
Tasmanian Industry Participation Plan

Principal Contractor – Launceston Hospice (IS-817)

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

- for all procurements valued at \$5 million or more;
- for nominated procurements (at the discretion of the procuring Government entity) valued at greater than \$2 million and less than \$5 million; and
- for private sector projects valued at \$5 million or more that receive support, including in-kind support, valued at \$500 000 or more from the Government.

Procurement/Project details

Procurement/Project ID	IS-817
Procurement/Project title	Principal Contractor – Launceston Hospice
Name of Responsible Agency/Entity	Department of Health

Supplier/recipient details

Name of supplier/recipient:	Vos Construction & Joinery Pty Ltd
Contact details of supplier	Brent Wilcox 0400992314 bwilcox@vosgroup.com

Are you a Tasmanian SME*? Do you employ Tasmanians? [weighting/30]

History: VOS Construction & Joinery Pty Ltd (VOS), formerly Laver Pty Ltd and acquired Matthews Construction Pty Ltd, is a privately owned and family run construction company established in 1967 and incorporated in 1986. VOS has operated successfully in Tasmania for over 50 years and in this time, we have developed an exceptional knowledge of all forms of construction and are regarded as some of the best building professionals in the industry by both government and private clients.

We are committed to improving the health, productivity and wellbeing of our local community. Through programs such as the VOS Foundation, which has been in operation since 1987, we dedicate a notable portion of our profits to provide support for vulnerable people in the communities where we live and work.

Capability: Over the past 50 years, VOS has successfully expanded its construction and joinery operations into multiply divisions across Tasmania, and Victoria. Currently VOS has offices in Launceston (Head Office), Devonport and Hobart, and carry out projects across Tasmania. We currently have another office based in Mitcham Victoria which undertakes Shop Fitting across Tasmania and Australia. VOS undertakes a diverse range of construction projects ranging from large commercial and industrial, civil works, commercial and domestic construction, shop fitting, glazing and joinery with clients from all industry sectors.

We currently employ approximately 270 permanent staff, 70 of which are in Launceston, 50 in Devonport and 150 in Hobart (including our Joinery, Glazing and Shop Fitting divisions). Our dedicated and capable team range from our first to fourth year apprentices, labourer's, qualified carpenters, joinery manufacturing and installation team, project managers and administrators, estimating and procurement staff, safety officers and advisors, accounting and administration support staff and our divisional construction managers. VOS directly contributes approximately \$22-23 million in direct wages to the Tasmanian economy each year.

Local Employment Commitment: VOS Construction and Joinery has attained an enviable record of growth and achievement and is recognized as a prominent provider of construction and joinery services in Tasmania. This Launceston Hospice project provides exciting opportunities for further business growth, new full-time employment (FTE) opportunities, opportunities for apprenticeships in various trade sectors and sustaining current full-time employment, as well as apprentice development and further training. The project will provide certainty to local subcontractors and suppliers in business growth, resource capacity and experience capability.

VOS provides opportunity and willingness to support many subcontractors new and old through the tendering and construction phases and increase their future employability and/or workload. Over the past year alone, in line with our Local First approach, we have actively engaged and added seven new local subcontractors in various trade sectors to our database, capable of undertaking small to medium commercial size projects within the Northern and North-West region of Tasmania. This collaboration with local entities positively benefits both the Tasmanian construction industry and local communities, through the ability to offer reliable employment opportunities and provide relevant, quality facilities and resources.

VOS's preferred employment and selection methodology targets our Local First Approach, which recognises the value added to local economy by engaging with local SME's. This means that the vast majority of the project workforce will locally be established within Tasmania, empowering our commitment to the local communities of Tasmania. As such, with the exception of the short timeframe specialised skills unable to be sourced in Tasmania, such as the Lift Services which is limited within Tasmania.

It is acknowledged that there are local capability challenges within the construction sector and that there have been priorities addressed by the government to recruit locally, train / upskill and retain local roles. Consideration of known skill gaps/challenges will be incorporated into the Projects Training and Development Plan. The length of this project provides opportunity to meaningfully engage and develop capability for new jobs locally together with our subcontract partners.

Apprenticeships and Skill Development: VOS is committed to bringing young people into the construction business and industry and giving them the support and training to ensure they are mentally and physically capable to succeed. Our People and Development team created the Apprentice Lifecycle Program (ALP) which shows our strategy to recruit, train and upskill apprentices. The company is committed to the continual training and nurturing of all employees, rendering their knowledge and skills highly adaptable to the ever• evolving industry, client requirements and environments.

VOS have been compliant with the Tasmanian Government Building and Construction Training Policy for many years, and we are one of the largest direct employers of construction apprentices in the state, employing 50 apprentices across the company.

In addition, VOS are working closely with the Master Builders Association of Tasmania to ensure that the policy actively remains in the industry for many years to come. VOS proudly employ apprentices awarded and acknowledged in the Master Builders Association of Tasmania *State Apprentice of the Year Award* in 2021 and 2022, including the *National Apprentice of the Year* in 2022. And recently in June 2025, one of our apprentices, Ryan Geale

competed in the World Skills Australia and was successful in taking out the Gold Metal award in Carpentry division.



VOS actively promotes, advertises and engages each region of Tasmania and seeks to employ a minimum of 14 apprentices across our business each year, this includes approximately 10 within the construction unit, 2 within the joinery unit, and 2 with the glazing unit. In the last decade alone, VOS has consistently provided opportunities and employed approximately 140 apprentices across the company business structure.

VOS actively engages with Master Builders Tasmania and MEGT Australia for apprenticeship recruitment support, growth pathway opportunities. All of our apprentice training is committed through TasTAFE campuses throughout Tasmania.

Based on the projects inclusive trade sectors and extensive labour requirements, we anticipate at least a minimum of 3-6 apprenticeship / traineeship opportunities being supported by the commencement of this project leading into 2026.

Women in Construction: VOS is building connections and showcasing possibilities for women in the construction industry through our partnership with the National Association of Women in Construction (NAWIC). VOS and its preferred subcontractors are continuously providing gender diversity opportunities and supporting Women in Construction initiatives. VOS are actively promoting gender diversity, providing mentorship, training programs, and support networks to empower women in construction. This shift is helping to close the gender gap and inspire future generations.

We currently have three female apprentices within the Southern division and one within the North-West and additional office-based administration, estimating and project management roles. VOS has a high-ranking succession particularly in the VOS Southern Division with Jade Carluccio and Gabrielle Pierrehumbert.

Jade successfully completed her carpentry apprenticeship with VOS, became Apprentice of the Year within the Tasmanian Master Builders Award for Excellence, and promoted to Junior Estimator within the VOS Southern Division.



Gabrielle commenced with VOS as a Junior Project Manager and has successfully assisted major work packages within the Hobart region and was recently recognized as the 2024 NAWIC Tasmania Emerging Talent Award winner.

Jade and Gabrielle's growing presence brings diverse perspectives, fostering innovation, creativity, and enhanced problem-solving on job sites and in project management. Women are excelling in roles ranging from skilled trades and engineering to leadership positions, demonstrating resilience, adaptability, and technical expertise. VOS looks forward to continuing to work with NAWIC in providing more growth opportunities for women in construction and management.

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

- *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?
[weighting/30]**

Local First Approach: VOS fully understands that the construction industry provides a multitude of jobs and opportunities for all levels and segments of society. With the impacts on society and businesses from Covid-19, and current interest rate rises, cost of materials, cost of living, housing shortage and labour resource challenges. If VOS were the successful principal contractor for the Launceston Hospice project, our team will maximize all opportunities where possible to directly and indirectly support many local subcontractors, suppliers, and service providers throughout construction of this project.

VOS as always has sought to engage with local, capable and professional subcontract and supply partners where possible, with our Local First procurement target of 95-100% for this project. In line with our procurement target and engagement of local SM E's, this Launceston Hospice project saw approximately 95 Request for Quotes (RFQ) invitations sent during the tender phase. It is anticipated that 5% of procurement will be allocated for specialist subcontractors such as the Lift Services.

Local Goods and Services: VOS's engagement methodology is an established robust procurement framework targeting Local First objectives in line with procedural undertakings and policies. Through our ongoing professional

development and assistance to local SME's, VOS invest heavily into its cloud-based management system Procure to facilitate our procurement and project management. Procure widens our ability to create opportunities for subcontractors and suppliers with open tender invitations and up to date drawings, specifications, site photos and addendums, all of which have been designed for ease of downloading via as simple email notification. The following table identifies the goods and services we expect to utilize, engage and purchase in order to complete this project and whilst supporting the local economy and community over the course of the project.

Goods / Services	Estimated Value	Anticipated Supplier	Location of Supplier
Facilities / Amenities Hire	\$32k	Clennetts Hire, Coats Hire	Launceston / TAS
Building Waste / Rubbish Removal	\$25k	Veolia Waste Management	Launceston Region
Miscellaneous / Consumables (clothing, safety, printing, environmental)	\$9-11k	Various local suppliers	Launceston Region
Traffic Management	\$14-15k	Altus Traffic	TAS
Equipment and Plant Hire	\$47-50k	Clennetts Hire, Coats Hire, Cranes Combined	Launceston Region
Reinforcement Supply	\$60k	United Steel, ARC, Nubco Steel Division	TAS
Concrete Supply	\$80-100k	Hazell Bros, Hanson, Boral	Launceston Region
FF&E / Hardware / Fixtures Supply	\$100k	Access Hardware / Hafele	Launceston Region
Door & Frame Supply	\$50k	Fenton Doors	Launceston Region
Buildings Materials Supply	\$360-400k	Becks Mitre 10, Bunnings Warehouse	Launceston Region
Civil Works / Earthworks			Launceston Region
Demolition Works			
Foundation Piling			Launceston Region
Concrete Finishers			Launceston Region
Masonry / Blockwork			Launceston
Sealing / Tanking			TAS
Structural Steelwork			Launceston Region
Metalwork			TAS
Roofing / Cladding			Launceston
Plumbing Services			Launceston Region
Electrical Services			Launceston Region
Mechanical Services			Launceston / TAS
Fire Protection Services			Hobart / TAS
Painting	\$183k	ART Painters & Decorators	Launceston Region
Plaster Linings			Launceston Region
Joinery			Launceston Region
Floor Coverings	\$425k	Choices Flooring	Launceston / TAS
Landscaping	\$575k	Scape-Form	Launceston Region
Diesel & Petrol Supply (VOS employees & subcontractors)	\$40.4 - 80.8k	BP Fuel Station, Ampol, Shell, United	Launceston Region
Coffees, Smoko & Take-Away Lunches (Local retailer/outlet contribution)	\$16.9 -33.9k	Various - Aroma's Fine Foods, LGH Cafeteria Café, Guerilla Espresso, Parla Café	Project Vicinity / Launceston Region
Summary of Goods and Services	Est. Value	% of Local Goods/Services	% of Imported Goods/Services
VOS Labour incl Management	xxxx	100.0%	0.0%
Materials / Consumables	xxxx	98.0%	2.0%
Plant / Equipment Hire	xxxx	100.0%	0.0%
Subcontract / Supplier Packages	xxxx	98.0%	2.0%
Local Retailers / Outlets / Fuel Stations	\$57.3 - 114.7k	100%	0.0%

Supporting Local Goods and Services: VOS has a well-established database of capably and loyal subcontractors / suppliers and continues to expand and grow opportunities where possible. Currently, our database incorporates approximately 2,300 subcontractors, suppliers and consultants based in Tasmania alone, varying in different trade groups, industry sectors and consultancy disciplines. In line with our Local First approach, VOS has sought to engage with local suppliers regardless of their location in Tasmania to support the procurement of this project and ensure value for money during construction. The project is anticipated to support approximately 99.2% of local SME's, with 0.8% set for inter-state specialists' subcontractors and national suppliers.

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 [weighting/30]

Industry Engagement: VOS as a family operated and established business in Tasmania, understands the importance of the industry development and growth, employment creation, positive economy impact and further community growth. We actively seek and engage with Tasmanian based subcontractors, suppliers and consultants where possible to generate both direct and indirect opportunities for local businesses in Tasmania. We have detailed our preferred subcontractors and suppliers we intend to utilize in this Launceston Hospice project and ensuring the best outcome for the Department of Health and supporting industry businesses.

We continually provide opportunities for numerous local Tasmanian subcontractors and suppliers to review and tender various government and private construction projects throughout Tasmania. This Launceston Hospice project saw approximately 95 invitations sent to local subcontractors and suppliers, of which we had approximately 30 decline to tender this project, primarily due to the timing of the project and risks associated with significant renovations.

Opportunities for Local Engagement: VOS and our preferred subcontractors continuously provide opportunities for local school students seeking work experience or undertaking a VET (Vocational Education and Training) course within the various career paths the construction industry offers. We

see this Launceston Hospice project as a great opportunity for students to participate and understand the industry and apprenticeships available, and further career pathways. Over the past couple years, VOS has been working with the Beacon Foundation to support young people in career pathways and development through understanding the construction industry. The Beacon Foundation is a national non-for-profit organisation based in Hobart. Recently a group of students supported by Beacon visited various construction site across



the greater Launceston region which including our current landmark project “Northern Suburbs Community Recreation Hub”. Students thoroughly enjoyed the opportunity the visit and understand construction site activities.

Providing Opportunity: If VOS were successfully awarded the contract for this Launceston Hospice project, our People and Development Team would engage with local school campuses and the Beacon Foundation to arrange work experience offerings and or site visits for school student groups to better understand various facets of construction. This would extend to college campuses and UTAS students undertaking design and engineering courses which would be beneficial for JAWS Architecture to be a part of and support student career pathways and opportunities available.

As part of the work experience opportunity, our team believe an engagement period of two to three week working periods would be beneficial in fully understanding and experiencing a construction site. As part of our opportunity, VOS will pay/supply relevant items such as suitable hi-vis clothing, PPE and require Construction White-Card training.

Project Workforce: At the peak of the project, it is anticipated that VOS and its subcontract/supply partners will directly support approximately 200-235 local roles with an average of 117-147 roles through the course of the project.

It is noted that the project will be supported by approximately 16% of apprentice/trainee roles which will strengthen the construction industry capabilities in years to come with skill development, large scale project experience and project legacy. VOS, together with its subcontract partners will commit to 12-20% of the total project hours to be attributed to training and development opportunities as per the Building and Construction Training Policy.

The following table identifies the average number of personnel that we anticipate will be directly or indirectly involved in the project or supported by the commencement of the project.

Discipline / Role	Min. Count	Max. Count	Avg. Project %
Project Management / Project Administration / Contract Management	13	15	6.5%
General Business Administration / HR / Accounting / Corporate etc..	50	59	25.0%
Supervisory Roles / Site Manager / Workshop Managers	11	13	5.5%
Qualified Labour	48	56	24.0%
Apprentice / Trainee Labour	32	38	16.0%
Associated Labour / General Labourer / Truck Drivers / Delivery Drivers etc..	46	54	23.0%
Summary	200	235	100%
	Avg. 217.5		

Supporting Skill Transfer Opportunities: VOS’s positive relationship with local subcontractors and supply partners is key to our success and ensuring a successful project for our client. Growing the current capabilities of Tasmanian SMEs will prove mutually beneficial for the duration of the Launceston Hospice project and leave a positive legacy for Tasmania post-project completion. We have identified several examples where SMEs will benefit from engagement with the project and with VOS as principal contractor.

Project Discipline	Skill Opportunity	Approach Methodology
Procurement and Project Coordination	Systems integration with project risk methodology, contract administration and site logistic management	Workshop collaboration / training
Design Control and Management	Building design coordination with existing structures, services clash detection and change management solution.	Workshop collaboration / training
Safety and Quality	Systems integration with large project risk management and mitigation techniques / practices. Inspection management and auditing.	Workshop collaboration / training and mentoring. SWMS, ITP's / ITC's, Stop-Wait-Think, CMP.
Environmental and Monitoring	Risk assessment analysis and management, project monitoring and reporting	Workshop collaboration / training, secondment and ITC's

Requirements associated with large project procurement can be seen as barriers for smaller SME's, to address this we will guide and assist suppliers in-house where possible and necessary with the procurement team conducting workshops to promote and assist. VOS will work collaboratively with subcontract and supply partners to enable upskill opportunities to competed equitably through workshop collaboration.



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 a part of this contract?*
- *Are there opportunities to transfer skills to a Tasmanian SME or sub-contractor?*

Broader social and economic opportunities [weighting/30]

Local Economic Commitment: Currently, VOS employs approximately 270 staff in Tasmania with various facets of our business. Our annual turnover was \$195m for the 2025 financial year, with the overall business goal to reach \$200m by 2026/2027. The company directly contributes approximately \$22-23m in direct wages to the Tasmanian economy. Due to the multiplier effect for the industry utilizing local suppliers, our total annual input to the local economy is 100% commitment to the local economy.

We anticipate that this Launceston Hospice project will greatly impact many direct and indirect employment opportunities and see approximately 200-235

personnel being exposed to this project, ranging from all aspects of the project e.g. on-site works including tradesman and apprentices, off-site fabrication/manufacturing teams including draftsman, project management, support staff from all parties involved, and delivery drivers all of which can be filled by local SME's and VOS staff.

Not only will this project assist in maintaining current full-time positions in all sectors throughout the construction phase, but we also see further growth and opportunities for new role creation, apprenticeships / Traineeships. Based on the project inclusive trade sectors and expected commencement early late 2025, we anticipate at least 3-6 apprenticeships / traineeships opportunities being supported by the commencing of this project with further opportunities for local school students willing to undertake work experience during the project.

Supporting Local Retailers: We anticipate this project will provide various opportunities to indirectly support local retailers and suppliers within the Launceston region, including many of the outer suburb areas during the project. This would include supporting local takeaway and food outlets such as the nearby; Aroma's Fine Foods, LGH Cafeteria Café. The below table identifies the nearest outlets in relation the site location and most available and relevant to the construction personnel.

Distance From Site	Outlet Name/s
<600m radius	Aroma's Fine Foods, LGH Cafeteria Café, Guerilla Espresso, Parla Café
>1.0km+ radius	Café Mondello, Cuccina Cafe Restaurant, Sushi Plus On Charles, Tinka Coffee Brewers, Bread + Butter Café, Banjo's Bakery Café, Liv Eat Brisbane Street, Zambrero Brisbane Street,

In assessing the indirect contribution this project provides to the local economy, our anticipated value input to the local take-away/coffee shop outlets within the region is expected be in the range of \$16.9 > \$33.9k over the course of the project, based on an of 3.2 > 6.5 crew members (4.9 average per week) buying morning coffees and lunch meals multiple times per week throughout the project duration.

Additionally, local fuel stations within the region will indirectly benefit from this project, with an anticipated input of \$40.4 > \$80.8k (\$60.6k average) based on an average range of 6-12 vehicles refuelling each week.

The below table provides an indication of the positive impact we anticipate this project will bring to the local community. This calculation is based on the average between the minimum and maximum count of direct site-personnel this project will see during the construction phase. The average is then calculated with a low and high percentage; this generates the average personnel anticipated to be buying / spending each week. The average is then used in the below spend calculation table, which summarizes the calculation, low / high spending range and averages.

Item	Value / Unit	\$ / Week	\$ / Low %	\$ / High %	\$ / Avg Total
Coffee:	\$5.00 / each x 5 days	\$25.00	\$4,241	\$8,483	\$6,362
Smoko:	\$6.50 / each x 5 days	\$32.50	\$5,514	\$11,027	\$8,270
Lunch:	\$8.50 / each x 5 days	\$42.50	\$7,210	\$14,420	\$10,815
Fuel:	\$1.85 / 70L per week	\$129.50	\$40,404	\$80,808	\$60,606
Sum Total:		\$229.50	\$57,369	\$114,738	Avg \$86,054

Each project varies and provides different level of opportunities to directly support local retailers and suppliers within the project region, including many of the outer suburb areas during each project. As a procurement assessment on recent and current projects on hand, the below table provides an indication on the procurement assessment as a guide with the average spending value includes food, drink, and fuel costs:

Project	Approx. Project Value	Approx. Spend Value	Spend %
DOJ Harris Building Fitout	\$525,000.00	\$7,500.00	1.4%
Burnie Ambulance Station	\$12,800,000.00	\$150,000.00	1.2%
Northern Suburbs Community Hub	\$32,000,000.00	\$340,000.00	1.1%
Penguin District School Redevelopment	\$16,800,000.00	\$210,000.00	1.3%
Devonport Waterfront Redevelopment	\$17,400,000.00	\$230,000.00	1.3%
LGH Heli-Pad	\$11,000,000.00	\$125,000.00	1.1%
TASCAT Office Fit-Out	\$1,890,000.00	\$25,000.00	1.3%
Average Percentage of Project Value:			1.24%

Supporting Recreation & Leisure: Our workforce and well-known subcontractors / suppliers are known for their contribution to local recreational, sporting events and groups as well as social interaction with one another. Over the past few years, several of our construction teams, subcontractors and suppliers organize a fun, one-day event each year with the promotion of social interaction, prizes and having fun outside of work hours. These events vary between the regions and event sponsorship.

The one-day events being held and supporting the smaller golf clubs within the various regions. Each event involving 35-50+ members with many sponsored prizes from key suppliers. Each event typically being a successful day for all involved and a great contribution to the local golf clubs in entry costs, food and drinks provided. With the Launceston Hospice forecasted project timeline running 2025/26. VOS will continue to promote and support the continuation of these social groups, interaction and supporting fun day out for the construction teams.

The company proudly sponsors selected one-day golf event during the year, with additional sponsored prizes from local suppliers and subcontractors. We would welcome all parties involved in the project to be part of this event, including client stakeholders, design teams and procurement staff.

Supporting The Community Through Our Apprentices:

VOS is thoroughly committed to the recruitment and ongoing successful development of our apprentices. Our commitment is being brought together with our North and North-West apprentices collaborating as one, designing, planning and constructing cubby houses for various charities and childcare centres throughout the North and North-West regions. The first delivery took place late November 2023 for Thrive Group Childcare & Early Learning in Newstead (TAS), the second took place late 2024 for North-West Support School in Devonport (TAS). With our collaborative apprenticeship focus program, our first to fourth year apprentices all have a part, responsibility and involvement in each cubby house constructed.



In-line with our community engagement and commitment as seen on other major projects, if VOS were successful with this project, our community focused team would actively seek to engage with nearby child-care centres or primary schools to include into our apprentice development program and make a supporting contribution to the local community, and whilst uplifting our apprentices to provide a lasting legacy within our community.

Commitment To Our Community: VOS is also committed to making a positive difference within the local community through the VOS Foundation. The VOS Foundation was established in 1987 with the intent and desire of helping those less fortunate or who experience unnecessary hardship. Each year, 10% of the profits of our business are donated to the VOS Foundation to help people in need both in Australia as well as overseas. Our team also get involved in using our skills to do projects for individuals or organizations that need help. Recent and current examples of this type of work completed / contributed in kind are:

- Donated \$280,000 dollars to the Launceston City Mission (*Major Sponsor*).
- Donated \$50,000 dollars to the 2023 and 2024 Christmas Food appeal in Hobart.
- Contributed \$60,000 dollars towards a school expansion in Zambia – “Future for Kids”
- Donated \$5,000 dollars to St Leonard’s Primary School to assist kids with excursion costs. Correspondence can be provided.



- Assisted / contributed to local Launceston children with specialist medical bills.
- Donation to Grace Street – some of our employees arranged BBQ fundraisers around some of our sites for a little girl that needed to go to the U.S. for life saving treatment.

On a global scale, VOS Foundation has for a number of years supported 'Child Survival' projects in the Philippines through Compassion as well as Samaritans Purse who provide Christmas presents in shoeboxes to kids in need around the world. VOS continually contributes to this cause each and every year.



Donations are also distributed to organizations or individuals in the following sectors:

- Underprivileged and homeless;
- Aged care, veterans and those who have suffered loss;
- Church and religious institutions;
- Local and international charity groups; and
- School and educational institutions via scholarships

Other local organizations the VOS Foundation supports include;

- University of Tasmania Lions Football Club (Newnham) - Major Sponsor
- City Mission Launceston - Major Sponsor
- Teen Challenge Launceston
- Devonport Chaplaincy

Further engagement and contribution from our dedicated employees, trusted subcontractors and suppliers are also distributed to noble and meaningful causes throughout Tasmanian and Australia.

- Biggest Morning Tea / Cancer Council Tasmania,
- Jeans for Genes Day / Children's Medical Research Institute
- Speak up! Stay ChatTY / Relationships Australia
- September / Cerebral Palsy Alliance



- Distinguished Gentleman's Ride
- Make a Wish Australia
- Australian Red Cross Blood Service

Construction based community support groups:

- National Association of Women in Construction (NAWIC): Award Sponsor and Tas Chapter Committee Member Volunteer
- Master Builders Tasmania: Member and Commercial committee Board representative volunteer Careers Day expo's
- Royal Australian Institute of Architects (RAIA): UTAS Architecture Student Award Sponsor and Judge
- All Tasmanian Schools: We host up to 25 Year 10-12 students per year for work experience



In addition to the above, VOS have a deep connection with the local communities in which our people live and work in. These range from volunteering at local football and cricket clubs in volunteer coaching capacities, through to active participation in schools where our employees' children attend and manning breakfast clubs at local schools. This engagement is supported by the company wherever possible. Our connection to helping our community is also demonstrated through the number of employees who regularly donate to the Australian Red Cross Blood Service (Life Blood).



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?*
- *How 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?*
- *Describe any opportunities for pathways to employment for disadvantaged Tasmanians that your organisation would provide as a result of this contract.*
- *Describe any support for the Tasmanian community, for example through formal support, sponsorship, volunteering or in-kind support that your organisation would provide as a result of this contract.*

Local innovative solutions [weighting/30]

VOS Construction and Joinery is deeply committed to fostering local innovation where possible and contributing to the economic development of our community. We focus on adding value where possible to imported goods and services through localized development and innovation, while also creating strategies to replace historically imported goods with locally produced alternatives. VOS continuous improvement methodologies will be engaged to ensure that opportunities are developed and initiatives implemented to enhance local opportunities throughout the project's lifetime.

Project Specifics: We anticipate that due to the project scope and scale, there will be limited opportunities to facilitate innovative solutions. But, during the initial pre-construction phase development, our project delivery team will work on possible opportunities such as alternative design methodologies, efficiencies during construction, solutions such as prefabricated elements, modulated elements, building design integration and collaboration.

Our team will work through this in detail during the pre-construction phase of the project and consult with various parties as required to achieve quality outcomes.

Localized Innovations: We enhance goods and services through localized innovations that cater specifically to the needs and preferences of our community and client needs. VOS offers training and development programs to equip our local workforce with the skills needed to support our business, our clients, project construction and innovation efforts. Our People and Development Team are continually looking at upskilling our team and continually engaging in new pathways that benefit our Local First approach.

Our current strategies and focus points for fostering local innovative solutions within Tasmania:

- **Industry Involvement:** Actively involve industry leading partners in the identification of problems and development of solutions. This is being achieved through participatory approaches such as workshops, focus groups, and Master Builders Tasmania forums.

- Collaborative Networks: Foster collaboration between local innovators, academic institutions (UTAS), government agencies (TasTafe), and non-governmental organizations. Creating networks and platforms for knowledge exchange can accelerate the development and dissemination of innovative solutions.

- We encourage stakeholders, including development agencies, and community leaders, to prioritize and support local innovative solutions. By investing in the creativity and resourcefulness of local communities, we can drive meaningful and lasting change and growth within Tasmania.

In addition to the above, VOS's social procurement methodology intends to maximise benefits directly

prompting the project including analysis of local community needs and initiatives, recruitment approach that engages experienced agencies for real and immediate employment opportunities.

Management Systems: VOS Group invest heavily in professional management systems each year, ensuring each project runs as it should in a professional and efficient manner. Each system providing its own set of benefits, from providing opportunities to local subcontractors to tender, providing clear communication to project stakeholders, to ensuring OH&S compliance on all our projects. The below identifies and describes our two major investments our business contributes to each year.

- Procure: A project management system that integrates all facets of a construction project and provides one source of truth for all stakeholders involved. This means less time spent on duplicate processes, awkward paper trails and inefficient work practices. Procure allows us to engage with a vast supply chain group of key subcontractors / supplies to facilitate our tendering process and commitment to local SME opportunities. With tracking of key documents like drawings, contracts, RFIs, submittals, change orders, site inductions and a complete site directory we're able to ensure that everyone on each project is updated in real time and assign accountability for roadblocks or miscommunication.

- Hammertech: An easy-to-use platform streamlining our safety operations, from online inductions to time tracking and daily reports. With the aim of consolidation of our field safety applications into an all-in-one field safety platform, including managing inductions, SWMS, permits, pre-start checklists and all our safety checklists in one central location. HammerTech provides our project team with certainty and visibility on key compliance and safety statistics across our business. Capturing crucial field data like LTIFRs and MTIFRs with one automated process, giving us real time oversight about what goes on onsite.

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
Supplier**

Brent Wilcox (Northern Commercial Manager)

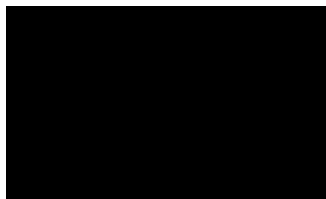
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(Name and position – print)

VOS CONSTRUCTION & JOINERY PTY LTD

.....

(Supplier name)



.....

(Signature)

12 / 03/ 2026

(Date)

**Completed and endorsed
Principal**

.....
(Name and position – print)

**Dale Webster
Secretary, Department of Health**

.....
(Principal's Delegate name and position



.....
(Signature)

**29/05/2026
(Date)**