



Indigenous Participation Plan (IPP)



INDIGENOUS PARTICIPATION PLAN

Gimbells Background

Founded in 1962 by Russell McWilliam alongside his wife Barbara, Gimbells Landscaping Pty Ltd has remained a family owned business. The company has over the past 50 years grown into a major Northern Territory and Northern Australian landscape construction and maintenance contractor with a proven track record of professionalism in landscape design, construction, maintenance and rehabilitation.

Our innovative and flexible business approach includes taking a proud ownership of projects, applying value for money, whole of life cost principles and constantly improving procedures to maintain a strong competitive edge and retain the company's position as the Territory's and one of Northern Australia's leading landscape professionals.

Safety is our number one priority and we vigorously protect the safety and wellbeing of all our employees, subcontractors and all personnel engaged on our sites. We actively work to constantly improve safety for everyone who operate in the industries we share a work site with. We provide a range of packages that include expert advice, quality service and value for money in all areas of hard and soft landscaping, while maintaining an excellent business association with a range of local subcontractors and suppliers.

We are a recognised industry leader in the Northern Territory, Queensland and Northern Western Australia. We have built a strong

working relationship with businesses and suppliers to support our philosophy of underpinning the procurement of local goods and services as well as being a strong supporter of local Aboriginal owned and operated businesses.

We strive to exceed expectations. We care for the environment, are sensitive to the views of local communities, local cultural sensitivities and continue to maintain a reputation as a respected corporate citizen and we are trusted by our clients, the community, our employees, subcontractors and suppliers.

Scope of works offered by Gimbells

The following scope includes a high percentage of local content:

1. Landscaping
 - Design and approved plans
 - Plant selection and planting
 - Liaison with Councils and individual developers
 - Irrigation design and installation
 - Grassing services including – Hydromulching
 - Site rehabilitation and revegetation works – Mine Sites, Civil projects and subdivisions.
2. Bulk excavation including soil work
3. Rock armour
4. Reinforcement supply and install including concreting and paving

5. Signage supply and install
6. Traffic management
7. Maintenance

Gimbells A&TSI Guiding Principles

- ✓ Gimbells management will demonstrate corporate leadership by supporting local and other A&TSI people to fully participate in developing their own economic future.
- ✓ Gimbells management will ensure A&TSI participation is included in the planning within all levels of projects undertaken by Gimbells.
- ✓ Gimbells management recognises the value of Aboriginal Cultural and Heritage and will develop programs to minimise the impact on work sites.
- ✓ Gimbells management acknowledges the importance of supporting new and existing local A&TSI enterprises as part of improving their economic viability whilst retaining their cultural integrity.
- ✓ Gimbells Management is committed to using these principles to guide its A&TSI workforce employment and training strategies and local A&TSI business participation.

Scope

Gimbells has and will:

- ✓ Have this IPP managed by the our Senior Management
- ✓ Maximise the employment of local A&TSI people

- ✓ Actively engage with existing A&TSI businesses and wherever possible to assist with the development of new A&TSI businesses

- ✓ Incorporate this IPP within all subcontractors' and suppliers' contracts

Gimbells is fully committed to see “real employment and business outcomes” in respect to the employment of A&TSI people, in all aspects of the landscaping business in the regions of the Top End of Northern Australia as well as the development and use of A&TSI Businesses both local and interstate to enhance the opportunities for the economic future and wellbeing of all A&TSI people.

A&TSI Participation

Gimbells operates on Aboriginal Traditional Owners land across the Top End of Australia.

The primary objective of the Gimbells Indigenous Participation Plan is to provide appropriate support to ensure that this plan delivers on its principles.

Gimbells is well aware that Native Title and Land Rights issues may in certain instances apply in relation to land we are developing and we understand the close relationship that the Traditional Owners have with their land. We have over the past 50 years built up a vast and valuable knowledge base of the local landscaping market and the many varied and special conditions including A&TSI participation.



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As part of our commitment to wherever we are working is to work constructively with all A&TSI people especially those identified as the Traditional Owners and others located within the regions that we operate including A&TSI businesses.

We will identify and develop opportunities for A&TSI owned and operated businesses whenever practical and economically possible.

Gimbells Underlying Aboriginal Employment Principles

In September 2015 the Northern Territory Government announced new contracting policies to support Aboriginal economic development which are fully supported by Gimbells who have demonstrated over many years direct assistance to Aboriginal People throughout the Top End of Australia.

“The NT Government has set a number of ambitious targets that collectively could deliver at least 3800 new jobs to Aboriginal people across the Northern Territory over the next five years.”

Aboriginal employment targets and policies included:

- ✓ Doubling public sector Aboriginal employment from 1,800 to 3,600 employees by 2020;
- ✓ Requiring each contractor to achieve 30% Aboriginal employment for all Government infrastructure contracts above \$500,000;

- ✓ A new remote contracting policy aimed at ensuring 70% of small contracts for construction, repairs and maintenance in remote Aboriginal communities go to local Aboriginal businesses by 2017; and
- ✓ Ensuring a minimum of five civil and construction contracts per year valued at over \$5 million are awarded to joint venture proposals with Aboriginal businesses.

“These policies set a clear direction and encourage Aboriginal and non-Aboriginal businesses to work together in a spirit of partnership across remote areas to build wealth creation for remote Aboriginal communities.”

How will we report on the success of our IPP?

As part of our regular Board reporting process regarding our Local Industry Participation and meeting our Corporate Project Delivery Plan.

The reporting will include the status each of our projects:

- ✓ Total expenditure to date;
- ✓ Value of contracts awarded;
- ✓ Value of Local contracts awarded;
- ✓ Percentage of local contracts;
- ✓ Total employment;
- ✓ Total Northern Territory employment;
- ✓ A&TSI employment;
- ✓ Training hours completed.

How will we communicate with local industry?

We have an effective network within the Developer and Construction industry in Darwin, Broader NT, and across the Top End of Northern Australia.

We will continue to participate with industry lobby groups including, ICN NT, NTCC, CCNT, UDIA, AIDN NT and PRBA to facilitate a series of consultations with local subcontractors and suppliers.

Definitions of Terms and Acronyms

| Term | Definition |
|---------------------------|--|
| A&TSI business | <ul style="list-style-type: none"> ☛ In the case of a corporate, has at least [50%] of the issued share capital owned by an Aboriginal person or entity that otherwise meets these criteria ☛ In the case of a partnership, has a bare majority of the partners who are Aboriginal ☛ In the case of a joint venture, has at least one joint venture participant which is an Aboriginal entity with a participating interest of at least [50%] or ☛ Has at least [50%] Aboriginal employees |
| A&TSI | Person of Australian Aboriginal or Torres Strait Islander descent |
| Company | Gimbells |
| Local business | Business (A&TSI Business) that is located in and managed in the Northern Territory |

| Acronym | Definition |
|----------------|--|
| CCNT | Chamber of Commerce of Northern Territory |
| ICN NT | Industry Capability Network Northern Territory |
| AIDN NT | Australian Industry Defence Network – Northern Territory |
| NTIBN | Northern Territory Indigenous Business Network |
| PRBA | Palmerston and Regional Business Association |
| SHES | Safety Health Environment Security |
| UDIA | Urban Development Institute of the Northern Territory |



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