

# Westpac Group Supplier Inclusion & Diversity Principles

May 2026



## OVERVIEW

At Westpac, we recognise the power of procurement to generate positive social outcomes and understand our sourcing decisions can improve the economic participation of individuals and groups who have traditionally been under-represented or excluded from the economy.

We seek to foster an inclusive supply chain and partner with organisations that have inclusive workplaces where every individual can participate and thrive regardless of age, cultural background, disability, ethnicity, sex, gender identity, marital or family status, religious belief, sexual orientation or socio-economic background, perspective and experience. We also expect our supplier partners to identify opportunities to engage diverse businesses in the delivery of goods and services to Westpac.

We seek to partner with organisations who support our **Purpose of Taking action now to create a better future.**

## OBJECTIVES

Through our Supplier Inclusion and Diversity Principles we seek to include a more diverse range of suppliers by increasing engagement and opportunities with suppliers that:

- Are owned by, or employ, people or groups that are traditionally financially excluded and/or under-represented in the Australian economy;
- Have a social or environmental mission; and
- Demonstrate commitment to inclusion and diversity within their own operations and supply chain.

## OUTCOMES

Our desired social and economic outcomes include:

- Improved economic participation by suppliers which are traditionally financially excluded and/or underrepresented in our economy; or have a social or environmental mission.
- Increased capability and commitment from our supplier partners to drive inclusion and diversity within their own organisations and communities, particularly through improved employment outcomes.

## OUR DIVERSE SUPPLIER GROUPS

Westpac is particularly interested in developing relationships with the following diverse business groups:

- Businesses owned by Indigenous Australians
- Businesses owned by Women
- Social Enterprises
- Australian Disability Enterprises
- B Corporations

Further details of these groups can be found in the [Westpac Diverse Supplier Group Definitions](#).

## APPROACH

To achieve a more inclusive and diverse supply chain, we:

- Actively seek opportunities to purchase goods and services from diverse suppliers and embed inclusion and diversity into our procurement processes, systems and through defined roles and responsibilities;
- Commit to increasing spend with, and the number of Indigenous suppliers as outlined in our [Reconciliation Action Plan \(RAP\)](#) and where appropriate facilitate referrals of Indigenous businesses to other organisations;
- Actively advance, support and cater for the needs of people with disability, including disability related to illness, injury and temporary or situational conditions, as well as neurodivergence and the diverse responsibilities faced by carers, and commit to our [Access & Inclusion Plan \(AIP\)](#);
- Align to our [Diversity, Equity and Inclusion Policy](#);
- Work collaboratively with diverse suppliers to help build their capability and capacity, so that they can adequately and appropriately supply Westpac at the right time;
- Drive awareness across Westpac of the impact of our purchasing decisions and the ability to achieve positive social outcomes through partnering with diverse suppliers;
- Encourage our suppliers to embed inclusion and diversity into their own operations and supply chains.



## IMPLEMENTATION AND GOVERNANCE

We recognise that encouraging and embedding supplier inclusion and diversity into our supply chain requires ongoing governance, and we do this through:

- Tracking opportunities and spend with diverse suppliers;
- Reporting on our supplier inclusion performance, including progress on our RAP and AIP commitments, as part of our sustainability and other corporate reporting;
- Maintaining specialist inclusion and diversity capability to support Westpac Group's Procurement function;
- Engaging with our suppliers and employees on our expectations set out in our Supplier Code of Conduct;
- Advocate for, support and participate in diverse supplier forums while building strong connections with industry bodies to continually broaden and evolve our approach to supplier diversity.

This program is overseen by executive-level management, with dedicated sponsorship and governance to ensure alignment to our RAP, AIP and spend with diverse suppliers, reinforcing our commitment to an inclusive and diverse supply chain.

## Need more information?

For further information on how to do business with Westpac, please visit

**[Your Service Provider Advocate | Westpac](#)**

For further information on our sustainability commitments please visit:

**[Sustainability | Westpac](#)**

For further information on our Supplier Inclusion & Diversity Principles, please visit:

**[Supplier inclusion and diversity | Westpac](#)**

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