

Barwon Asset Solutions 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, Barwon Asset Solutions 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	Status	Due Date	Resp. Officer	Sub-Actions & Comments
Policy and Process Development					
2 (2A)	Update Procurement Policy to include GROW local and social procurement objectives.	Completed	30/06/2018	Brendan Windmeyer	
3 (2B)	Integrate GROW local and social procurement clauses into standard tender and quotation documents.	2017/18 Action Plan	30/06/2018	Michael Till	
Planning, Procurement and Purchasing					
9	Measure and report on annual expenditure with local and non-local suppliers.	2017/18 Action Plan	30/06/2018	Michael Till	GROW Reporting Data
10	Review current supplier spend and identify opportunities to increase local expenditure.	2017/18 Action Plan	30/06/2018	Michael Till	Based on GROW dashboard
12	Include the use of "Localised" to communicate upcoming contracts to the local market.	2017/18 Action Plan	30/06/2018	Luke Vague	Registering new tenders

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15 & 16	Commit to including local and social procurement clauses within tender/quotation documents for projects and operational contract opportunities over the next 12 months.	2017/18 Action Plan	30/06/2018	Michael Till	As appropriate
Supplier Development					
26	Discuss opportunities for local and social procurement with key suppliers through supplier relationship and contract management meetings.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	Support new subcontractors
27	Conduct or facilitate participation in education sessions for existing and potential suppliers on local and social procurement.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	Will participate if possible
Employment and Training					
32	Measure and report on the annual numbers of employees, trainees, and/or apprenticeship positions filled for targeted job seekers.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer/ Danni Anthony	As requested by GROW
33 & 34	Develop and endorse policy commitment to increase the numbers of employees, trainees, and/or apprenticeship opportunities for targeted job seekers.	2017/18 Action Plan Target percentage:	30/06/2018	Brendan Windmeyer/ Danni Anthony	In process
35 & 36	Commit to employment or training opportunities for people from target communities within a major project.	Not applicable Target number:	30/06/2018		
37	Establish a relationship with training providers who can support job seekers from target communities to gain appropriate training to enter employment within your organisation.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	Working with GForce

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43	Undertake workforce planning discussion that includes the consideration of job carving which can support employment and training opportunities for job seekers from target communities.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	Will work with Diversity Field Officer Service
45	Offer a guaranteed interview for applicants from target communities should they meet the requirements.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	
Leadership					
48	Attend network meetings or events to enable continuous learning and improvement.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer/ rotate with staff	Attend Compact Action Network
49	Develop partnerships with other GROW members to deliver capacity building workshops for suppliers and / or support local supply chain.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	Keen to develop new local partnerships
51	GROW compact endorsed and signed by the CEO, Managing Director and/or Board.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	
52	Prominently display the signed compact.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	
53	Appoint a staff member with overall responsibility for implementation of the GROW compact action plan.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	
54	Appoint a staff member with overall responsibility for the annual provision of procurement data for GROW.	2017/18 Action Plan	30/06/2018	Michael Till	
55	Encourage staff engagement within local volunteer programs supporting disadvantaged communities.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	Potential for "Strong Young Woman Program"

Ref	Action	Status	Due Date	Resp. Officer	Sub-Actions & Comments
56	Encourage existing partners and suppliers from G21 to sign the GROW compact.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	As appropriate
57	Publicly report against annual action plan commitments.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	
58	Establish a regular reporting framework to the executive leadership group.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	Ongoing as part of senior management team meetings
59	Inform staff regularly of your commitments and achievements.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	Ongoing as part of whole team communications
Communication and Education					
61	Actively demonstrate and communicate preference to be collaborating with GROW partners.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer/ Michael Till	Through contract management
66	Share your experiences through development and publication of case studies.	2017/18 Action Plan	30/06/2018	Brendan Windmeyer	Work with GROW

Original Online Action Plan Submitted by: Brendan Windmeyer at 01/31/2018 12:26:47

Approved by: Brendan Windmeyer (Business Manager)

Date: 13/02/2018

