Tasmanian Industry Participation Plan

CO MP26-04 – Goods Shed Relocation - Contractor

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) outlining the broader economic and social benefits to the Tasmanian economy and wider community of being awarded a contract:

- 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	CO MP 26-04
Procurement/Project title	Goods Shed Relocation - Contractor
Name of Responsible Agency/Entity	Macquarie Point Development Corporation

Supplier/recipient details

Name of supplier/recipient	Hunter Mason (VIC) Pty Ltd
Contact details of supplier	GF, U2, 7-9 Franklin Wharf, Hobart TAS 7000

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

Are you a Tasmanian SME and how many people do you employ in Tasmania?

In 2025 we permanently expanded into Tasmania, opening a new office in Hobart, located at Ground Floor, Unit 2, 7-9 Franklin Wharf, Hobart. This is a significant milestone for Hunter Mason and outlines our commitment to the state of Tasmania.

Our Tasmanian office currently employs 10 full-time employees (with a further 50 employees in Victoria). These are a combination of Tasmanians that we have recruited and employed, and staff from mainland Australia that we have permanently relocated to Tasmania. While we continue to strive for local recruitment, we also partner with other local Tasmanian businesses in support of the delivery of our projects.

Hunter Mason has been working on projects in Tasmania since 2022, and most recently building our relationship and engagement with the QBE Hobart, AHPRA Hobart Office Fitout, Tasman Council Chambers and Elizabeth Street Pier projects. We have also recently completed ATO Burnie, Insignia Hobart and DFAT Hobart. These projects have provided us with a breadth of local knowledge of both the construction and commercial property market in Tasmania.

Our Tasmanian team includes qualified professionals who have already delivered government fitouts in Hobart and Launceston, bringing proven local capability.

How many Tasmanian jobs will be supported by this procurement activity?
Hunter Mason are proud to say that the Macquarie Point Goods Shed Relocation project includes a majority Tasmanian-based workforce. We are passionate about supporting Tasmanians and have ensured that the State is supported through this procurement activity.

Would any new Tasmanian jobs be created by the proposed contract – how many?
There will be 26 Tasmanian jobs supported directly because of this engagement, with more jobs supported through the procurement of other sub-consultants, specialists and contractors who will work on the project.

As part of our strategic national business plan, we have a growth trajectory set out for Tasmania and have already set in motion our plans to sustainably increase our footprint, project undertaking and personnel on the ground in Tasmania - Hobart in particular. We plan to grow our team to 15 people working in our Tasmanian office by the end of 2026.

This project strengthens employment stability for our existing Tasmanian staff and provides the basis to onboard at least two additional team members to service the Macquarie Point Development Corporation project and our growing local workload pipeline.

Provide an estimate of the number of labour hours worked by Tasmanian-based employees versus other employees.
Based on our current workload and the projects being delivered nationally, we estimate that the majority of labour hours on this project will be worked by Tasmanian-based employees, with a smaller proportion contributed by employees based in Victoria, New South Wales, and the Australian Capital Territory. This estimate also accounts for broader company systems and support functions that are managed from interstate locations, including Victoria and New South Wales.

Will you be setting up a local Tasmanian office and employing local staff?
We are proud to have an already established Tasmanian office in Hobart and success on this procurement will allow us to grow our Tasmanian staff base, giving our business increased confidence to further expand across the state.

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

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

Hunter Mason is a Construction Management company that will deliver the goods and services required for this contract through a combination of in-house capabilities and partnerships with trusted Tasmanian subcontractors and suppliers. Hunter Mason's core services include project management, construction supervision, site coordination and quality assurance. However, for specific materials and specialist services, we engage with local suppliers and subcontractors to ensure project efficiency and compliance with industry standards.

If not, will the goods or services identified in your submission be provided by or sourced from Tasmanian SMEs? If possible, provide a list.

We have been deliberate in our approach to Tasmanian business for this procurement and have ensured that it incorporates Tasmanian businesses and employees, the vast majority of those being SMEs.

The local sub-contractors we will use for this project are as follows:

SP1

Demolition

- Spectran Group
- Batchelor
- Demolition Solutions Tasmania

Electrical Services

- 2W
- BS Tech
- White Electrical
- BSH Electrical
- Koda Group

Hydraulic Services

- Express Plumbing
- Adhern Plumbing
- Blackmans Plumbing
- Bristow Plumbing
- Howrah Plumbing
- Squires Plumbing

SP2

Glazing / Doors

- Trimview
- Hobart Glass
- GP Glazing

- City Glass
- Access Hardware

Carpentry

- All Carpentry
- Culco
- JMK
- Batchelor
- Nubco

Structural Steel

- Crispbros
- Danmor
- Active Welding

Electrical Services

- 2W
- BS Tech
- White Electrical
- BSH Electrical
- Koda Group

Hydraulic Services

- Express Plumbing
- Adhern Plumbing
- Blackmans Plumbing
- Bristow Plumbing
- Howrah Plumbing
- Squires Plumbing

Waste Management

- Reardon's Waste Management, Tasmania – Our waste management commitment to you ensures that all rubbish removed from Hunter Mason sites is appropriately separated and recycled. Upon project completion, we will provide a summary of the total recycled waste, broken down by material type.

Provide an estimate value of locally sourced goods and services versus imported.

Based on our procurement plan, the majority of the total contract value will be sourced from Tasmanian suppliers. This includes locally sourced materials, labour and professional services. The remaining balance comprises specialist materials and equipment that are not available in Tasmania and must be procured from interstate or international suppliers.

Where imported or interstate materials are unavoidable, such as specific ceiling grid systems or security components, Hunter Mason will manage assembly, integration, and testing in Tasmania, adding local value and reducing interstate freight.

The following goods and services will be provided by or sourced from local businesses:

- Building Materials: timber, steel fabrication, and joinery products from local manufacturers.
- Trade Services: Electrical, plumbing, mechanical, and carpentry services from Tasmanian subcontractors.
- Equipment Hire: Site establishment materials from locally owned hire companies.
- Professional Services: Engineering consultancy, surveying, and environmental assessments from Tasmanian firms.

Our model encourages tapping into our wide pool of resources and our business focuses on engaging with Australian and local businesses and people first and foremost. We do not outsource or take our services offshore.

Outline how your submission will incorporate local products, service and capabilities.

To maximise the inclusion of local products and services, our submission incorporates the following initiatives:

- Preference for Local Suppliers: Actively engaging Tasmanian businesses for supply and subcontracting opportunities.
- Collaboration with SMEs: Encouraging small businesses to participate in the project through direct procurement and subcontracting arrangements.
- Training and Employment Opportunities: Creating jobs for local tradespeople and apprentices to support workforce development.
- Sustainable Procurement Practices: Sourcing materials that meet environmental and sustainability criteria from Tasmanian suppliers where possible.

In addition to our spend on services and equipment directly related to our project work, Hunter Mason also source office equipment and services from local SMEs.

- Iris Computing - Tasmanian owned and operated IT specialist business providing the Hunter Mason Tasmania office with computer hardware.
- Bille&Brie – due to the central location of the Hunter Mason Hobart office, all corporate catering is provided by local SMEs, Bille&Brie.

Hunter Mason is acutely aware of the importance in engaging local SMEs especially in the construction industry as it drives the growth of a local workforce and contributes to the future of Tasmania’s economic development.

Opportunity for Tasmanian SME involvement

Hunter Mason is committed to maximising involvement opportunities for Tasmanian SMEs through our procurement and subcontracting approach. We recognise the importance of engaging with local businesses to support the Tasmanian economy, build industry capability and create sustainable job opportunities.

Sourcing Components from Tasmanian SMEs and Subcontractors

We will actively source components of our offer from Tasmanian SMEs and subcontractors wherever possible. This may include:

- Engaging local trades and specialist subcontractors for works such as carpentry, electrical, plumbing, and mechanical services.
- Procuring construction materials and supplies from Tasmanian manufacturers and distributors.
- Working with Tasmanian consultants and service providers, including design, engineering, and project management support.

Where specific subcontracting or supply requirements exist, we will prioritise Tasmanian SMEs that align with our quality, safety and sustainability standards.

Identifying and Engaging with Tasmanian SMEs / Ensuring Tasmanian SMEs are not disadvantaged.

To ensure a broad and inclusive approach, we will use a combination of strategies to identify and engage with Tasmanian SMEs, including:

- Leveraging our existing supply chain partnerships with local contractors and suppliers.
- Advertising subcontracting and supply opportunities through industry networks, online platforms, and local media.
- Engaging with local industry groups such as the Master Builders Tasmania (MBT), Civil Contractors Federation (CCF) Tasmania, and the Tasmanian Chamber of Commerce and Industry (TCCI) to identify capable businesses.
- Hosting industry engagement sessions or pre-tender briefings to connect with potential local partners ensuring smaller Tasmanian SMEs have full visibility and opportunity to price and participate in project delivery.
- We will break down key trade packages such as painting, carpentry and joinery into manageable scopes so smaller Tasmanian businesses can compete on a level playing field with larger contractors.
- Our local-first procurement model ensures that secondary suppliers such as signage, window treatments, and safety equipment are also sourced from Tasmanian SMEs, further broadening the benefit across the local market.
- To strengthen SME capability, our Site Manager and Project Engineer will work alongside local subcontractors to document lessons learned and process improvements that can be shared on future public-sector projects.
- By coordinating all trades through our Hobart office rather than interstate management, we streamline communication and payments, ensuring SMEs are paid promptly and supported throughout construction.
- We also engage Tasmanian-owned businesses for support services such as cleaning, security, and waste removal during the project, spreading economic benefit beyond the construction trades.

Skills Transfer Opportunities

In January 2025, Hunter Mason launched a comprehensive cadet programme, which runs annually and scales alongside our growing business.

The cadetship opening provides an opportunity for successful applicants to be exposed to a variety of disciplines and sectors across the industry and includes working alongside members of our leadership team, who guide, advise and support the intern through the 18-month programme. At completion, our goal is to offer the cadet their first

fulltime role in industry and through continued mentorship, set them up for a successful career.

Furthermore, we are launching our Graduate Program in Q2 FY2026 and are currently reviewing how theses programs will roll out in Tasmania and would welcome an open discussion to see if there were opportunities for any local graduates / interns to be part of the project if this was of interest to the Department.

Current Involvement Initiative

The Go Company
The Go Company offers subscriptions to tailored hygiene packs for women in non-traditional environments such as construction sites. The Tasmanian based and female owned company advocate for accessible hygiene on worksites and supports the entire Hunter Mason business.

Our partnership with The Go Company will continue on this project, reinforcing our commitment to inclusion and health standards in the local industry.

Broader social and economic opportunities

Through the engagement of local suppliers, subcontractors and service providers, Hunter Mason ensures that 90% of project expenditure remains within Tasmania. This approach supports SMEs and strengthens the local supply chain, fostering long-term economic benefit.

Skills Development and Employment
We are dedicated to upskilling the local workforce and demonstrate this through our sponsorship of National Association of Women in Construction (NAWIC). Hunter Mason's sponsorship includes the donation of PPE for site visits and hosting site tours of our active sites throughout the year to help expose emerging construction leaders to various project stages.

Appointment of Trainees or Apprentices
Yes. Trainees and apprentices will be appointed to the project. At any given time, we will endeavour to have 2 apprentices on site, engaged primarily in carpentry and plumbing trades.

Pathways to Employment for Disadvantaged Tasmanians
Hunter Mason is a proud equal opportunity employer and has a track record of hiring disadvantaged employees. We are committed to providing employment opportunities to underrepresented groups, including Aboriginal and Torres Strait Islander peoples, long-term unemployed individuals, and people with disabilities.

Through targeted recruitment strategies and partnerships with local job placement agencies, we will support these individuals in securing meaningful employment.

As part of this commitment, we have developed an Indigenous Participation Plan (IPP) and are in the development phase of establishing a Reconciliation Plan (RAP). Hunter Mason's proposed approach is:

- Seek to use local Indigenous enterprises in our supply chain.
- Aim to increase the number of Indigenous Australians in our workforce and subcontractor base through a strategic and integrates employment strategy.

Hunter Mason is committed to supporting disadvantaged Tasmanians through inclusive procurement and workforce participation. We proactively identify, engage, and support Indigenous businesses, prioritising subcontractors and suppliers that meet our safety, environmental, and quality standards, and are progressing Supply Chain Membership to further strengthen this commitment. In parallel, we actively engage with suppliers and subcontractors who provide training, mentoring, and sustainable career pathways for individuals from disadvantaged communities and Indigenous backgrounds, helping create long-term economic and social outcomes.

Community Engagement and Support

Tasmania

- Hunter Mason Blue Jays – We have sponsored a local Tasmanian baseball team, the Blue Jays who are a well-established club competing in Baseball Tasmania's Summer and Winter competitions.
- Vinnies and Loui's Van Program – Kelsey Timms (Manager, TAS) volunteers for this program which feeds the homeless and hungry across northern Tasmania.
- NAWIC (National Association of Women in Construction) – In Tasmania, we hold an office position in the Chapter Council which serves as a 'nucleus for collaboration, mentorship, and community building' and celebrates the achievements of women in the construction industry.

National

Hunter Mason is deeply committed to contributing to the communities in which it operates. The business supports a range of initiatives and partnerships, reflecting its belief in the importance of giving back. These include:

- Tour de Cure – participation in events and donations supporting cancer research.
- Green Building Council of Australia – membership to promote sustainable design and construction.
- Property Industry Foundation – financial contributions, staff committee participation, and involvement in the Furniture Fund initiative.
- NAWIC (National Association of Women in Construction) – regular attendance and engagement at industry events supporting diversity. Hunter Mason also donate PPE equipment to be used for site visits.
- Bayside Women's Shelter – providing resources and leveraging supply chain support to refurbish facilities.

These initiatives allow Hunter Mason's staff to make a meaningful contribution beyond their project work, aligning the company's values with broader social impact.

This project is an opportunity to leave a lasting positive impact on Tasmania's workforce, economy and community. We are committed to maximising local benefits and ensuring a legacy of skilled employment and sustainable industry growth.

Local innovative solutions

Hunter Mason is committed to driving local innovation and enhancing Tasmania's construction industry by prioritising the use of locally sourced materials and engaging with local suppliers.

Adding Value to Imported Goods and Services

Where possible, we seek to incorporate local development and expertise into projects that may traditionally rely on imported goods or services. For example, we actively work with Tasmanian suppliers to refine and enhance prefabricated building components, ensuring they are tailored to meet local environmental conditions and project requirements. Additionally, our partnerships with local fabricators allow for the modification and assembly of imported elements, creating opportunities for knowledge transfer and upskilling within the industry.

Developing Strategies to Reduce Interstate and Overseas Imports

Yes. Hunter Mason is actively developing strategies to strengthen the Tasmanian economy by reducing reliance on goods and services traditionally sourced from interstate or overseas. Our strategic plan is for the Tasmanian office to operate as a fully self-sustaining business unit, with local capability across all aspects of business management and project delivery.

As the Tasmanian operation grows, reliance on national overheads and external resources will be progressively replaced with locally based personnel, suppliers, and service providers. This approach supports knowledge retention within Tasmania, builds local industry capability, and contributes to long-term economic development by keeping skills, employment, and investment within the state.

We continuously explore strategies to replace imported goods and services with locally produced alternatives. Our procurement team works closely with Tasmanian manufacturers and suppliers to identify opportunities for substitution, such as sourcing locally milled timber, engineered joinery and sustainable insulation products that have historically been imported. Through early engagement with Tasmanian suppliers, we aim to reduce reliance on interstate freight and promote a more self-sufficient construction industry within the state.

Innovative Solutions Benefiting Tasmania's Economy and Community

Innovation is central to our approach, and we are dedicated to implementing solutions that provide long-term benefits to Tasmania's construction sector. Some of our key initiatives include:

- **Prefabrication and Modular Construction**: We collaborate with local manufacturers to develop prefabricated building components that improve efficiency, reduce site waste, and enhance build quality while supporting local industry growth.
- **Sustainable Building Practices**: We prioritise sustainable construction techniques such as passive design principles, advanced insulation solutions and low-carbon materials to improve energy efficiency and reduce the environmental footprint of our projects.
- **Smart Technology Integration**: We are investing in digital construction technologies such as Building Information Modelling (BIM) and drone surveying,

working with local tech providers to enhance project delivery efficiency and accuracy.

- **Digital tools**: such as cloud-based QA checklists and defect tracking within our project management software Procore will provide real-time transparency and reducing administrative costs.
- **Agile Team**: Because our senior decision-makers are based in Hobart, design and procurement adjustments can be made within hours, not days delivering faster resolution of client requests and ensuring Tasmanian-based responsiveness throughout construction.

We are committed to the Tasmanian Government to grow our local business, service offering and capability and have been developing and actively implementing strategies for several years.

Completed and endorsed

Peter Lutomski

.....

(Name and position – print)

Hunter Mason (VIC) Pty Ltd

.....

(Supplier name)

[redacted] **.....**

(Signature)

24..../04...../2026.....

(Date)

*A Tasmanian business is a business operating in Tasmania that has a permanent office or presence in Tasmania and which employs Tasmanian workers. A Tasmanian SME is a Tasmanian business employing fewer than 200 people.