



Corio Waste Management Compact Action Plan

GROW is a long-term strategy to generate local sustainable jobs, and support job seekers from areas with high rates of unemployment to have equitable access to these opportunities. GROW is a Collective Impact initiative, bringing together philanthropic, business, government and community organisations and making inclusive jobs growth a priority for everyone in the G21 region.

As signatory of the GROW Compact, Corio Waste Management is committed to adding value to the G21 Region, including the social benefit generated by investing in local businesses and local people. The ongoing sustainability of our business entails an individualised response to the GROW principles, as demonstrated in our Compact Action Plan.

We agree to:

- participate (where possible) in the data collection of Local and Social Procurement to track changes over time;
- provide this Compact Action Plan for publication on the GROW website, and to report on our outcomes after 12 months.

Action	Sub Action/Comments	Due Date	Resp. Officer	Status
Leadership				
Continue to attend and present on behalf of GROW at events and functions.	Minimum of 3 presentations per year.	30 June 2018	Mat Dickens	In progress
Understand current supplier engagement with the GROW program.	Online survey to establish baseline of suppliers involved in the GROW program and their activities to date.	30 June 2017	Josh Robinson	In progress
Encourage existing partners and suppliers from G21 to sign the GROW compact.	Write to all suppliers and inform them of CWM's involvement with GROW and ask them to consider being a signatory.	30 June 2017	Mat Dickens	
Publicly report against annual action plan commitments.	Publicly report on an annual basis via CWM and GROW websites and through social media.	30 June 2017	Mat Dickens	



Action	Sub Action/Comments	Due Date	Resp. Officer	Status
Establish a regular reporting framework to the executive leadership group.	Insert GROW as a standing agenda item for executive and management meetings	31 May 2017	Josh Robinson	In progress
Inform staff regularly of your commitments and achievements.	At a minimum twice yearly provide an update on GROW in staff Facebook, LinkedIn.	30 June 2018	Mat Dickens	In progress
Developing capability of other GROW compact signatories	Offer mentoring to other SME's to help develop and implement GROW activities	30 June 2018	Mat Dickens	
Policy and Process Development				
Integrate GROW local and social procurement clauses into standard RFQ documents	Include details of non-price attributes including local and social activities on all quotation documents.	31 Dec 2017	Josh Robinson	In progress
Include selection criteria in standard documentation that values local economic and social contribution	Develop an evaluation checklist that addresses non-price attributes including local and social activities.	31 Dec 2017	Josh Robinson	In progress
Require suppliers to report on local economic and social contribution as part of standard contract reporting.	Inform current contractors of reporting requirements and outline reporting requirements in standard contract/quotation documents.	31 Dec 2017	Josh Robinson	In progress
Planning, Procurement and Purchasing				
Review existing preferred supplier lists/panels and identify opportunities to shift to local businesses	Review supplier listing to identify goods and services that can be procure locally.	31 Dec 2017	Peter Wilkes	In progress
Encourage suppliers in supply chain to register with localised	Write to all suppliers to register on localised.	30 Sept 2017	John Inturissi	
Set a target of increasing the percentage of operating expenditure from suppliers from the G21 region.	Increase local spend by 10% on 2016 baseline. Categories to target include: Professional Services; Maintenance and manufacturing; Fuel	30 June 2018	Mat Dickens	In progress
Social Enterprises				
Review current suppliers spend and identify opportunities to increase expenditure through social enterprises from the G21 Region.	Establish reporting approach to understand spend with social enterprises	30 June 2017	Mat Dickens	Complete
Explore opportunities to provide joint tender bids with a social enterprise.	Review local social enterprises to find ones interested in joint tender bids.	30 June 2017	Mat Dickens	Complete
Set a target of increasing the number of social enterprises that supply the business	Increase by 3 suppliers.	30 June 2017	Mat Dickens	Complete



Action	Sub Action/Comments	Due Date	Resp. Officer	Status
Supplier Development				
Conduct or facilitate participation in education sessions for existing and potential suppliers on local and social procurement.	Write to all suppliers to encourage to attend local supplier education sessions facilitated by GROW	30 June 2018	Mat Dickens	
Work collaboratively with 3 key service providers to develop and implement tender criteria for subcontractors that specify local and social procurement outcomes.	Communicate and share changes to quotation and contract documentation to encourage suppliers to do same.	30 June 2018	Mat Dickens	
Employment and Training				
Review Job carving opportunities with trucks.	In consultation with drivers and external staff identify opportunities for job carving and implement changes	30 June 2018	Peter Wilkes	Complete
Review Job carving opportunities within the office environment.	In consultation with office staff identify opportunities for job carving and implement changes	30 June 2018	Karen Macloud	
Increase the number of employees coming from targeted communities	Increase the percentage of employees coming from targeted communities from 23% to 30%	30 June 2018	Mat Dickens	
Increase opportunities for employing trainees from targeted communities	Work with Whittington Works and Northern futures to provide 3 traineeships.	30 June 2018	Mat Dickens	
Offer a guaranteed interview for applicants from target communities should they meet the requirements.	Amend job templates and documents	30 June 2018	Josh Robinson	In progress
Communication and Education				
Promotion of GROW and GROW partner activities via communications, presentations and engagement in local or interstate news media and conferences.	Continue to provide input and support to the communication efforts of the GROW program.	30 June 2018	Mat Dickens	
Provision of staff training in relation to local and social procurement.	Provide training to staff in relation to changes to procurement documentation and update all staff on changes.	30 June 2018	Josh Robinson	In progress

Approved by: Matt Dickens

Date: 31/08/17