective and experience.*

*My focus is to show respect to Country and community members. I strive to connect community members to Country which will enhance their individual and collective well-being. I aim to encourage empowerment and self-determination in community members to establish and maintain stronger families and communities."*

**Neville Blackman**  
BFX Indigenous Adviser



# Supporting Indigenous Business Opportunities



BFX acknowledges the importance in Indigenous culture of sharing stories of Country, and doing so through art. Through a new BFX initiative, we are working with featured artists to share Indigenous stories, promote greater awareness of Indigenous culture and connect communities.

Each hand painted Indigenous design is licensed with royalties paid directly to the artists. Paintings are reproduced on sustainable, recycled commercial fabrics that are printed and milled in Australia. This unique commercial fabric offering, which we have called "The BFX Ninderry Range", is then used in the manufacture of BFX hand-crafted, Australian-made, soft furnishings.

A specially designed swing tag attached to the furniture allowing the user to connect with and discover the story behind the 'furniture artwork' they are using. This ensures these Indigenous stories are communicated and accessible to the wider community.

Through our BFX Indigenous Initiative and our business' domestic and international market reach, BFX is connecting indigenous culture with schools and businesses across Australia and internationally.

We are also supporting the development of business opportunities and commercial exposure for our licensed artists here and abroad.





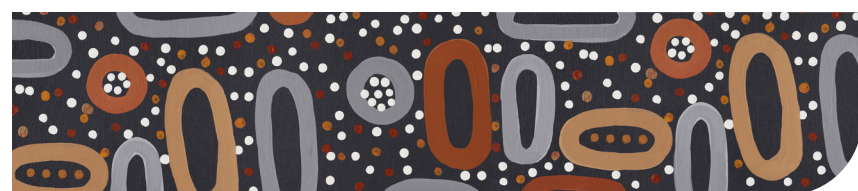


**BFX Feature Artist**  
Shara Delaney

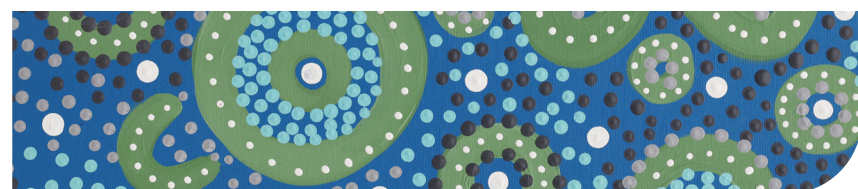
“

*Storytelling is a big part of Aboriginal culture.  
We connect with one another through song,  
dance and art.  
Passing down lore and knowledge over  
the generations.  
By sharing information, we learn about our  
connection to country and cultural practices.  
Being able to engage with community through art  
brings me meaning and joy.  
I teach culture to my daughter through art  
and storytelling.  
I show her the symbols, the colours, the meanings.  
How to paint her story.  
It is important to share this knowledge for  
future generations.”*

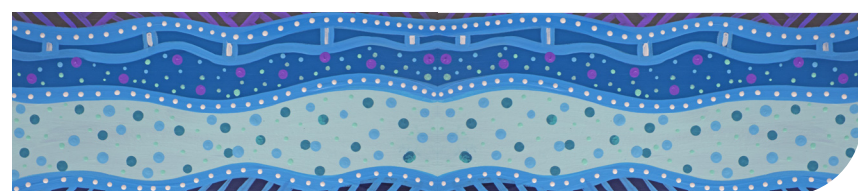
Shara is a descendant of the Nunagal,  
Goenbal and Ngugi clan groups of  
Quandamooka Country, Queensland.



Winuganya “Listening”



Giluma-Jin Yari-Nya “Yarning Circles”



Dabilbahnba “Saltwater Country”

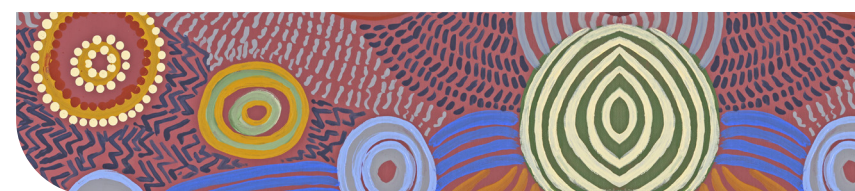
**BFX Feature Artist**  
Merryn Apma



”

*I am part of the Stolen Generation.  
The layers of trauma still run so deep.  
Through painting my journey is kept alive.  
My art honours my people, my community and  
the strong women who have taken care of  
our country for over 50,000 years.  
It shows how far my people have come and  
how resilient we are.  
I capture the memory of the beautiful country  
that runs through my veins.  
The deserts, the flowers, the waterholes  
and the people.  
I strive to create a legacy for my children and  
my grandchildren, passing on my culture  
and giving them hope.”*

Merryn’s people are from Arrernte country,  
west of Alice Springs, Northern Territory.



Uterne “Elements”



Apmere “Country”



Kwatye “Waterholes”





# Promoting Indigenous Employment Opportunities

BFX is committed to supporting employment opportunities for Aboriginal and Torres Strait Islander people.

At the time of this Plan’s publication, 4 percent of our employees identify as being of Aboriginal or Torres Strait Islander descent. BFX is committed to maintaining this level within our Australian workforce and to increasing the number of Aboriginal and Torres Strait Islander employees within our business proportionate to the Australian population.

We are pursuing this objective through an open recruitment process which has delivered our current result and through the appointment of an Indigenous Engagement Adviser whose charter includes services to assist BFX to increase training, employment, and engagement opportunities with the Indigenous community both locally (Gubbi Gubbi/Kabi Kabi people) and Australia-wide.

**In 2022/23 specific initiatives include:**

- Opportunity for the training & employment of Indigenous people within BFX manufacturing and distribution.
- Identification and pursuit of additional opportunities to increase employment and training in other areas of the business (eg, sales, customer service, finance, and administration).
- Regular check-in with Indigenous employees providing mentoring and support, ensuring successful transition to working with BFX.
- Identification and development of further engagement opportunities with our local Indigenous communities.



# Monitoring and Reporting

Our progress in implementing our plan will be reviewed monthly against BFX project milestones and Indigenous employment targets and State Government Minimum Indigenous Participation Requirements.

Progress reports will be provided to the BFX Board of Directors and management, as well as State Government in accordance with contractual obligations.

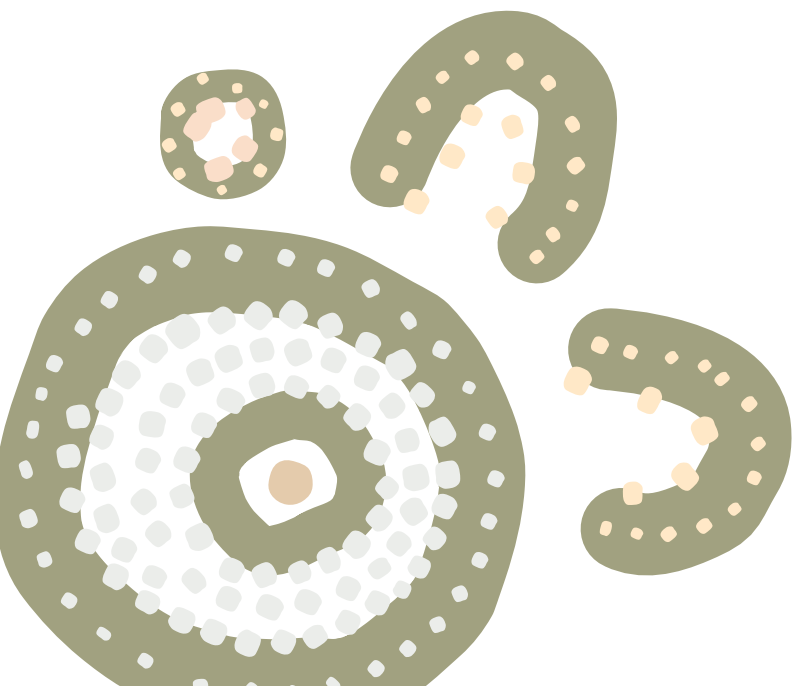
**Success will be measured against:**

- Increased cultural awareness amongst BFX employees.
- Value of subcontracts and licenses with Indigenous businesses.
- Number of Aboriginal and Torres Strait Islander employees and retention rates.
- Education, training and capacity building of Indigenous subcontractors, licensees, and employees.



# Governance

An Indigenous Steering Committee has been established with senior representation, see structure below.



Culture - Connect - Community

BFX acknowledges the *past*, recognises the *present*, and looks forward to contributing to a bright *future*.







BFX Furniture

## BFX Furniture Head Office

---

46 Paulger Flat Rd, Yandina QLD 4561

 1300 866 522

 support@bfx.com.au

 [www.bfx.com.au](http://www.bfx.com.au)