



## Social Procurement Policy

### Our Commitment

**Hutchinson Builders is committed to utilising its procurement processes and purchasing power, wherever possible, to influence and generate a range of positive social outcomes over and above the delivery of exceptional construction services.**

We seek to build on a range of broadly established social policies to enable our procurement practices to effectively contribute to building stronger communities.

Hutchinson Builders is a fourth generation family business, built on the foundations of integrity and respect. This is reflected in our procurement code of conduct that forms the basis of all purchasing activity and which must be adhered to by all parties participating in a competitive tender process.

#### Code of Conduct

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<b>Honesty and Fairness</b>	All procurement and business relationships are conducted with honesty and fairness.
<b>Accountability and Transparency</b>	The process for awarding procurement agreements will be open, clear and auditable
<b>No Conflict of Interest</b>	All potential conflicts of interest are declared and addressed as soon as a conflict becomes apparent.
<b>Rule of Law</b>	All legal obligations are complied with.
<b>No Anti-Competitive Practices</b>	Anti-competitive practices are not tolerated.
<b>No Improper Advantage</b>	There is no engagement in practices that aim to give a party an improper advantage over another.
<b>Co-operation</b>	Business relationships are based on open and effective communication, respect, trust, and adopt a non-adversarial approach to dispute resolution.

While undertaking all project and associated procurement activity on the basis of our code of conduct, Hutchinson Builders has a deep commitment to achieving a number of specific social outcomes through its construction services.

#### Indigenous Participation

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Hutchinson Builders is dedicated to the engagement and inclusion of Aboriginal and Torres Strait Islander communities. Part of our future direction is to establish Hutchinson Builders as the company of choice for the delivery of building infrastructure in and around Australia's Indigenous communities and an employer of choice for Indigenous Australians. Currently 3.7% of our workforce identifies as Aboriginal and/or Torres Strait Islander (above the national population rate), with 8% of our apprentices identifying as Indigenous – double the national rate. Hutchinson Builders has an approved Indigenous Training, Employment and Supplier Plan in accordance with the Indigenous Opportunities Policy (IOP) with the Department of Education, Employment and Workplace Relations.



## Training and Employment Opportunities

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Providing realistic and sustainable employment opportunities is a focus of Hutchinsons' training and employment programs. We work closely with the local communities in which our projects are executed and ensure a close partnership with local employment and training service providers, such as those contracted under the Remote Jobs and Communities Program (RJCP). Hutchies' willingness to engage with local communities to negotiate a solution that meets specific local needs has repeatedly delivered commercial and social outcomes above and beyond expectation.

Hutchinson Builders provides accredited training through our own award winning registered training organisation, the Gold Coast School of Construction (GCSC). We are currently registered to deliver Certificate I and II in Construction and Certificate III in Carpentry.

Our pre-apprenticeship courses include a life skills program, which has proved essential to the success of aspiring apprentices from disadvantaged groups. The program provides literacy and numeracy support; health and fitness education; communication and interpersonal skills; and workplace awareness. The program also includes a Certificate 1 in Construction (including White Card) and Structured Workplace Learning (on-site work experience).

## Diversity and Equality

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As a company we are committed to diversity and increasing the representation of minority groups in our workforce. We believe it makes good commercial sense to develop a workforce as diverse as the communities we live and work in.

## Supporting Local Businesses

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Hutchinson Builders has always and will continue to support local businesses. It gives us a commercial edge to partner with local services and suppliers, particularly in rural and remote Australia.