

## Tasmanian Industry Participation Plan Contractor Consent Form

### Procurement details

Procurement Reference No.	2323
Procurement title	Murchison Highway Anthony MR to Cradle Mountain TR Road Improvements – Stage 4
Name of Responsible Agency/Entity	Department of State Growth

### Supplier details

Name of supplier	VEC Civil Engineering Pty Ltd
Contact details for supplier	Mr Lincoln Bromwich

**We consent to the disclosure of the TIPP as submitted as part of our Tender Submission for the above contract in its entirety in accordance with Treasurer's Instruction No. 1225 Buy Local Policy: building and construction/roads and bridges.**

### Completed and endorsed (Supplier)

..... VEC CIVIL ENGINEERING PTY LTD  
(Lincoln Bromwich – General Manager)

.....  
(Signature)

..... 9.11.2016  
(Date)



## ATTACHMENT C – TASMANIAN INDUSTRY PARTICIPATION PLAN (TEMPLATE/GUIDE)

The Tasmanian Government is committed to maximising opportunities for local SME<sup>1</sup> businesses to compete for and win Government procurements. Suppliers/proponents 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; and
- For private sector projects valued at over \$5 million that receive support, including in-kind support, valued at or greater than \$500 000 from the Government.

This Plan is your opportunity to demonstrate how your submission will positively impact on the local industry/economy. 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.

For procurements, the Tasmanian Industry Participation Plan is an essential part of your submission and will be used by the procuring entity to evaluate your submission. In these circumstances, the Plan will contribute a minimum of 10% of the procurement evaluation.

This template was specifically developed for procurement. Where a Tasmanian Industry Participation Plan is required for a private sector project, the template should be adapted to suit the specific circumstances of the project.

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### **Supplier details**

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Contact details for supplier	Lincoln Bromwich <a href="mailto:Lincoln.bromwich@vec.com.au">Lincoln.bromwich@vec.com.au</a>

### **Local SME industry impact**

What is the direct local impact of your business?

*Examples: Are you a local SME (how many people do you employ, where is your business located, what is the ownership)? How many people do you employ in Tasmania? Would any new SME jobs be created by the proposed contract - how many?*

**Tenderer's response:**

**RESPONSE: Please see attached Tasmanian Participation Plan Statement.**

<sup>1</sup> 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 you expect to purchase in order to complete the contract and provide the requested information in relation to same, where known. **Tenderer's response:**

Identified goods or services	Total estimated value	Name of supplier anticipated to be used (if already determined through existing supply chain arrangements). Location of West Coast Supplier to be identified as applicable.	Labour component as an approximate percentage of total estimated value	If supplier not yet determined, is there a local SME market for same? (Yes/No)

**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? **Tenderer's response:**

**RESPONSE: Please see attached Tasmanian Participation Plan Statement.**

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, etc. **Tenderer's response:**

**RESPONSE: Please see attached Tasmanian Participation Plan Statement.**

Detail the process that you are to undertake to ensure that local SMEs are not to be disadvantaged where competing with other suppliers in the provision of goods or services to be used as part of this contract (ie unpacking of procurements into smaller components so that local SMEs can compete more effectively etc). **Tenderer's response:**

**RESPONSE: Please see attached Tasmanian Participation Plan Statement.**

**Broader economic opportunities**

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

*Examples: Your supply may lead to: new skills being developed locally; trainees/apprentices being appointed; cross transfer skills to a local SME partner/sub-contractor; your company (if you are not a local SME) setting up an office/employing local staff; scale for you to take your products/services interstate/overseas; local community sponsorship etc.*


**Tenderer's response:**

**RESPONSE: Please see attached Tasmanian Participation Plan Statement.**

**Note:** Where determined appropriate by the procuring entity, the supplier's obligations under this Plan are to be captured in the contract and monitored as part of the contract performance.

**Completed and endorsed (Tenderer)**

Lincoln Bromwich – General Manager  
(Name and position – print)

  
.....  
(Signature)

31 August 2016  
(Date)



## TASMANIAN INDUSTRY PARTICIPATION PLAN

### Procurement details

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### Supplier details

Name of supplier	VEC Civil Engineering Pty Ltd
Contact details for supplier	Lincoln Bromwich <a href="mailto:Lincoln.bromwich@vec.com">Lincoln.bromwich@vec.com</a> 03 64 25 65 30

### Completed and endorsed (Supplier)

Lincoln Bromwich – General Manager  
(Name and position – print)

  
.....  
(Signature)

31 August 2016

(Date)

## EXECUTIVE SUMMARY

VEC Civil Engineering Pty Ltd (VEC) was founded in 1994 by two highly respected Tasmanians and is established in Ulverstone on Tasmania's North West Coast.

Over the years, VEC has grown to be a company commonly known in the market as one that invests heavily in our employees to provide a safe and inviting workplace. VEC continues to withhold the local culture and stay true to our values by committing to supporting the local industry. Our experienced and committed team of Tasmanian employees are devoted to the success of the company, the construction industry and the local community as a whole.

VEC is a diversified construction company providing services in the following areas for government departments, government business enterprises, local government and local companies:

- ✓ Road construction;
- ✓ Bridges and structures construction;
- ✓ Rail, marine and water infrastructure;
- ✓ Structural remediation;
- ✓ Piling and foundations;
- ✓ Precast concrete manufacturing;
- ✓ Bridge load testing; and
- ✓ Plant and equipment services.

At VEC, we are confident in the talented people working across our range of in-house capabilities. Our first preference is to support the local industry, maximising opportunities for local Small and Medium Enterprise (SME) businesses. As we started as a family company over 20 years ago, we understand the challenges that small SMEs incur. Today, we continue to proudly support our community and maintain our foundation based on respected family values.

VEC has access to a wide network of reputable specialist sub-contractors and suppliers to satisfy the requirements of the contract and as an ongoing measure are always searching for and procuring the services of new local suppliers, subcontractors and consultants.

Where deemed suitable, our preference is to utilise local contractors to complement our resources to undertake the works. This is a cost effective approach which provides the Department with value for money whilst providing an economic benefit to the local community. Typically these subcontractors will be identified during the tender phase of a contract, through Community Consultation undertaken by the tender team.

VEC has a unique business model, whereby we maximise the flow on effect of all works awarded through the Civil industry given our strategic decision to only own specialised equipment such as pile rigs and high rail equipment, thereby engaging 2<sup>nd</sup> tier earthmoving and equipment business to work side by side with VEC.

VEC is a successful, diversified business that understands the value of its employees. Good performance, teamwork and loyalty are well rewarded. We place a high level of importance on fostering a positive and safe work environment and take pride in being an equal opportunity employer. We invest in our people to encourage personal advancement within the company, with training and development needs regularly assessed.

The VEC team are highly committed to safeguarding the ongoing growth of VEC through the delivery of successful projects. Supported by our certified quality, safety and environmental management systems, our entire organisation is driven by continuous improvement through Innovation & Excellence.

WE CONTINUE TO  
PROUDLY SUPPORT OUR  
OWN COMMUNITY AND  
MAINTAIN OUR  
FOUNDATION BASED ON  
RESPECTED FAMILY  
VALUES



## LOCAL SME INDUSTRY IMPACT

### How many people do you employ in Tasmania?

As a local SME, the VEC business directly employees approximately 120 people across 5 divisions within the state of Tasmania:

1. Civil roads infrastructure;
2. Bridges and structures;
3. Rail infrastructure;
4. Plant & Equipment; and
5. Steel manufacturing.

All of our employees live in the communities of Tasmania. Our team consists of Engineers, Project Managers, Site Supervisors, Foremen, Plant Operators and administrative staff. We also currently have several apprentices under training.

It is through continuing to deliver infrastructure projects which utilise all areas of our multifaceted business that we can continue to support this workforce, who in turn support the Tasmanian economy by living and spending locally.

The proposed VEC Project Delivery team is composed of full-time Tasmanian residents who will be offered management and technical support from the Tasmanian headquarters in Ulverstone as required.

VEC maintains core work crews as opposed to only engaging the employees for the duration of a project. Our steady work crew perform the majority of the work we undertake, with the support of temporary employees being trained on the job. We are better positioned to deliver successful projects by preserving and developing the skills of a core workforce. As civil projects may slow down during the winter periods, we ensure that workers are either cross-trained to perform works for other divisions, attend trainings to develop new skills in other areas of the business or encourage the taking leave opportunities.

VEC understands the growth of a company cannot occur without the growth of its employees also. For this reason, a great deal of emphasis has been placed around providing opportunities for our local employees to further their training through course and workshops, rather than bringing in skilled workers from the mainland. Last financial year alone, VEC

invested a significant amount on training of our Tasmanian employees. The training programs relied on local training providers such as first aid, traffic control, white card etc.

### Where is your business located?

Our main office is located in Ulverstone, on the North West Coast of Tasmania. Here, our administrative support and management personnel are situated in an office that supports all projects throughout the State. Approximately 30 personnel reside in the Ulverstone office and provide support to all VEC projects.

In Ulverstone, we also have a large precast concrete manufacturing facility where all of our precast materials are fabricated.

Over the years, there has been a lot of time, money and effort invested in developing our head office to be as efficient as it is today. We intend to continue to invest into the future by way of capital investment into developing our precast manufacturing facility, upgrading and expanding our plant and equipment fleet and improving technologies in our systems.

Furthermore, VEC have an office located in Tasmania's capital city, Hobart. This office provides a base for our estimating and project management team who are local residents of the city. Moreover the office facilitates several flexible work stations for the remainder of our team. Finally, our Senior Management team are often located in the Hobart office when visiting key clients and addressing other business matters in the South of the State. Having these offices in Ulverstone and Hobart enables the team at VEC to have the flexibility to support projects and clients across the State.

What is the direct local impact of your business?



### What is the ownership?

VEC was founded by two local highly respected Tasmanians 20 years ago. Over the years, VEC has grown to be a company commonly known in the market as one that invests heavily in their employees to provide a safe and inviting workplace. Although VEC's shares were transferred to Downer EDI in 2014, we continue to operate as an independent Proprietary Limited with our own ABN and ACN registration. The business operates self-sufficiently under our own systems, management and branding. The VEC systems hold their own prequalification's and certifications.

Our employees also operate under VEC Enterprise Agreements (3 agreements: Civil & Structures, Rail and Steel) and our salaried employees also have contracts under VEC management.

VEC continues to withhold the local culture and stay true to its values by committing to supporting the local industry.

Our Tasmanian team are local members of the community, as are our contractors and suppliers. Whilst we belong to a larger organisation family, our regional and state operations are made up of locals who are proud to be part of improving the road infrastructure for their local communities.

By being a local organisation here in Tasmania, VEC are able to offer the Department of State Growth with a local solution. Our offices and employees are all located within Tasmania ensuring that we are able to act quickly and attend construction sites immediately upon request. Thus, the Department of State Growth can be confident that our team is there to support them when required.

VEC takes a profound interest in the revolution of our industry throughout Tasmania. Justin Woolford represents VEC on the board of the Civil Contractors Federation (Tasmania). This organisation represents the interests of the industry in optimising local contribution to Tasmanian projects. The CCF also undertakes projects to increase capacity and skills at all levels of the industry.

### Would any new SME jobs be created by the proposed contract? How many?

Our focus is on effective project management and engineering whilst partnering with other local providers to maximise the industry benefit. Often our ratio of subcontractor to VEC employees is 4:1 utilising local based contractors and labourers which in turn supports the local community and assists with community engagement.

Should VEC be awarded the contract, we estimate that the number of new SME jobs created to undertake this contract would be approximately 2.

How we intend to train, upskill and support this SME role has been described in this Tasmanian Industry Participation Plan.



OUR ENTIRE  
ORGANISATION IS DRIVEN  
BY CONTINUOUS  
IMPROVEMENT THROUGH  
*INNOVATION*  
&  
*EXCELLENCE*

## GOODS AND SERVICES TO BE UTILISED IN THE CONTRACT

VEC has an extensive list of **approved and compliant** sub-contractors throughout the state, with commercial relationships in place through past experience working together on VEC sites.

Should works be awarded in regions whereby current contractors are not pre-qualified with VEC, we plan to advertise locally via newspaper adverts seeking expressions of interest as well as working with the CCF and ICN who can assist with sub-contractor identification.

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

<b>Identified goods or services or subcontracted works</b>	<b>Total estimated value (\$ excl GST)</b>	<b>Name of supplier anticipated to be used (if already determined through existing supply chain arrangements) – including location of business</b>	<b>Labour component as an approximate percentage of total estimated value</b>	<b>If supplier not yet determined, is there a local SME market for same? (Yes/No)</b>
Clearing and Grubbing	\$150K	Tonganah Trading Pty Ltd	70%	
Pavement Marking	\$17K	Statewide Linemarking	70%	
Bituminous Surfacing	\$250K	Downer	70%	
Road Safety Fencing	\$260K	Geotas	70%	
Traffic Signs	\$15K	Tranex	70%	
Earthworks	\$490K	Collins Contracting	70%	
Pavement Materials	\$1,700K	Gaspersics- Tulla Chris Walter/BIS	70%	
Truck Hire	\$80K	Hennessy Brothers (west coast) / Local	70%	Yes
Water Cart	\$150K	Hennessy Brothers (west coast) / Local	70%	



Traffic management and general labour	\$300K	Local Hire	70%	yes
Endwall Construction	\$100K	Cemento Rapido	70%	Yes
Fuel	\$100K		10%	Yes
Accommodation	\$150K			yes
Local Café - Tulla	\$50K	Tulla Local Shop	30%	yes



### **Downer**

Downer is a leading manufacturer and supplier of bitumen based products, providing our customers with asphalt, blended binders and emulsion products. We also provide expert services and advice in soil and pavement stabilisation, pressure injection stabilisation, pavement recycling, pavement profiling and asset management.

### **Geotas**

Geotas is the leading supplier of civil construction and environmental products throughout Tasmania. Experience and knowledge of local conditions combined with an extensive range of products allow us to offer cost effective solutions.

### **Statewide Linemarking**

Statewide Linemarking is Tasmania's largest supplier of road, safety and decorating linemarking. An established reputation for performance and quality, Statewide Linemarking has the capability and proven track record to undertake linemarking projects of any scope from small commercial through to large-scale Government works.

### **Collins Contracting**

Collins Contracting has been actively involved in the earthmoving and construction industry for approximately 30 years. Their focus is on efficiency and quality. The company is based in the North West of Tasmania and employees their operators predominately out of the west and north west region. VEC have a longstanding relationship with Collins Contracting having completed a number of large projects together including the Department of State Growth Kingston Bypass project.

As a company we identify and engage with subcontractors and other SMEs on a regular basis. We continually meet with new suppliers and freelancers, scoping the best products and opportunities available within the Tasmanian market. We anticipate this will continue and grow once this tender is granted.

All contract works for the project will be undertaken by companies/subcontractors local to the region where suitable resources are available (est value in excess of \$750,000). In addition, all materials/supplies will be sourced through local suppliers (est. value \$1,700,000.00), in particular pavement materials. This will result in significant employment benefits to local enterprises.

As demonstrated by the indicative schedule above, VEC provide opportunities to the wide community. Even though this list is a realistic indication of current suppliers, no commitment has been given to subcontract and should a suitable local provider exist unknown to VEC, that provider will be given the opportunity to supply goods or services as appropriate.



## OPPORTUNITY FOR LOCAL SME INVOLVEMENT

### Local SME involvement

VEC understand our corporate responsibility to create opportunities for local SME involvement. We endeavour to support the local SMEs through creating and maintaining strong relationships. We recognise that there are numerous SMEs that form the majority of the Tasmanian economy and that it is important for the local SMEs to support each other to encourage local Tasmanian economic growth. To be a profitable business in the industry, vast knowledge of business acumen coupled with a substantial support system is necessary. Consequently, VEC are committed to training, guiding and upskilling local SMEs in our expertise of our safety, environmental and quality systems to support the capabilities of the local organisations<sup>1</sup>. This will take effect through workshops, trainings, inductions and onsite support.

Over the years of working with local SMEs, VEC have devoted substantial resources to advance the processes of these organisations. This process has proven to improve the understanding and compliance with relevant legislation of our local SME organisations across Tasmania. The development of such quality, safety and environmental systems is not always accessible for smaller SMEs. Therefore, VEC are committed to providing this support by utilising our prequalified and award winning systems. We train local SMEs on relevant documentation and systems for the project delivery, resulting in a stronger and more committed work relationship with our SMEs, improving quality and safety on our worksites, and for future projects.

VEC always prefer to source anything for the Government locally in Tasmania as we believe it is important for the investments made to assist develop and grow our local economy.

In excess of 200 local subcontractors and suppliers rely on our Tasmanian business as a source of income. VEC estimates that over in excess of 14,000 local subcontractor hours will be required for our delivery of this contract including:

- 1200 hours Clearing and Grubbing
- 3400 hours Earthworks
- 300 hours bituminous surfacing
- 300 hours safety barrier
- 1200 hours water cart hire
- 500 hours Excavator hire
- 850 hours truck hire
- 1300 hours traffic management
- 120 hours linemarking
- 2000 hours material delivery (quarry products)
- 2500 hours drainage, endwalls subcontract
- 400 hours subcontract grader hire

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 i.e. use of existing supply chains, advertising of sub-contracting or supply opportunities, liaison with industry groups and ICN etc.

<sup>1</sup> VEC's HSEQ system, VECsafe, was awarded the WorkSafe Tasmania Work Health and Safety Award -, National Winner, Best injury management and return to work system in 2014.

The permanent staff and long term sub-contractors engaged by the business for this contract reside locally across the state. This project would require construction staff to work away from home and boost local accommodation business close to the area. Generally our teams spend approximately 50% of the contract period away from home and rely on local accommodation, food and beverage providers. We have existing arrangements with accommodation suppliers in the region from the previous projects.





## IDENTIFYING AND ENGAGING SUBCONTRACTORS

The relationships that we have formed with local SMEs over the 20+ years of operation within Tasmania ensures that our partners have a full comprehension of our business and the high expectations we require for quality, safety and environmental aspects. We are confident that the local SMEs with whom we collaborate are capable to deliver to their promise.

VEC engage subcontractors on the basis of their ability to meet purchase or subcontract that include safety, environmental, and quality requirements.

Subcontractor suitability is assessed by the HSEQ Manager, prior to being engaged by VEC using a Contractor Application and Requirements assessment process. At the completion of a project or the sub-contract, subcontractor performance can be evaluated using our Subcontractor Supplier Assessment Form. Subcontractor performance is also evaluated periodically during regular Management Operational Meetings. VEC maintains records of acceptable suppliers / subcontractors on a register in VECsafe.

Subcontractor performance may be reviewed on basis and in line with VEC procedures or where adverse performance has been identified at the Operation Management Group Meeting. The inability of a subcontractor to meet specification and/or quality requirements may result in suspension or retraction of approved status for that subcontractor.

The selection of subcontractors and the extent of control exercised by VEC shall depend on the type of product and record of the suppliers' / subcontractors' previously demonstrated capability and performance.

Generally, subcontractors shall be furnished with a copy of the projects CMP including the Project Risk Register, and any supplier/contractor conducting work on site shall be required to complete a Contractor Application and Requirements and a Declaration of Compliance form for Code Compliant projects (where applicable). Delivery service providers and dry hire companies are excluded however day labour hire contractors and wet hire contractors are included.

The subcontractor shall operate under their own quality, safety or environmental systems when such systems are approved by VEC or is accredited by an acceptable third party. When approved, the subcontractor's systems shall form part of VEC's IMS processes, controls and records to demonstrate compliance.

Once selected, subcontractors are formally engaged by one of two methods: for larger or more complex subcontracts, subcontractors are contracted using a standard form contract; while smaller engagements, e.g. for one-off supply of materials is 'contracted' via a detailed purchase order.

For this project we will outsource earthworks, pavement marking, bituminous surfacing and plant hire to key local subcontractors; and have already identified a number of these as outlined in the table above. Materials such as pavement materials will also be sourced from local quarries, where they meet the requirements of the specification.

WE ARE COMMITTED TO  
EMPLOYING TASMANIANS,  
TRAINING TASMANIANS  
AND USING TASMANIAN  
SUPPLIERS AND  
PRODUCTS.



## BROADER ECONOMIC OPPORTUNITIES

VEC has had a very positive impact upon local communities through:

- ✓ Increased local employment via labour hire;
- ✓ Increased local skillset through accreditation and licencing (traffic management, machinery etc);
- ✓ Utilisation of local civil business and equipment hire;
- ✓ Utilisation of local hotels / motels for accommodation;
- ✓ Support of local sporting teams and community organisation through sponsorship and community grants; and
- ✓ Provision of fuel through local providers where possible.

### New local skills

As we enter the communities where the construction works are to take place, VEC are committed to upskilling the local staff to ensure that they gain skills and experience through this contract. This will safeguard their future opportunities within the industry, as the skills (such as quality and safety) that they will gain through our program, can be applied to other industries.

### New Trainees & Apprentices

Every year, VEC are overwhelmed with applications for summer internships from local Engineering students. These are assessed and where possible, VEC ensure a placement is provided for at least one student each summer. Our commitment to upskilling, training and guiding young professionals is evident through the number of past successful internships and in some cases, these internships leading to full time employment at VEC. In fact, during the Summer of 2015/16 VEC offered four work placements to Under Graduate Engineering students for a three month period.

VEC is a proud Professional Development Program Partner with Engineers Australia, and support many of our Project Engineers and Project Managers through this program. Our Management Team are highly committed to upskilling young talent, who feel passionate about assisting in developing the future generation of Tasmanian industry experts.

Other financial support can also be provided when employees undertake tertiary qualifications relevant to their role and potential advancement within the company.

By ensuring that these jobs and skilled workers remain in Tasmania, VEC are dedicated to the future prospects within the industry above and beyond our own organisation, penetrating into the Tasmanian economy.

VEC has a high commitment to employing and training local people. With approximately 20% of our employees in the Steel Division undergoing an apprenticeship in Certificate III in Engineering-Fabrication Trade; and approximately 25% of our staff in our Structures division undergoing an apprenticeship in Certificate 3 in Carpentry, VEC can confidently say that our apprentice ratio is superior, reflecting our strong devotion to upskilling local trades people.

In 2015, one of our fourth year Fabrication Trade apprentices had the opportunity to participate in the WorldSkills Australia Regional Competition, whereby he was awarded second place in the Construction Steelwork category for this year's regional competition. This demonstrates the high calibre of apprentice that VEC can produce.

VEC ensures that all relevant parties are both involved in, and have the opportunity to provide input into the apprentice's training plan, as there is flexibility to modify the training plan to suit.

VEC supports the competency based wage progression concept, which allows more experienced apprentices who are performing at the required standard to progress and complete their apprenticeship on the basis of competency rather than time served. VEC apprentices have a number of avenues to explore in order to gain access to advice and support. Common internal sources

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

*Your supply may lead to: new skills being developed locally; trainees/apprentices being appointed; cross transfer skills to a local SME partner/sub-contractor; your company (if you are not a local SME) setting up an office/employing local staff; scale for you to take your products/services interstate/overseas; local community sponsorship etc.*



include Human Resources, their Supervisor, Peers, other apprentices; and experienced VEC employees (mentors).

Currently, VEC also employs two Undergraduate Engineers from the University of Tasmania with casual employment. These Undergraduate Engineers have completed works for VEC in the past on projects to gain practical experience, whether that be throughout the duration of a summer break, or as part of their education. We encourage continuous contact with these young potential industry experts and welcome them to join our organisation upon completion of their academics.

### **Cross transfer of skills**

At VEC, we strive to ensure that the skills that are provided by our team to the local SMEs are versatile to suit other industries. This will boost the local skill base, and enable the local SMEs to become more experienced to undertake other projects. This will in turn enable them to offer employment opportunities to other people.

### **New local employment**

Should VEC be awarded this contract, a site office will be located adjacent to the site works and the local hospitality facilities (ie. Cafés, restaurants, shops) are able to provide the crew with their supplies. This project will offer substantial indirect benefits to the local community by utilising hospitality providers. The ultimate outcome of this project will also benefit the local community by means of providing improved transport infrastructure to the local public.

To fill any required additional temporary support, VEC will also endeavour to employ as many temporary/casual employees from the local area to support the project. In particular, for roles such as traffic management and general labour.

### **Local community sponsorship**

At VEC, we believe that a company's Corporate Social Responsibility extends beyond financial sponsorship. It also includes building partnerships with community organisations to better the lives of other people. We have a full and effective CSR program that begins with our Community Partnership Program (CPP), which is driven by applications from employees to support charities, events and youth activities. It continues through ongoing support for the Tasmanian Leaders Program that helps create future industry leaders who will make a valuable contribution to Tasmanian business and community. Assistance is provided to other community groups and causes where appropriate.

Where possible, we endeavour to support the local community where our projects are located. An example of this is the Give Me 5 for Kids sponsorship for the Annual Golf Day in Bagdad (Tasmania) that VEC sponsored in June 2016. As VEC were conducting works in the small township of Bagdad, we opted to sponsor the local golf club by offering a donation to the Annual Golf Day, in support of the Give Me 5 For Kids foundation. As executed in Bagdad, VEC may endeavour to investigate the possibility of sponsoring a local event in the vicinity of the Murchinson Highway Road Improvements – Stage 4 project should VEC be awarded this contract.

VEC has recently committed to sponsoring a student at the Kings Meadows High School, to participate in the National F1 in Schools for Design & Engineering Challenge in Sydney during February 2016. Due to our contribution, this student is able to participate in this program that involves students engineering and then creating a technically perfect miniature Formula 1 car using Autocad Software. We feel it is important to continuously support young engineers who are key to future Tasmanian developments.

VEC participates actively in the local community. For instance, VEC has been involved in the Festival in the Park in Ulverstone and have been major sponsor for several years. VEC are also an active supporter of the Rotary Club's program RYLA (Rotary Youth Leadership Awards) – a program for young people who have been recognised by their peers, by their workplace or by someone in the community as having leadership potential.



Finally, VEC is active head sponsor 2016-2018 of the Ulverstone Redhoppers men and women basketball team. We feel it is important to support local communities, as many of our employees have a personal connection to the community and the organisations that we sponsor.

Beyond the direct benefits VEC will bring to the community of this project, we are confident that other communities will continue to benefit indirectly from flow-on effects of our works. Should VEC be awarded this contract, it will enable us to continue to demonstrate our genuine devotion to employment and growth of the community and to the future of our industry.

