

Australian Constructors Association (ACA)

Commitment to our Clients and the Construction Industry



**AUSTRALIAN
CONSTRUCTORS
ASSOCIATION**



ACA Commitment to our Clients and the Construction Industry

Australia needs a sustainable construction industry with enough capability, capacity and skills to deliver and leverage the social and economic benefits of construction stimulus spending. A sustainable industry is also a more productive industry, able to achieve increased output for the same investment.

In our Framework for a Sustainable Construction Industry, we identified three pillars that are essential to support a sustainable construction industry:

- Positive Industry Culture (less conflict driven industry will drive higher productivity)
- Equitable and Aligned Commercial Frameworks (benefits of projects are spread across all stakeholders, not captured by a few)
- Sufficient Capacity, Capability and Skills (lifting the skill base of the nation)

All three pillars are equally important and interlinked. For the construction industry to become more sustainable there needs to be a concerted and equal focus on improving each of the three pillars.



Recognising that a sustainable industry can only be achieved if all stakeholders play their part, ACA has identified ten areas where its members can drive positive change:



ACA Charter

In order to leverage the benefits of constructing new infrastructure and improve the long-term health of the industry, the members of the Australian Constructors Association commit to undertake the following:

1. Improve Outcomes for all Project Stakeholders

All participants should be aligned on achieving the same project goals and appropriately reimbursed for accomplishing them.

We commit to openly and transparently working with our Clients and industry partners to better define desired project outcomes and to identify the most appropriate procurement and commercial frameworks that will align all stakeholders' interests to achieve them.

2. Maximising the Social and Economic Benefits of Construction

The supply chain of the construction industry is made up of many thousands of businesses from owner-operators to multinationals.

We recognise our responsibility to protect and nurture the supply chain and we commit to treating our suppliers as trusted partners.

Where possible, we will prioritise procurement from local suppliers as well as social and indigenous enterprise to maximise the economic and social benefits of the projects we construct.

3. Improve Industry Diversity

We recognise that the culture of our industry affects everything that we do.

We strongly believe that improved diversity, particularly gender diversity, will have a profound and positive impact on the culture of our industry, our interaction with key stakeholders and the success of our businesses and projects.

We commit to creating a more diverse workforce by identifying and removing the current barriers to diversity and to proactively improving the attractiveness of the industry to our future employees.

4. Improve Health and Wellbeing of the Workforce

We acknowledge that the health, and safety of the workforce, supply chain and the community are paramount. We also recognise that a sustainable industry is one in which the longer-term wellbeing of the workforce is understood, managed, and continuously improved.

We commit to proactively work together, sharing best practice across our industry to ensure we are all operating at the highest health and safety standard.

We will also work together to collectively understand the effects of our workplace culture, environment and relationships on the mental and physical health of our workforce.



5. Build Capacity, Capability and Skills

Our industry employs a large number of skilled and unskilled workers in the construction of productivity-enhancing infrastructure, playing a critical role in the health and prosperity of Australia and its citizens.

We will strive to improve both the retention of employees and permanency of employment so that as well as being an important industry for Government, construction is an attractive industry for employees with in-built capability to develop our people and equip them with critical skills.

6. Build Social Licence to Operate

Construction of new infrastructure can have significant positive and negative impacts on communities. We recognise our role to minimise the negatives, maximise the positives and to keep communities informed and involved as important project stakeholders.

We commit to improving social outcomes through the engagement of social and indigenous enterprises and will provide employment opportunities to those that have been displaced or are disadvantaged.

We commit to celebrating success and better communicating the significant positive social and economic benefits our industry generates.

7. Reduce our Impact on the Environment

We recognise that climate change is a growing concern for our workforce and the society in which we operate.

Construction of new projects has a significant impact on the environment and, whilst some impact is inevitable, there is much that can be done to reduce our footprint on the environment.

We commit to reducing carbon emissions from our activities, increasing the amount we recycle and reduce the amount we waste.

8. Strive for Improved Industrial Relations

Our workforce is our most important asset and harmonious industrial relations are vital for project success.

We commit to improved engagement with our workforce and those that represent them.

We commit to the creation of stable employment opportunities that allow for flexible working in an inclusive and safe environment.



9. Encourage Innovation and Improve Productivity

We acknowledge that opportunities exist to significantly improve construction productivity.

We commit to working with our partners to incentivise innovation and create an environment conducive to investment in tools and processes that enhance productivity and performance. Additionally, we will engage with our workforce and those that represent them to implement more efficient work practices.

We commit to embracing digital technologies that have the potential to provide whole of life asset cost savings, and we will support the development of an Australian prefabrication industry.

10. Collaborate with All Stakeholders to Ensure Risk Pricing is Open, Transparent and Appropriate

We acknowledge that the way in which a contractor prices liability for project risks, has a significant bearing on their chances of tender success.

We commit to collaborating with all project stakeholders to identify risks early in the project procurement process, allowing time for risk to be better quantified and mitigation strategies developed.

When risks are still unable to be quantified, we commit to open and transparent discussions to identify and agree the party best able to manage risk, the party in the best position to be financially responsible for risk and the most appropriate collaborative contractual framework to deal with risk.



Accountability

The ACA Framework for a Sustainable Construction Industry identified that the three essential pillars of a sustainable industry need to be supported by a strong foundation and part of that foundation is the need for accountability and self-reflection on our responsibility to champion change.

ACA therefore commits to regularly reviewing how well the Association and our members adhere to

the commitments listed in this document and to publishing the findings.

ACA is committed to creating a more sustainable construction industry and hopes that this Charter and our willingness to be held accountable to it will be a strong demonstration of this commitment that will encourage other stakeholders to follow.





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