



INDIGENOUS PARTICIPATION PLAN

2023 - 2024

Culture - Connect - Community

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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.

> Nicole Taylor connecting with Country.



About BFX Furniture

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

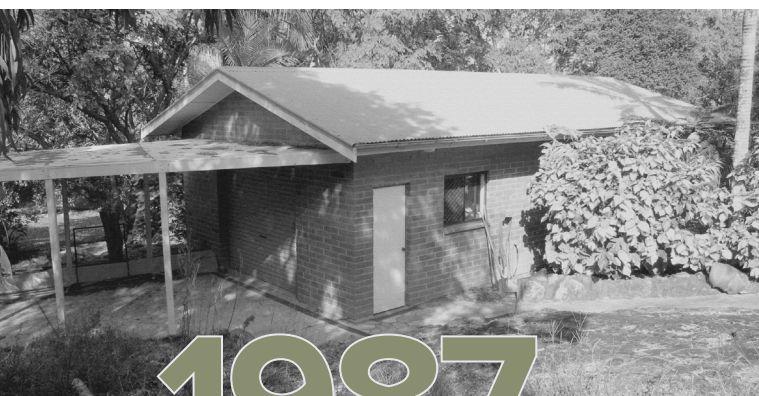
We have been in the furniture business for over 35 years and offer an extensive range of quality products, professional services, innovation, and experience. That is why we are one of Australia's most trusted providers of education and office furniture solutions.

Established by the Moore family in 1987, BFX now employs more than 350 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.



1987

BFX First Establishment



2024

BFX Head Office

Message from the CEO

I'm pleased to present BFX Furniture's second annual Indigenous Participation Plan.

This is 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.

It's also about promoting a greater understanding of indigenous connections and culture within our organisation and with our customers.

To that end, we're particularly proud of our customers' embrace of our Ninderry Range of fabrics since the launch of this initiative a little more than a year ago. A collaboration with indigenous artists, Merryn Apma, Shara Delaney and now Nicole Taylor, the initiative supports indigenous business and is connecting indigenous culture with schools and businesses across Australia.

On the employment front, BFX has continued to grow our business and our team, which has now surpassed 350. The cohort now includes employees in Tasmania and Western Australia, meaning BFX has representation in every Australian state and the ACT.

On Queensland's Sunshine Coast, BFX provides more than 280 direct jobs. That number includes people like Nancy Sullivan, a valued employee who BFX supported through School Girls' competition to her selection this year by the South Sydney Rabbitohs Rugby League team!

Our growing team includes indigenous Australians like Nancy, new and old Australians. Our workforce is diverse and long service is common. We don't just talk about indigenous participation in our business, we pursue it through practical initiatives that make a difference.

I commend BFX's 2023-24 Indigenous Participation Plan to you, which reports on our progress to date and sets out the actions BFX is taking this year to promote economic and employment opportunities for Aboriginal and Torres Strait Islanders.



*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

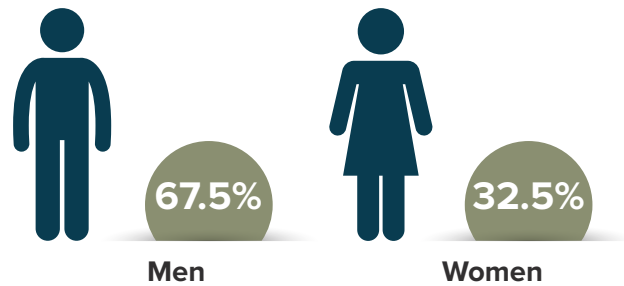


Our Team Today

As at January 2024, BFX Furniture employs more than 350 people across Australia, of which 6% of 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.



Cultural Diversity >



A woman with long, curly hair is shown from the side, touching a tree trunk in a forest. She is wearing a dark top and has orange nail polish. The background is a dense forest with green foliage. The text 'Culture. Connect. Community.' is overlaid in large white font, with a horizontal line under 'Community.'

Culture. Connect. Community.

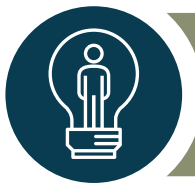
> BFX Feature Artist Merryn Apma.

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 beautiful 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 in 2022, 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.

In 2023-24, Neville Blackman continues in his role as BFX's Indigenous Engagement Adviser to help guide the business' development and implementation of our Plan and to assist with increasing Indigenous employment within BFX.

BFX run an annual education program within the business where key members of our team embark on a Cultural Immersion Tour 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 on a Cultural Immersion Tour in 2023.



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.

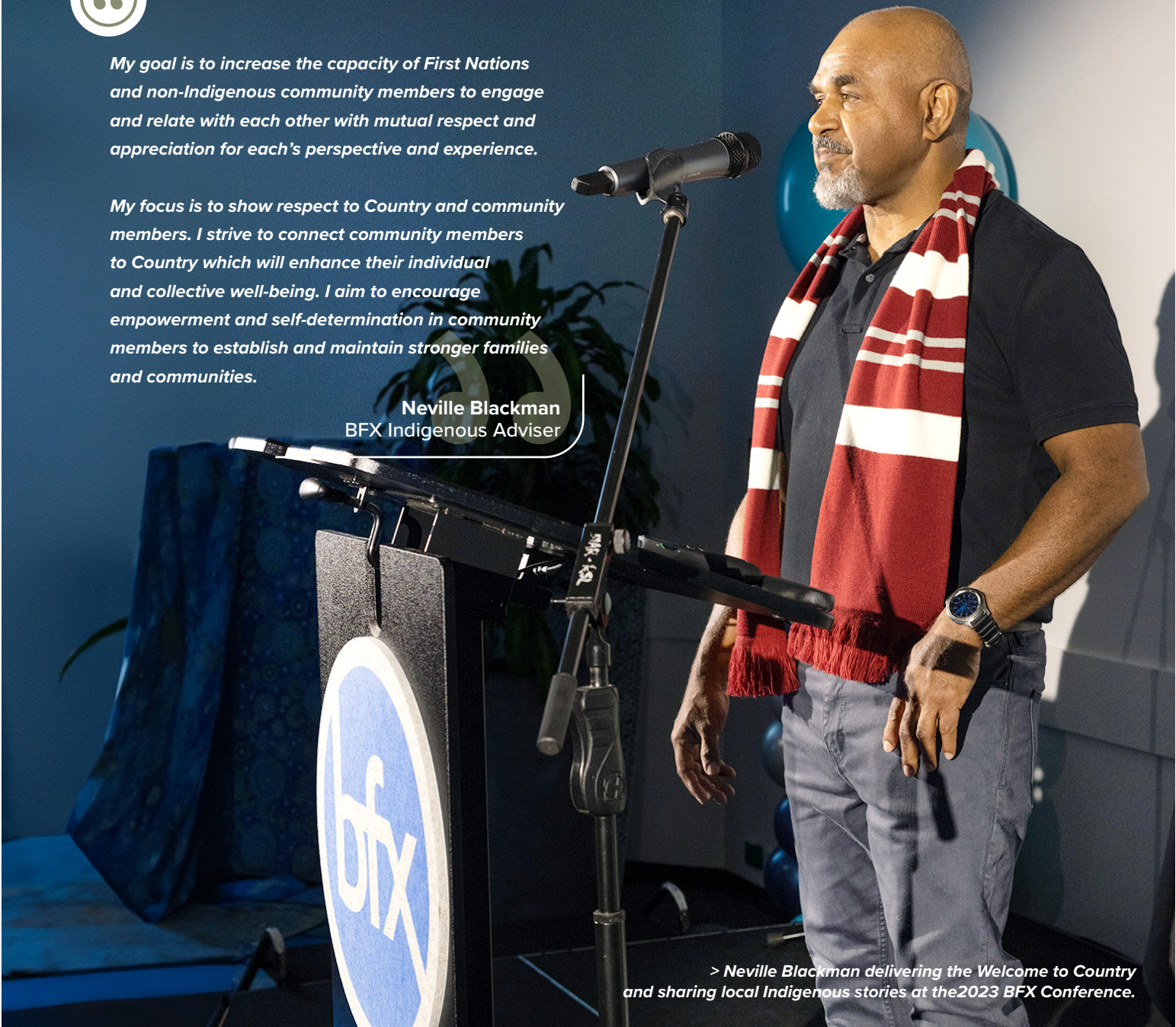
Neville is passionate about connecting people to First Nations' culture through immersive experiences, walking the cultural landscape and is sharing his knowledge of cultural landscapes with BFX to help grow our team's cultural competency.

“

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

A photograph of Neville Blackman, a man with a grey beard and balding head, wearing a dark blue polo shirt, a red and white striped scarf, and grey trousers. He is standing at a black podium with a microphone, looking to his left. The podium features a circular logo with the letters 'BFX' in white on a blue background. The background is a dark blue wall with a large blue balloon and a potted plant.

> Neville Blackman delivering the Welcome to Country and sharing local Indigenous stories at the 2023 BFX Conference.

> *Shara Delaney passing down lore and knowledge to her daughter.*

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



Supporting Indigenous Opportunities

BFX takes great pride in fostering business and sponsorship opportunities for Indigenous individuals within both domestic and international markets.

Our journey began in 2021 with the introduction of The Ninderry Fabric Range, and we are committed to building on this legacy by expanding artist opportunities and giving back through impactful sponsorships.

> BFX sponsored Merryn Apma to attend the Victorian Aboriginal Business Awards.



> BFX provided employment and sponsorship so Nancy Sullivan could realise her dream of becoming a South Sydney Rabbitohs player.



Ninderry Range Initiative



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. This unique commercial fabric offering named “The Ninderry Range” is designed and produced in Australia. The fabric 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.

Ongoing Commitment

- **2023** - BFX welcomed a new feature artist, Nicole Taylor.
 - BFX expanded the range of promotional material, now providing lanyards, posters, print and online marketing support.
- **2024** - BFX is expanding the Ninderry Range to include an array of new products, including rugs, printed vinyls and AudioArt.



> Shara Delaney with her Yarning Circles fabric, upholstered on a soft seating lounge setting at Trinity Lutheran College.



BFX Feature Artist
Nicole Taylor “Walkabout Girl”

“

I was born with the gift to paint. I believe that my ancestors taught me to paint in my dreams.

This project means the world to me. In my heart we are stronger together as one. One nation. One mob. I am proud to inspire others, especially the younger generation so they can learn our stories and how our people once lived.

It is amazing to see my artwork as a fabric on furniture and experienced in a way like never before. I am honoured to be able to tell my story and continue my culture.”

Nicole is a Wiradjuri Elder from Wiradjuri Country in Central New South Wales.



Nulabang Bila “Many Rivers”

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.”*

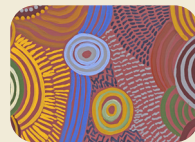
Merryn's people are from Arrernte country,
west of Alice Springs, Northern Territory.



Kwatye
“Waterholes”



Apmere
“Country”



Uterne
“Elements”

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.



Dabilbahnba
“Saltwater Country”



Winuganya
“Listening”



Giluma-Jin Yari-Nya
“Yarning Circles”



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, 6 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 2023/24 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 is reviewed monthly against BFX project milestones and Indigenous employment targets and State Government Minimum Indigenous Participation Requirements.

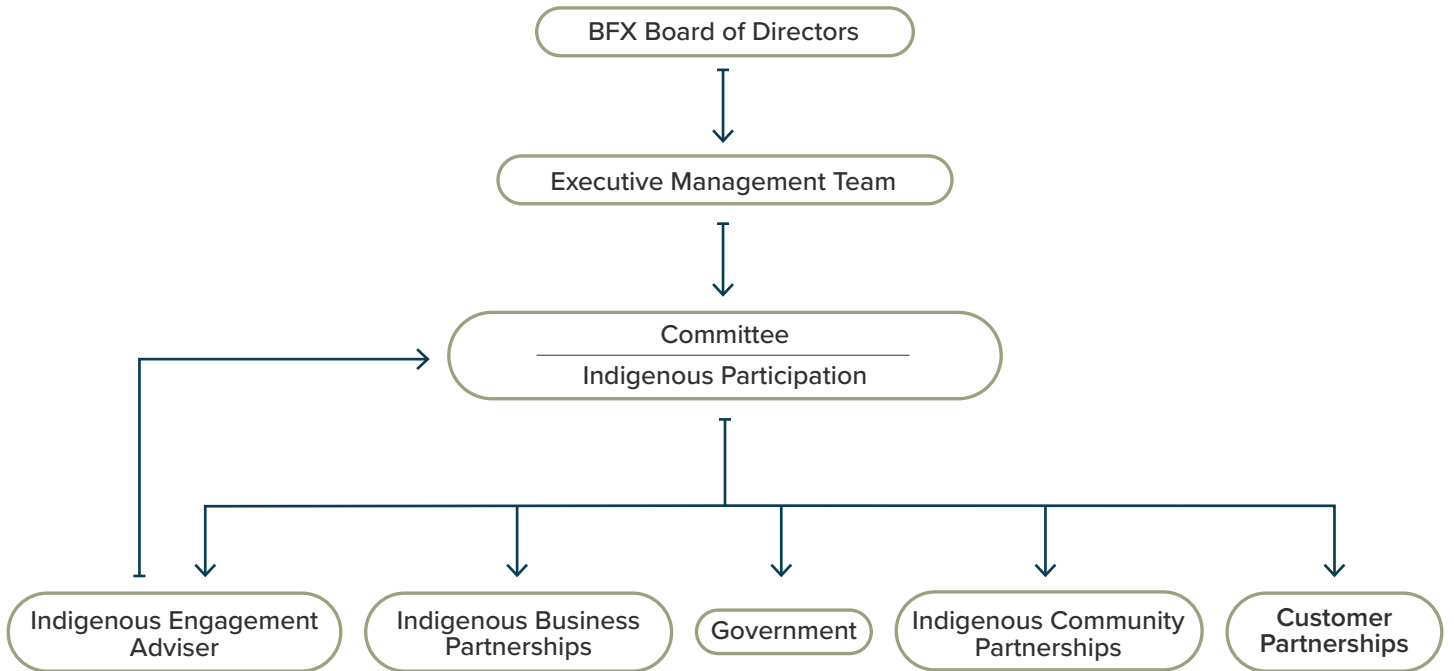
Progress reports are provided to the BFX Board of Directors and management, as well as State Government in accordance with contractual obligations.

Success is 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.






> BFX Feature Artist Nicole Taylor.




BFX Furniture

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