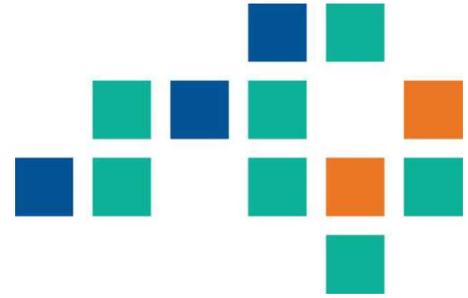


INTERNAL



# Local Business and Employment Strategy EnergyConnect (NSW - Western Section)

45860-CM-PL-G-1002

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Revision History	
Rev.	Detailed Description
A	Issued for internal review
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Key Document Stakeholders
To be communicated with during reviews and revisions of this document

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## Abbreviations

Acronym	Definition
AIPP	Australian Industry Participation Plan
CSSI	critical State significant infrastructure
DAWE	The Australian Department of Agriculture, Water and the Environment
DISER	Department of Industry, Science, Energy and Resources
DPIE	Department of Planning, Industry and Environment
EIS	EnergyConnect (NSW – Western Section) Environmental Impact Statement
EM	Engagement Manager
EP&A Act	<i>Environmental Planning and Assessment Act 1979</i>
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
EPC	Engineering, Procurement, Construction
ICN	Industry Capability Network
IPM	Indigenous Participation Manager
IPP	Indigenous Participation Plan
JV	Joint Venture
LBES	Local Business and Employment Strategy
LGA	Local Government Area
LIPM	Local Industry Participation Manager
LIPP	Local Industry Participation Plan
MIPT	Minimum Indigenous Participation Target
MTSP	Mid-Tier Supplier Panel
NIAA	National Indigenous Australians Agency
SecureEnergy	SecureEnergy Joint Venture
SIG	Supplier Information Guide
SLIPP	Subcontractors Local Industry Participation Plan

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## 1 Introduction

### 1.1 Context

This Local Business and Employment Strategy (Strategy) describes how SecureEnergy Joint Venture (SecureEnergy) will manage local business participation and employment opportunities with the community throughout the design and construction of EnergyConnect (NSW – Western Section) (the Project). This Strategy describes SecureEnergy's approach to interaction with the community and relevant stakeholder groups with respect to the Project Works.

This Strategy has been prepared to address the requirements of the Infrastructure Approval, *the EnergyConnect (NSW – Western Section) Environmental Impact Statement (EIS)*, the *EnergyConnect (NSW – Western Section) Amendment Report (Amendment Report)* and all applicable guidelines and legislation. This Strategy has been developed to respond primarily to condition D53 of the Infrastructure Approval (see Table 2.1). This Strategy will be implemented for the duration of design and construction.

### 1.2 Background

#### 1.2.1 Environmental Planning

On 29 August 2019 the NSW Minister for Planning and Public Spaces declared the NSW component of EnergyConnect to be critical State significant infrastructure (CSSI) under the *Environmental Planning and Assessment Act 1979 (EP&A Act)* on the basis that it is critical to the State for environmental, economic or social reasons. Within NSW, EnergyConnect is therefore subject to assessment under Part 5, Division 5.2 of EP&A Act.

Transgrid has two environmental planning approval applications for the sections within NSW:

- EnergyConnect (NSW – Western Section) – SA/NSW border to Buronga and Buronga to the NSW/Victorian border (the project); and
- EnergyConnect (NSW – Eastern Section) – Buronga to Wagga Wagga.

A referral under the Commonwealth *Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act)* was submitted on 27 May 2020. The Australian Department of Agriculture, Water and the Environment (DAWE) determined the project to be a controlled action on 26 June 2020 and thus, it would be assessed using the bilateral assessment process. As such, the project also requires approval from the Australian Minister for the Environment under the EPBC Act.

The EIS was prepared for the project in October 2020 and was placed on public exhibition on the NSW Government's Department of Planning, Industry and Environment's Major Projects Planning Portal from 30 October 2020 to 10 December 2020. A total of 20 submissions were received, with 15 from government agencies, three from organisations and two from members of the public.

The Submissions Report was prepared for the project in response to the submissions and was finalised on 14 April 2021.

Transgrid also prepared a separate Amendment Report to document design changes and additional environmental assessment undertaken since exhibition of the EIS. The Amendment Report describes the updated project for which approval has been sought and was finalised on 14 April 2021.

On 7 May 2021, Department of Planning, Industry and Environment (DPIE) requested additional information (EnergyConnect (NSW – Western Section) (SSI-10040) Request for Additional Information) to assist with the assessment of the project. In response Transgrid prepared and provided the Response to DPIE Request for Information, which included revised mitigation measures (RMMs) in Appendix G which are to be applied. The Response to DPIE Request for Information was dated 10 August 2021.

Approval for the project under the EP&A Act was granted by the NSW Minister for Planning and Public Spaces (Infrastructure Approval SSI 10040). Approval for the project under the EPBC Act was granted by the Australian Minister for the Environment.

Transgrid has engaged SecureEnergy, a joint venture between Elecnor and Clough Projects Australia Pty Ltd to design and construct their portion of the EnergyConnect project.

To assist with the construction program and overall project delivery, the construction phase of EnergyConnect (NSW – Western Section) will be staged as outlined in Section 1.3.

### **1.3 Construction Phasing**

#### **1.3.1 Pre-Construction Minor Works**

EnergyConnect has been split into two separable portions. This Local Business and Employment Strategy relates to the EnergyConnect (NSW - Western Section) Infrastructure Approval.

As required, pre-construction minor works and works which are not defined as construction will occur prior to approval of the Construction Environmental Management Plan. These works will occur subject to the requirements of the relevant conditions of the Infrastructure Approval.

Pre-construction minor works and works which are not defined as construction include:

- surveys;
- building and road dilapidation surveys;
- investigative drilling, excavation, or salvage;
- establishing temporary site office (in locations meeting the criteria identified in the conditions of this approval);
- installation of environmental impact mitigation measures, fencing, enabling works;
- construction of minor access roads and minor adjustments to services/utilities, etc;
- minor clearing or translocation of native vegetation; and
- road upgrades.

Operation of the accommodation camps is also excluded from the definition of construction.

#### **1.3.2 Main Works**

The works (covered by this Strategy) include all works required for design and construction of EnergyConnect (NSW – Western Section) which includes:

- clearing and grubbing activities;
- construction of access tracks (which are not low impact works);
- transmission line construction;
- earthing of fences and gates (as required);
- continued operation of the borrow pit (including crushing and screening if required depending on geotechnical investigations at the site);
- continued construction works associated with the establishment of the accommodation camp at Buronga;
- continued construction works associated with the establishment and operation of the construction compound at Buronga;
- construction works associated with the establishment of the accommodation camp at Wentworth;

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- construction works associated with the establishment and operation of the construction compound at Wentworth and Anabran South;
- Buronga substation structural and electrical works;
- pre-commissioning and commissioning phases; and
- demobilisation.

#### 1.4 Project Timeline

Construction is expected to start in early 2022 with completion expected by mid-2023. These target dates inform the key milestones relevant to this strategy which are outlined in Table 1-1 - EnergyConnect Milestones.

**Table 1-1 - EnergyConnect Milestones**

Milestone	Milestone Date
Planning Approval	Western Alignment – 28 September 2021
SecureEnergy Possession of Site	Western Alignment – 29 January 2022
Detailed Design	Commenced
Commence Assessment Works	Western Alignment – Commenced
Commence Main Works	Western Alignment – Mid March 2022
Energisation	Western Alignment – Late June 2023
Project Completion	Late September 2024

#### 1.5 Purpose and Objectives

##### 1.5.1 Purpose

This Strategy has been developed to address condition D53 of the Infrastructure Approval.

SecureEnergy is committed to actively providing ‘Full, Fair and Reasonable’ opportunities for local business and employment throughout the design and construction of the Project. SecureEnergy’s approach on the Project will:

- comply with the EnergyConnect Australian Industry Participation Plan (AIPP) under the *Australian Jobs Act 2013*;
- make the most of opportunities to provide business full, fair and reasonable access to work packages;
- ensure engagement activities are appropriate and organised at times and places convenient for stakeholders;
- establish an online gateway for business to access opportunities;
- consider and respond to reasonable requests for information from business;
- use feedback to positively influence the Project design and delivery;
- provide information via Business Information forums;
- create increased opportunities for employment and engagement with Indigenous communities;
- support and manage workforce development and increase industry participation;

- indirectly increase employment and development opportunities for local employees through access to work packages to local companies;
- indirectly increase employment and development opportunities for indigenous employees through access to work packages to local companies;
- indirectly increase the opportunities for apprentices and trainees with local businesses; and
- encourage and support more women in senior leadership and management roles.

### 1.5.2 Objectives

The overarching objectives of this Strategy are:

- to ensure positive local community, industry and key stakeholder engagement of SecureEnergy's communication effectiveness, project team behaviour and delivery on commitments;
- to identify and target key local business and provide information that meets their needs and facilitates project awareness, understanding for its ongoing status and progress;
- to establish positive relationships and credibility with local business groups;
- to create opportunities for local business to engage with tier 1 sub-contractors to provide goods and services;
- to increase engagement of those in the local community through employment opportunities on the Project;
- to increase engagement of Indigenous Workers through employment opportunities on the Project; and
- To establish an inclusive and diverse workforce by providing fair opportunities for all communities.

This strategy aims to:

- provide full, fair and reasonable access to packages of work which are achievable for businesses either directly for the Project or via sub-contractors;
- ensure that communication and engagement activities are undertaken to ensure businesses are provided with the opportunity for participation;
- identify processes and procedures required to fulfil the local industry participation requirements as per the EnergyConnect Australian Industry Participation Plan, the SecureEnergy Local Industry Participation Plan and the SecureEnergy Indigenous Participation Plan;
- ensure team members are aware of and follow procedures and processes relating to Local Business and Employment; and
- leave a lasting employment and skill development legacy within the local community; and
- leave a lasting employment and skill development legacy within the indigenous community.

### 1.6 Project Benefits

EnergyConnect provides the critical infrastructure needed to enable the sharing of renewable and baseload generation in the National Energy Market.

It will deliver a range of direct benefits for customers in South Australia, New South Wales and Victoria including lower power prices, improved energy security and increased economic activity.

Opportunities will also be created for regional communities through job creation and local procurement during construction.

The benefits of the EnergyConnect Project to Australian states and communities include:

- delivering up to \$1.7 billion in gross benefits in net present value;
- lowering electricity bills for NSW and SA customers by putting downward pressure on wholesale electricity prices through greater supply, diversity and competition;
- facilitating investment in, and connection of, more renewable, zero carbon generation in NSW and SA;
- creating up to 1,500 construction jobs and contributing a further \$4 billion in economic activity for NSW;
- generating major benefits for regional communities, people and businesses along the route; and
- enabling sharing of energy between NSW, South Australia and Victoria and decreasing price volatility through sharing resources across regions.

### 1.7 Documents Referenced

Documents referenced for this strategy include:

- Transgrid Stakeholder Engagement Charter (2015);
- Transgrid Community Engagement Plan, August 2020, Project EnergyConnect;
- Transgrid EnergyConnect, April 2021, Australian Industry Participation Plan;
- SecureEnergy, January 2022, Local Industry Participation Plan; and
- SecureEnergy, April 2021, Indigenous Participation Plan.

## 2 Local Business and Employment Strategy Requirements

### 2.1 Infrastructure Approval Conditions

Table 2-1 - EIS Conditions outlines the conditions of the Infrastructure Approval relevant to this Strategy and how it's addressed within this document.

**Table 2-1 - EIS Conditions**

Reference	Requirements	Reference	How addressed
<b>Conditions</b>			
D53	<p>Prior to commencing construction, the Applicant must prepare a Local Business and Employment Strategy for the development in consultation with Council. The strategy must investigate options for prioritising the employment of local and Aboriginal workforce and suppliers for the construction of the development, where feasible.</p> <p>The Applicant must implement the Local Business and Employment Strategy.</p>	This Strategy – 45860-CM-PL-G-1002	SecureEnergy will implement the Local Business and Employment Strategy for the duration of construction.

This Local Business and Employment Strategy will guide local opportunities during construction, and where possible, aligns with existing plans and strategies of Wentworth Shire Council and Mildura Rural City Council, and Transgrid's Reconciliation Action Plan. The initiatives will be prepared in

consultation with Wentworth Shire Council, Mildura Rural City Council and key community stakeholders and organisations in the region.

The Strategy considers local market conditions and capacity, and includes initiatives for:

- local supplier and labour procurement targets;
- Indigenous workforce and business participation;
- training and upskilling programs for local labour force;
- programs to inform local businesses of contracting opportunities and requirements;
- consideration of use of available local infrastructure and services for construction activities such as the Wentworth Aerodrome, where feasible; and
- transitioning the local workforce following the completion of construction.

## 2.2 AIPP Requirements

EnergyConnect is classified as a Major Project (>\$500 million) and as such is required to maintain an up-to-date Australian Industry Participation Plan (AIPP) as required under the *Australian Jobs Act 2013*.

EnergyConnect requires all suppliers and subcontractors to operate consistently with the requirements of the AIPP.

SecureEnergy developed a Local Industry Participation Plan which prioritises local businesses where possible to ensure maximum opportunities for local industry participation in the project and to ensure compliance to the AIPP. SecureEnergy will, where possible, use consultants, suppliers and subcontractors that comply with the necessary procurement requirements, in this order:

1. Local Government Areas and Local Aboriginal Land Council Areas including Language Group Areas\* intersected by the Project route
2. Areas outside 1. Above within NSW
3. Interstate

\*As per AIATSIS Map found at: <https://aiatsis.gov.au/explore/map-indigenous-australia>

## 2.3 Contractual Targets

SecureEnergy has committed to:

- a Local Business target spend of 15% of the project cost.

This will deliver a direct spend of over \$154M to businesses across the area of the alignment. This commitment will focus procurement, planning and design teams to identify and understand local capabilities. The procurement team will work closely with local suppliers to develop and enhance their capability to tender and execute work packages.

- a Minimum Indigenous Participation Target (MIPT) of 2.5% of the project spend to be dedicated to Indigenous engagement and participation.

At least 30% of the MIPT is spent on SecureEnergy's (direct and indirect) employment and training costs for Indigenous employees, trainees and apprentices employed by SecureEnergy to complete the works.

## 2.4 Key Issues for the Delivery of the Project

Some of the impacts and key issues which have been identified for the Project are outlined below in Table 2-2.

### Table 2-2 - Issues and Impacts

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Issue	Impact	Mitigation Strategy
Contractual Targets	Providing full, fair, and reasonable access to local business	Engagement with Local Industry and Indigenous Participation Managers
		Effective communication and community engagement activities providing opportunity for participation
		Unbundling of work packages into separable portions
		Subcontractors Local Industry Participation Plan opportunities (SLIPP's)
Local business opportunities	Local business lacking capacity, skill base and expertise to meet requirements	Online gateway to capture local interest and capability
		Supplier development strategies with pre-qualification support, and constructive and timely feedback
		Development and support through the Mid-Tier Supplier Panel
	Local business unable to compete with EnergyConnect for staff	Regular community updates, works scheduling
		Utilise regional development entities to support the communication and engagement of local business and people to support the project
	Opportunities for townships and local business to service the EnergyConnect workforce	Collaboration with enabling organisations to improve business preparedness for working on EnergyConnect
		Engagement with Local Industry and Indigenous Participation Managers
	Local employment opportunities	Access to employment and training opportunities
Opportunities for Indigenous employees		Opportunities for Indigenous employees advertised through preferred methods for employment and business opportunities
		Ongoing consultation with Indigenous stakeholders
Upskilling of local community		Advanced notice of skillsets required for locals to acquire relevant qualifications to be competitive for employment
Workforce	Where workers will live	Establishment of accommodation camps in key locations
	Impact on local communities	Local employment opportunities
	Where workers will fly in and out from	Clear communication and messaging regarding project activities and likely community impacts

### 3 Local Business Strategy

SecureEnergy understands the importance of local content for EnergyConnect, Transgrid and the broader project region to create benefits from having a proximal and competitive local supply and a

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skilled and engaged labour force. Transgrid's foundation membership of the Regional Council Australia 2031 is a clear indication of their commitment to regional development.

SecureEnergy has developed Local Industry and Indigenous Participation Plans to support this strategy and will use these plans as a lever to engineer out the inefficiencies in industry engagement by being smarter about procurement and employment communication, timing, and methods of release.

SecureEnergy is using local content as a licence to communicate with the market and collect market information to inform this strategy, which is designed to mitigate risk, manage variable costs and underwrite a reliability of project delivery by gaining supply and labour from a productive and participating local industry.

The SecureEnergy Local Industry Participation function will provide a platform to identify latent capacity in the local market meaning the ability to have greater flexibility to optimise resource allocation. In this way SecureEnergy gains schedule advantages and Transgrid retains the community trust it has developed by upholding their commitments to economic and social outcomes.

### **3.1 Local Business Classification**

SecureEnergy is committed to identifying and connecting businesses with full, fair and reasonable opportunities. In addition to these direct opportunities SecureEnergy is supporting enabling organisations like ICN, Business Connect, Business NSW, NSWICC to provide development, training and enhancing activities to improve business preparedness for working on EnergyConnect or other large projects that may come to the local area.

For this Strategy, local has been defined as 'Local and Traditional Owners Businesses' in the area within the alignment and covered by:

- i. Local Government Areas of:
  - Wentworth Shire Council
  - Mildura Rural City Council
- ii. Aboriginal Land Council Areas including Language Group Areas
  - Barkindji

This definition is more targeted and specific than the traditional definition of local being New South Wales or Australia.

SecureEnergy will use a combination of entities including Business NSW, Regional Development Australia – Murray, ICN and Mildura Regional Development to support the communication and engagement of businesses and people to support the project.

These communications will include press releases, social media posts, direct e-mail campaigns, notifications for Expressions of Interest, webinars, information forums and engagement sessions.

### **3.2 Providing Full, Fair and Reasonable Opportunity for Local Suppliers**

Maximising business participation means including local content into the logic of the program of works and making the best of peak times to maximise local content outcomes. The optimum period for maximising local business outcomes is within the first year of the Construction Phase on the EnergyConnect.

During the initial phase of EnergyConnect, a thorough evaluation of the construction schedule and procurement strategy was completed to ensure that all reasonable steps were undertaken to maximise local business participation.

Accordingly, SecureEnergy has adopted the Australian Industry Participation Principles of 'Full, Fair and Reasonable' and will ensure Transgrid's Australian Industry Participation Plan requirements for the EnergyConnect are implemented. Maximum local industry participation relies on early alignment

of internal processes, identification of external barriers and an alignment of a team culture towards supporting local content.

The Local Industry Participation Manager (LIPM) is responsible for communication and information sharing for upcoming tenders, identifying potential suppliers and working with the SecureEnergy Procurement Team to evaluate businesses.

The SecureEnergy Procurement Team work closely with the LIPM to cover business identification as work packages are developed acknowledging requirements and will issue and evaluate tenders for identified packages and support businesses through the process as required.

### 3.3 Supplier Development Strategy

The fundamental aim of the supplier development strategy is to provide Australian and Local suppliers an opportunity to participate in an engagement with SecureEnergy. The two objectives being:

- to prepare suppliers to be SecureEnergy “tender ready”;
- to provide feedback which benefits the supplier’s future development;

SecureEnergy will ensure all procurement decisions are free from bias and SecureEnergy is not invested in a particular procurement outcome. SecureEnergy cannot financially invest to develop one group of suppliers, when they may later be competing in a tender process against another group of suppliers.

What SecureEnergy will invest into the supplier development strategy is:

- early and transparent information regarding procurement forecasts;
- a clear registration process for suppliers to express interest;
- “Full, Fair and Reasonable” procurement practices;
- clarity on prequalification standards: The SecureEnergy Prequalification Standard document reference number is 45860-SCM-TPL-T-1007;
- production of a Supplier Information Guide (SIG);
- constructive feedback from procurement processes; and
- onboarding support for capable suppliers.

SecureEnergy will facilitate the supplier development strategy through the establishment of an “Industry Development Network”.

### 3.4 Industry Development Network (IDN)

SecureEnergy is a committed partner in a market led supplier development strategy. The purpose of this is to focus Government and community resources to deliver a supplier development program in line with the EnergyConnect construction schedule.

Figure 3.1 below illustrates the key collaborators in the IDN. The objective is to deliver supplier development training to the supply chain ahead of construction.

The IDN has three stakeholder groups. The stakeholders listed in Figure 3.1 below represent the key external stakeholders who will form an Industry Development Network (IDN) along with SecureEnergy and Transgrid.

The group is defined through the following lines:

**Government:** innovation, programs and funding for market/industry development

- NSW Treasury;
- NSW Department of Planning, Industry & Environment (DPIE);

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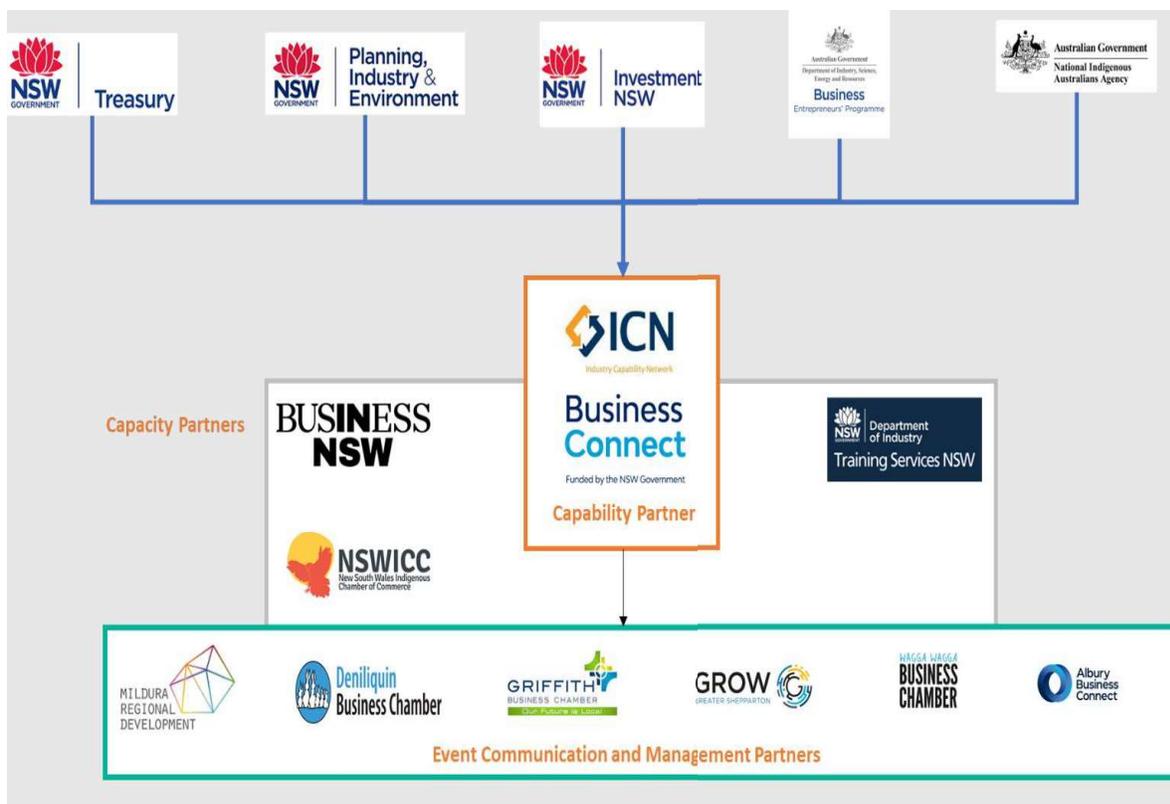
- Investment NSW;
- Department of Industry, Science, Energy and Resources (DISER)– Entrepreneurs Program;
- National Indigenous Australians Agency (NIAA).

**Capability Partners:** Syllabus definition, relevance and roll out of program

- Industry Capability Network (ICN);
- Business Enterprise Connect;
- additional local experts;

**Event Communication and Management Partners:**

- acquiring local knowledge;
- supporting chambers.



**Figure 3-1 - Industry Development Network**

This planning and work has led to the creation of the Mid-Tier Supplier Panel.

**3.5 Mid-Tier Supplier Panel**

SecureEnergy has committed to supporting capacity building of prospective suppliers for the EnergyConnect project and forthcoming projects in the region. It recognises businesses within the region may need some assistance in developing non-technical capability to provide services to the project, either directly or indirectly through primary contractors performing work on the project.

The MTSP will provide a pool of supporting businesses ready and capable of providing services to major contractors across the alignment. The businesses identified as suitable for the MTSP will

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have access to training, development, and support to enhance their capabilities and improve business processes in order to work on major projects.

SecureEnergy supports the development of the MTSP and believes the legacy this will create in the regions will allow businesses to work on other projects and be able to undertake maintenance and support activities to the infrastructure owners into the future.

Businesses apply for the project Mid-Tier Supplier panel by completing a “Partial Scope” against the relevant work package on ICN Gateway. In addition to applying to work on the project, the process will help determine the supplier’s readiness for the project, the geographic area of interest and will allow the project to identify what assistance could be provided to ensure the supplier is ready for the project and other projects that arise in the region.

Prospective suppliers will be required to address some of SecureEnergy’s prequalification requirements. The prequal includes questions relating to financial wellbeing, safety, quality, and industrial relations. The answers provided will help to determine what assistance may need to be made available. To qualify, the business must be located in the LGAs of Balranald Shire Council, Edward River Council, Federation Council, Hay Shire Council, Lockhart Shire Council, Murray River Council, Murrumbidgee Shire Council, Wagga Wagga City Council and Wentworth Shire Council.

Once a business meets the prequal criteria, it will be placed on the Mid-Tier Supplier Panel, which will be accessible to primary contractors when seeking sub-contractors. Additionally, the company will have access to a central communications portal managed by ICN for information about available training, resources and RFQ/RFT announcement

SecureEnergy will be utilising and supporting the Mid-Tier Supplier Panel (MTSP). This is an initiative of ICN, supported by Business Connect and others to develop suppliers for this and other projects.

### **3.6 Supplier Information Guide**

SecureEnergy is committed to developing and maintaining a local supplier base. The Supplier Information Guide (SIG) provides an overview of our general sourcing processes in terms of our procurement and compliance requirements. The SIG is designed to guide the supplier and outlines the following information:

- Transgrid AIPP Obligations;
- obligations under the Modern Slavery and Commonwealth Indigenous Policy;
- project values and policies;
- prequalification standards;
- tender process;
- supplier feedback; and
- subcontractor compliance.

The SIG is available on the SecureEnergy website, [www.secureenergyjv.com.au](http://www.secureenergyjv.com.au)

The SIG will allow suppliers to understand the requirements for working with SecureEnergy. Additional support is available via the IDN and Mid-Tier Supplier Panel.

### **3.7 Unbundling Work Packages**

During development and planning work packages have been identified which can be broken down into components or are appropriate to provide businesses ‘full, fair and reasonable’ opportunity to access to work on EnergyConnect. The work packages are outlined in Table 3-1 – Identified Work Packages.

This strategy will enable the identification of businesses wanting to work on EnergyConnect and be able to provide support and development opportunities for them to be project ready. This support will come from ICN, Business Connect or Business NSW.

**Table 3-1 - Identified Work Packages**

Work Package	Brief Description
Area Lighting (for substation)	Provision of lighting, power plant and elevation equipment used in the construction of the substations
Arborist	Provision of specialist arboriculture advice by qualified Arborist
Asphalt Placement	Installation of sealed roads and pavements
Cattlegrids	Supply of cattle/stock grids with concrete abutments
Clear and Grubbing	Supply of clearing and grubbing services with plant and equipment
Clearing of Camp Locations	Supply of clearing services with plant and equipment
Coaches / Buses	Transport of personnel as required
Grubbing & Clearing Equipment (Mulcher)	Supply of mulchers and operators
Culverts	Supply of culverts
Drainage Materials	Supply of materials used for drainage
Earthing Materials	Supply of earthing materials for substations and overhead transmission lines.
Flight Services	Provision of air services to support staff and workers
Gas Supply Camps	Supply of LP Gas for Camps operations
General Cranage	Supply of all crane services
General Fencing	Supply and installation of stock and temporary fencing
General Plant & Equipment	Provision for a large range wet and dry hire of plant and equipment including dozers, compactors, trucks, backhoes, bobcats etc.
Heavy Vehicles	Provision of heavy vehicles for construction
Light Vehicles	Provision of a range of light vehicles and trucks
Plastic Pipes Drainage	Supply of plastic drainage pipes
Pre-cast Pipes	Supply of pre-cast pipes to specifications
Pre-cast Concrete Blast Walls	Supply of pre-cast concrete blast walls to specifications
Quarry Products	Supply a range on quarry type consumables
Radio / Communication Equipment	Supply of onsite radio and communication equipment
Rebar cages assembly	Supply of reinforcing steel and/or fabrication and supply of reinforced steel cages.
Reinforcing Steel	Supply for steel for reinforcement cages
Supply & Delivery of Fuel	Supply, storage and dispensing of diesel fuel and lubricants for vehicles, machinery, and generators
Syncon Building	Design, manufacture and construct steel structure buildings
Temporary Signage	Supply of temporary signage as required
Traffic Control	Provisions for a range of labour and plant to control traffic
Transmission Tower Access Roads	Construction of access roads to towers

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### 3.8 Cascading Local Business and Employment Opportunities

The business and employment commitments and reporting requirements will be mirrored wherever possible in back-to-back conditions in Supplier and Subcontractor agreements and contracts, which will ensure SecureEnergy commitments including Full, Fair, and Reasonable opportunities are well articulated and are cascaded to Suppliers and Subcontractors and reported accordingly.

During the procurement process, tenderers will be required to submit a compliant Subcontractors Local Industry Participation Plan (SLIPP).

### 3.9 Shared Responsibility Framework – External Stakeholder Engagement

Local content is a shared responsibility and there are internal and external stakeholders that need to align and collaborate to ensure optimal local content can be achieved within the relatively short windows of opportunity that a construction project affords.

Mechanically, the Shared Responsibility Framework enables project optioneering and market value engineering by aligning stakeholders to invest into targeted programs that benefit SecureEnergy and the community.

These stakeholders include:

- **Partners** - SecureEnergy/Transgrid (Mint) and Traditional Owners;
- **Enablers** - SecureEnergy Buyers and Recruiters;
- **Responders** - Local Suppliers and Workers; and
- **External Stakeholders** – Federal, State and Local Government, Industry and Economic advocates, Academia aligned.

### 3.10 Communicating Opportunities

SecureEnergy has already started building relationships with businesses.

Further activities include:

- **Meet the Buyer Events:**

With the support of the ICN Gateway to notify industry of the Project delivery timeline, project requirements and expected opportunities, we will host events and pre-qualification workshops to ensure subcontractors fully understand the goals and specific targets for this Project and how suppliers can achieve these targets.

- **Industry Association Briefings:**

In collaboration with the ICN Gateway, SecureEnergy will hold supplier information sessions to provide information on the program, work packages and ICN Gateway to local industry and businesses.

- **Supply Nation Identification of Organisations:**

SecureEnergy has identified local social enterprises and Aboriginal and Torres Strait Islander businesses that have relevant experience by attending and presenting at Supply Nation networking events to share information about Indigenous business opportunities available on the Project.

- **Presentations:**

We will ensure all local Chambers of Commerce receive regular updates on the Project's progress. This invitation will also be extended to local Regional Development Australia networking events.

SecureEnergy has developed a project website and a contact email for businesses and potential employees to access. The website contains a 'business' page with further contact information for the LIPM and Procurement Team.

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The website is [www.secureenergyjv.com.au](http://www.secureenergyjv.com.au) and email [community@secureenergyjv.com.au](mailto:community@secureenergyjv.com.au)

There are recorded webinars on the website that will provide businesses with information and guidance on how to register on ICN and what to expect during any tender engagements with the Project.

Due to the distances associated with the Project the team members are located at various locations along the project alignment. These will adjust to correspond to the main source of construction activity during the project works.

With the support of the ICN Gateway to notify industry of the Project delivery timeline, project requirements and expected opportunities, we will host events and pre-qualification workshops to ensure subcontractors fully understand the goals and specific targets for this Project and how suppliers can achieve these targets.

### **3.10.1 Additional Communication Channels**

All SecureEnergy supply opportunities will be publicly advertised to create a competitive environment that provides open entry to the opportunities on offer to all interested suppliers and contractors. Mechanisms for communicating opportunities include:

- local press publications;
- trade journals (Regional);
- business identification through employees' recommendations based on local knowledge; and
- the websites of our JV Partners.

Contractors that have been successful on previous project tenders will be added to the Subcontractor Management System, also known as the Supplier database. These subcontractors may be contacted directly to advise them of opportunities that complement their specific skill sets. SecureEnergy will also use Supply Nation and Black Business Finder's databases to match Indigenous suppliers to our supply opportunities on offer.

## **4 Local Employment Strategy**

SecureEnergy understands the importance of providing opportunity for employment for local businesses and communities along with the benefits this will bring both during the project, as well as in years to follow post-completion. Opportunities for employment both direct and indirect with the Project will be communicated through SecureEnergy job advertising platforms, proactive engagement with local employment agencies, and direct engagement with the local communities at briefings and other networking events. The aim is to create new sustainable jobs and leave a skill development legacy within the local communities' post-completion and allow for new employment opportunities with Transgrid and other local construction projects and ongoing maintenance works in years to come.

The development of transferable skills from one project phase to another, and onto other projects in the region, can support long term job prospects for regionally-based people. Employment pathways include roles for apprentices, trainees, graduate placements and work experience on the project.

Through the implementation of the strategy SecureEnergy will help to create:

- New sustainable jobs;
- Apprentices and trainees;
- Employees that undertook nationally accredited training and were placed into the workforce across the region;
- Aboriginal participation and movement of the long-term unemployed into new sustainable jobs;

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- Pre-employment programs; and
- Transgrid and SecureEnergy accredited training programs.