



GROW Compact Action Plan

Faggs Mitre 10

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, Faggs Mitre 10 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.

Ref	Action	Sub Action/Comments	Due Date	Resp. Officer	Status
Leadership					
1.0	GROW compact endorsed and signed by the CEO, Managing Director and/or Board.	GROW compact endorsed by the Board.	30-Jun-17	Angela Campbell	Completed
1.1	Prominently display the signed compact.	Framed copy of signed compact displayed in entrance way to the Geelong Store.	30-Jun-17	Angela Campbell	Completed
1.2	Appoint a staff member with overall responsibility for implementation of the GROW compact action plan.	Commercial manager, Angela Campbell has been provided overall responsibility for the GROW program.	30-Jun-17	Angela Campbell	Completed

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1.3	Appoint a staff member with overall responsibility for the annual provision of procurement data for GROW.	Engage a suitable supplier to assist in collation of purchasing data.	31-Oct-17	Angela Campbell	
1.4	Attend network meetings or events to enable continuous learning and improvement.	Continue to contribute to workshops and meetings.	30-Jun-18	Angela Campbell	
1.5	Encourage staff engagement within local volunteer programs supporting disadvantaged communities.	Continue to be Platinum sponsors of the GWYL program. Maintain 2 LEX officers.	30-Jun-18	Angela Campbell	
1.6	Publicly report against annual action plan commitments.	Review and report on the 2017/18 Action Plan via annual report to the Board and on the GROW website.	30-Jun-18	Angela Campbell	
1.7	Establish a regular reporting framework to the executive leadership group.	Report to directors on a quarterly basis.	30-Jun-18	Angela Campbell	
1.8	Inform staff regularly of your commitments and achievements.	GROW to be promoted through exec meetings and toolbox and huddles.	30-Jun-18	Angela Campbell	
Planning, Procurement and Purchasing					
2.0	Commit to including local and social procurement clauses within tender/quotation documents for projects and operational contract opportunities over the next 12 months.	Include consideration of local content when seeking quotes for direct expenses ie Maintenance Target: 100% of Quotations	1-Sep-17	Paul Schreurs/ Lauren Keys	
2.1	Enhance opportunities to increase local content in regional construction projects	Work closely with GROW to develop supply opportunities with local construction projects.	Feb-18	Angela Campbell	

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Social Enterprises					
3.0	Measure and report on annual expenditure through social enterprises from G21 Region.	Report on the annual expenditure with Social enterprises ie Karingal who are now being engaged for catering and other business support services.	30-Jun-18	Lauren Keys	
3.1	Review current supplier spend and identify opportunities to increase expenditure through social enterprises from the G21 Region.	Review of social enterprises to identify opportunities for increased service provision.	30-Jun-17	Angela Campbell	Completed
3.2	Review existing preferred supplier lists/panels and identify opportunities to include more social enterprises from the G21 Region.	Review of social enterprises to identify opportunities for increased service provision.	30-Jun-17	Angela Campbell	Completed
Supplier Development					
4.0	Promote the use of local social enterprises (or other businesses delivering social outcomes) to encourage increased buy-in from the region.	Promote the GROW program and the use of Social enterprises to customer base via statement run (Twice Yearly)	30-Jun-18	Vickie W	
Employment and Training					
5.0	Establish a relationship with training providers who can support job seekers from target communities to gain appropriate training to enter employment within your organisation.	Establish an ongoing relationship with a local job provider in Colac to improve opportunities for individuals from target communities.	30-Jun-18	Claudia Fiorenza	
5.1	Increase training and employment opportunities in the G21 Region.	Maintain opportunities for a minimum of two employees from a disability or from a socially disadvantage background.	30-Jun-18	Claudia Fiorenza	

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62	Communication and Education Promotion of GROW and GROW partner activities via communications, presentations and engagement in local or interstate news media, conferences and network events	Directors to continue to highlight the benefits of GROW in and outside the G21 region.	30-Jun-18	Keith Fagg	
63	Work with other GROW partners in lobbying for strategic support for GROW principles.	Continued support of GROW through involvement in the Directions Group.	30-Jun-18	Keith Fagg	

Original Online Action Plan Submitted by: Angela Campbell at 8/11/2017 11:09

Approved by: *Angela Campbell*

Date: *21st August 2017*