

SCHEDULE 4

TASMANIAN INDUSTRY PARTICIPATION PLAN

Tasmanian Industry Participation Plan (template/guide)

The Tasmanian Government is committed to maximising opportunities for local SME¹ businesses to compete for and win Government procurements. Suppliers are requested to prepare a Tasmanian Industry Participation Plan:

- For all procurements with a value exceeding \$5 million;
- For nominated procurements (at the discretion of the procuring Government entity) greater than \$2 million and up to \$5 million.

Your Tasmanian Industry Participation Plan is an essential part of your submission and will be used by the procuring entity to evaluate your submission. The Plan will contribute a minimum of 10% of the procurement evaluation. Suppliers that fail to submit a Plan will receive a zero score in relation to this criterion.

This Plan is your opportunity to demonstrate how your submission will positively impact on the local industry/economy. You do not need to answer all of the questions below and your submission may not necessarily be limited to these issues (which are provided as prompts). You will need to ensure you can verify the information you submit and where possible should provide actual numbers of staff (full-time equivalent)/values of goods and/or services.

Procurement details

Procurement Reference No.	Contract No: 2285
Procurement title	Bass Highway, Birralee Main Road to Exton Roadworks
Name of Responsible Agency/Entity	Department of State Growth

Supplier Details

Name of supplier	Shaw Contracting (Aust) Pty Ltd
Contact details for supplier	Hugh Maslin CEO 776 Whitmore Road Whitmore TAS 7303 E: hughm@shawcontracting.com.au M: 0408 929 936

Executive Summary

Shaw Contracting (Aust) Pty Ltd is a Tasmanian Company founded in the northern Tasmanian town of Whitmore in 1935 by James Shaw.

The business has evolved over time to employ 100 construction industry specialists and engaging with our Tasmanian business partners, we provide quality certified construction based services to a range of industries including civil, mining and environmental industries throughout the state.

In 2013 the ownership of the company changed after a management buyout allowed the last family owner, Alwyn Shaw, to retire.

Shaw is now owned and managed by an experienced and dedicated team of Tasmanians who are committed to the success of the business, the industry and the community.

Shaw Contracting's staff, led by the management team, is dedicated to ensuring ongoing growth and business success through successful project delivery for our clients underpinned by our certified quality management systems, continuous improvement and innovation in the way we go about our work.

Local SME Industry Impact What is the direct local impact of your business?

In this project Shaw Contracting is the major local SME. Shaw Contracting is based at Whitemore, 25km from the site, and employs 25 of its staff from the Meander Valley Municipality.

This project would allow construction staff who have been working away from home to travel daily to the site, improving their family life.

Beyond the contribution that the Bass Highway, Birralee Main Road to Exton Roadworks Project will make to the Tasmanian economy, we recognise, as part of our corporate responsibility, that we can support local SMEs in many areas that are important to them.

We have set about to achieve this goal through the building of strong relations, throughout the Project life, with the local SMEs surrounding the areas where the Project is being developed and by using a sustainable approach to development as we undertake SME support initiatives.

Small and medium enterprises (SMEs) are the back bone of Tasmania's economy. To maximize opportunities for local SMEs to participate in the supply chain of the project, and to promote good, profitable business, a strong understanding of business administration is needed. To that end, we will leverage the expertise of our systems management, in particular safety, environment and quality programs that aims to strengthen the capacity of local SMEs through the provision of training, workshops and coaching sessions.

To date, we have invested significant resources in the development of those local SMEs whom we have engaged on other projects across Tasmania. This investment has benefitted the local SMEs in understanding and complying with relevant legislation as well as improving safety performance.

Occupational Health & Safety

Access to safety legislation can also be a major constraint to growth and participation on projects for SMEs. Having recognised this challenge, in 2013 we deliberately set about to educate and provide the relevant documentation to all SMEs on our projects that enable them to comply with legislation. This approach to engaging with SMEs has resulted in significant improvements in safety across our projects which Shaw was recognised for at the State Growth Safety and Roadworks Award for 2015..

Local SME are Australian and New Zealand businesses employing less than 200 people.

Goods and services to be utilised in the contract

Identify the goods and/or services (including plant hire) you expect to purchase in order to complete the contract and provide the requested information in relation to same, where known.

Identified goods or services	Total estimated value (\$ excl GST)	Name of supplier anticipated to be used (if already determined through existing supply chain arrangements)	Location of supplier (where already determined through existing supply chain arrangements)	If supplier not yet determined, is there a local SME market for same? (Yes/No)
Fencing	\$40,000	Locke	Campbell Town	
Earthworks	\$1,000,000	Shaw Contracting	Whitemore	
Drainage	\$300,000	Shaw Contracting	Whitemore	
Pavement Materials				
Base / Subbase	\$700,000	Hazell Bros	Long Hill	
Subbase / Fill	\$150,000	BIS	Birralee	
Subbase / Fill	\$150,000	Cresswell	Deloraine	
Pavement Construction	\$300,000	Shaw Contracting	Whitemore	
Sealing	\$350,000	Hardings Hotmix	Ulverstone	
Safety Barriers	\$323,000	Protector Rail	Hobart	
Line Marking	\$170,000	Statewide Linemarking	Hobart	

NOTE: All Goods and Services must be to State Growth Specifications and Standards and may be subject to a Contract Hold Point.

Opportunity for local SME involvement

Will you source components of your offer from other local SME companies/sub-contractors or is there new work to be undertaken locally as a result of you fulfilling the contract or workers travelling to the local area to undertake the work? How much?

Detail how you intend to identify and engage with sub-contractors and/or other SMEs in relation to the delivery of the contract including your supply chain ie use of existing supply chains, advertising of sub-contracting or supply opportunities, liaison with industry groups and ICN etc.

Shaw will be sourcing pavement materials, concrete, truck hire, some excavator, general labouring, accommodation and meals from the local area. In addition to this, Shaw will have a base of existing full time employees leading the team.

There will be significant transport of fill material and pavement materials.

SME Engagement

Shaw's enduring objective is that the operating culture of our projects delivers safe, compliant and reliable operations. These operations rely on the ongoing capability, performance and commitment of SMEs whose values are ideally closely aligned to Shaw's.

Shaw recently introduced a procedural requirement that supports this objective through the Contractor Prequalification process. This process aims to identify SMEs who are qualified to undertake work or supply to our project(s) and is condition precedence to carrying out work for Shaw.

Labour Hire

Access to additional staff during this project will be drawn from the surrounding areas. Our approach is always to build capability and the development of skills within the local communities in which we operate.

Broader economic opportunities

Are there any other impacts that your business and/or this specific supply will provide to the local/regional economy?

Our philosophy of "people working together for the future" means that we are committed to working with our suppliers and sub-contractors to build the capacity of the local industry.

In the 80 years of working in Tasmania, Shaw has established strong collaborative relationships with the local business community where, working together, we have established a competitive team that delivers successful business outcomes for all involved as well as economic benefits for the state.

The nature of our industry sees us delivering projects throughout Tasmania. To fully engage the region we're in, we have a policy to employ casuals from the local area. Further, we invest in up-skilling casual employees in safety systems so when we finish a project we leave behind, not just a completed project, but also a more highly skilled workforce for the future of the industry in Tasmania.

We recognise and respect that our subcontractors are also in business and need to return a profit and grow for the good of the industry in Tasmania. To support our subcontractors, we have developed a program of investing in them by up-skilling their Safety Management Systems.

Professional Development

We are passionate about the professional development of our team members and, as a partner of the Tasmania Division of Engineers Australia; we have a program for three graduate engineers to gain Chartered Status. As industry leaders, we see it as an essential part of our being that we assist in developing the future generation of Tasmanian industry experts.

Shaw has employed a Graduate Engineer from UTAS in each of the last three years and gives work experience to Engineering students

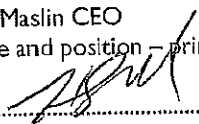
Community Involvement

Our shareholders agreement guarantees that we reinvest in the company to grow and support the Tasmanian community. As a result we are able to support the activities of a range of local organisations from local sporting programs, to disability services and charities including:

- Junior Hockey
- Downs syndrome
- Carrick Park Pacing Club junior program
- Special Children's Christmas Club
- St Helens Athletics Carnival
- Deloraine Golf Club
- Whitemore Recreation Ground
- St Patrick's Old Collegians Football Club
- Tamar Yacht Club Junior Sailing Program

Completed and endorsed (Supplier)

Hugh Maslin CEO
(Name and position - print)


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(Signature)

8/9/2015
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(Date)