

Tasmanian Industry Participation Plan

Building Projects Support Program Application BPSP00002

The Tasmanian Government is committed to maximising opportunities for local suppliers to compete for and win Government procurements. Suppliers/proponents are requested to prepare a Tasmanian Industry Participation Plan (TIPP):

- 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 (and including) \$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.

Are you a Tasmanian SME*? Do you employ Tasmanians?

Fairbrother Construction & Joinery (Tasmania) directly employ a diverse and highly skilled workforce providing a comprehensive range of services to our clients encompassing all facets of building construction and maintenance. An Employer of Choice, we directly employ 325 people within Tasmania and 380 people across the Fairbrother business units.

Of our 350 employees within Tasmania, 94 of these employees are based within our Southern Construction Division. This includes 13 office-based staff and 81 site-based employees, which includes 20 apprentices.

The Murray Street Pier Development would result in direct employment for an average of 2 office staff members and up to 50 site employees. Via our project operations, we will also indirectly employ up to 40 people from Tasmanian SME subcontracting businesses.

Our company is committed to the growth and development of the construction Industry in Tasmania and look to take an active, positive approach to ensure the industry's long-term success, to further benefit the communities in which we operate. Underpinning this growth and development is a solid foundation of local SME sub-contractors and suppliers. Fairbrother has been awarded this project, we will work closely with all of the local sub-contractors and suppliers to ensure the economic benefits of the project remain close to the region, to benefit the local industry and local community. The following table includes the details of our proposed suppliers for this project and value of services offered per supplier:

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Are you a Tasmanian SME?*
- *How many Tasmanian jobs will be supported by this procurement activity?*
- *How many people do you employ in Tasmania?*
- *Provide an estimate of the number of labour hours worked by Tasmanian-based employees versus other employees.*
- *Would any new Tasmanian jobs be created by the proposed contract - how many?*
- *If you are not a Tasmanian SME, will you be setting up a local Tasmanian office and employing local staff?*

Where are the goods or services to be used in the contract sourced from?

Our company is committed to the growth and development of the construction Industry in Tasmania and strives to take an active, positive approach to ensure the industry's long-term success, to further benefit the communities in which we operate. Underpinning this growth and development is a solid foundation of local SME sub-contractors and suppliers. Fairbrother has been awarded this project, we will work closely with local sub-contractors and suppliers to ensure the economic benefits of the project remain close to the region, to benefit the local industry and local community. The following table includes the details of our proposed suppliers for this project and value of services offered per supplier:

| Goods / Service | Estimated Value | Anticipated supplier | Location of Supplier |
|--------------------------|------------------------|--|-----------------------------|
| Joinery | \$647,545.00 | Fairbrother Pty Ltd | Local |
| Concretor | \$21,024.00 | Fairbrother Pty Ltd | Local |
| Carpentry & Cladding | \$195,824.00 | Fairbrother Pty Ltd | Local |
| Structural Steel | \$149,129.00 | DRV Welding | Local |
| Metalwork | \$152,808.00 | Fame Foley | Local |
| Doors, Frames & Hardware | \$67,128.00 | Access Hardware | Local |
| Mechanical Services | \$636,535.00 | Degree C | Local |
| Demolition | \$263,910.00 | Reardon | Local |
| Hydraulic Services | \$391,230.00 | Aqua Line plumbing | Local |
| Electrical Services | \$526,100.00 | Degree C | Local |
| Windows & Glazing | \$311,665.00 | HGA | Local |
| Plastering | \$399,553.00 | ACP Plaster | Local |
| Painting | \$103,210.00 | Elite Painters | Local |
| Floor Finishes | \$123,590.00 | The Carpet Company & Adam Baines Timber flooring | Local |
| Tiling | \$220,000.00 | SMS Tiling & Rossetto Tiles | Local |
| Lift Services | \$180,640.00 | Access Solutions | Local |
| Roofing | \$130,400.00 | Masters Roofing | Local |
| Block laying | \$38,580.00 | Allbrick | Local |
| Waterproofing | \$40,135.00 | Sealed Solutions | Local |

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Does your business provide all the goods and services identified in your submission?*

- *If not, will the goods or services identified in your submission be provided by or sourced from Tasmanian SMEs? If possible, provide a list.*
- *Provide an estimate of the value of locally sourced goods and services versus imported.*
- *Outline how your submission will incorporate local products, services and capabilities.*

Opportunity for Tasmanian SME* involvement

Over time our growth has dictated the need to expand our subcontractor resource base. The need for expansion has given us the opportunity to expand our external resource base over several trades, and with each trade multiples of each. Fairbrother has been assisting local sub-contractors and suppliers in delivering projects they once may have thought were outside of their capability. Fairbrother is willing to give new sub-contractors opportunities and often provides guidance, management, and financial support which assists local Tasmanian SMEs expand their businesses. This often results in sub-contractors and suppliers gaining the experience they need to undertake larger project opportunities, which in turn, sees them offer more employment opportunities and increase their positive impact on the community.

Where required, Fairbrother will facilitate sub-contractor briefing and information sessions with the aim of actively engaging subcontractors, whilst also gaining a better understanding of market expectations, issues, and constraints. These consultative forums have proven to be an extremely valuable source of feedback, enabling Fairbrother to act upon opportunities for improvement.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Will you source components of your offer from other Tasmanian SMEs or sub-contractors? If possible, provide details.*
- *How will you identify and engage with sub-contractors or other Tasmanian SMEs to deliver the contract? Will you use existing supply chains or advertise sub-contracting or supply opportunities? Will you liaise with local industry groups?*
- *How will you ensure that Tasmanian SMEs are not disadvantaged when competing with other suppliers to provide goods or services to be used as part of this contract?*
- *Are there opportunities to transfer skills to a Tasmanian SME or sub-contractor?*

Broader social and economic opportunities

Training

Fairbrother is a long-term supporter of the Tasmanian / Australian apprenticeship program and has trained in the order of 300 apprentices since being founded, and of recent times averaging 16 new apprenticeships across Tasmania each year.

The training of apprentices does incur a significant financial cost but our view is that we must invest in our people now to ensure we have a long term, highly skilled, and sustainable business that will benefit the industry as a whole.

Being awarded this contract would immediately provide one new position for one of the five new Fairbrother are committed to employing in 2022.

Community

Fairbrother also has long been committed to making a positive contribution to the communities that our people live and work in. By working in support of Not for Profit organisations and other worthy causes, we aim to give back to the communities, which have been instrumental in our long-term growth.

Valued relationships with not-for-profit organisations and registered charities include, but are not limited to:

- Cancer Council Tasmania – fund raiser for the Biggest Morning Tea and manufacturer of the 'giant tea cup'
- OzHelp Tasmania – instrumental in their establishment in Tasmania
- Speak up Stay ChatTY
- Action Against Homelessness
- Loaves & Fishes

Construction projects and volunteer work undertaken in support or on behalf of the community include:

- Headspace – heritage renovation of the Headspace offices in Launceston
- Gumatj Bunkhouse – Northern Territory outreach construction project in support of the indigenous Gumatj people
- CLS Parakaleo – renovation rescue of their Mount Roland training facility
- Madison House – volunteer labour and materials for construction of a house on behalf of Diabetes Tasmania
- Devonport Glee Club and Men's Shed – renovation rescues
- Sisters of Charity – outreach project to improve disabled access to an existing facility
- Make a Wish Australia – Jacob's wish

Fairbrother Foundation

Established in 2007, the Fairbrother Foundation was the vision of company co-founders, Royce and Thea Fairbrother. The Fairbrother Foundation is a not for profit, Private Ancillary Fund (PAF). Its intent is to provide an avenue for donations from the Fairbrother family, business, employees and other key stakeholders to give back to areas of need in our communities.

The Foundation's core purpose is to support charities that:

- Facilitate access to quality education, particularly among youth.
- Support activities or research striving for improved health and wellbeing; and
- Support initiatives that enrich the communities and environments in which Fairbrother operates, and particularly in which our Fairbrother employees live.

Key Partnerships

The Fairbrother Foundation has formed key partnerships with:

- University of Tasmania Fairbrother Foundation Scholarship
- University of Tasmania RFDS-Fairbrother Foundation First-Year Nursing Scholarship
- Hobart City Mission (HCM), providing financial support in particular the HCM's Small Steps Program.
- Guide Dogs Tasmania (GDT), where the Foundation funds the work of Ambassador Dog Dexter, who is instrumental to GDT's awareness and fund-raising activities.
- Carers Tasmania, an organisation providing much needed support for carers of family members and friends who have a disability, mental illness, chronic condition, terminal illness or who are frail and aged.
- SPEAK UP! Stay ChatTY, where the Foundation is contributing to SUSC's essential and powerful work around promoting positive mental health and suicide prevention.

Employee-Led Donations

The Fairbrother Foundation recognises that it is the quality work of Fairbrother employees that underpins our ability to make charitable donations. Each year employees are consulted regarding charities to support. As a result of this process, the Foundation has had the pleasure of making donations to each of the following charities:

- Diabetes Australia
- Cystic Fibrosis Tasmania
- MS Australia
- Dementia Australia
- HALT (Hope Assistance Local Tradies) Australia
- The Bernie Banton Foundation
- Autism Tasmania
- Cancer Council
- Let's Talk
- Neuroblastoma Australia
- Australian Cancer Research Foundation
- Risdon Vale Bike Collective
- Beyond Blue
- Pathways Tasmania
- Mates4Mates
- Cystic Fibrosis Australia
- Heartkids Victoria/Tasmania
- MSResearch Australia
- SPEAK UP! Stay ChatTY
- Camp Quality
- Huntington's Disease Association of Tasmania
- CanTeen
- Give Me 5 for Kids
- Legacy
- Make A Wish Australia
- The Smith Family
- Project Whitelion
- Royal Hobart Hospital Research Foundation

Finances

At the end of December 2018, the Foundation's accumulated assets surpassed \$1 million for the first time. These funds are invested in accordance with the Foundation's Investment Policy and advice from Shadforth Financial Group. The initial intent of the Foundation was to establish a capital base of \$2 million dollars to enable a level of sustainable giving to be created. Whilst we still have some way to go before our capital base reaches this level, the Fairbrother group is

committed establishing a sustainable Foundation that via its donations will be able to impact the lives of its employees and the communities in which it operates.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Are there any other benefits that your organisation or this specific contract will provide to the Tasmanian economy?*
- *Will this contract lead to new skills or expertise being developed within Tasmania?*
- *Will trainees or apprentices be appointed? If yes, how many and in which profession?*
- *Does your organisation provide opportunities for pathways to employment for disadvantaged Tasmanians?*
- *Do you support the Tasmanian community, for example through formal support, sponsorship, volunteering or in-kind support?*

Local innovative solutions

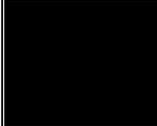
Fairbrother has always fostered a culture to look for ways to improve our business outcomes and reduce any negative impact of our operations on the environment and the community. Through innovative solutions to the delivery of our projects we look to underpin these company values. The company is progressive in its approach to adopting new technologies in all parts of the business whether that be in the office, workshop, or on site. Wherever possible off-site fabrication is undertaken, and new technologies employed on site to improve quality outcomes and reduce the environmental impact of our operations.

Guidance information (can be deleted): Below are some examples you may consider including in response to this question:

- *Does your submission involve adding value to imported goods or services through local development or innovation?*
- *Is your organisation developing strategies to provide goods or services to the Tasmanian economy that have historically been imported from interstate or overseas?*
- *Does your organisation offer any innovative solutions that might benefit the broader Tasmanian community and economy? Provide details.*

Completed and endorsed

MURRAY WISE – PROJECT MANAGER/
ESTIMATOR
(Name and position – print)



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(Signature)

17/11/2021
(Date)

*A Tasmanian SME is a Tasmanian business employing less than 200 people