



Local Participation Plan Policy

Statement of Intent: Engineering Building & Infrastructure Pty Ltd is committed to contributing positively to local communities by giving local businesses and stakeholders a full, fair and reasonable opportunity to participate in our projects. We recognize that engaging local suppliers and labour strengthens the local economy and improves project outcomes (e.g. reducing downtime and ensuring reliable supply). This policy ensures that local industry (including small/medium enterprises, indigenous-owned firms, and other local entities) is proactively involved in our work wherever feasible. It aligns with applicable government requirements (for example, NSW's Aboriginal and SME/Local Participation Plans for projects above certain thresholds and the Australian Industry Participation (AIP) framework) and embodies best practices for procurement and workforce development.

Objectives

- **Communication:** Ensure this local participation policy is communicated to all employees, contractors, and suppliers. Awareness training will be provided so everyone understands their role in supporting local engagement.
- **Planning:** Develop a project-specific *Local Participation Plan (LPP)* for each major project. This plan will set out targets and activities (e.g. local subcontracts, workforce hires, training) to involve local businesses and workers. We will maintain these plans and supporting records for at least five years to demonstrate compliance and allow auditing.
- **Opportunity:** Provide local industry with the same “full, fair and reasonable” opportunity to bid as any other supplier. Wherever project size or funding triggers formal requirements (such as AIP/CAIP plans for large projects), we will prepare and submit the necessary participation plans and comply with all guidelines.
- **Transparency:** Structure our tenders and contracts to give local firms a fair chance. This means publicizing tender opportunities widely (including local industry networks), allowing adequate tendering time, and avoiding unnecessary procurement barriers (for example, excessive insurance or bonding requirements). Contracts will include clear language on local participation commitments, making them contractually binding, with progress reports required (e.g. quarterly).
- **Reporting:** Track and report on local participation outcomes. We will document how many and which local businesses bid and win contracts, and the local share of project spend. Progress will be reported internally (and to stakeholders, as appropriate) to show that commitments are met. These records will be retained in accordance with regulatory guidance (commonly a 5-year retention period).
- **Value for Community:** Support broader social and economic goals. For example, we will encourage the use of local labor (including trainees and apprentices) to build skills in the community. (Governments increasingly emphasize apprenticeship and local jobs targets on large projects; our plan will reflect and support such goals where relevant.)

Implementation and Key Strategies

- **Early Engagement:** We will involve local industry and community stakeholders from the project's planning and design phases. Government policy advises that engaging local suppliers early yields better outcomes. We will conduct market assessments and "meet the buyer" sessions so that local businesses understand upcoming needs and can prepare. (For example, holding information forums or reverse trade shows allows local firms to learn requirements and form partnerships.)
- **Supplier Outreach:** Use all appropriate channels to attract local suppliers. This includes advertising tenders on local government portals and industry networks, consulting the Industry Capability Network (ICN) and similar agencies, and engaging with local chambers of commerce. Providing sufficient project details upfront helps local SMEs respond competitively.
- **Packaging Contracts:** Where practical, divide work into smaller packages so local suppliers can compete. Avoid "bundling" too much scope into a single large contract if local companies cannot bid competitively on it. Also, consider setting criteria (or evaluation weightings) that recognize local content and regional benefits, in line with best practice. (NSW's new Jobs First policy, for instance, plans to give procurement weight to local content and job creation.)
- **Barrier Removal:** Identify and eliminate non-market barriers to local participation. This means reviewing tender documents to remove overly restrictive conditions. For example, we will critically assess insurance and qualification requirements to ensure they are industry-standard and do not unfairly exclude smaller local firms. We will also ensure sufficient lead-time so that local suppliers have time to scale up or form consortia if needed.
- **Capability Development:** Where gaps exist, we will support local supplier development. This could involve mentoring local firms, providing information on quality and safety standards, or partnering them with experienced contractors. Building local capability benefits the project and the community.
- **Inclusive Procurement:** Recognize priority groups. In line with NSW policies, we will encourage participation by Aboriginal businesses and SMEs. Where relevant, at least 1.5% of project value may be allocated to Aboriginal enterprises or workforce training as suggested by NSW guidelines, or equivalent local targets. We will identify suitable local Aboriginal-owned businesses or subcontractors and promote opportunities to them.
- **Regular Review:** Monitor and evaluate. The project team will review local participation performance regularly (e.g. at monthly meetings). We will report on key metrics (number of local bidders, local spend %, apprentices employed, etc.) in project reports. After completion, lessons learned will feed back into future procurement practices.

By implementing these measures, Engineering Building & Infrastructure will provide local suppliers with equal opportunity alongside global competitors, in a transparent and structured way. This policy not only fulfills our corporate and legal commitments, but also enhances the value we deliver to the communities we serve.

This policy will be reviewed at least annually or whenever there is a significant change in our operations or legal requirements. Any updates will be approved by the Board. The next review date 11/07/2026.