

Social Responsibility and Environmental Policy - vs1.2 March 2025

A. Initiatives Supporting the Victorian Government's Priorities

Peter Rowland Group (PRG) is deeply committed to supporting the Victorian Government's economic, ethical, environmental, and social priorities through a variety of initiatives. Our approach aligns with the government's objectives of fostering a thriving local economy, promoting social equity, and minimising environmental impact. Below are key initiatives currently undertaken or planned:

Economic Priorities

- **SME Engagement:** PRG prioritizes local procurement by sourcing produce and services from Victorian-based Small and Medium Enterprises (SMEs), ensuring sustained economic growth within the state.
- **Job Creation & Retention:** By awarding contracts to SMEs, we contribute to local job creation and workforce stability.
- **Support for Local Producers:** PRG actively engages with Victorian farmers, artisans, and suppliers to enhance regional economic resilience.
- **Regional Produce Suppliers:** We have over 56 regional produce suppliers across Victoria, reinforcing our commitment to supporting local agriculture and ensuring fresh, high-quality ingredients.

Ethical Priorities

- **Fair Work Practices:** We uphold fair wages, safe working conditions, and employee well-being as part of our corporate ethics.
- **Diversity and Inclusion:** PRG fosters workplace diversity by actively recruiting from underrepresented groups, including individuals with disabilities and culturally diverse backgrounds.

Environmental Priorities

- **Sustainable Sourcing:** We prioritise the use of organic, ethically sourced, and locally produced ingredients, reducing our carbon footprint and supporting sustainable farming practices.
- **Waste Reduction:** PRG has implemented food waste reduction programs in partnership with food rescue organizations to minimize landfill contributions.

Social Priorities

- **Community Engagement:** We engage in various community-driven initiatives, including food donation programs and support for non-profit organizations.
- **Educational Support:** PRG collaborates with training institutions to offer hospitality apprenticeships and internships, fostering industry growth and skill development.

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B. SMEs Benefiting from the Contract

PRG focus is to provide business opportunities on order to:

1. **Social Enterprises**
2. **Indigenous Enterprises**
3. **Small Enterprises**
4. **Medium Enterprises**

These enterprises will benefit from direct procurement contracts, increased revenue, and the ability to expand operations through consistent orders from PRG.

C. Steps Taken to Identify SME Opportunities in the Supply Chain

PRG actively seeks SME involvement in its supply chain through:

1. **Local Supplier Audits:** Conducting regular reviews to identify Victorian-based SMEs that align with our supply needs.
2. **Supplier Partnership Programs:** Establishing agreements with local businesses to ensure they meet PRG's sustainability and quality standards.
3. **Collaboration with Industry Groups:** Engaging with organizations such as the Victorian Chamber of Commerce to source new SME suppliers.
4. **Training and Capacity Building:** Assisting SMEs in meeting regulatory and compliance standards to ensure their participation in government contracts.

D. Training and Skills Development Opportunities for SME Employees

PRG is committed to upskilling SME employees through:

1. **Training Programs:**
 - Food Safety & HACCP Certification
 - Customer Service Excellence Training
 - Sustainable Hospitality Practices
2. **Apprenticeship and Trainee Opportunities:**
 - Partnering with registered training organizations to provide apprenticeships for chefs and hospitality staff.

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3. Skill Development Initiatives:

- Mentorship programs for SME employees to advance their careers.
- Cross training opportunities in kitchen operations, front-of-house service, and event management.

E. Benefits to Disability Enterprises

PRG is dedicated to supporting employment opportunities for individuals with disabilities through partnerships with organizations like **Aim Big**. We ensure:

- Equal employment opportunities in hospitality roles.
- Workplace accessibility modifications to support employees with disabilities.
- Ongoing training and mentorship for disabled workers in SME supply chains.

F. Environmentally Sustainable Hospitality Practices

PRG demonstrates strong environmental stewardship through:

1. Carbon Footprint Reduction:

- Sourcing from local and sustainable farms to reduce transportation emissions.
- Implementing low-energy cooking methods and efficient kitchen appliances.

2. Sustainable Packaging:

- Using true compostable & biodegradable and recyclable packaging for catering services.
- Eliminating single-use plastics across all operations.

3. Food Waste Management:

- Donating surplus food to local charities.
- Implementing composting initiatives in collaboration with waste management partners.

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G. Supporting Processes & Documents

SOPs Supporting Resource Efficiency Pollution Control, Waste Minimisation, Recycling, and Disposal, PRG has implemented:

- **Comprehensive Waste Segregation:** Ensuring organic, recyclable, and landfill waste are appropriately managed.
- **Food Waste Partnerships:** Collaborating with OzHarvest and Second Bite to repurpose surplus food.
- **On-Site Composting:** Deploying composting solutions at key venues to process organic waste.

Energy Efficiency and Resource Consumption

PRG is actively improving resource efficiency through:

- **Energy-Efficient Equipment:** Using LED lighting, induction cooking, and energy-efficient refrigeration.
- **Water Conservation Measures:** Installing water-efficient dishwashers and implementing staff training on water-saving practices.
- **Sustainable Procurement:** Selecting suppliers who adhere to eco-friendly production practices.

H. Additional Economic, Ethical, Environmental, and Social Benefits

Beyond the outlined initiatives, PRG's contract implementation will provide:

- **Community Well-being:** Supporting social enterprises through food donations and workforce integration.
- **Educational Programs:** Conducting hospitality training sessions for underprivileged communities.
- **Indigenous Engagement:** Partnering with Indigenous-owned businesses for catering and supply chain integration.
- **Innovation in Sustainability:** Developing carbon neutral event catering services and investing in renewable energy solutions for kitchen operations.

PRG is dedicated to delivering a contract that not only meets the needs of the Victorian Government but also provides long-term economic, environmental, and social benefits to the community.