



plate Events & Catering

Social Impact Policy

Policy Commitment

The Company exists to create measurable social, cultural, economic and environmental benefit through commercially sustainable hospitality, events, native food and related activities.

Entity	Plate Events & Catering Pty Ltd (ABN 52 645 413 243)
Applies to	Plate Events & Catering and all brands and business activities operated by the Company
Policy owner	Director
Approved by	Director: Matthew Atkins
Effective date	1 st January 2026

Purpose

This Policy establishes the social purpose of Plate Events & Catering Pty Ltd (the Company), the principles and minimum commitments that guide its operations, and the governance arrangements used to protect, measure and report its impact.

It is intended to support social enterprise recognition and to provide a policy foundation for later incorporation into the Company's constitution, shareholders agreement, board charter and other governing documents. If there is any inconsistency between this Policy and applicable law or the Company's constitution, the law and constitution prevail.

Scope

This Policy applies to the Company, its directors, officers, employees and contractors, and to all brands and business activities operated under the Company, including Plate Events & Catering, Chef Matt Atkins, Wilka Thalta, Nguuwalaana Indigenous Dining, nunka. Australian Native Foods and nunka. Hampers & Gifts.

Social Purpose

The Company's primary social purpose is to address the economic exclusion, underrepresentation and limited opportunities experienced by Aboriginal and Torres Strait Islander people in hospitality, events, food production and corporate supply chains.

The Company pursues this purpose by creating culturally safe employment and training pathways; purchasing from and strengthening First Nations businesses and producers; increasing meaningful participation in commercial markets; and presenting Aboriginal culture and native Australian foods with integrity, attribution and direct benefit to First Nations people.

The Company's associated purposes are to:

- support environmental sustainability through circular economy practices, waste diversion, resource efficiency and sustainable purchasing;
- strengthen arts, culture and heritage through culturally responsible experiences and paid engagement of First Nations artists, Elders and knowledge holders; and
- foster inclusive and respectful participation, including for LGBTIQ+ people and others who experience barriers to opportunity.

Intended Beneficiaries

The primary beneficiaries are Aboriginal and Torres Strait Islander people, including employees, trainees, jobseekers, suppliers, producers, artists, Elders, knowledge holders, business owners and community partners. Environmental and wider community benefits are recognised as secondary outcomes.

Impact Principles

Principle	Application
First Nations benefit	Decisions should create tangible economic, employment, cultural or community benefit for Aboriginal and Torres Strait Islander people.
Self-determination and voice	People with lived experience, community partners, Elders or knowledge holders are engaged where decisions materially affect culture, community or the use of knowledge.
Cultural integrity	Cultural knowledge, stories, language, artwork and native ingredients are used with appropriate authority, attribution, consent and payment, having regard to Indigenous Cultural and Intellectual Property principles.
Dignified work	Employment is lawful, safe, fairly paid, inclusive and designed to build capability, confidence and longer-term opportunity.
Commercial sustainability	The Company generates trade revenue and manages resources prudently so its impact can be sustained and grown.
Evidence and accountability	Claims are proportionate to evidence, data is handled respectfully, and material results and limitations are reported honestly.

Core Commitments

Employment, training and wellbeing

Actively seek to employ, retain, train and advance Aboriginal and Torres Strait Islander people in meaningful roles.

Provide at least award-compliant pay and conditions, with above-award remuneration where commercially sustainable and appropriate.

Provide paid training wherever training forms part of productive work, and do not rely on unpaid labour to deliver ordinary operations.

Offer flexible work arrangements, inclusive recruitment, staff consultation and relevant professional development in practice.

Where reasonable and sustainable, provide participation supports such as transport assistance, hardship support, equipment, dedicated space or external training.

First Nations procurement and economic participation

Apply an active preference for First Nations, local, social enterprise and ethical suppliers where capability, quality, availability and value allow.

Seek fair commercial terms, timely payment and relationships that build supplier capability rather than extract cultural or commercial value.

Track material expenditure with First Nations and social enterprise suppliers and identify opportunities to increase it.

Culture, heritage and ethical storytelling

Use culturally appropriate narratives and avoid tokenism, stereotyping, misrepresentation or unsupported claims of cultural authority.

Obtain appropriate consent and agree attribution, scope of use and remuneration before using protected cultural material or knowledge.

Pay artists, performers, Elders, cultural advisers and knowledge holders fairly for their expertise and participation.

Explain native ingredients and food stories in ways that recognise provenance and strengthen customer understanding without appropriation.

Environment and circular economy

Reduce avoidable food, packaging and operational waste and divert suitable materials from landfill through reuse, repurposing, redistribution, recycling or composting.

Reduce energy and water use and prefer sustainable purchasing and logistics choices where practicable.

Maintain safe, lawful and dignified processes for any food or goods redistributed for community benefit.

Customers and community

Use honest, non-misleading marketing, transparent pricing and fair contracting practices.

Maintain quality assurance and accessible complaints and feedback processes, with fair remediation where service falls short.

Use community partnerships, co-design and lived-experience input for initiatives where these approaches will improve relevance, safety or impact.

Use of profit, surplus and resources

Subject to directors' duties, solvency requirements and reasonable reserves needed for the Company's stability, growth and risk management, the Company will direct at least 50% of its annual distributable profits or surplus toward advancing its social purpose.

Purpose-aligned use may include beneficiary wages and support, paid training, First Nations procurement, cultural engagement and knowledge-holder fees, community-benefit reuse operations, transport and participation supports, impact measurement, facilities or equipment required for impact delivery, and retained earnings demonstrably committed to future social-purpose activity.

Any dividend or other distribution must be considered and documented against this Policy. No distribution may be approved if it would materially undermine the Company's ability to

pursue its social purpose or meet its commitments. Where the Company records a loss or has no distributable profit, it will continue to allocate reasonable operational resources to purpose delivery and document those allocations.

Governance and Decision-Making

The Director or Board is accountable for this Policy and must:

- consider the Company's social purpose alongside financial sustainability in material strategic and operational decisions;
- approve annual impact objectives, indicators and reasonable resource allocations; review performance, risks, complaints and any material departure from this Policy at least annually;
- ensure public impact claims are accurate, supportable and not misleading; and
- record approval of significant distributions

Management is responsible for implementing the Policy, maintaining records, integrating relevant commitments into employment, procurement, supplier, cultural engagement, environmental and customer practices, and escalating material issues to the Director or Board.

Impact Measurement Framework

The Company will maintain an annual impact register using a consistent reporting period. Baselines and targets should be set with regard to business scale, available data and beneficiary safety. The following indicators are the minimum starting framework; the Director or Board may refine them without weakening the social purpose.

Outcome area	Core indicators
Employment and economic participation	Beneficiary employee headcount and retention; hours worked; wages and superannuation; structured training participation and completion; progression, external employment or self-employment outcomes; staff-reported confidence, belonging, wellbeing, skills and financial independence.
First Nations procurement	Number and value of purchases from First Nations suppliers, producers, artists, Elders and knowledge holders; material supplier relationships and capability-building activity.
Culture and heritage	Number of paid cultural engagements; cultural programs or events; participation and reach; evidence of consent, attribution and agreed payment where culturally protected material is used.
Environment and circular economy	Tonnes or estimated volume of waste diverted; products or materials reused, repurposed or redistributed; value of goods redistributed; relevant energy, water or sustainable purchasing actions.
Responsible operations	Above-award and flexible-work practices; training investment; staff voice; complaints and remediation; customer quality results; community partnerships and co-design activity.

Data Integrity, Consent and Privacy

Impact data must be collected only where useful and proportionate. Personal or culturally sensitive information must be handled in accordance with applicable privacy obligations and cultural protocols. Participation in surveys or storytelling should be voluntary, based on informed consent and free from adverse employment consequences. Wherever practicable, public reporting will use aggregated or de-identified information.

The Company will retain reasonable evidence for reported metrics, document estimation methods and avoid double-counting beneficiaries or outcomes. Qualitative feedback will not be presented as independently verified evidence unless it has been independently reviewed.

Reporting and Transparency

Management will prepare an annual social impact report or statement for review by the Director or Board. It should describe the reporting period, activities, indicators, outcomes, use of profit or resources, beneficiary or community input, challenges, limitations and priorities for the next year.

A suitable summary will be made publicly available when practicable. The Company will correct any material error identified in published impact information and will distinguish verified results from estimates, aspirations and illustrative stories.

Stakeholder Voice and Complaints

Employees, beneficiaries, suppliers, community partners and customers may raise concerns or suggest improvements through the Company's usual feedback or complaints channels. Cultural safety, retaliation risk and power imbalances must be considered when responding. No person will be disadvantaged for raising a genuine concern in good faith.

Material concerns involving cultural harm, misleading impact claims, beneficiary safety, discrimination or a serious departure from this Policy must be escalated promptly to the Director or Board and addressed through documented corrective action.

Review and Continuous Improvement

This Policy will be reviewed at least annually and earlier if there is a material change to the Company's ownership, business model, certification requirements, governing documents or impact priorities. Reviews should consider impact data, stakeholder feedback, complaints, operational lessons and relevant good practice.

Plate Events & Catering Pty Ltd, Plate Hospitality Group Pty Ltd and the businesses we operate (Chef Matt Atkins, Nguuwalaana, Plate Providore, Wilka Thalta, nunka. Hampers & Gifts and Nguuwa), are committed to the practices outlined in this Social Impact Policy to ensure we continue to maintain our Core Values of Culture, Customers, Community, Conscience, Collaboration & Commitment.