

The **Fair** Co.®

Good Business.
Made Better.

Capability Statement



We are The Fair Co.

We are specialists in social procurement and inclusive employment. We help employers turn good intent into real outcomes.

We know how to make social procurement work for you, your organisation and your community.

As trusted advisors, we work with you to get the results you need whether it is creating social license, meeting regulatory requirements or building capability through your supply chains.

We work with good organisations and help them be better. We want to work with you. Fairness underpins everything we do.



Good Business. Made Better.

Our vision is a world where everyone gets the opportunity to thrive through meaningful work.

We help employers create inclusive workplaces and maximise social procurement outcomes.

As a certified social enterprise, registered charity, and a People + Planet First verified organisation, we're a for-purpose consultancy that brings real world insights and a hyper-practical approach to ensuring our clients and partners achieve the results they're looking for.

We are proud members of Social Enterprise Australia, SENVIC, GENVIC, Social Traders and Kinaway.

Our not-for-profit model ensures our focus stays where it matters most, delivering real value for both business and community.



A Fair approach

We make progress practical.

We support you with practical, custom-built solutions.

We meet you where you are at, whether you're looking to refine existing practices or build new capability from the ground up.

Here's how the process typically works:

We listen closely, move with purpose, and deliver with care, because doing this work well takes both clarity and commitment.

Our role is to enable and elevate your work, providing grounded advice and support where it counts. We will stay on the journey with you for as long as you need us. Our goal is for you to achieve self-sufficiency.



Fair thinking leading to practical outcomes

Social Procurement

The Fair Co. helps you turn your purchasing into a tool for social impact, while delivering on core your business objectives.

Strategy and planning: Guidance on aligning policy, practice and procurement goals, with practical frameworks tailored to your organisation

Tender readiness: Whether you're a government agency going to market or a supplier responding to tenders, we help you understand what's required to meet tender criteria and deliver against social procurement obligations

Supplier and subcontractor connections: Connection with Aboriginal businesses, social enterprises and service providers

Implementation and delivery support: Practical help embedding suppliers into your value chain, including subcontractor onboarding and contract alignment

Reporting and Compliance: Help fulfilling government reporting requirements and tracking progress against your social procurement goals.

Workplace Inclusion

Building diverse, innovative teams that drive performance, creativity, retention and ingenuity.

Workplace inclusion assessments: Analysis and identification of opportunities to take inclusive team and organisational culture to the next level

Strategy and planning: Action plans and roadmaps that drive real change, powering up your workforce strategy to encourage diversity and build competitive advantage

Pathways and partnerships: Connections with specialist expertise and employment providers to find, engage and nurture talent

Capability building: We build practical awareness of inclusion in the workplace and how it leads to better business outcomes.

Fair Work

Delivering on social procurement for major infrastructure projects

We helped contractors and their subcontractors at the Melbourne Renewable Energy Hub engage Aboriginal businesses, social enterprises and local suppliers

The Fair Co. recently worked with key contractors on the Melbourne Renewable Energy Hub (MREH) to meet their social procurement and inclusion targets under the Victorian Social Procurement Framework.

We worked alongside the project team to clarify obligations, develop a focused action plan, and build internal capability. This included support across Aboriginal procurement, social enterprise engagement and compliance with the Building Equality Policy.

As part of the engagement, we facilitated over a dozen supplier introductions, brokered workforce connections, and helped strengthen internal reporting processes.

“Your team’s support has been invaluable in reaching this stage, getting comfortable to complete the work around meeting our obligatory requirements.” ~ Project Lead, MREH

The result?

A more confident,
capable team,
with a clear pathway
toward agreed
targets.

Supporting the Victorian State Electricity Commission (SEC) with best practice modules for social procurement

Supporting the SEC with the development and implementation of social procurement objectives and deliverables on the Horsham Renewable Energy Park (HREP). Collaboratively, worked with various units within the organisation to ensure a strategic vision was supported and understood across the organisation.

Engagement included support stakeholders involved in procurement form both the development and delivery of the project.



Driving supplier diversity in public infrastructure

Connecting inclusive suppliers to real work packages on the Frankston Hospital Redevelopment Project

The Fair Co. supported Lendlease to strengthen supplier diversity across the Frankston Hospital Redevelopment Project (FHRP).

We worked closely with the project team to identify opportunities for Aboriginal businesses, social enterprises and inclusive employment providers within upcoming scopes of work.

To activate those opportunities, we designed and delivered a tailored 'Meet the Suppliers' event. Four diverse suppliers pitched directly to contractors and subcontractors, with follow-up work secured for all four.

The Fair Co. coordinated logistics, ensuring social benefit suppliers were engaged for catering, photography and videography.

“Ten Indigenous trainees, a new PPE supplier, and multiple employment networks are now in the mix for major government infrastructure delivery. That’s the kind of result that matters.”

The result?

New business opportunities, workforce pathways and real social procurement outcomes built into the project’s delivery.

Creating employment pathways through localised training

Partnering with NORTH Link to move jobseekers into work across Melbourne's growth corridors

The Fair Co. worked with NORTH Link to connect people from disadvantaged communities to employment across Melbourne's North, South-East and West.

We identified industry needs and coordinated pre-employment training, mentoring and job-readiness support in partnership with employers and community organisations. Training was delivered part-time over four weeks, focusing on practical skills for roles in hospitality, logistics, retail and related sectors.

Where additional qualifications were needed, we partnered with TAFEs and RTOs to deliver Certificate-level courses. Many participants received ongoing wraparound support during their employment journey.

“77 people were registered for support, 39 received pre-employment assistance, and 13 were placed into work. The result: people moving into jobs, with the skills and support to stay there.”

The result?

Targeted support that delivered job placements and created lasting change for people often excluded from the workforce.

Give it a Fair Go!

If your organisation is looking to strengthen social procurement or build a more inclusive workforce, we're here to help you.



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The Fair Co.®

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