Tasmanian Industry Participation Plan

Procurement/Project details

Procurement/Project ID	Engineering, Procurement and Construction
Procurement/Project title	North West Transmission Developments
Name of Responsible Agency/Entity	Tasmanian Networks Pty Ltd

Supplier/recipient details

Name of supplier/recipient	Genus Infrastructure (NSW) Pty Ltd

TN Doc Number: NWTD-PM-PL-103.00

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1. Executive Summary

This Tasmanian Industry Participation Plan has been developed specifically for the NWTD Transmission Project – Construction of Transmission Line for TasNetwork (the Client) under Contract reference NWTD-CP-CN-001 (the Contract).

This document details the strategy that Genus will undertake to complete the Project in accordance with Client requirements. The requirements of this plan are applicable to all Personnel and works under the control of Genus, including employees, subcontractors, suppliers, and visitors.

The NWTD and Marinus Link are two separate, but related projects that will support increased supply of low-cost, reliable renewable energy in Tasmania and to the National Electricity Market upgrade and augmentation of the existing transmission network in North-West Tasmania and will support both Marinus Link and the likely future demand from the National Energy Market.

The NWTD involves modifications to existing and the development of new TasNetwork infrastructure due to the increased renewables production in Tasmania. Marinus Link involves the development of an electricity interconnector across the Bass Strait between Tasmania and Victoria. This provides a second interconnection between the Tasmanian transmission network and the NEM.

The NWTD refers to the remainder of the upgrades and new Transmission Lines required for the Tasmanian transmission network, excluding the Staverton to Hampshire Hills Transmission Line and Staverton Switching Station. NWTD consists of dual circuit 220 kV Transmission Lines for Palmerston to Sheffield; Sheffield to Burnie; Sheffield to Heybridge; Heybridge to Burnie. Also, Substation/Switching Station upgrades at Palmerston, Sheffield, Burnie, and a new Switching Station at Heybridge.

Genus Infrastructure is committed to maximising the use of Tasmanian businesses, workforce, and resources, we understand the importance of local industry engagement in driving economic growth, creating jobs, and building resilient supply chains throughout the state.

Engaging Local Businesses and Small to Medium Businesses (SMEs):

We presently forecast to procure approximately 15% of the project scope through Tasmanian-based suppliers and SMEs. Where project materials must be sourced internationally due to Tasmanian supply limitations, we will prioritise local logistics, warehousing, transport, and associated services to maximise regional economic benefit.

Strategic Local Partnerships:

We intend to engage in strategic local partnerships with organizations, businesses and community groups that align with our mission and values.

Building Local Workforce Capability:

Genus has a strong national record in training and workforce development, with 95 apprentices and trainees and 24 graduate and vacation program participants currently employed across Australia. We are committed to extending these programs in Tasmania, offering local residents access to structured apprenticeships, skills development, and long-term employment pathways. It is anticipated that local workers from north and north west Tasmania will make up approximately 45% of the construction workforce.

Leaving a Legacy of Local Benefit:

Our investment does not end with project completion. Genus intends to retain and grow our Tasmanian operations, ensuring permanent jobs remain in the region. This approach supports sustainable economic development and aligns directly with the objective to create enduring local value.

Through proactive local engagement, skills development, and strategic partnerships, Genus Infrastructure is committed to delivering not only a successful NWTD Project but also a strong and lasting contribution to Tasmania's economy and communities.

2. Response Criterion 1 A Tasmanian Employee and Business Development

a) Are you a **Tasmanian Business***? Where are your offices/depots based in Tasmania which will be used during the Project? How many Tasmania based employees do you have as of 18 October 2023?

Genus Infrastructure (Genus) is a majority Australian-owned and fully Australian-operated company with a strong track record of delivering projects in regional and remote areas across the country. Nationally we employ over 1,500 people with Operations based in Victoria, New South Wales, Queensland, Western Australia, South Australia and Tasmania. Through the award of the NWTD Project, we aim to significantly grow our local operations and create further employment opportunities in the North and North West of Tasmania. Securing this project would greatly accelerate our ability to service Tasmania's North West from within the state.

Tasmanian Operations

Within Tasmania, we have established operations based in Bridgewater and Spreyton that presently employee 18 full time workers. In January 2025 we mobilised the NWTD Early Contractor Interface (ECI) project team to the TasNetworks Operations in Lenah Valley, which presently employs 10 full time employees, with the team to expand over time.

We continue to actively expand our presence and are excited by the opportunity to continue to grow our Operations within NWTD Stage 1 construction program of works. This will be a catalyst for accelerating our growth particularly within the North and North West of Tasmania and deepening our engagement and commitment to the Tasmanian economy.

NWTD Project Offices

Site Facilities/Laydown

Genus will establish, protect, and maintain all site buildings, temporary services, plant and equipment necessary for the execution of the works. All site buildings will comply with all relevant occupational safety and health laws and control documents established by Genus.

Devonport – Main Project Office

Genus will identify and secure the main office complex in or around Devonport for Senior Management and Office Staff. This will also accommodate desk space for the TasNetworks project team. Access, egress and parking will also be a focus on the location of the office as to minimise the impact to local businesses and the general public. This will be the main stay for the duration of development and delivery of the "ALL" stages of the project.

Devonport & Burnie–Storage depot/Yard

Genus will identify and secure the depot/storage yard in Burnie & Devonport to handle all materials entering for the delivery of the project. This will reduce travel and minimise the carbon footprint during the project. All materials will be received sorted and distributed accordingly to align with the project programme and location. Devonport also due to its location will service Burne, Sheffield, Heybridge and Palmerston sites.

Longford – Satellite Office:

Genus will identify and secure a satellite yard with a small office in or around Longford for storage of materials and delivery on the Palmerston-Sheffield section, this satellite yard will focus on the south section of the line focusing on material delivery storage from Palmerston to around Elizabeth Town area. Genus will provide site facilities, as per below:

- Site Offices.
- Meeting Room.
- Crib Room.
- Toilets.
- Portable toilets will be available where/if required.
- Container (SDS specific).
- Containers for materials / tools.
- Controlled car park area for light vehicles.
- Temporary power will be installed to maintain necessary site facilities for the duration of the project.
- Laydown for specific materials / plant and equipment.

Upon completion of the scope of works, Genus will complete a full demobilisation from the site including all temporary facilities installed, waste and any other items accumulated or generated during the works and complete demobilisation.

3. Response Criterion 1B Employment Targets (2025–2030)

b) How many (N) **Tasmanian employees*** will you target to create (ie, directly employed by you) if you are the successful Proponent? Please provide a breakdown per Calendar year 2025-2030 inclusive and differentiate between full time and other (ie part-time and casual) positions. Please provide a breakdown per Calendar year with a brief description of the nature of their employment as (i) part of the **Construction Workforce*** and (ii) as **Non-Construction Workforce***.

Genus Infrastructure is committed to generating meaningful employment opportunities for Tasmanians and contributing to long-term workforce capability in line with economic development objectives.

Tasmanian Employees Profile 2025 - 2030												
FT = Full Time	2025		2026		2027		2028		2029		2030	
CONSTRCTUCTION	Full Time	Other	Full Time	Other	Full Time	Other	Full Time	Other	Full Time	Other	Full Time	Other
Civil / Structural	3		3	25	3	25	3	25	3	25		
Electrcial	3		3	10	3	10	3	10	3	10		
Demolition			2		2		2		2			
Sub Total	*6*	*0*	*8*	*35*	*8*	*35*	*8*	*35*	*8*	*35*	*0*	*0*
NON CONSTRCTUCTION												
Design	0		0		0		0		0			
Office	3		3		3		3		3			
Sub Total	*3*	*0*	*3*	*0*	*3*	*0*	*3*	*0*	*3*	*0*	*0*	*0*
Total	**9**	**0**	**11**	**35**	**11**	**35**	**11**	**35**	**11**	**35**	**0**	**0**
% By Year'	**7%**		**15%**		**15%**		**15%**		**15%**		**0%**	

Table 1.1 Tasmanian Employees employment profile Calendar year 2025 - 2030

Our plan is to employ, train, and retain a skilled local workforce throughout the NWTD Project and into future operations. Employment will peak during the core delivery period (2026–2028), with peak labour during this period of 234 personnel.

Construction Workforce Positions CY 2026 - 2029

The Construction Workforce will comprise of:

Civil & Earthworks Trades

- Plant Operators – for excavation, augering, crane operation, and general earthworks.
- Concreters – for foundation pouring (pole/tower footings, stay anchors).
- Steel Fixers / Formworkers – for reinforced concrete tower foundations.
- General Labourers – for trenching, compaction, site prep, and logistics support.

Electrical & Linework Trades

- Transmission Lineworkers (Linesmen) – specialist workers - HV stringing, conductor clamping, tower climbing, and live-line work.
- Electrical Fitters – for terminations, connections, and HV component installations.
- Cable Jointers (HV certified).
- Test and Commissioning Technicians – insulation resistance tests, line phasing, protection relay testing, and voltage verification.

Structural & Mechanical Trades

- Riggers / Dogmen – for tower erection, crane rigging, lifting and installing crossarms, insulators, and hardware.
- Steel Erectors – to assemble lattice or monopole structures.
- Welders / Fabricators – if in-situ steel modifications or bracket fabrications are needed.

Specialist Roles

- Surveyors – for alignment setting out, tower positioning, and as-built verification.
- Site Supervisors / Foremen.

Optional/Additional Trades Depending on Scope

- Helicopter Pilots / Ground Crew – for aerial stringing.

- Traffic Controllers – where access works intersect public roads.
- Scaffolders – for elevated worksites.

Labourers, Plant Operators and Apprentices

- General labourers and plant operators.
- Apprentices and trainees engaged through our structured national training program.

Non-Construction Workforce Position

Project Management & Coordination

- Project Manager Oversees the entire delivery of the transmission project (scope, time, budget, risk).
- Project Controls Manager – Planning, Scheduling, Progress Tracking, Cost control, Forecasting and Risk Management.
- Commercial Manager – Contract, Variations and claims management.
- Estimating Manager – Responsible for detailed provision of project budgets.
- Engineering Manager – responsible for detailed design.
- Project Managers – Responsible for package delivery.
- Procurement Manager –Project procurement requirements sourcing of towers, conductors, insulators, and contract agreements.
- Human Resources Manager– People management.
- Payroll Manager – Management and processing of payroll functions.
- Recruitment Manger – Construction and Non construction recruitment of the NWTD workforce participants.
- Finance Manager– Management and Financial Accounting functions.
- SHEQ Manager – Compliance with safety legislation, project-specific HSEQ plans, and audits.
- Information Technology Manager – Local Area and Wide Area network management.

Engineering & Design Support

- Electrical Engineer (HV Design) Designs line route, conductor specs, insulators, earthing, and protection interfaces.
- Civil/Structural Engineer Designs foundations, tower structures, and access roads.
- Geotechnical Engineer Supports foundation design based on soil, rock, and groundwater analysis.
- Draftsperson / CAD Technician Prepares construction drawings, as-builts, and revisions.

Environmental, Planning & Cultural Heritage

- Environmental Advisor / Officer Manages environmental compliance, flora/fauna protection, and erosion control.
- Heritage & Cultural Monitor Ensures compliance with Aboriginal heritage protocols and land access agreements.
- Land Access & Stakeholder Liaison Officer Manages permissions, property owner engagement, and stakeholder consultation.

Safety, Health, Environment and Quality

- HSEQ Advisor Ensures compliance with safety legislation, project-specific HSEQ plans, and audits.
- Permit-to-Work Coordinator Administers electrical isolation, switching, and access permits.
- Quality Assurance Officer Verifies documentation, inspections, ITPs, NCRs, and test records.

Procurement, Logistics & Commercial

- Procurement Manager / Officer Manages sourcing of towers, conductors, insulators, and contract agreements.
- Contract Administrator Oversees subcontractor payments, variations, and compliance to contract terms.
- Logistics & Materials Coordinator Coordinates delivery of materials (conductors, poles, foundation steel) to remote sites.
- Warehouse / Inventory Manager Oversees site materials, inventory tracking, and distribution.

ICT & Data Management

- Document Controller Maintains version control of drawings, permits, RFIs, and transmittals.
- GIS Specialist Supports route mapping, environmental overlays, and as-built spatial data.
- IT Support Technician Ensures field teams and site offices are supported with communications and system access.
-

Training & Workforce Development

- Training & Compliance Officer Manages onboarding, licenses, competency assessments, and skills tracking.

- Local Industry Participation Coordinator Supports Tasmanian business engagement, reporting, and SME development.

Stakeholder and Community Engagement

- Community Engagement Officer Interfaces with residents and local stakeholders to address concerns and updates.
- Communications & Media Officer Manages project updates, public notices, and social media presence.

4. Response Criterion 1C North and North West Employment Targets

c) How many (N) of the above targeted **Tasmanian employees** (under b) will be employing people living in **North and North West Tasmania***? Please provide a breakdown per Calendar year and differentiate between full time and other (ie part-time and casual) positions. Please provide a breakdown per Calendar year with a brief description of the nature of their employment as (i) part of the **Construction Workforce*** and (ii) as **Non-Construction Workforce***.

Genus Infrastructure is committed to ensuring that a substantial majority of our Tasmanian workforce is drawn from the North and North-West regions, where the NWTD Project will be constructed. Based on our workforce projections, we estimate that approximately 80% of our Tasmanian hires will be residents of these regions. *Table 1.2 North and North West Tasmania* Hires demonstrates the employment profile over the project lifecycle, across both construction and non-construction roles.

Tasmanian Employees Profile 2025 - 2030												
FT = Full Time	CY 2025		CY 2026		CY 2027		CY 2028		CY 2029		2030	
CONSTRCTUCTION	Full Time	Other	Full Time	Other	Full Time	Other	Full Time	Other	Full Time	Other	Full Time	Other
Civil / Structural			2	6	2	6	2	6	2	6	0	0
Electrcial		`	1	0	1	0	1	0	1	0	0	0
Demolition			5	21	5	21	5	21	5	21	0	0
Sub Total	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
NON CONSTRCTUCTION			0	0	0	0	0	0	0	0	0	0
Design			2	0	2	0	2	0	2	0	0	0
Office			2	0	2	0	2	0	2	0	0	0
Sub Total	0	0	7	21	7	21	7	21	7	21	0	0
Total	**0**	**0**	**7**	**21**	**7**	**21**	**7**	**21**	**7**	**21**	**0**	**0**
% By Year'	**0%**		**78%**		**78%**		**78%**		**78%**		**0%**	

Table 1.2 North and North West Tasmania Hires

The *roles* outlined under response criterion 1B are carried forward into 1C.

Sourcing and Recruitment:

- Recruitment will prioritise workers from North and North-West Tasmania and nearby regional communities.
- Genus will partner with local employment and training organisations.
- Vacant roles will be advertised through Tasmanian job boards and local networks.

Skills Development and Training

Genus has a strong national commitment to training, with 95 current apprentices and trainees and 24 graduate and vacation placements. This will be extended to Tasmania with the following initiatives:

- Apprenticeships & Traineeships:
  New electrical apprenticeships will be created and based in North-West Tasmania, working directly on the project.
- Graduate & Internship Programs:
  Partnerships will be formed with Tasmanian universities and TAFEs to support internships, vacation placements, and graduate intake.
- Upskilling and On-the-Job Training:
  Targeted training in construction safety, equipment operation, and project management will be provided to all site workers.
- Pathways to Permanent Employment:
  Subject to projects post NWTD we aim to retain workers beyond the construction phase and transition them into ongoing roles supporting Genus' Tasmanian business operations.

Diversity and Inclusion

Genus supports workforce diversity and is committed to inclusive employment practices. Specific targets and actions include:

- Actively promoting roles to women in construction and engineering.
- Engaging First Nations jobseekers in partnership with local Indigenous organisations.
- Offering flexible work options and part-time opportunities.

Local Collaboration and Engagement

We will work with Local training providers – TAFE Tasmania, TasTAFE, and UTAS

- Employment networks – Regional Development Australia (RDA), Jobs Hub Tasmania.
- Industry bodies – Civil Contractors Federation Tasmania, NECA Tasmania.
- Community partners – to promote employment pathways in schools and underrepresented groups.

Monitoring and Reporting

To ensure transparency and accountability, we will:

- Track local employment by job type and employment status.
- Monitor and report training and apprentice participation.
- Provide quarterly workforce development updates to the Tasmanian Government.
- Adjust targets as needed in collaboration with local stakeholders.

Legacy Commitment

Genus is committed to leaving a lasting employment legacy in Tasmania. Beyond the NWTD Project, we plan to:

- Maintain a permanent Tasmanian operations team.
- Continue delivering projects from a Tasmanian base.
- Retain skilled local workers and develop a self-sustaining regional workforce.

Summary

The NWTD Project represents a key opportunity to grow and sustain employment in North and North West of Tasmania. Genus Infrastructure will deliver:

- New jobs for Tasmanians between 2025 and 2030 – estimate to be in the vicinity of 28 indirect roles and 84 direct jobs directly engaged by the project (refer *Table 1.2 North and North West Tasmania Hires*) and a further 150 jobs created through Tasmanian Suppliers refer T*able 1.4 FTE's approximately engaged by Tasmanian Businesses.*
- Structured training, apprenticeships, and graduate development programs.
- Ongoing employment beyond project delivery.
- Local business and community collaboration to maximise regional benefits.

Through our proven national capability and growing local presence, Genus is ready to deliver real, measurable workforce outcomes for Tasmania.

5. Response Criterion 1D: Tasmanian FTE Employment Ratio Compared to Interstate/Overseas FIFO Workforce

d) What is the overall percentage ratio between your Tasmanian employees* calculated on a Full Time Equivalent (FTE) basis compared to your employees-based interstate or overseas (who will FIFO) for the project?

Genus is committed to maximising local workforce participation in alignment with the Tasmanian Industry Participation Plan.

For the NWTD Project, Genus will target a minimum ratio of 15% Tasmanian employees, calculated on a Full Time Equivalent (FTE) basis, compared to our total workforce, which includes interstate and overseas personnel operating on a fly-in fly-out (FIFO) basis.

This means that:

- 15% of the total project workforce (FTE) will be made up of Tasmanian-based employees, predominantly residing in the North and North-West regions. These roles include both construction and non-construction positions.
- 85% of the project workforce (FTE) will comprise interstate or overseas-based personnel, engaged on FIFO arrangements due to the specialised or scalable nature of their roles, including project-specific technical expertise.

Where FIFO personnel are required due to national or global supply limitations, Genus will ensure local benefit is still captured by:

- Engaging Tasmanian logistics, transport, and accommodation providers.
- Facilitating skills transfer and knowledge sharing with local employees.
- Prioritising local backfill and support roles wherever practicable.

Genus will continuously monitor this ratio throughout the project lifecycle, with the intent to increase the proportion of Tasmanian-based employees wherever feasible, especially as local capability is developed through training, upskilling, and strategic workforce planning.

6. Response Criterion 1E: Engagement of Tasmanian Businesses

e) How many **Tasmanian Businesses*** will you target to engage (ie your subcontractors and suppliers) if you are the successful Proponent? Please provide a breakdown per Calendar year with a description of the nature of their engagement as (i) part of the **Construction Workforce*** and (ii) as **Non-Construction Workforce***.

Genus Infrastructure is committed to the engagement of Tasmanian-based businesses to deliver key scopes of the NWTD Project. We plan to engage a range of Tasmanian subcontractors and suppliers—many of whom have already been identified through existing supply chain partnerships—to ensure strong local participation and alignment with the Tasmanian Government's Buy Local Policy.

We anticipate engaging approximately 30+ Tasmanian businesses throughout the construction phase of the project, across both construction and non-construction categories. These businesses are primarily located in North, North-West, and Southern Tasmania. These businesses will be central to both construction and support services, ensuring robust local participation and tangible economic impact across the project's life.

This strategy ensures that:

- Construction scope is grounded in local expertise.
- Specialist and support services are sourced from established Tasmanian providers.
- A time phased breakdown per calendar year will be provided upon approved design.

Package Description	2026	2027	2028	2029
(i) Construction				
Engineering Survey	$ 250,000	$ 500,000	$ 50,000	$ 200,000
Pre-Construction Survey	$ 1,000,000	$ -	$ -	$ -
Clearing, Vegetation, Access Tracks and Construction Pads	$ 2,500,000	$ 3,500,000	$ 3,500,000	$ 500,000
Geotechnical Study	$ 200,000	$ 200,000	$ -	$ -
Clearing and Bulk Earthworks	$ 2,500,000	$ 2,500,000	$ 2,500,000	$ 500,000
Survey / Foundation / Roads	$ 6,500,000	$ 6,500,000	$ 6,500,000	$ 500,000
Concrete Supply	$ 2,500,000	$ 2,500,000	$ 2,500,000	$ 1,500,000
Environmental Consultant	$ 1,250,000	$ 1,250,000	$ 1,250,000	$ 1,250,000
Sustainability Control	$ 250,000	$ 250,000	$ 250,000	$ 250,000
Helicopter Stringing	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000
OPGW Testing	$ 750,000	$ 750,000	$ 750,000	$ 750,000
Reinforcement Supply for Foundation	$ 3,000,000	$ 3,000,000	$ 3,000,000	$ 3,000,000
Pile Integrity testing	$ 350,000	$ 350,000	$ -	$ -
Testing and Commissioning	$ 1,250,000	$ 1,250,000	$ 1,250,000	$ 1,250,000
Tower Signs	$ 150,000	$ 150,000	$ 150,000	$ 150,000
Fall Arrest	$ 250,000	$ 250,000	$ 250,000	$ 250,000
(ii) Supply and Non Construction				
Accommodation	$ 10,000,000	$ 10,000,000	$ 10,000,000	$ 5,000,000
Lines Hardware	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000
Conductor Supply	$ 3,000,000	$ 3,000,000	$ 3,000,000	$ 3,000,000
OPGW supply	$ 1,500,000	$ 1,500,000	$ 1,500,000	$ 1,500,000
Glass Insulator	$ 1,250,000	$ 1,250,000	$ 1,250,000	$ 1,250,000
International Freight	$ 750,000	$ 750,000	$ 750,000	$ 750,000
Perimeter Fencing	$ 300,000	$ 300,000	$ 300,000	$ 300,000
Busbar, Fittings & Conductor	$ 2,500,000	$ 2,500,000	$ 2,500,000	$ 2,500,000
Cables	$ 3,000,000	$ 3,000,000	$ 3,000,000	$ 3,000,000
Conduits and Pits	$ 1,250,000	$ 1,250,000	$ 1,250,000	$ 1,250,000

Table 1.3 Engagement of Tasmanian Businesses

7. Response Criterion 1F: Engagement Strategy of Tasmanian Businesses

f) Please briefly detail your strategies how you intend to target **Tasmanian businesses*** based in North and North West Tasmania.

Genus Infrastructure is committed to engaging local businesses based in North and North-West Tasmania to support the delivery of the NWTD Project. Our approach is designed to ensure that regional suppliers and subcontractors are given clear and early opportunities to participate, in alignment with the *Tasmanian Government's Buy Local Policy*. Our targeted strategies include:

Early Market Engagement

- Early engagement sessions, industry briefings in Burnie, Devonport, and regions to communicate work package scopes and timelines.
- Issue Expressions of Interest (EOIs) specifically targeting regional businesses and SMEs via local channels.

Use of Local Procurement Networks

- Promote tender opportunities through Tasmanian procurement platforms (e.g. Buy Local, TenderLink, and ICN Gateway).
- Engage directly with Regional Development Australia – Tasmania, Tasmanian Chamber of Commerce and Industry (TCCI), and local industry bodies to identify qualified businesses.

Partnering with Local SMEs

- Establish pre-qualified panels of North and North-West Tasmanian subcontractors for recurring scopes (e.g. civil, electrical, environmental services, plant hire).
- Prioritise local subcontractors where capacity and capability exist, even where broader national suppliers are available.

Breaking Down Work Packages

- Structure work packages into smaller, manageable scopes to enable participation by local SMEs that may not have capacity for large-scale packages.
- Provide flexibility in contract terms and payment schedules to support smaller businesses.

Local Industry Participation Officer

- Genus has appointed a Stakeholder Engagement Manager responsible for engaging with local businesses, facilitating capability assessments, and supporting onboarding into our procurement system.

Collaboration with Local Councils and Training Organisations

- Partner with local councils and TAFE Tasmania to promote opportunities to regional contractors and assist them in meeting project prequalification requirements.

Construction Workforce – Tasmanian Businesses

- Civil Contractors Local firms will be engaged for bulk earthworks, trenching, roadworks, drainage, and access track construction, primarily in North and North-West Tasmania.
- Electrical Contractors Tasmanian-based electrical SMEs will support cable installation, terminations, testing, and commissioning.
- Material Suppliers (Various) Genus will source civil aggregates, concrete, conduit, and ancillary materials from local suppliers where available, contributing to indirect local employment and economic flow.

Non-Construction Workforce – Tasmanian Businesses

- Surveying Services: A locally based surveyor will be engaged for design verification, set out, and progress surveys.
- General Services (Various): Multiple local service providers will be engaged each year, including Local accommodation providers and caterers, Fuel and transport logistics companies, Site cleaning, waste management, and PPE suppliers

Summary

By combining direct outreach, procurement accessibility, and a structured support framework, Genus will ensure that businesses in North and North-West Tasmania are not only considered but actively supported to participate in the NWTD Project. This strategy aims to maximise local economic benefit and leave a legacy of stronger regional capability.

8. Response Criterion 1G: Engagement Strategy of Tasmanian Businesses

g) How many (N) Full Time Equivalent Employees will be approximately engaged by the **Tasmanian businesses*** you intend to engage in delivering works and services for the Project for each of the calendar years: 2025, 2026, 2027, 2028, 2029 and 2030?

The below table is for indicative purposes only; it is difficult to approximate the FTE's employed by Tasmanian businesses.

Discipline	2025	2026	2027	2028	2029	2030
Busbar, Fittings & Conductor		17	17	17	17	
Cables		5	5	5	5	
Civils		15	15	15	15	
Conduits & Pits		23	23	23	23	
Environmental	7	5	5	5	5	
Insulators		14	14	14	14	
Lines		25	25	25	25	
Logistics		35	35	35	35	
Primary Equipment	60					
Secondary Equipment	50					
Structure	15	20	30	25		
Sustainability	2					
Testing & Commissioning		3	5	5	15	
Total	134	162	174	169	154	0

Table 1.4 FTE's approximately engaged by Tasmanian businesses

9. Response Criterion 1H: Commitment to 14-Day Payment Terms for Tasmanian Businesses

h) Given **Tasmanian SMEs*** and **Tasmanian businesses*** can experience challenges with working cash flow to meet working capital (including wages and salaries) please confirm you will commit to 14-day payment terms for all Tasmanian Businesses from date of receipt of invoice. If you cannot commit to this, please advise why not and what payment terms you propose.

Genus recognises that cash flow management is a critical challenge for many Tasmanian SMEs and local businesses, particularly in regional and remote areas. In line with our commitment to supporting Tasmanian industry and ensuring fair and equitable participation:

Genus confirms that we will commit to 14-day payment terms for all Tasmanian businesses, measured from the date of receipt of a valid invoice.

This commitment applies to all Tasmanian subcontractors and suppliers engaged directly on the NWTD Project, regardless of their size or sector, and is designed to:

- Support the financial sustainability of local businesses.
- Promote reliable and efficient supply chains.
- Ensure equitable participation from smaller regional enterprises that may otherwise face barriers due to working capital constraints.

We will also ensure that our subcontractor agreements and purchase orders clearly specify these payment terms and that our internal systems are configured to priorities compliance with this commitment.

By offering 14-day payment terms, Genus is helping reduce financial pressure on local Tasmanian businesses, improving their ability to participate competitively and sustainably in the NWTD Project and future infrastructure opportunities across the state.

10. Response Criterion 1I: Strategies for Tasmanian Employee Targets

a) What strategies will you employ to meet the above **Tasmanian employee*** targets, and what remedial action will you take if you do not meet these targets? Please briefly detail.

The strategies that we will employ to meet the above Tasmania employee targets, and what remedial action will we take:

Local Recruitment Campaigns

- Partner with regional job networks, local councils, and community organisations in North and North-West Tasmania to actively promote available roles.
- Advertise through local media and online platforms to reach job seekers directly in target regions.

Partnerships with Local Training Providers

- Collaborate with TasTAFE, UTAS, and Group Training Organisations (GTOs) to secure a pipeline of apprentices, trainees, and graduate-level candidates.
- Prioritise training and upskilling for entry-level Tasmanians into construction and project support roles.

Subcontractor Requirements for Local Content

- Embed Tasmanian workforce expectations into subcontractor agreements—requiring minimum local employment thresholds and monthly reporting.
- Offer support to smaller contractors to source, train, and retain local talent.

Integration of Tasmanian SMEs

- Work closely with local businesses and suppliers, providing opportunities for their existing workforce to directly contribute to project delivery.

Retention and Career Pathways

- Provide clear development pathways for Tasmanian employees with opportunities for progression into permanent roles within Genus' Tasmanian operations post-project.

Remedial Actions if Targets Are Not Met

If performance against Tasmanian workforce targets is below expectations, we will take the following corrective measures:

Activate Contingency Hiring Partners

- Engage additional recruitment agencies and Indigenous employment services operating in Tasmania to fast-track local candidate sourcing.

Expand Scope of Training Programs

- Increase funding or frequency of targeted training programs, including pre-employment job-ready courses and short technical certifications.

Review Subcontractor Performance

- Conduct audits of subcontractor hiring practices and issue corrective action plans where local content commitments are not being met.

Increase Community Engagement

- Host local information sessions or job expos in affected areas to identify untapped workforce pools.

Summary

Genus is confident that our planned strategies—supported by existing operations in Tasmania and relationships with local partners—will enable us to meet our Tasmanian employment targets. If gaps arise, we are fully prepared to respond quickly with practical and scalable remedial actions to ensure local workforce commitments are achieved.

11. Response Criterion 1J: Strategies for Tasmanian Employee Targets

i) What strategies will you employ to meet the above **Tasmanian business*** targets, and what remedial action will you take if you do not meet these targets? Please briefly detail.

Early Engagement of Local Businesses

- Proactively identify and engage Tasmanian businesses during the planning and tendering phase.
- Host pre-tender briefings, information sessions, and capability workshops in regional centres to ensure businesses understand the project scope and procurement processes.

Use of Established Local Supply Chains

- Leverage our existing relationships with trusted Tasmanian subcontractors and suppliers across civil, electrical, and environmental scopes.
- Prioritise businesses already embedded in our supply chain with demonstrated capability and regional presence.

Tasmanian-First Procurement Approach

- Adopt a "Tasmanian-First" approach for all procurement categories where local capability exists.
- Embed local business participation targets and KPIs into subcontractor agreements.

Collaboration with Industry Bodies

- Partner with organisations such as the Tasmanian Chamber of Commerce and Industry, NECA Tasmania, and Civil Contractors Federation Tasmania to promote opportunities and reach qualified local businesses.

Transparent Tendering Process

- Use fair, transparent, and accessible procurement methods to ensure Tasmanian SMEs are not disadvantaged by complex or large-scale tendering requirements.

Remedial Actions if Targets Are Not Met

If Tasmanian business participation falls below forecast, we will implement the following corrective measures:

Reopen or Repackage Work Scopes

- Break down larger packages into smaller, more manageable sub-packages suited to SME capacity.
- Reissue tenders specifically targeted at Tasmanian suppliers for re-engagement.

Targeted Outreach and Business Matching

- Conduct direct engagement with local suppliers who have the capability but may have missed initial opportunities.
- Work with local business networks to identify under-utilised regional suppliers and match them to appropriate project needs.

Adjust Evaluation Criteria

- Where appropriate, revise tender assessment criteria to place greater weighting on Tasmanian business participation without compromising quality or safety.

Subcontractor Compliance Review

- Monitor subcontractor performance against local procurement obligations and intervene where commitments are not being met.

Summary

Genus is committed to maximising Tasmanian business involvement in the NWTD Project through proactive sourcing, local partnerships, and procurement transparency. Should we fall short of our targets, we have a suite of scalable remedial actions to ensure we continue to prioritise and support local industry participation.

12. Response Criterion Gender and Social Inclusion

Provide details on how you will collaboratively work with TasNetworks to develop and implement a Gender Equity and Social Inclusion (GESI) plan that identifies ways of integrating females, youth, and other socially vulnerable groups into the project workforce.

This plan needs to address how strategies to deliver tangible benefits can be developed and implemented to target and increase local employment and training for females, youth and other socially vulnerable groups, particularly in North and North West Tasmania.

[For further context see the ESI Report, page 98 'Management measures'.]

Please provide no more than 2 x A4 pages at 11 point to address the above.

Gender Equity and Social Inclusion (GESI) Plan Development and Implementation

Genus Infrastructure is committed to working closely with TasNetworks to develop and deliver a meaningful Gender Equity and Social Inclusion (GESI) Plan that creates tangible, lasting benefits for females, youth, and other socially vulnerable groups—particularly within North and North-West Tasmania.

We recognise that infrastructure projects like the NWTD offer a unique opportunity to break down barriers to workforce participation and to drive inclusive growth in regional communities.

Collaborative Approach with TasNetworks

We propose to jointly establish a **GESI Working Group**—comprising representatives from Genus, TasNetworks, and relevant community stakeholders—to co-design and implement the plan. This group will:

- Set measurable targets for inclusion and equity.
- Monitor progress through shared reporting frameworks.
- Identify community-specific barriers and respond with tailored strategies.

Key Strategies for Integrating Underrepresented Groups

Inclusive Recruitment Practices

- Partner with local employment services, women's networks, Indigenous organisations, and youth support agencies to actively source candidates.
- Use inclusive job descriptions, flexible rosters, and family-friendly policies to remove barriers for women and carers.

Entry-Level Training and Pre-Employment Programs

- Focus on entry points into civil, electrical, environmental, HSEQ, and project admin roles.

Apprenticeships and Traineeships with Target Quotas

- Genus is committed to sponsoring apprenticeships and traineeships specifically for females, Aboriginal and Torres Strait Islander peoples, and disadvantaged youth.

Workplace Support and Mentoring

- Implement mentoring and buddy systems for new entrants, with a particular focus on female and first-time construction workers.
- Provide on-the-job support and development plans to build long-term career progression.

Cultural Awareness and Inclusion Training

- Deliver GESI training for all supervisors and site teams, fostering a respectful and supportive workplace for all employees.
- Embed zero-tolerance policies for discrimination, harassment, or exclusion.

Regional Focus: North and North-West Tasmania

- Work with local councils, community organisations, and TasNetworks to identify regional outreach opportunities—job expos, school visits, and engagement with Indigenous communities.
- Ensure training programs are delivered locally and align with regional economic development goals.
- Prioritise subcontractors and suppliers who demonstrate commitment to gender equity and social inclusion within their own workforce.

Women in Construction

Genus promotes diversity and will support women in the construction industry through the NWTD Project. We believe that a diverse workforce brings numerous benefits, including varied perspectives, increased innovation, and enhanced problem-solving abilities. By actively attracting, retaining, and empowering women in construction, Genus is working towards a more inclusive workplace. To encourage women in construction,

Genus implements the following strategies:

- Promoting job opportunities to women through targeted recruitment, job fairs, and partnerships with organisations supporting women in non-traditional fields.
- Establishing mentorship programs to provide guidance and support for women entering or advancing in the industry. Sponsorship programs create opportunities for challenging projects and increased visibility.
- Providing training and development programs tailored to support the progress of women in construction, including leadership development, technical training, and workshops on overcoming gender biases.
- Offering flexible work arrangements such as remote work options and flexible hours to accommodate diverse employee needs, including caregiving responsibilities.
- Creating employee resource groups or affinity groups focused on gender diversity, providing networking, mentorship, and a platform for sharing experiences and best practices.
- Conducting training sessions to raise awareness of unconscious biases, promote gender equality, and foster an inclusive work environment.

Genus is committed to these initiatives to cultivate a more diverse and inclusive construction industry.

Youths in Construction

Recognising the challenges that young individuals with limited or no prior experience face in securing employment, Genus has taken proactive measures to address this issue through the implementation of apprenticeships and traineeships. Currently, within the GenusPlus Group, we have 95 trainees, apprentices, and graduates, underscoring our commitment to fostering the development of the workforce of the future. We firmly believe that education is the cornerstone of cultivating skilled professionals for tomorrow's challenges. It's worth noting that many of our highly skilled linesmen began their careers as apprentices at prominent utility companies such as Western Power and Horizon Power.

In light of the NWTD Project's timing, Genus is dedicated to directly hiring a minimum of one graduate engineer at the project's commencement during the design phase. We are also exploring the potential for providing UTAS (University of Tasmania) vocational employment opportunities for other aspiring Project Engineers during their third and fourth years of studies. Upon the successful completion of the NWTD Project, these employees will have the opportunity to continue working in Tasmania, contributing to Genus's operations in various capacities. This commitment reflects our dedication to nurturing talent, providing valuable career opportunities, and supporting the local workforce.

Socially Vulnerable Groups

When working with socially vulnerable groups, a considerate and inclusive approach is essential, aiming to empower individuals through training and supervision, particularly in low-risk activities. Once they have developed their skills, confidence, and training, we can progressively transition them into higher-risk roles. The following is a preliminary list of positions that contribute to the smooth operation of a transmission line project while involving minimal exposure to high-risk activities:

- Materials Handling: Involves organising and transporting materials and equipment to designated areas using proper lifting techniques and equipment.
- Site Cleanup and Maintenance: Tasks include keeping the work area clean, organising tools, and maintaining a safe and organised workspace.
- Assistant Surveyor: Assisting surveyors in measuring and marking locations for equipment placement and supporting survey activities.
- Document Control: Managing paperwork, documentation, and record-keeping related to the project's progress, equipment, and materials.
- Administrative Support: Providing clerical and administrative assistance to project managers, such as scheduling, data entry, and communication coordination.
- Equipment Inspection: Conducting routine inspections of tools, machinery, and equipment to ensure they are in proper working condition.
- Safety Assistant: Assisting in the implementation of safety measures, conducting safety checks, and promoting safe practices among workers.
- Environmental Monitoring: Monitoring and reporting on environmental conditions and compliance with environmental regulations.
- Equipment Maintenance: Performing basic maintenance tasks on tools and equipment, such as cleaning, lubricating, and minor repairs.
- Traffic Control Setup: Setting up and maintaining traffic control measures, such as cones, signs, and barriers, to ensure the safety of workers and the public.
- Field Technician: Assisting equipment installation, maintenance, and troubleshooting under the guidance of experienced technicians.
- Inventory Control: Keeping track of materials, tools, and equipment, ensuring proper inventory levels are maintained.

- Communications Support: Assisting with communication among project teams, including relaying messages, coordinating schedules, and ensuring effective information flow.
- Groundskeeping: Maintaining landscaping, walkways, and green areas around the project site to ensure a neat and safe environment.
- Photography / Documentation of project milestones, equipment installations, and work progress for documentation purposes.
- Equipment Assembly and Disassembly: Assisting with the setup and takedown of equipment, such as scaffolding or temporary structures.
- Tool / Equipment Tracking: Keeping track of tools and equipment, ensuring they are returned to the proper storage locations after use.
- Training Support: Assisting in organising and facilitating training sessions for workers, covering safety protocols, equipment usage, and project-specific guidelines.

This comprehensive range of roles is designed to provide opportunities for skill development and gradual progression within the project, ensuring a safe and supportive environment for all individuals involved.

Genus Infrastructure is committed to partnering with TasNetworks to develop a GESI Plan that is practical, measurable, and regionally focused. By removing barriers, investing in local training, and fostering inclusive workplaces, we will support the integration of females, youth, and socially vulnerable groups into the NWTD workforce—leaving a positive legacy for Tasmania's future infrastructure workforce.

13. Response Criterion Opportunity for SME Involvement

Opportunity for Tasmanian SME* involvement
a) Please specify the percentage of Tasmanian Businesses that you will target that will be **Tasmanian SMEs*** (as an average over all years of Project delivery)? This can be an average over all years of Project delivery. Note it is expected you will confirm commitment to this target as the Successful proponent and the number, and percentage of Tasmanian SMEs engaged in bi-annual reporting obligations.

Opportunity for Tasmanian SME Involvement*

Genus Infrastructure is committed to maximising the participation of Tasmanian Small and Medium Enterprises (SMEs) in the delivery of the NWTD Project, recognising their essential role in building local capability, strengthening regional economies, and delivering long-term social and economic benefits.

Target Commitment

We commit to engaging Tasmanian SMEs for Tasmanian business contracts, averaged across the full life of the NWTD Project (2025–2030). This reflects our procurement model, which is specifically designed to:

- Ensure high levels of local business participation, particularly in the North and North-West of Tasmania.
- Prioritise accessible procurement packages that enable smaller firms to compete.
- Facilitate inclusive, regionally balanced economic benefit as part of our social licence to operate.

This commitment spans both:

- Construction activities, including civil works, access, materials supply, electrical installation, site services, and logistics.
- Non-construction services, including environmental consultancy, surveying, administration, safety support, and training delivery.

Procurement Strategy Supporting SME Participation

To achieve this commitment, Genus will implement the following:

Local Supplier Prequalification and Onboarding

- Actively identify and prequalify Tasmanian SMEs early in the procurement phase.
- Assist new or small businesses with onboarding, documentation, and HSEQ alignment to project requirements.

Package Sizing and Structuring

- Break down large work scopes into manageable packages suitable for SME capacity.

- Offer flexible delivery models (e.g. joint ventures, shared risk contracts) where appropriate.

Transparent and Targeted Tendering

- Issue procurement opportunities via open, Tasmanian-accessible channels.
- Conduct project-specific supplier information sessions in Burnie, Devonport, and Launceston.

Industry Collaboration

- Work with Tasmanian business chambers, NECA Tasmania, Civil Contractors Federation Tasmania (CCF), and Indigenous business networks to promote opportunities.
- Participate in TasNetworks and State Government industry briefings to maintain alignment.

Monitoring and Reporting

Genus will report against Tasmanian SME participation bi-annually, as required under the Industry Participation Plan framework. Reporting will include:

- The total number of Tasmanian businesses engaged.
- The number and percentage that qualify as SMEs.
- Contract value breakdowns and business location (with focus on North and North-West Tasmania).

We will maintain a detailed procurement register to ensure accuracy and transparency, and we are open to joint reviews with TasNetworks and the Tasmanian Government if required.

Remedial Action

If SME engagement falls below the committed 75% threshold, Genus will take immediate corrective measures, including:

- Re-packaging or re-tendering scopes to suit smaller suppliers.
- Directly engaging underrepresented suppliers via targeted outreach.
- Strengthening partnerships with local industry bodies to identify new SME candidates.
- Reviewing internal procurement practices to ensure accessibility and compliance.

Through a deliberate, transparent, and locally focused procurement strategy, Genus Infrastructure is confident in our ability to deliver a minimum 75% Tasmanian SME participation rate over the life of the NWTD Project. More than a target, this forms a core part of our approach to delivering economic benefit to Tasmania, fostering capability in the local supply chain, and leaving a lasting legacy for regional businesses.

14. Response Criterion Ensuring Tasmanian SMEs are not disadvantaged when competing with other suppliers

b) 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?

Genus Infrastructure is committed to creating a level playing field for Tasmanian SMEs, ensuring they have fair and meaningful opportunities to compete for work on the NWTD Project. Recognising the challenges that smaller, local businesses may face—such as scale, prequalification burdens, or cash flow constraints—we will implement the following strategies to actively remove barriers and support local participation.

Breaking Down Work Packages

We will structure work packages into smaller, manageable scopes where possible, making them more accessible to SMEs who may not have the capacity to deliver larger turnkey contracts. This allows local businesses to compete based on their core strengths without being excluded due to scale.

Local Prequalification Support

We will provide pre-award support to help SMEs meet safety, quality, and compliance requirements. This includes:

- Simplified onboarding processes.
- Assistance with documentation.
- Clear guidance on insurance, HSE, and financial standards.

Local Content Weighting in Procurement Evaluation

- Tasmanian SMEs will receive positive weighting or scoring in procurement evaluation, aligned with our Local Industry Participation objectives. Preference will be given to suppliers that are:
    - Based in North or North-West Tasmania.
    - Employing a local workforce.
    - Sourcing locally where possible.

Transparent and Early Market Engagement

We will engage with local suppliers early and provide clear, advance notice of upcoming procurement opportunities through:

- Local industry briefings and information sessions.
- Notifications via Tasmanian industry networks and procurement platforms (e.g. TCCI, ICN Gateway).

Fair Payment Terms

- We will offer 14-day payment terms to all Tasmanian suppliers to improve working capital flow and remove a key disadvantage often experienced by smaller businesses.

Industry Participation Officer

Genus will appoint a Tasmanian-based Industry Participation Contracts Coordinator who will:

- Serve as a dedicated contact point for local businesses.
- Provide guidance and feedback to potential suppliers.
- Monitor fairness in the procurement process.

Through tailored packaging, fair evaluation criteria, simplified processes, and ongoing support, Genus will ensure Tasmanian SMEs are not only able to compete—but are actively empowered—to win work on the NWTD Project. Our approach will maximise local economic benefit while building long-term capability within Tasmania's regional supply chain.

15. Response Criterion Opportunities to transfer skills to a Tasmanian SME's

c) Are there opportunities to transfer skills to a **Tasmanian SMEs*** during delivery of the Project? Please details what skills and how transfer will be planned and delivered.

Skills Transfer Opportunities to Tasmanian SMEs

Genus Infrastructure strongly believes that the NWTD Project presents a valuable opportunity to transfer technical, commercial, and operational skills to Tasmanian SMEs, helping to build sustainable local capability long after the project concludes. Our experience in delivering infrastructure in regional and remote areas has shown that partnerships with local SMEs—when actively supported—can lead to significant knowledge sharing and industry uplift. We will implement a structured and collaborative approach to skills transfer during the project's lifecycle.

Key Skills to Be Transferred

Skill Area	Description
Project Management	Scheduling, cost tracking, safety planning, and reporting processes
Civil Construction Techniques	Site preparation, trenching, foundation works, access track construction
Electrical Installation	HV cable handling, termination, testing and commissioning methods
Quality Assurance & HSE	Systems for compliance with ISO standards, site safety management, risk control
Procurement & Logistics	Efficient materials handling, supplier coordination, digital procurement tools
Environmental Compliance	On-site ecological monitoring, reporting, and mitigation techniques
Digital Tools & Reporting	Use of construction software, field data capture, GIS

Table 1.5 Key Skills Transfer

How Skills Transfer Will Be Planned and Delivered

Embedded Collaboration

We will partner with Tasmanian SMEs directly; this creates shared accountability and real-time exposure to Genus processes and systems.

On-the-Job Training and Shadowing

Local SME staff will be paired with Genus's personnel across key disciplines (engineering, HSE, project delivery) to enable day-to-day mentoring, particularly during critical phases such as construction and commissioning.

Joint Toolbox & Technical Sessions

Regular technical sessions, including toolbox talks, workshops, and lessons learned briefings, will be opened to our subcontractors. These will focus on:

- Practical field techniques.
- Safety leadership.
- Technical standard updates.
- Problem-solving approaches.

Access to Systems and Processes

Where appropriate, we will grant SMEs access to our project systems (e.g. QA platforms, document control systems) and support them in adapting these tools for their own future projects.

Involvement in Design and Planning Phases

For complex scopes (e.g. access and clearing), SMEs such as Gradco will be involved from the design and preconstruction project phase, allowing for input into constructability planning and enhancing their exposure to early-phase project risk management.

Summary

Genus is committed to ensuring that Tasmanian SMEs not only participate in the NWTD Project but also emerge stronger and more capable. By embedding them in our teams, supporting their people with structured training, and sharing our systems and know-how, we will contribute meaningfully to the long-term growth of Tasmania's infrastructure delivery capacity.

16. Response Criterion Strategies for Supporting Local Communities in North and North West Tasmania

a) How will you support Tasmanian communities, for example through formal support, sponsorship, volunteering or in-kind support during Project delivery? Please identify which communities and organisations you will target. Please detail what tangible benefits you are seeking to target as part of this support.

Genus Infrastructure recognises that large-scale infrastructure projects must contribute meaningfully to the communities in which they operate. Beyond delivering the core scope of works, we are committed to supporting the social, cultural, and economic wellbeing of Tasmanian communities—particularly those in the North and North-West regions most impacted by the NWTD Project.

We will deliver this commitment through a mix of formal partnerships, sponsorships, volunteering programs, and in-kind support, aligned with the needs and values of local communities.

We will engage with and support a range of local organisations, including:

Organisation	Type of Support	Tangible Benefits
Rural Alive & Well (RAW Tasmania)	Sponsorship / In-kind	Promoting mental health and wellbeing in rural and remote communities
Burnie Works / Devonport Chaplaincy	Financial and volunteering	Youth development, school-to-work pathways, and support for vulnerable families
Local Indigenous Land Councils	Cultural engagement & sponsorship	Respecting cultural heritage and supporting Aboriginal community participation
TAFE Tasmania and GTOs (e.g. MIGAS)	In-kind / career support	School outreach, career talks, and employment pathway programs for local youth
Local Sporting Clubs (e.g. Wynyard FC)	Sponsorship	Promoting community inclusion, physical health, and local pride
Foodbanks & Community Kitchens	Volunteer days / donation drives	Helping meet basic needs for vulnerable or low-income families during the project

Table 1. Supporting Local Communities

Tangible Benefits Targeted

Our community support program is designed to deliver measurable, positive outcomes, including:

- Improved workforce readiness for young people through training, mentoring, and exposure to industry pathways.
- Increased visibility and support for mental health and wellbeing in regional and remote areas.
- Economic and cultural inclusion of Indigenous communities through partnerships and heritage recognition.
- Social cohesion and connectedness through support of local events, sports, and community gatherings.
- Enhanced community resilience by supporting essential services such as food relief and youth outreach programs.

Delivery and Governance

- Coordinate community engagement activities.
- Manage partnership agreements and sponsorship processes.
- Ensure alignment with TasNetworks' community values and social performance goals.
- Provide progress updates in quarterly project reporting.
- We will also encourage project team members—both staff and subcontractors—to participate in volunteering initiatives, supported by structured programs and paid volunteer leave options where possible.

Summary

Genus Infrastructure is committed to delivering real, community-driven impact across North and North-West Tasmania. Through active partnerships, targeted support, and local presence, we aim to ensure that the benefits of the NWTD Project extend well beyond construction—building stronger, healthier, and more inclusive communities across the region.

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