

Community Engagement Guidelines

Background

Decmil is proud of the projects we deliver to our clients and the positive contribution we make to the communities in which we work. Our contribution to local communities includes providing employment and service opportunities, as well as supporting initiatives that help to create healthy, vibrant and cohesive communities.

Engagement Principles

Through active participation we will provide tangible benefits and positive outcomes to the communities in which we operate.

In supporting the community, we will:

- communicate Decmil's Community Engagement Policy and procedures to all employees and other stakeholders as appropriate;
- recognise that each community is unique;
- listen to community needs and expectations and seek regular feedback;
- become an active member of the community through involvement in social, recreational, well being, charitable and cultural initiatives;
- set measurable targets and seek to continually improve our standards of community relations involvement; and
- periodically review and revise our Community Engagement Policy and procedures to maintain their relevance.

Engagement Principles

Decmil focuses on working with communities to find solutions through joint projects. Rather than simply offering financial support, we also work to build capacity in the community sector - through volunteering or in-kind support.

In general, Decmil's Community Engagement Program does not support:

- Individuals
- Travel expenses
- Political or sectarian events or organisations
- Commercial activity
- Prize money for professional sport
- Activities that could be construed as gambling
- Religious programs or organisations whose services are limited to members of one religious group
- Trips, conferences, seminars, festivals, one-day events, unless they are a part of an approved program activity

Areas of Focus

Decmil's Community Engagement Program is focussed to support initiatives in three key areas of: Education, Health & Safety, and Local Communities

Education

- **Future Leaders**

Decmil is committed to investing in the development of skills in our community and seeks to attract and retain the best. Our *Future Leaders* partnerships focus on education and training to nurture our leaders of tomorrow. These programs encourage careers in engineering and construction, work to enhance diversity in all sectors of industry, and support both opportunity and excellence.

Health & Safety

- **Healthy & Safe Communities**

Safety is an important core value at Decmil and we work in partnership with the community to reduce injury, enhance wellness and create a safer and healthier future for all.

Building Communities

- **Building stronger communities**

Making a worthwhile contribution to the community is critical to Decmil and we support initiatives that can assist in building stronger communities.

Application Form and Assessment Process

Decmil uses a standard application form for all sponsorship application to provide accountability and transparency to its Community Engagement Program. This process also provides a trail for audit and monitoring purposes.

The process is:

1. Applicant's complete Application Form

2. Decmil to issue note of receipt.

If application does not meet basic criteria, advise applicant of 'NO' response.

If application does meet basic criteria, advise applicant submission received and advise on timing to expect decision/response from Decmil.

3. Decmil to review application.

Decmil to review all applications received in [first] week of each month, if this deadline missed, applications reviewed in following month. Therefore all applications reviewed and responded to within 30 – 60 days; depending on when received.

4. Decmil to advise applicant of decision.

If yes, include Sponsor Report Back Form or, if over \$5,000, an Agreement Form.

5. Decmil to enter sponsorship on register

- note event date, details and reporting timing.