



BFX Furniture

INDIGENOUS PARTICIPATION PLAN

2026 - 2027

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, we recognise the present and we contribute to a bright future.



> BFX Feature Artist Merryn Apma connecting with Country.

About BFX Furniture

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

BFX Furniture has been operating successfully and continuously in the Australian furniture industry for nearly 40 years. Today, BFX is one of Australia’s leading suppliers of a complete range of education and commercial furniture, supplying schools, government and the private sector in every state and territory and, more recently, international schools across Asia.

Established by the Moore family in 1987, the business is still based where it all started on Queensland’s Sunshine Coast. While BFX is a bigger business today, we still pride ourselves on providing the same personal service and quality products you expect from a small, family business.

BFX is vertically integrated and behind our ‘front line’ sales and project consultancy team we have built, and continue to build, a modern supply chain and management team that has hundreds of years’ combined industry experience. A specialist Projects team has the skills, experience, and capacity to deliver large, complex or bespoke furniture projects and has successfully delivered many major commercial projects and dozens of new school furniture fit-outs.

BFX currently employs more than 270 Australians and indirectly supports the jobs of hundreds more through our suppliers and service providers. The business is an Australian owned and operated consolidated entity consisting of BFX HO Pty Ltd and several wholly owned subsidiary entities.

Our people and our culture are key to the success of the BFX business, and their health and safety is our greatest responsibility. We are a positive and dynamic team committed to continuous improvement, and a business that provides opportunity to all.



Message from the CEO

As CEO of BFX, I am proud of the progress we continue to make in building meaningful relationships with Aboriginal and Torres Strait Islander peoples. While there is always more to learn and more to do, our commitment remains clear: to create opportunities, foster understanding and make a positive contribution through the way we do business.

This is BFX Furniture’s fourth annual Indigenous Participation Plan, and it captures our commitment to enabling opportunities for people within, and together with, our business. It’s also about promoting Indigenous culture within our business and with our customers.

BFX’s collaboration with Indigenous artists Merryn Apma, Shara Delaney and Nicole Taylor continues, as does the growing customer support for our Ninderry Range of fabrics. More schools, businesses and community organisations are being connected with Indigenous culture through our products and the stories behind them.

Over the past year we have continued to expand the Ninderry range into new applications, helping bring Indigenous artwork and storytelling to a broader audience across education, healthcare and commercial environments. Internationally, we have also continued to showcase our Indigenous-inspired products as part of our growing presence in the Asian education market.

Back home, our Cultural Immersion Tour with Neville Blackman remains an important part of the BFX calendar, providing our leaders and team members with a deeper understanding of local Indigenous culture and connection to Country. We continue to strengthen relationships within our local community while supporting opportunities for Indigenous employment, training and business participation.

These initiatives reflect our commitment to the three pillars of this Plan: Culture, Connect and Community. They are practical actions that help create opportunities, build understanding and make a meaningful difference.

As we look ahead, we remain committed to listening, learning and working together with Indigenous communities to create lasting value and positive outcomes for future generations.

I commend BFX Furniture’s 2026 - 2027 Indigenous Participation Plan to you.



*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

At 30th June 2026, BFX employed more than 270 employees across Australia, of which 3% of employees choose to 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.



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 for the development of 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.

Promoting Awareness and Understanding

In developing BFX's first 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 2026 - 2027, 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 runs 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 the 5th Cultural Immersion Tour in 2026.

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 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

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

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

*BFX acknowledges the past,
we recognise the present,
and we contribute to a bright future.*

Supporting Growth and Business Development

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 building on this legacy by expanding artist opportunities and giving back through impactful sponsorships.



> Members of the BFX Indigenous Steering Committee:
(L-R) Brad Henderson, Cora Morton, Connie Glover and Neville Blackman.



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

Ninderry Range Initiative



BFX acknowledges the importance in Indigenous culture, sharing stories of Country, and doing so through art. Through a 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 is 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 expanded the Ninderry Range to include an array of floor rugs.
- > **2025** - BFX introduced the Ninderry Range printed on vinyls and AudioArt.
- > **2026** - BFX expanded the range with the addition of two new exclusive designs.



> Tides Coming Together fabric by Shara Delaney, upholstered on a lounge setting at Ungooroo Aboriginal Corporation in Singleton.

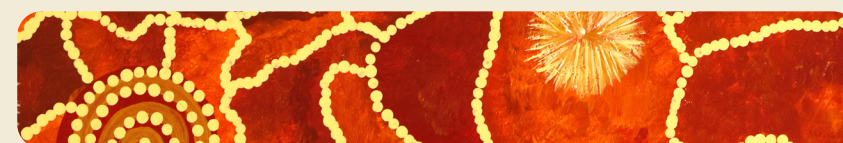
Ninderry Range



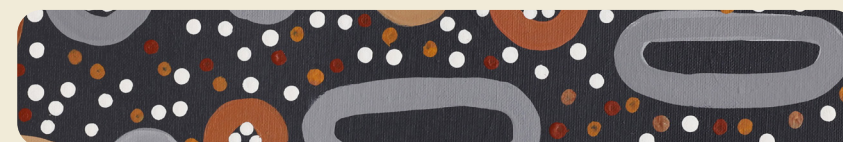
Yilawurra Dhiyala Bilabang *"Camped By A Billabong"* by Nicole Taylor



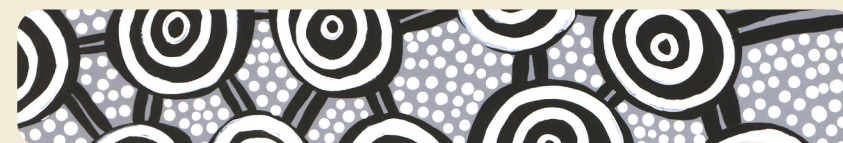
Gariiba Ganyardi *"Tides Coming Together"* by Shara Delaney



Kwatye *"Waterholes"* by Merryn Apma



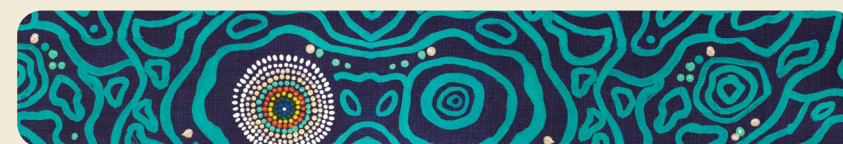
Winuganya *"Listening"* by Shara Delaney



Apmere *"Country"* by Merryn Apma



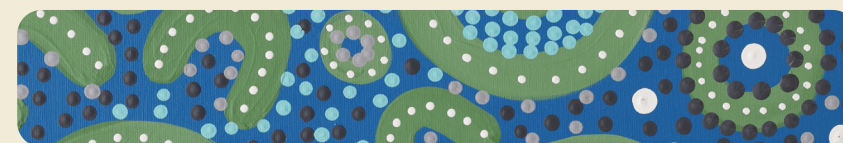
Dabilbahnba *"Saltwater Country"* by Shara Delaney



Nulabang Bila *"Many Rivers"* by Nicole Taylor



Uterne *"Elements"* by Merryn Apma



Giluma-Jin Yari-Nya *"Yarning Circles"* by Shara Delaney

NEW!

> New exclusive fabrics: *Camped By A Billabong* and *Tides Coming Together*, thoughtfully designed by BFX feature artists Nicole Taylor and Shara Delaney.



Merryn Apma

BFX Feature Artist

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



Shara Delaney

BFX Feature Artist

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



Nicole Taylor

"Walkabout Girl"
BFX Feature Artist

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

Creating Employment Opportunities

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

We are pursuing this objective through an open recruitment process and through our Indigenous Engagement Adviser whose charter includes assisting BFX to increase training, employment and engagement opportunities with the Indigenous community locally and nationally.

In 2026 - 2027 specific initiatives include:

- > The training and 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.



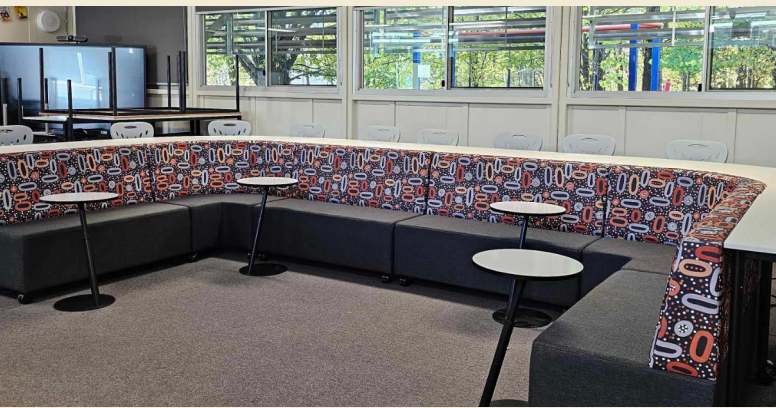
Monitoring and Reporting

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.

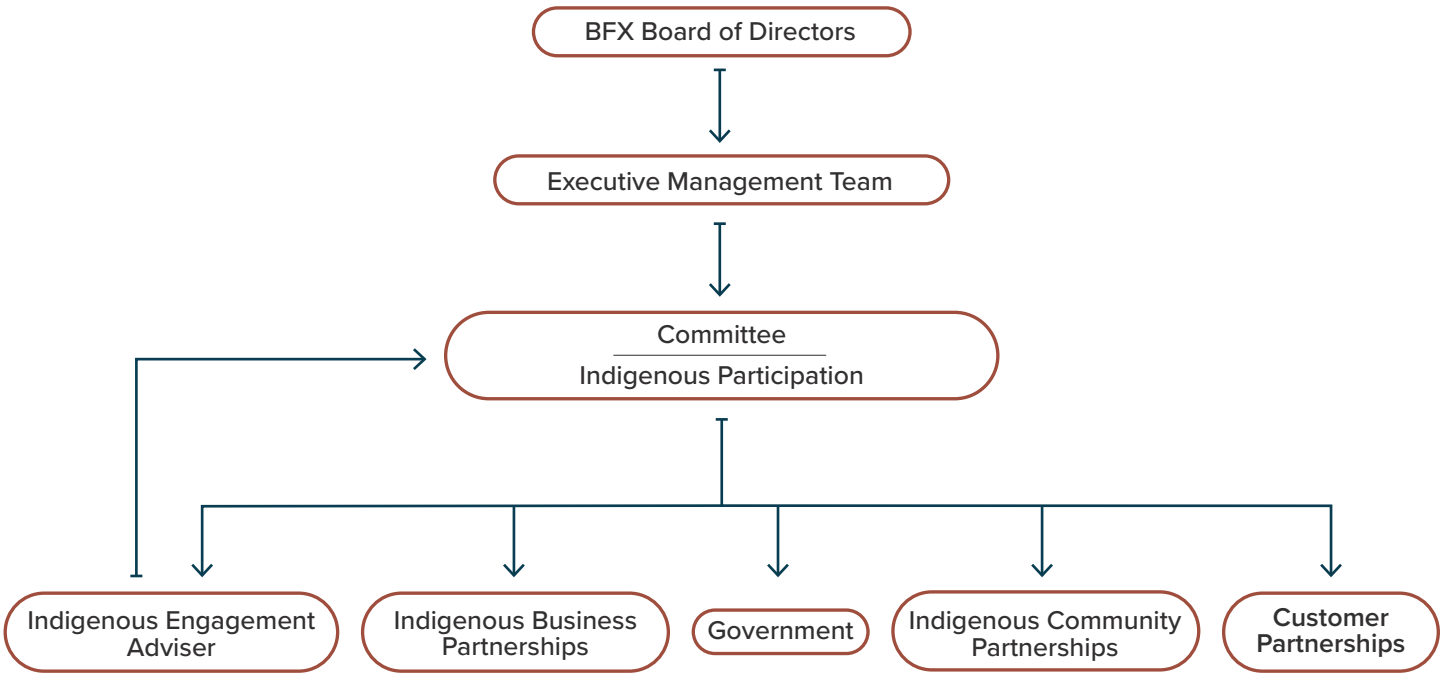
Success is measured against:

- > 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, as outlined in the structure below.



> BFX Feature Artist Nicole Taylor.





BFX Furniture

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