

WESMAR Local Industry Participation Policy

At WESMAR, which operates in contractor services and construction, we are committed to supporting local industry participation, creating opportunities for local businesses and workers, and delivering projects in a way that contributes positively to the communities in which we work.

This policy reflects WESMAR's commitment to giving capable local suppliers, subcontractors, small and medium enterprises, workers, apprentices, trainees and cadets a fair and reasonable opportunity to participate in WESMAR projects, procurement activities and supply chains.

Where WESMAR performs work on projects subject to government, client or contractual local participation requirements, including Local Jobs First, Victorian Industry Participation Policy requirements, Local Industry Development Plans or similar obligations, WESMAR will take reasonable steps to understand, implement and monitor those requirements.

This policy applies to WESMAR employees, managers, contractors, subcontractors, consultants, labour hire providers, suppliers and any other parties engaged to provide goods or services to WESMAR. It applies to tendering, procurement, project planning, project delivery, contract management and supplier engagement activities.

WESMAR recognises that effective local industry participation can support regional capability, strengthen supply chains, improve project resilience, increase employment and training pathways, and help clients achieve broader economic and social value outcomes.

WESMAR will pursue local industry participation in a practical, transparent and value-for-money manner, while continuing to meet safety, quality, environmental, commercial, legal and project delivery obligations.

We support local industry participation by:

- > **Identifying local opportunities:** we consider opportunities for local suppliers, subcontractors and workers during tendering, estimating, procurement planning and project delivery, particularly where goods, services or labour can be sourced competitively from the project region, Victoria, Australia or New Zealand.
- > **Giving local businesses a fair opportunity:** we seek to ensure capable local and small to medium enterprises are considered fairly when procuring goods and services, provided they meet required safety, quality, technical, commercial, availability and performance standards.
- > **Supporting project-specific local participation commitments:** where a client, tender or contract requires a Local Industry Development Plan, local content target, employment commitment, apprenticeship or trainee requirement, or reporting obligation, WESMAR will assign responsibilities and take reasonable steps to deliver and evidence those commitments.
- > **Building supplier awareness:** we communicate relevant local participation expectations to suppliers and subcontractors and may request information about local content, workforce participation, apprentices, trainees, cadets, regional capability and supply chain sourcing where relevant to a project.

> **Encouraging workforce development:** we support opportunities for local employment, skills development, apprenticeships, traineeships and cadetships where suitable to the scope, duration and risk profile of the work, and where such opportunities can be delivered safely and effectively.

> **Maintaining fair, ethical and competitive procurement:** local participation will be pursued consistently with probity, competition, confidentiality, anti-bribery, modern slavery, work health and safety, industrial relations and environmental requirements.

> **Monitoring and reporting outcomes:** where required, we will collect and maintain records that may include local supplier spend, local content estimates, workforce participation, apprentices, trainees and cadets, Aboriginal business engagement, regional supplier engagement, subcontractor commitments and evidence of delivery against project requirements.

> **Reviewing performance and improving practice:** we review local participation performance where relevant to support continuous improvement, strengthen supplier relationships and improve future tendering, procurement and project delivery practices.

Managers are responsible for implementing this policy within their areas of responsibility. This includes considering local industry participation during tender planning, supplier selection, procurement, project delivery and contract administration.

Employees involved in procurement, estimating, project management and supplier engagement are responsible for acting consistently with this policy, maintaining appropriate records and escalating any issues that may affect WESMAR's ability to meet local participation commitments.

Suppliers and subcontractors engaged by WESMAR are expected to provide accurate information when requested, cooperate with reasonable reporting requirements and support any project-specific local industry participation obligations that apply to their scope of work.

WESMAR will periodically review this policy and related processes to ensure they remain appropriate to the nature of our business, client expectations, project requirements, legislative developments and recognised good practice in local industry participation.

This policy is approved by WESMAR management and is to be communicated to relevant employees, contractors, suppliers and subcontractors as part of our commitment to supporting local capability, fair opportunity and responsible procurement.



Ricky Lane
Managing Director