

Summary of preferred tenderer CSR Commitments and Social Procurement Framework (SPF) Objectives

Mandatory Criteria

Tenderer has an independently audited ISO 14001 certification.

Provided proof of extensive environmental and sustainability management systems, policies and procedures.

Corporate Social Responsibility (General)

Environment

- Actively working towards minimising environmental footprint
- Use and application of innovation, lifecycle thinking and planning to drive performance
- Commitment to share sustainability journey with Council and stakeholders



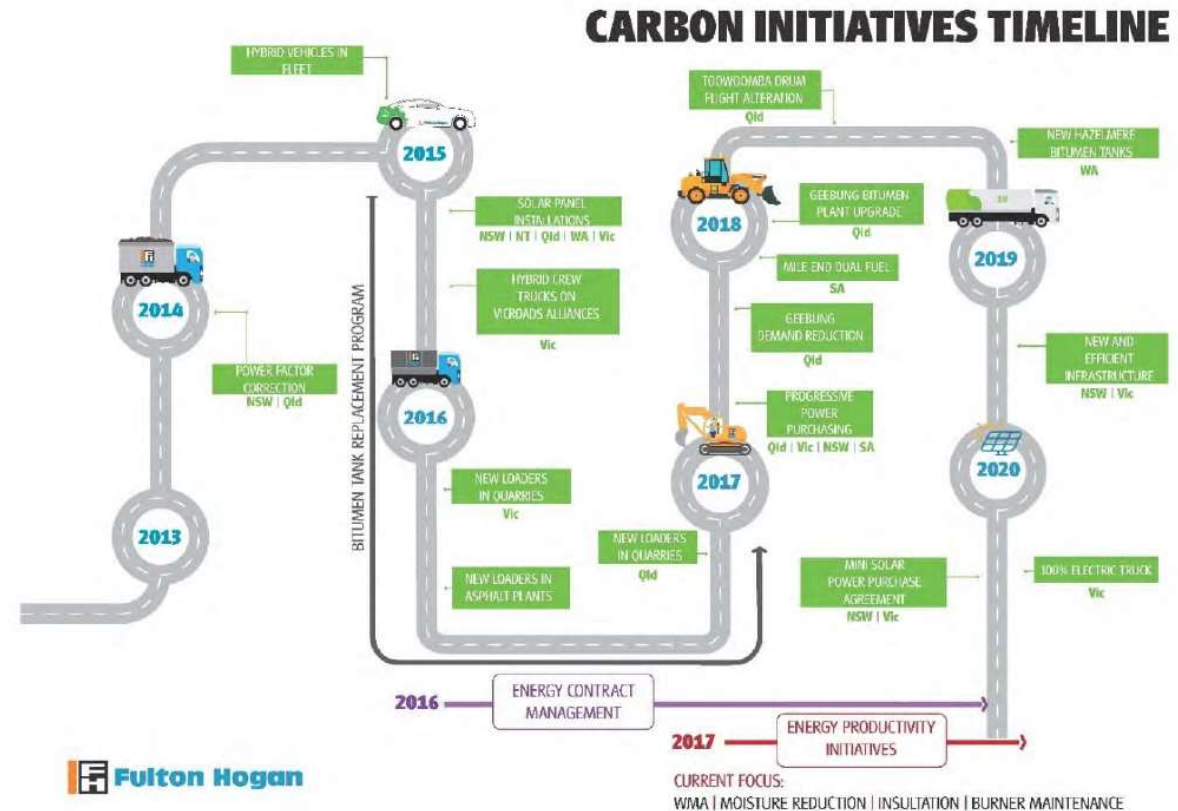
"More than just words on a page to us at Fulton Hogan, the United Nations Sustainable Development Goals reflect the needs of our people and the communities they live in from social, environmental and governance perspectives.

Working together we can make a real difference to the world we live in, both for today and tomorrow."

Peter Curl
General Manager
Southern Region

- Recycling, re-use and re-circulation of materials (RAP – Recycled Asphalt Pavement)
- Installation and use of clean energy products (solar panels & battery systems)
- Use of hybrid/diesel/electric patrol vehicles to reduce greenhouse gas emissions
- Continue adding to green product range (Plastiphalt)
- Actively promote sustainable supply chains with subcontractors and suppliers
- Efficient use of water resources
- Idling reduction system on company vehicles
- Recycled tyres – open grade crumb rubber asphalt

- 100% of electricity already purchased from renewable resources (Melbourne Renewable Energy Project (MREP2))



- Goal to cap carbon emissions at 2018 levels by 2030
- Continued investment in Power Purchase Agreements (2021 Power Purchase Agreement will result in savings of ~7,000t of carbon emissions annually for company)
- Commitment to solar and battery system installations across depots and operation centre facilities
- Target to increase use of biofuels in vehicles and plants as well as increased usage of electric/hybrid vehicles
- Target to increase use of warm-mix asphalt

- Target to increase use of recyclable materials in asphalt mixes such as RAP, glass, plastics and rubber
- Target to introduce a demand-reduction initiative including staff education and promotional programs.



Memberships of the Clean Energy Council, ISCA and Cambridge University global website further demonstrate our genuine commitment to reducing greenhouse gas emissions and more broadly embedding sustainability practices throughout our business operations.

- Has completed National Greenhouse and Energy Reporting (NGER) requirements since 2009 – all measurements are compliant.
- Reduction in potable water use and management practices inline with Council’s Act & Adapt strategy, including:
 - Reduction in potable water usage and use of non-potable, recycled water for work processes
 - Water Sensitive Urban Design (WSUD)
 - Installation/use of stormwater harvesting systems and water storage tanks
 - Education of staff on principles of water conservation and responsible usage
 - Established processes and mechanisms to measure water usage and set water reduction targets.

- One recorded [EPA non-conformance](#) relating to oil heater utilised in asphalt laying boiling over and entering a drain - \$8k fine in 2008

Workforce

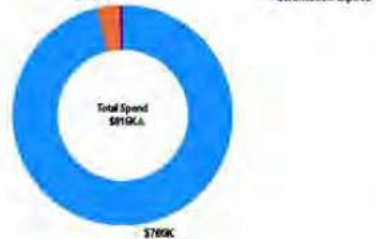
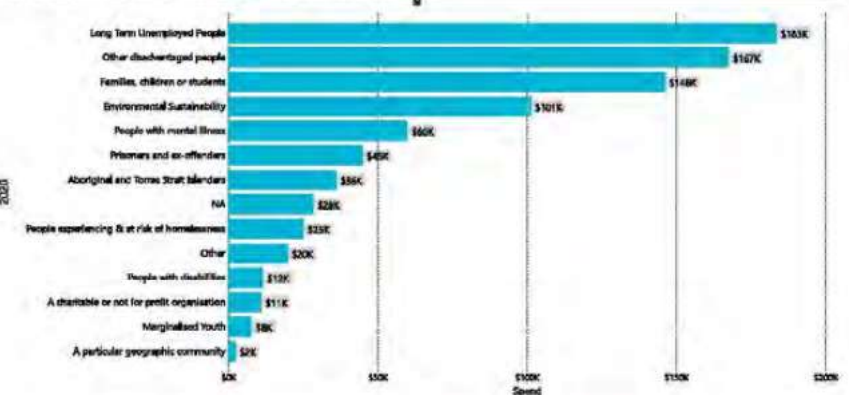
Diversity & Inclusion Policy and People & Culture Strategy provide:

- A supportive, collegial, respectful team environment that values diversity and inclusion
- Secure tenure of employment with equitable, market-competitive remuneration
- Employment conditions that promote flexibility and work-life balance
- Structured career progression opportunities that includes challenging projects and project roles, together with industry leading professional development and training.



- Formal Equal Employment Opportunity program incorporating Affirmative Action for Women.
- Well represented by women in senior roles – both regional and in delivery of proposed services
- Engagement of specialist recruitment partner to assist in creating opportunities for greater female participation in blue collar roles.

	<ul style="list-style-type: none"> • Partnership with AFLW/VFLW football club offering flexible employment opportunities to aspiring footballers to realise their sporting dreams while providing industry with female role models.
Ethical Business Practices	<ul style="list-style-type: none"> • No dealings with – either directly or indirectly – nor supports or provides ancillary services or funds activities associated with the following industries: Offshore detention; Tobacco; Fossil fuels energy generation distribution, exploration or extraction; Gambling including poker machines; Entertainment involving animals, including racing; or Armaments. • Staff training including: <ul style="list-style-type: none"> ○ Anti-bribery, corruption and fraud standards ○ Whistle-blowing ○ Anti-modern Slavery ○ Gifts & Gratuities • No incidence of litigation has occurred, nor any allegations of corruption, anti-competitive or fraudulent conduct has been levelled against the company – since founded in 1933.
Community Impact	<ul style="list-style-type: none"> • Building community partnerships through sponsorship of key initiatives and worth local causes with staff donating time, money and services. • Employment of graduates and young people within the community • Offering a range of apprenticeship and traineeships • Maximising social procurement opportunities to create positive change • Partnering with indigenous communities to ensure participation in works and delivery. • Stakeholder management strategy based on International Association for Public Participation (IAP2) method of engagement, incorporating the following: <ul style="list-style-type: none"> ○ Identifying and engaging stakeholders early and often ○ Minimising disruption through a ‘no surprises’ approach that delivers clear and consistent messaging to impacted users and stakeholders ○ Fostering community interaction that encourages feedback & collaboration ○ Intent to build productive, long-term relationships through sustained community engagement • No community objections or protests have been raised in relation to the tenderer’s works, nor have any discrimination complaints been launched under the Disability Discrimination Act. • Active member of Social Traders • Demonstrated commitment and spending with Victoria Social Enterprises

	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>Total spend by social enterprises (1)</p>  <p>• Certified • Certification Lapsed • Certification Expired</p> </div> <div style="text-align: center;"> <p>Spend by primary beneficiaries for financial years (3)</p>  </div> </div>
Supply Chain Management	<ul style="list-style-type: none"> • Records of client/subcontractor-supplied materials including country of origin • Records of supply chain compliance with environmental, social and ethical criteria encompassing human rights and diversity (modern slavery, use of indigenous owned businesses and social enterprises, etc.) • Annual Sustainability Management Plan reviews – detailing actions, targets and metrics achieved in delivering services • Evidence of environmentally labelled products and supply chains. • Formal subcontractor and supplier engagement process that requires full disclosure of supply chain origins and compliance with requirements
Product Responsibility	<ul style="list-style-type: none"> • In-house specialist resources dedicated to research and development of their own products • Commitment to work collaboratively with Council and the community as demonstrated in previous contract – examples of Mozart St, AI testing, etc. given
Measurement & Reporting	<p>Environmental, workforce and other sustainability data Fulton Hogan currently measures includes:</p> <ul style="list-style-type: none"> • Electricity usage (including % of renewable energy purchased) and any electricity generated onsite • Fuel use by type (diesel, petrol) • Energy use (in MJ/month) • Greenhouse gas emissions (in tonnes of Carbon Dioxide equivalents per month (tCO₂-e/month) • Volume of water (total, potable, non-potable) used during operations • Quantity of waste avoided; reduced; reused; recycled; disposed to landfill

- Material Consumption
- Workforce inclusion and diversity statistics
- Staff environmental training statistics
- Levels of employee satisfaction captured through annual surveys
- Spend with Indigenous-owned businesses
- Spend with Social Enterprises

Commitment to develop further metrics as part of detailed Sustainability Management Plan if successful

FULTON HOGAN TOTAL SOCIAL IMPACT SPEND IN LAST 2 FINANCIAL YEARS			
AU\$'000 (MILLIONS)			
SPEND TYPE	FY 18/19	FY 19/20	TOTAL
Social Enterprises	1.339m	0.842m	2.181m
Indigenous owned Businesses	29.692m	34.616m	64.308m
Total Social Impact Supply	31.031m	35.458m	66.489m
Total FH Spend (all supply*)	2003.199m	2296.366m	4299.565m
% of Social Impact Spend	1.55%	1.54%	1.55%

Environmental Sustainability

- Independently audited Environmental Management System to AS/NZS ISO 14001 standard
- Extensive proof provided of system and associated policies, procedures and its application
- Multiple examples of non-contract initiatives provided
- Use of higher percentage RAP, use of Plastiphalt, etc. as noted above
- Recycle bins at all locations
- Use of warm mix asphalt (uses less energy to produce)
- Additional tree plantings beyond scope of works/services
- Evidence of replacement of single-use plastics in delivery of service
- Established in-house general environment training - 'envirowise' training for managers, supervisors and operators
- Commitment to have 100% of staff involved in delivering services to council undertake training (inline with goal for >70% across all organisation)

	<ul style="list-style-type: none"> • Evidence of established processes and procedures for communicating and reporting environmental issues • Commitment to meet Council's reduced energy and emissions objects as per Act and Adapt Sustainable Environment Strategy • Commitment to provide a carbon neutral service inline with Council's Act & Adapt strategy.
Social Sustainability	<ul style="list-style-type: none"> • Proposed partnership with Good Cycles, a social enterprise to provide job readiness training and employment to long term unemployed, disengaged, migrant, refugees and asylum seekers https://www.goodcycles.org.au/impact • identified indigenous owned business to purchase goods and services in delivery of the contract • Established policies regarding community investment and philanthropic support <div data-bbox="920 568 1805 1139" data-label="Diagram"> <p>Social impact roadmap</p> <p>The diagram illustrates a social impact roadmap with eight key areas arranged around a central wavy line:</p> <ul style="list-style-type: none"> DIVERSITY & INCLUSION: Represented by an icon of two hands shaking. COMMUNITY ENGAGEMENT: Represented by an icon of three people silhouettes. SOCIAL PROCUREMENT: Represented by an icon of a hand holding a globe. LOCAL PARTICIPATION: Represented by an icon of three people silhouettes. INDIGENOUS ENGAGEMENT: Represented by an icon of a hand with a feather. ANTI MODERN SLAVERY: Represented by an icon of a person with a scale. SUPPORT CUSTOMERS' STRATEGIES & OBJECTIVES: Represented by an icon of a person with a gear and a document. EDUCATION & TRAINING: Represented by an icon of a graduation cap. <p>The Fulton Hogan logo is located at the bottom right of the diagram.</p> </div> <ul style="list-style-type: none"> • Member of Social Traders – https://www.socialtraders.com.au • Examples of providing philanthropic/community investment – First Step, St Kilda provided as example • Refer to more substantial Social outputs below

SPF Objective: Opportunities for Aboriginal people and Engagement with Victorian Indigenous Business

Formal Reconciliation Action Plan provided.

14 Victorian Aboriginal people employed across 8 suppliers

Multiple indigenous recruitment partnerships (Zancott & Dreampath) and supply nation registered traffic management

Full mapping of contract supply chain to identify purchasing opportunities, including the provision of procurement assessment criteria for purchasing decisions.

Canvassing of current suppliers on current status of their indigenous employment

Inclusion of procurement assessment criteria prioritising indigenous employment

A review of the services shared with Council will be reviewed for additional indigenous supplier opportunities.

Commitments from suppliers with no indigenous counterpart will be sought

Success stories and contacts within indigenous employment will be shared.

3% of contract supplier spend on purchasing from Victorian Aboriginal businesses

SPF Objective: Opportunities for Victorians with a disability

6 suppliers with publicly available and current Access & Inclusion, Accessibility, Disability action plans and/or strategies.

6 suppliers with Workplace Adjustment policy (guidelines) which are readily available to employees.

6 suppliers with diversity recruitment programs which consider employment of people with disability.

Full mapping of contract supply chain to identify purchasing opportunities, including the provision of procurement assessment criteria for purchasing decisions.

Canvassing of current suppliers on current status of their disability inclusiveness

Social enterprises which employ and/or provide support to people with disability will be recommended to suppliers and introductions facilitated.

SPF Objective: Women's equality and safety

8 suppliers with implemented family violence leave policies and gender equality policies– with specific focus on asphalt, concrete, diesel and plant hire suppliers.

SPF Objective: Opportunities for disadvantaged Victorians

4 employment opportunities identified in existing delivery of contract

2 suppliers that employ disadvantaged Victorians directly as part of contract.

Partnership with Good Cycles to transition identified activities

5% of contract supply spend on Victorian social enterprises

Full mapping of contract supply chain to identify purchasing opportunities, including the provision of procurement assessment criteria for purchasing decisions.

Success stories and contacts within indigenous employment will be shared.

SPF Objective: Supporting safe and fair workplaces

10 suppliers that attest to compliance with the supplier code of conduction and including (where applicable) Working with Children and Modern Slavery.

Full mapping of contract supply chain to identify purchasing opportunities, including the provision of procurement assessment criteria for purchasing decisions.

Assistance to suppliers in achieving compliance.

SPF Objective: Environmentally sustainable outputs

7 supplier contracts that have clauses relating to both sustainable resources that support a circular economy and that have systems in place.

Prioritised reduction of water use, including measurement and reporting on a monthly basis.

25% of materials procured from an accredited supply chain.

50% of materials/goods procured that avoid the need for resource extraction.

4 supplier contracts relating to recycled content in construction works.

Exemptions will be sought to Council's specifications/standard drawings to maximise use of recycled asphalt products.

Proposed 20% use of recycled asphalt products used in asphalt surfaces, including measurement and reporting on a monthly basis.

8 suppliers with environmentally sustainable business practices, including application and achievement of ISO standards and achievement of industry recognised standards.

20% of materials to be sourced will be from accredited supply chains.

Implementation of Climate Change Policy objectives

8 supplier contracts that have a clause for project-specific requirements to minimise greenhouse gas emissions, including application of an Environmental Management Plan to identify and manage risks to achieving and maintaining required ratings levels through delivery.

4 suppliers with procurement clauses relating to outputs that are resilient to the impacts of climate change, including applications and achievement of specific ratings/levels within a nominated industry rating system (i.e. Infrastructure Sustainability Council of Australia or Green Building Council of Australia frameworks).

Statement on Ethical Dealings

No reported dealings with, support or provide ancillary services or funding of activities in the following industries:

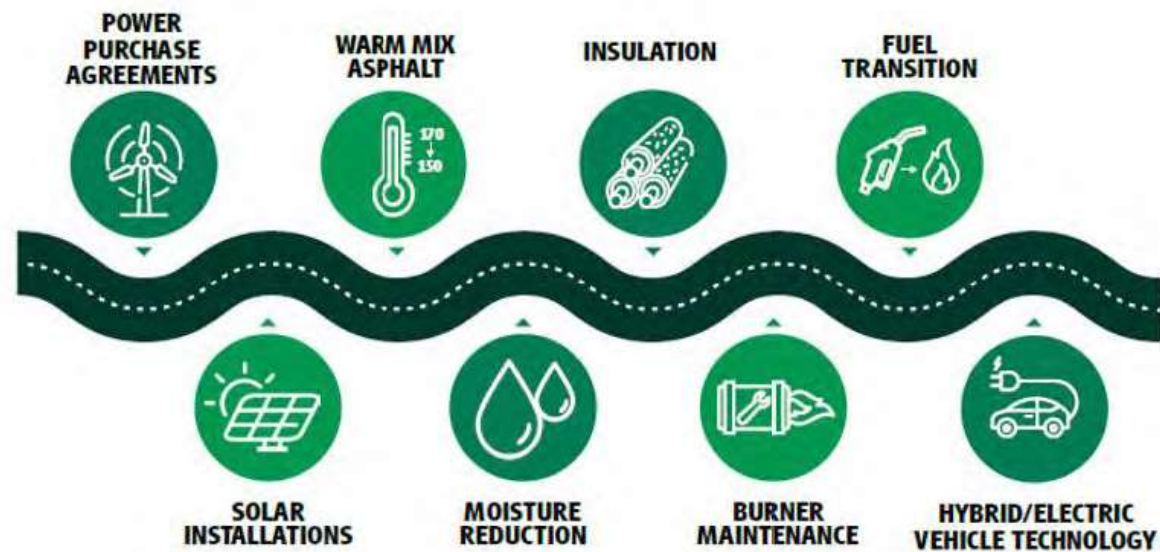
- Offshore Detention
- Tobacco
- Fossil fuel energy distribution, exploration or extraction
- Gambling, including poker machines
- Entertainment involving animals including racing
- Arms

SPF Outcome – A City with lower Carbon Emissions

The contractor must achieve zero net carbon emissions associated with the performance of this contract.

Roadmap to reduce carbon emissions

Goal: 42kt reduction in projected carbon usage*



*Based on a 2018 baseline with projected savings of 3% per annum

	Annual reporting on gross carbon emissions associated with contract by source and carbon offset purchases and retirement inline with NCOS reporting framework.																																																		
Environmental Sustainability Commitment Proposal	<p>Commitment to Environmental Sustainability Commitment Proposal as per</p> <p>Commitment to annual review of performance</p> <p>Commitment to reduce and offset greenhouse gas emissions inline with CoPP Act & Adapt strategy.</p> <p>Provision of additional sustainability options in addition to tender requirements (excluded from assessment)</p> <table border="1" data-bbox="696 483 1924 1121"> <thead> <tr> <th colspan="2" data-bbox="696 483 1525 531">ACTIONS</th> <th data-bbox="1525 483 1666 531">2021-22</th> <th data-bbox="1666 483 1794 531">2023-2025</th> <th data-bbox="1794 483 1924 531">2026-28</th> </tr> </thead> <tbody> <tr> <td data-bbox="696 531 763 579">1</td> <td data-bbox="763 531 1525 579">Establish the emissions boundary & set a base year - collect data to calculate the carbon account of a services to be delivered under this contract for a full year.</td> <td data-bbox="1525 531 1666 1121" rowspan="11">█</td> <td data-bbox="1666 531 1794 579"></td> <td data-bbox="1794 531 1924 579"></td> </tr> <tr> <td data-bbox="696 579 763 627">2</td> <td data-bbox="763 579 1525 627">Deliver behaviour change and education programs for service delivery team. 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Reducing gross emissions from operations associated with the performance of this contract, including gas, electricity, fuel, refrigerants, transport, waste, water, any other emissions	<p>Company-wide goal to cap carbon emissions at 2018 levels by 2030</p> <p>Continued investment in Power Purchase Agreements that will save 7,000t carbon each year</p> <p>Transition to and investment in renewable energy sources for manufacturing processes</p> <p>Reducing reliance on fossil fuels for transport</p> <p>Support and commitment to transition to electric vehicles</p>																																																		

reasonably deemed within the emissions reporting boundary.	
Reducing gross emissions from materials and construction of infrastructure in accordance with the Infrastructure Sustainability Council of Australia Energy and Carbon Guideline (2018).	<p>Recycling, reusing and recirculating materials</p> <p>Installation of green energy products</p> <p>Already purchase 100% energy from renewable sources</p> <p>Already implemented multiple solar systems on facilities</p> <p>NGER completion and participation since 2009.</p>
Offsetting all residual total embodied carbon (tCO ₂ e).	Refer to previous sections
The contractor must demonstrate how emissions from motor vehicles, plant and equipment associated with the performance of this contract will be minimised.	<p>Reducing carbon coming from fleet (already have EVs in fleet)</p> <p>Commitment to introduce further low emission and EVs in future</p>
The contractor should prioritise locally sourced materials where practical.	<p>Commitment to formalise:</p> <ul style="list-style-type: none"> - 20% or more of the materials construction budget must come from within 500 kilometres of construction site. - An additional 30% of the materials construction budget must come from within 1,000 kilometres of the construction site or closer - An additional 25% of the materials construction budget must come from within 5,000 kilometres of the construction site - 25% of materials may be sourced from any location
SPF Outcome – A sustained reduction in waste – circular economy	
<p>Materials used in construction must be all or in part consist of recycled or reclaimed materials.</p> <p>The contractor should outline targets minimum requirements for</p>	<p>Extensive history of use of products associated with circular economy, including:</p> <ul style="list-style-type: none"> • Reclaimed Asphalt Pavement • Granulate Glass And • Crumb Rubber • Bitumen Treated Bases • Plastiphalt

<p>specific product types, inline with current best practice.</p>	<p>Commitment to formalise:</p> <ul style="list-style-type: none"> - Portland cement content is reduced by 30%, measured by mass across all concrete used in project compared to the reference case - At least 40% of coarse aggregate in the concrete is crushed slag aggregate or another alternative materials (measured by mass across all concrete mixes in the project, provided that use of such materials does not increase the use of Portland cement by over five kilograms per cubic meter of concrete 																								
<p>The contractor is to minimise operational waste as per the following diversion ratios (in weight).</p>	<p>Commitment to formalise:</p> <ul style="list-style-type: none"> - Metal - 99% - Paper & Cardboard - 99% - Soil & Biomass, including timber and shipping pallets - 100% - Asphalt - 100% - Soft plastics and polystyrene - 100% of clean waste - Concrete and all other – weighted average 90% 																								
<p>Environmental Protection</p>																									
<p>Materials used as part of this contract must, as far as reasonably practicable, not contain listed materials.</p>	<p>Commitment to not use identified materials as far as reasonably practicable, including:</p> <table border="1" data-bbox="689 943 2033 1321"> <thead> <tr> <th data-bbox="689 943 1025 986">Alkylphenols</th> <th data-bbox="1025 943 1361 986">Asbestos</th> <th data-bbox="1361 943 1697 986">Bisphenol A (BPA)</th> <th data-bbox="1697 943 2033 986">Cadmium</th> </tr> </thead> <tbody> <tr> <td data-bbox="689 986 1025 1054">Chlorinated Polyvinyl Chloride (CPVC)</td> <td data-bbox="1025 986 1361 1054">Hydrochloroflourocarbons (HCFCs)</td> <td data-bbox="1361 986 1697 1054">Chlorobluorocarbons (CFCs)</td> <td data-bbox="1697 986 2033 1054">Chloroprene (Neoprene)</td> </tr> <tr> <td data-bbox="689 1054 1025 1098">Chromium VI</td> <td data-bbox="1025 1054 1361 1098">Chlorobenzenes</td> <td data-bbox="1361 1054 1697 1098">Formaldehyde (added)</td> <td data-bbox="1697 1054 2033 1098">Mercury</td> </tr> <tr> <td data-bbox="689 1098 1025 1166">Halogenated Flame Retardants (HFRs)</td> <td data-bbox="1025 1098 1361 1166">Polyvinylidene Chloride (PVDC)</td> <td data-bbox="1361 1098 1697 1166">Polyvinyl Chloride (PVC)</td> <td data-bbox="1697 1098 2033 1166">Polychlorinated Biphenyls (PCBs)</td> </tr> <tr> <td data-bbox="689 1166 1025 1235">Perflourinated Compounds (PFCs)</td> <td data-bbox="1025 1166 1361 1235">Phthalates</td> <td data-bbox="1361 1166 1697 1235">Lead (added)</td> <td data-bbox="1697 1166 2033 1235">Short Chain Chlorinated Paraffins</td> </tr> <tr> <td data-bbox="689 1235 1025 1321">Chlorinated Polyethylene</td> <td data-bbox="1025 1235 1361 1321">Chlorosulfonated Polyethylene</td> <td data-bbox="1361 1235 1697 1321">Volatile Organic Compounds (VOCs) in wet-applied products</td> <td data-bbox="1697 1235 2033 1321">Wood treatments containing Creosote, Arsenic or Pentachlorophenol</td> </tr> </tbody> </table>	Alkylphenols	Asbestos	Bisphenol A (BPA)	Cadmium	Chlorinated Polyvinyl Chloride (CPVC)	Hydrochloroflourocarbons (HCFCs)	Chlorobluorocarbons (CFCs)	Chloroprene (Neoprene)	Chromium VI	Chlorobenzenes	Formaldehyde (added)	Mercury	Halogenated Flame Retardants (HFRs)	Polyvinylidene Chloride (PVDC)	Polyvinyl Chloride (PVC)	Polychlorinated Biphenyls (PCBs)	Perflourinated Compounds (PFCs)	Phthalates	Lead (added)	Short Chain Chlorinated Paraffins	Chlorinated Polyethylene	Chlorosulfonated Polyethylene	Volatile Organic Compounds (VOCs) in wet-applied products	Wood treatments containing Creosote, Arsenic or Pentachlorophenol
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SPF Outcome – A Water Sensitive City (Water Quality & Use)

The contractor must demonstrate how they will plan, design and carry out construction and maintenance work to minimise the impact of construction on the stormwater system and the bay.

Provision of evidence of environmental, stormwater, water and site contaminated management plans
Commitments to report, track and monitor against agreed metrics

The contractor must demonstrate how potable water use will be managed efficiently for all construction and operational processes associated with the performance of the contract. Where appropriate alternative sources exist, these must be priorities.

Provision of evidence of environmental, stormwater, water and site contaminated management plans.
Work procedures and practices showing use of non-potable water as priority
Commitments to report, track and monitor against agreed metrics

Supporting innovation in sustainability

Extensive history of development of products associated with circular economy, including:

- Reclaimed Asphalt Pavement
- Granulate Glass And
- Crumb Rubber
- Bitumen Treated Bases
- Plastiphalt

Commitment to tracking and annual reporting of initiatives and suggested metrics.