

Appendix K: Social Procurement Plan

Every purchase has an economic, social, environmental, and cultural impact. Sustainable Procurement is about capturing the economic, social, environmental and cultural impacts of purchasing decisions to foster healthy and vibrant communities.

Historically, procurement has been about choosing the supplier offering the lowest price while still meeting technical requirements of providing high quality products or services with minimal risk. By expanding the premise of 'best value' in procurement, to include the generation of positive societal benefits, alongside high quality and competitive bids, the City of Winnipeg is working to maximize community benefits and deliver improved socio-economic returns for stakeholders, within the existing spend.

The Contractor shall provide the Contract Administrator with a Social Procurement Plan (Appendix K: Social Procurement Plan) within five (5) Business Days of a request by the Contract Administrator as per B13.8.

- 1. Please outline a percentage (%), greater than zero, of Skilled Labour employment hours from Indigenous Peoples and other Under-Represented Groups within the Manitoba Market that you will commit to and deliver on during this project. Please refer to Appendix I for definitions of Skilled Labour, Under-Represented Groups, and Manitoba Market. Also refer to below figure for further clarity.**

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	Labour Source	Skilled Labour Employment Hours
A	Indigenous Peoples and other Under-Represented Groups within the Manitoba Market	100
B	Non-Manitoba Market	200
C	Non-Indigenous and non-Under-Represented Groups within the Manitoba Market	600
	% Target for Skilled Labour = $\frac{(A)}{(A+B+C)}$	$\frac{100}{(100 + 200 + 600)} = 11\%$

2. Provide a detailed strategy for how the Contractor's current and planned efforts to employ target groups will ensure the Contractor meets the commitment on the Contract.

An example could be: We partner with Under-Represented employment organizations to recruit Indigenous Peoples and other Under-Represented Groups. When employees are onboarded, they are asked if they identify as an Indigenous Peoples or Under-Represented Group. We track this and report on aggregate employment levels across our business each year per our Diversity and Inclusion Policy.