

Attachment 6 – Tasmanian Industry Participation Plan

Tasmanian Industry Participation Plan

Principal Contractor - Intensive Residential Parenting Unit

Procurement/Project details

Procurement/Project ID IS-899

Procurement/Project title Principal Contractor – Intensive Residential Parenting Unit

Name of Responsible Agency/Entity Department of Health

Supplier/recipient details

Name of supplier/recipient Fairbrother Pty Ltd

Contact details of supplier Philip De Jong
12 Stony Rise Road Devonport, Tasmania, 7310
Email: pdejong@fairbrother.com.au

Completed and endorsed
Principal

Andrew Hargrave
Deputy Secretary, Department of Health



(Signature)

13-04-2026 | 11:56 AM AEST

...../...../.....

(Date)

[REFER TO THE TASMANIAN INDUSTRY PARTICIPATION PLAN SET OUT ON THE FOLLOWING PAGES]

Attachment 11: Tasmanian Industry Participation Plan

Completion of this form is only required for submissions with a contract fee exceeding \$5 million.

IS-899: Main Works – Intensive Residential Parenting Unit

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 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.

Guidance information for agencies (to be deleted before providing this document to suppliers):

Agencies are encouraged to modify the sections below to match the ESB Statement template that accompanies the procurement documentation, if relevant.

Guidance information (can be deleted):

- *Information provided in the Economic and Social Benefits Statement can be used as a basis for a TIPP.*
- *Where determined appropriate by the procuring/awarding entity, the supplier's obligations under a TIPP are to be captured in the contract and monitored as part of the contract performance.*

Procurement/Project details

Procurement/Project ID	IS-899
Procurement/Project title	Main Works – Intensive Residential Parenting Unit
Name of Responsible Agency/Entity	Department of Health

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 Fairbrother Response **COMMERCIAL IN CONFIDENCE**

Supplier details

Name of supplier	Fairbrother Pty Ltd
Contact details for supplier	<p>Philip De Jong 59 Sandy Bay Rd Battery Point TAS 7004 03 6220 9000 0400 109 373 pdejong@fairbrother.com.au</p>

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

Fairbrother has proudly delivered economic and social benefits to Tasmanian communities for decades. Our approach is simple: keep work local. We achieve this by engaging Tasmanian subcontractors and suppliers wherever possible, supporting nearby businesses, creating work experience and placement opportunities for young people, and offering career pathways for apprentices and graduates. Beyond our projects, we give back through philanthropy, fundraising, and partnerships with local charities.

We're excited about the opportunity to partner with the Department of Health to deliver the new Intensive Residential Parenting Unit (IRPU)– a project that will benefit Tasmanian SMEs and the broader community through providing much needed support to new mothers.

The IRPU project aligns well with the capabilities of the SMEs Fairbrother regularly engages with across the state to delivery high quality projects for our clients. Where appropriate, and to maximise local participation, we take a targeted approach during the tender process. With the exception of a few nominated contractors specified in the project documentation, all trade packages have been earmarked for Tasmanian SMEs. This aligns with our internal procurement goal of awarding more than 90% of trade contracts to local businesses.

The benefits go beyond the build. We expect increased patronage for local cafés, supermarkets, and retailers as our workforce spends in the New Town and Moonah areas during this project.

Fairbrother directly employs a diverse, highly skilled workforce that delivers a comprehensive range of services to our clients across all facets of construction, joinery, and facilities maintenance. As an Employer of Choice, we employ 697 Tasmanians and a total of 782 people across our business operations in Tasmania and regional Victoria.

Of our 697 employees within Tasmania, 394 work for Fairbrother Construction, while 303 are employed by Degree C Pty Ltd, a state-wide services provider. Of the 394

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personnel employed by Fairbrother in Tasmania, 153 are based within our Southern Tasmania Division, including 45 office-based staff members, 85 site-based employees and a further 23 site-based apprentices – with 5 more having recently started their apprenticeship with Fairbrother early in 2026.

We are committed to training and workforce development. In line with the Tasmanian Government's Training Policy, this project will provide meaningful opportunities for apprentices and trainees, both within Fairbrother and through our subcontractor network. Over the past five years, apprentices have consistently delivered more than 25% of total hours worked on government projects – exceeding mandated training targets.

Our long-standing commitment to employing Tasmanians and engaging local SMEs is central to our business ethos. This commitment underpins our approach to the Intensive Residential Parenting Unit and is reflected throughout our broader submission.

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?

Fairbrother is committed to supporting the Tasmanian construction industry by prioritizing local procurement. We proactively support local capability with the goal of delivering tangible benefits to the communities that we operate in. For the IRPU project, the majority of materials and labour will be sourced from within Tasmania. Our market review confirms that all required goods and services can be obtained locally or, where necessary, from broader Australian suppliers. We also look forward to working with the broader project team during early procurement to identify and recommend Tasmanian-sourced alternatives for any materials initially specified from outside the state.

Where specific work items are not undertaken by Fairbrother directly, we engage Tasmanian SME subcontractors and suppliers through a targeted procurement process. Subcontract packages are intentionally structured to suit the local market, enabling

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participation from a diverse range of businesses, including emerging operators. This approach has proven successful on previous projects, such as the Procreate Headquarters completed in late 2025, where local SMEs played a significant role. We anticipate a similar approach for the IRPU will actively encourage greater participation by local contractors in the building sector.

Our Estimator and Design Coordinator for the project, Emily Hunt, has actively engaged with a range of Tasmanian SMEs throughout the tender preparation process. As part of our commitment to maximizing local participation, we have sought and received supporting statements from prospective subcontractors. These submissions are being carefully considered as part of our selection process to ensure our contractor team is fully aligned with Fairbrother's focus on delivering genuine economic and community benefits for Tasmania.

Fairbrother will continue to maximize the use of Tasmanian-produced materials and local subcontractors, ensuring the economic benefits of the project remain within the Hobart region and the broader Tasmanian economy.

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

Fairbrother is dedicated to maximizing local participation in the delivery of the IRPU. Our approach places Tasmanian SMEs and subcontractors at the core of our delivery model, ensuring that the majority of project components are delivered in collaboration with established local businesses. Wherever possible, materials and services will be sourced from trusted Tasmanian suppliers and subcontractors, reflecting our long-standing relationships built on shared values and a commitment to quality.

For this project, we are adopting a dual engagement strategy—leveraging our existing partnerships while also inviting competitive submissions from new and emerging Tasmanian SMEs. This approach not only strengthens established relationships but also broadens opportunities for local businesses to participate, fostering innovation and supporting the growth of the Tasmanian construction sector.

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Fairbrother takes an active role in supporting subcontractor development. We provide ongoing guidance, management oversight, and, where appropriate, financial support to help local SMEs meet project requirements and achieve the highest standards of quality and safety. These efforts contribute to building long-term capability and sustainability within the local industry.

To encourage broad engagement, we will facilitate briefing sessions for subcontractors and suppliers. These forums offer valuable opportunities to share project information, clarify expectations, and better understand market capacity. Insights gained from these sessions inform our procurement strategies and help us continuously refine our approach to supporting the local supply chain.

Based on our experience with similar projects, we anticipate that approximately 90% or more of the contract value for the IRPU will be delivered through Tasmanian SMEs, with the remaining ~10% relating to items not available locally or specified in the project documentation. By working alongside Fairbrother's experienced project managers and site teams, local subcontractors will benefit from exposure to best-practice construction methodologies and compliance standards, and an unwavering commitment to safety, further strengthening industry capability.

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

Investing in future talent

Fairbrother is deeply committed to developing a sustainable and highly skilled construction workforce for Tasmania's future. Since 1972, we have trained over 450 apprentices, and our current intake remains strong, with 18 new apprentices joining us each year. As of 2026, we will have 55 apprentices in Tasmania, supported by an additional five commencing in the new year. Apprentices now represent 24% of our productive workforce, working alongside our experienced foremen and tradespeople.

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Our annual intake traditionally represents between 8-10% of the total carpentry apprentices commencing statewide in the broader Tasmanian construction industry.

Our apprentice completion rate stands at an industry-leading 94% (Skills Tas 2025 report indicated Tasmanian average of 55% and national average of 47.7%), making Fairbrother Tasmania's largest employer of apprentices in the construction sector. Many of our apprentices have progressed into management roles, including Phil De Jong - nominated for this project as Project Director, reflecting our long-term commitment to nurturing talent from within and providing clear pathways for career advancement.

Beyond apprenticeships, we have established a structured graduate program to offer university graduates a supported entry into the construction industry. This initiative provides graduates with practical experience, mentorship, and the skills required to build successful careers, further strengthening Tasmania's professional construction capability. The structured program provides graduates with the opportunity to undertake design coordination, estimating, project management/construction administration and site-based experience, like site administration.

Fairbrother is committed to the ongoing development of our people. Through a comprehensive internal leadership program, we empower employees to build their skills, confidence, and leadership capacity. Many of our senior managers have progressed from apprenticeships within Fairbrother, reflecting our long-standing commitment to nurturing talent from within.

The IRPU project will further support continuous upskilling and professional growth across our workforce. By providing opportunities for hands-on experience and leadership development, we ensure our team maintains industry-leading capabilities and continues to cultivate the next generation of construction leaders in Tasmania.

Promoting Tasmanian Construction Careers and Youth Engagement

Fairbrother maintains a strong and sustained focus on inspiring the next generation of construction professionals in Tasmania. Through our Construction Pathways program, we actively partner with local schools and communities to showcase the diverse career opportunities available within the industry. In 2025, we delivered 19 career education sessions to students across the state—including 10 sessions in Southern Tasmania and the broader Hobart region—all fully coordinated and delivered by Fairbrother and lead by Construction Manager, Heath Lovell. Our team also participated in 9 community and school career events, including initiatives led by the Beacon Foundation, a Hobart-based not-for-profit that connects students with real-world industry experience before they enter the workforce.

This engagement directly supports our work experience program. In 2025 alone, we facilitated 103 student placements through our industry partnerships, with 49 of these opportunities provided in Southern Tasmania.

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Indigenous procurement and employment

Fairbrother are committed to actively seeking Indigenous engagement across the project. This commitment is supported by our Indigenous Participation Policy, available upon request.

Giving back to Community

At Fairbrother, supporting the communities where we live and work is not just a value—it's a defining part of our identity. Our commitment to community contribution is woven into every aspect of our business, and we are proud to have donated over \$2.87 million to causes that reflect our core values and aspirations.

Our charitable efforts are delivered through two dedicated entities:

- **The Fairbrother Foundation (est. 2007):** A not-for-profit Private Ancillary Fund, the Foundation empowers us to make a meaningful difference for communities in need, providing targeted support where it matters most.
- **The Fairbrother Charitable Trust (est. 2023):** This Trust gives us the flexibility to assist a broader range of charitable projects and organizations, ensuring our support aligns with the evolving goals of the Fairbrother Group.

Through these initiatives, we create opportunities for the Fairbrother family, our employees, business partners, and stakeholders to give back in tangible ways. The Foundation's focus areas include:

- Expanding access to quality education, with a special emphasis on supporting young people to reach their full potential.
- Promoting health and wellbeing, whether through direct support, research, or community partnerships.

By investing in education, health, and local wellbeing, Fairbrother is dedicated to building stronger, more resilient communities—today and for generations to come.

Recent Community Impact

Since its inception, the Fairbrother Foundation has contributed over \$1.3 million to charitable causes, making a tangible difference in the lives of Tasmanians. Most recently, the Foundation provided \$20,000 to Hobart City Mission in support of the DIY Dad's program—an initiative that offers accommodation and life skills to single fathers and their children. In response to urgent community needs, a further \$20,000 was donated to Hobart City Mission's Emergency Relief Program, helping local families in times of crisis.

Our commitment to empowering young people is reflected in a recent \$10,000 donation to the Tasmanian Bike Collective's "Bikes for Good" program in Glenorchy. This social enterprise provides mentorship and practical training for young people, helping them develop valuable work skills, confidence, and positive character traits through the medium of bicycles.

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The establishment of the Fairbrother Charitable Trust has enabled us to broaden our support for projects that align with our values. Its first major initiative, Glenson Place in Claremont, delivers 24/7 supported living for individuals living with mental illness and psychosocial disability. Since completion, Fairbrother has donated \$1 million to support ongoing operations at Glenson Place, with a further \$1 million pledged over the next two years.

Continuing our commitment to community health, the Charitable Trust has recently announced a \$1 million contribution over two years to the construction of the new SHE Wellness Cancer Centre in Hobart. This vital project will deliver a much-needed cancer treatment facility for the region, with Fairbrother proudly appointed to lead the redevelopment of the Theatre Royal Hotel into this new centre of care.

If Fairbrother is selected to deliver the new IRPU, we will not only be able to provide ongoing, meaningful work to our employees, we will also be able to have confidence that our philanthropy efforts that directly impact local Tasmanians can continue.

Finances

As of June 2025, the Fairbrother Foundation held assets valued at \$2.7 million, which are invested under guidance from Synectic Financial Group and in accordance with the Foundation's Investment Policy.

For the 2024–25 financial year, the Foundation donated over \$300,000 to local charitable organisations, reinforcing its continued commitment to positively impacting the communities in which we live and work.

Key Partnerships

The Fairbrother Foundation has formed key partnerships with:

- Hobart Chargers Basketball; Corporate sponsorship for the 2025-26 season
- Hobart City Mission (HCM); Providing financial support in particular the HCM's DYI Dads and Emergency Relief programs.

SPEAK UP! Stay ChatTY

The Foundation is contributing to SUSC's essential and powerful work around promoting positive mental health and suicide prevention. We've been working with SUSC to develop a mental health awareness campaign targeted towards the construction industry, including \$50K contributed for the rollout of this work.

New Horizons

A charity focused on building inclusive communities through sport and recreation. In 2024 and 2025, the Fairbrother Foundation supported an inclusive basketball program catering for beginners right through to more competent players.

Action Against Homelessness (AAH)

A community supported charity based in Devonport, Tasmania focused on implementing solutions to alleviate homelessness.

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The Smith Family

The Foundation supports two student scholarships under The Smith Family's Learning for Life Program, providing funding for educational needs to each student, and we provide support for the Digital Essentials program.

Cancer Council Tasmania

Fundraiser for the Biggest Morning Tea and manufacturer of the 'giant teacup.'

OzHelp Tasmania

Instrumental in their establishment in Tasmania.

UTAS Foundation

Providing scholarships for University of Tasmania students.

Royal Flying Doctors Service

In conjunction with UTAS where the Foundation supports a scholarship for a regional student enrolled in a nursing degree.

Deakin University

Providing scholarships for students studying a Construction Management Degree

Employee-Led Donations

At Fairbrother, we believe that our ability to give back is made possible by the dedication and hard work of our people. Each year, we actively seek input from our employees, inviting them to nominate charities and causes that matter most to them. This employee-driven approach ensures our philanthropic efforts are meaningful and reflect the values of our entire team. As a result, the Fairbrother Foundation has proudly supported a diverse range of organizations, making a positive impact in the communities where we live and work, including:

Bears of Hope Walk Your Way

Nominated by Bree Woods

Movember

Sponsored 2 Fairbrother teams, \$5000 each

Clown Doctors Australia

Nominated by Pieter Boon

Motor Neurone Disease Association of Tasmania

Nominated by Tennille Jago

Dress for Success Hobart

Nominated by Jessica Ribbon

Heart and Lung Transplant Trust Victoria

Nominated by Brad Van Den Bosch

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Helicopter Rescue Tasmania Fund
Nominated by Sam Gray

Ostomy Tasmania
Nominated by Stephan Muther

Risdon Vale Bike Collective
Nominated by Dylan Graham

Diabetes Tasmania
Nominated by Adrian De Jong

Beyond Blue
Nominated by Richard Skelly

Impact Recovery Bendigo
Nominated by Joel Fergus

Pathways Tasmania
Nominated by Kurt Arnold

Stroke Foundation
Nominated by Mick Draper

Mates4Mates
Nominated by Dave Toohey

Tassie Mums
Nominated by Laura Ship

Cystic Fibrosis Australia
Nominated by Brad Van Den Bosch

Diabetes Australia
Nominated by Hannah Thomas

Heartkids Victoria/Tasmania
Nominated by Sam Nugent

Cystic Fibrosis Tasmania
Nominated by Brooke Casboul

MS Research Australia
Nominated by Shaun Roney

MS Australia
Nominated by Tim Mee

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MS Research Australia

Nominated by Shaun Roney

Camp Quality

Nominated by Andrew Burns (Victorian team)

Dementia Australia

Nominated by Em Hollister

Huntington's Disease Association of Tasmania

Nominated by Thea Fairbrother

HALT (Hope Assistance Local Tradies) Aust

Nominated by Josh Gill

CanTeen

Nominated by Richard McGuire

The Bernie Banton Foundation

Nominated by Richard Skelly

Give Me 5 for Kids

Nominated by Sheralee Urbanc

Autism Tasmania

Nominated by Craig Luttrell

Legacy

Nominated by Natalie Bell

Cancer Council

Nominated by Joel Laycock

Make A Wish Australia

Nominated by Jessica Cameron

Let's Talk

Nominated by Billy Edis and the Southwest Victorian Team

The Smith Family

Nominated by Royce Fairbrother

Neuroblastoma Australia

Nominated by Jackson and Tom Ackerley

Project Whitelion

Nominated by Nick Freeman

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Australian Cancer Research Foundation

Nominated by Michael Caldwell

Royal Hobart Hospital Research Foundation

Nominated by Gaye Rutherford

Supporting Education and Opportunity through Scholarships

At Fairbrother, we believe in empowering the next generation through education and practical support. Our scholarship programs are designed to open doors for students across Tasmania, reflecting our commitment to building stronger communities and nurturing local talent.

Fairbrother Foundation University of Tasmania Scholarship

This scholarship is available to children of current Fairbrother or Degree C employees who are commencing a university degree at the University of Tasmania. Recipients receive \$7,500 per year for three years to help cover the costs of study, with no restrictions on the chosen field. This initiative ensures that families within our Fairbrother community have meaningful support as their children pursue higher education.

Fairbrother Foundation Construction Management Scholarship

Aimed at supporting students facing hardship, this scholarship is open to those undertaking full-time study in either the Bachelor of Construction Management (Honours) or the combined Bachelor of Design (Architecture) / Bachelor of Construction Management (Honours) degree. It provides \$7,500 per year over four years, along with the opportunity for hands-on work experience with Fairbrother. Importantly, no prior connection to Fairbrother is required—ensuring opportunity is accessible to all who aspire to a career in construction.

RFDS / Fairbrother First Year Nursing Scholarship

In partnership with the Royal Flying Doctor Service, this \$7,500 scholarship supports students from regional, remote, or very remote areas of Tasmania entering their first year of the Bachelor of Nursing at UTAS. Like our other scholarships, eligibility is open to all, regardless of prior connection to Fairbrother, helping to remove barriers and encourage more Tasmanians to pursue vital careers in healthcare.

Through these scholarships, Fairbrother is proud to invest in the future of Tasmania—supporting students, families, and the broader community as they strive for success.

Community Construction Projects

Beyond financial support, Fairbrother has collaborated with a wide range of community groups to deliver meaningful construction projects across Tasmania and beyond.

Examples include:

Headspace Launceston

Heritage renovation of mental health support offices.

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Gumatj Bunkhouse (NT)

Remote outreach project supporting Indigenous communities.

CLS Parakaleo

Renovation of a regional training facility.

Madison House

Construction of a home for Diabetes Tasmania through donated materials and labour.

Devonport Glee Club & Men's Shed

Volunteer-led renovation support.

Sisters of Charity

Accessibility improvements to existing infrastructure.

Make-A-Wish Australia

Delivery of Jacob's wish.

Huonville Football Club

Donation of time, labour, and materials to install new oval lighting.

Loaves and Fishes

Upgrade of the Devonport cool store facility.

Local Sponsorship and Community Events

In addition to the work of the Foundation, Charitable Trust and Community construction projects, our Southern Construction division actively supports community engagement through local sponsorships. In the past 12 months, Fairbrother has sponsored numerous sporting and community organisations, including:

- Hobart Chargers Basketball Team
- Glenorchy Football Club
- Buckingham Bowls Club
- Huonville Golf Club
- UTAS Golf Day
- Clarence Football Club Golf Day
- Hockey Tasmania

We have also supported major community events such as:

- The Royal Hobart Show
- The Hutchins School Runathon
- Catholic Education's Carols on the Hill

These sponsorships reflect our commitment to supporting our employees, clients, and the broader community in the places where we live and work. We recognise that many of our team members are actively involved in local community groups - such as sporting

clubs, emergency services, and volunteer organisations - and we encourage and provide flexible work arrangements to support their contributions.

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

Building Local Capability in Design and Pre-Construction

Fairbrother is committed to strengthening Tasmania’s construction capability through significant investment in our people and their skills. We recognise the challenges of design coordination in Tasmania, particularly the limited availability of subcontractors with in-house design capacity. To address this, we have made a strategic investment in building a highly skilled internal Pre-Construction and Design Management team—an investment that benefits not only Fairbrother but the broader industry.

Our team now includes **six full-time Design Managers and Coordinators**, several of whom are registered architects or have extensive architectural backgrounds. They are supported by **ten Estimators and Project Managers who have been upskilled in Early Contractor Involvement (ECI) methodologies**. This blend of design and construction expertise reduces reliance on interstate consultants, adds value to the Tasmanian market, and helps de-risk project delivery for clients. Through this investment, we have embedded ECI principles into our approach, focusing on:

- Constructability and buildability reviews
- Detailed construction programming
- Local procurement strategies
- Targeted market engagement
- Budget alignment and cost control
- Reduction of embodied carbon in construction materials

We believe ECI models represent a positive step forward for the industry, fostering genuine collaboration between clients, consultants, and contractors. While this project

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is being delivered under a lump sum model, our team will apply the same ECI principles during project initiation—conducting a thorough internal review of construction documentation to identify and resolve design coordination issues early and efficiently.

Our investment in people is an investment in Tasmania's future—building capability, improving outcomes, and setting a higher standard for the industry.

Innovative approach unique projects

Fairbrother embraces innovation and continuous learning to benefit the broader Tasmanian community. In addition to being Master Builders Tasmania's *Commercial Builder of the Year 2025*, we were recently awarded the award for Unique Achievement in Construction for delivering the St Lukes Health Hub in Launceston—Tasmania's first multi-storey mass timber building. This project required expertise in Glued Laminated Timber (GLT) and Cross Laminated Timber (CLT), both relatively new to Tasmania at this scale. By engaging with local and international suppliers and sharing our knowledge with Tasmanian subcontractors, we have helped upskill the local industry alongside our own team.

We are also recognised as Tasmania's industry leader in soil and water management, evidenced by our recent Master Builders Award for Excellence in Soil and Water Management (Commercial). For example, during the UTAS Willis Street project on a historic industrial site, we implemented best-practice environmental management strategies to handle contaminated soil and water responsibly. These lessons will inform our approach at the IRPU, where heritage considerations and soil and water management will be a key priority.

Innovative engagement with future construction workforce

Fairbrother actively engages with our industries' future workforce and leaders through our comprehensive youth engagement programs. To better connect with young people, our approach has evolved to include site visits and tours of projects underway in students' local community, in addition to school talks. Providing students with access to projects in their neighbourhoods provides them with an opportunity to get a taste of what the construction industry can offer in a meaningful way – it makes things more real and tangible. These site tours provide students with a deeper understanding of the pathways available – not just at Fairbrother but across the industry in Tasmania – ultimately supporting better engagement and completion rates for apprentices, which benefits the whole industry. We are proud to continue to innovate new and engaging ways to connect with young people and support them to make informed decisions about their future.

Innovation and Added Value to the Tasmanian Economy

Fairbrother is committed to continuous improvement and innovation across all areas of our operations, with a strong focus on safety, quality, environmental performance, and commercial outcomes. We actively seek to add value to our projects through smarter, more sustainable practices, and to deliver long-term benefits for the Tasmanian economy.

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As part of our commitment to sustainable practices and supporting local Tasmanian businesses, Fairbrother has begun work on developing a materials library. The library catalogues sustainable and local products, providing fast and reliable access to high quality, recommended materials for our clients. As the catalogue grows, Fairbrother will work with clients to review specifications for new projects and suggest alternatives that support local Tasmanian businesses with a focus on sustainability.

Fairbrother actively pursues projects that aim to delivery community benefit – both economic and wellbeing. We have a strong track record of delivering projects that enhance community wellbeing, including hospital and healthcare centres, fitness and wellbeing, and social housing. Indeed, Fairbrother is committed to delivering social housing projects, working with several providers around Tasmania to deliver homes for Tasmanians in need. We are actively pursuing partnerships through our development arm with social housing providers, working together to support more timely, efficient and effective delivery of this most important infrastructure. Fairbrother is currently delivering over 180 social housing homes around Tasmania.

Environmental Innovation

A current organisational priority is reducing the environmental impact of our operations. Over the past two financial years, we have undertaken comprehensive carbon accounting to establish a baseline for our operational carbon footprint. As a result, we have begun implementing targeted emissions reduction strategies, which includes the rollout of electric and plug-in hybrid vehicles across our pool car fleet.

Our Southern Construction team are proud to have embraced environmentally responsible waste management practices on recent builds, including the Procreate Headquarters redevelopment. We have engaged with local waste management companies, challenging them and upskilling them on more environmentally friendly waste management practices specific to construction sites. We are now at the stage of consolidating our relationship with select local providers whose values and commitment to quality align with Fairbrother's, working in partnership to enhance facilities. Our preferred qualified waste management contractor will be engaged to separate construction waste materials, like concrete, metals, plastics, timber, recyclables and general waste. This partnership and commitment to continuous improvement and upskilling of local business ultimately leads to improved waste management outcomes across the industry, reduces the amount of waste transferred to landfill and contributes to resource recovery – ultimately leading to improved environmental outcomes for Tasmanian communities.

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?*

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- *Does your organisation offer any innovative solutions that might benefit the broader Tasmanian community and economy? Provide details.*

Completed and endorsed	Philip De Jong – Manager, Southern Construction (Name and position – print)
	Fairbrother Pty Ltd (Supplier name) 
	16/02/2026 (Date)

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

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