

GUIDE FOR PREPARING STRATEGIES FOR CONSTRUCTION PROCUREMENTS

1. Guide for preparing Social Value Strategy for Construction Procurements



Use the information provided below for support in preparing your Social Value strategy.

As part of the requirements to bid on Construction Procurements, bidders are required to submit a Social Value Plan which will demonstrate how (# of hours, % committed) they will include considerations regarding social value through this project.

The Social Value plan should include employment opportunities and hiring of suppliers and subcontractors from members of equity-deserving communities; apprenticeships and paid work opportunities; or use of small businesses, social enterprises or diverse-owned businesses as suppliers and subcontractors.

Equity-deserving communities include Indigenous people, women, racial minorities/racialized people, persons with disabilities, newcomers, and 2SLGBTQ+ community

A Diverse Supplier is a business that is majority owned/controlled (at least 51%) by an equity-deserving community.



Purpose of this requirement: Tell us how your organization will create job opportunities for people who may face barriers to employment during this project.



What could be included in a Social Value Strategy:

- ✓ Providing employment opportunities for members of equity-deserving communities.
- ✓ Contracting or partnerships with small businesses or social enterprises.
- ✓ Use of local suppliers or subcontractors as part of this project.
- ✓ Identification of programs to help these groups get work through your organization or the project.
- ✓ Other employment-related initiatives.

2. Guide for preparing Climate Change Plan for Construction Procurements



Use the information provided below for support in preparing your Climate Change Plan.

As part of the requirements to bid on Construction procurements, bidders are required to submit a Climate Change Plan which will demonstrate strategies to reduce net embodied carbon during design and preconstruction phases in alignment with City of Mississauga climate mitigation commitments.

A non-exhaustive list of the strategies the City would like to see included in the Climate Change Plan is as follows:

- ✓ *Defined targets for reducing embodied carbon throughout the Project.*
- ✓ *Design and size the Project to reduce overall materials used.*
- ✓ *Strategies for using recycled or lower embodied carbon materials wherever possible.*
- ✓ *Considerations for potential application of low-carbon concrete and/or Portland-limestone cement for concrete and mortar.*
- ✓ *Identification of products, where available, from manufacturers who have validated triple bottom line (environment, economical, and social) life-cycling information relevant to the product through independent, consensus-based, third-party certification.*
- ✓ *Intentions to use local contractors to reduce transportation emissions.*
- ✓ *Intentions to use energy efficient or low emissions vehicles and equipment wherever possible.*
- ✓ *Consideration of maintenance and repair needs when selecting materials.*
- ✓ *Strategies to minimize waste and provide sufficient space for waste separation and monitoring on site.*



Purpose of this requirement: Tell us how your organization will reduce Greenhouse Gases (GHGs) during this project. These gases come from things like trucks, equipment, and making products.



What could be included in a Climate Change Plan:

- ✓ Goals for reducing pollution from the materials used in the project.
- ✓ Ideas for designing the project in a way that uses fewer materials.
- ✓ Ways to use recycled or eco-friendly materials when possible.
- ✓ Choosing materials that are easy to fix and last a long time.
- ✓ Ways to reduce waste and make space for sorting and tracking garbage on site.
- ✓ Any other Climate Change initiatives.

3. Guide for preparing Indigenous Reconciliation Strategy for Construction Procurements



Use the information provided below for support in preparing your Indigenous Reconciliation strategy.

As part of the requirements to bid on Construction procurements, bidders are required to submit an Indigenous Reconciliation strategy that should include employment opportunities, hiring of Indigenous suppliers and subcontractors, support of Indigenous community initiative and priorities, engagement with the indigenous local community and integration of cultural contributions into the community or project.



Purpose of this requirement: Tell us how your company will support Indigenous communities during this project.



What could be included in an Indigenous Reconciliation Strategy:

- ✓ Hiring Indigenous workers or work/contracting with Indigenous-owned businesses.
- ✓ Support of Indigenous community programs or events.
- ✓ inclusion of Indigenous culture, design, or language in the project.
- ✓ Engagement with local Indigenous communities.
- ✓ Familiarity or work on building awareness of the local Indigenous communities through the project and/or your organization.
- ✓ Any other indigenous reconciliation initiatives.

EXAMPLE STRATEGIES

The strategies outlined below are examples that may satisfy the requirements. Please use these as guidelines and adapt them to meet the specific needs of the procurement and your organization's commitments. The submitted strategy will form part of the procurement contract.

Example A

1. Social Value Plan

Local Employment:

- Prioritize hiring local residents, especially youth, newcomers, and people with barriers to employment.
- Target 10-15% of total project hours to be worked by equity-seeking groups.

Support Local Business:

- Source materials and services from Mississauga-based vendors, where feasible.

Training & Mentorship:

- Offer on-site job shadowing opportunities to students from local trade or construction programs.
- Partner with local institutions for co-op or apprentice placements during the project duration.

2. Climate Change Plan

Objective:

- To reduce the project's environmental footprint and contribute to Mississauga's Climate Action Plan.

Key Initiatives:

Low Emission Equipment Use:

- Deploy Tier 4-compliant or hybrid equipment where possible to reduce GHG emissions.
- Limit engine idling time on all machinery and trucks to under 3 minutes.

Materials & Waste Management:

- Reuse asphalt grindings where feasible.
- Divert at least 75% of construction waste from landfills via recycling and recovery programs.

Sustainable Materials:

- Use warm-mix asphalt (WMA) technology to reduce energy use and emissions during paving.
- Source concrete and other aggregates locally to reduce transportation-related emissions.

Stormwater and Runoff Control:

- Implement best practices for erosion and sediment control during sidewalk construction.
- Avoid contaminant runoff into nearby catch basins or green spaces.

Tree Protection & Urban Canopy:

- Protect existing trees in construction areas using tree protection zones and fencing.
 - Coordinate with the City to replant any disturbed trees, if required.
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3. Indigenous Reconciliation Plan**Objective:**

- To support reconciliation with Indigenous communities through respectful engagement and meaningful inclusion.

Actions & Commitments:**Acknowledgement:**

- Recognize that the work is taking place on the traditional territory of the Indigenous peoples.
- Display a land acknowledgement on project signage and during internal meetings.

Inclusion of Indigenous Businesses:

- Engage and consider Indigenous suppliers or subcontractors for relevant scopes (e.g., traffic control, landscaping).
- Maintain a registry of Indigenous-owned vendors for ongoing procurement inclusion.

Training & Awareness:

- Provide cultural awareness and reconciliation training for on-site supervisors and management.
- Encourage respectful workplace practices that recognize Indigenous histories and contributions.

Youth Engagement:

- Explore opportunities for Indigenous youth participation in job shadowing or co-op placements.
- Reach out to Indigenous employment agencies or training programs.

Collaboration:

- Communicate with the Indigenous community regarding any discoveries of cultural or archaeological significance during excavation.
- Follow proper protocols for site halts and notifications.

Example B

Social Value, Climate Change and Indigenous Reconciliation Plans

Social Value Plan

We plan to follow current company policy and initiatives to include considerations regarding social value through this project. We understand the importance of social value and aim to have regularly scheduled social events to help connect us with the local community. Typically, these are done on a monthly basis through the summer months.

Use of small business or social enterprises or diverse-owned businesses as suppliers and subcontractors:

Our supply chain team of buyers and purchasers across the business works with local supply partners to integrate them on to our preferred vendor list. The team follows the company's Corporate Social Responsibility policy, to ensure these preferred vendors have similar values and initiatives in place when it comes to environment, ethics, diversity and inclusion, and safety. This mix of local, national, and global vendors helps us support small local businesses in the communities where we live, work and play, while leveraging our size and scale, volumes and relationships. Throughout the length of the project, we will aim to procure goods and services from small businesses, social enterprises, or diverse-owned businesses whenever possible.

Climate Change Plan

Strategies for using recycled or lower embodied carbon materials wherever possible

We actively divert surplus asphalt, concrete rubble and granular road base normally destined for landfill sites to our existing recycling facilities. Where permitted, these materials are crushed and tested for incorporation into hot mix asphalt and granular road base. This use of recovered materials reduces the environmental impact of our work by reducing exported material quantities, reduces the amount of trucking and reduces the amount of virgin materials that are extracted from licensed pits and quarries. This has a direct impact on our carbon footprint. Where permitted, we will work with the City of Mississauga to increase the use of recycled materials in this project, without jeopardizing the quality of the final product or the expected service life.

Intentions to use local contractors to reduce transportation emissions

We have self-performance capabilities for most road building operations. Specialized subcontractors who are local will be considered for this project during the tendering

process. An example of this would be using a local company for asphalt supply and placement due to their proximity to the project site.

Intentions to use energy efficient or low emissions vehicles and equipment wherever possible

We intend to use energy-efficient or low emissions vehicles and equipment wherever possible. Our equipment is continually upgraded on an annual basis with newer technologies such as electric vehicles, Hybrid engines with reduced emissions during idling, and ensure equipment is well maintained to ensure unnecessary emissions are reduced.

Strategies to minimize waste and provide sufficient space for waste separation and monitoring on site

We have implemented sorting procedures on our project sites to minimize unnecessary waste ending up at landfill locations. This includes separating materials to ensure any material that can be recycled is recycled. As mentioned, we recycle asphalt, granular, and concrete products through our network of companies.

Indigenous Reconciliation Plan

We understand and reflect the City of Mississauga's commitment to reconciliation with the Indigenous People who have Treaty and traditional territory within the lands which make up the present-day City, and much of the lands on which our projects take place across Ontario.

Employment Opportunities:

We share job postings with the Miziwe Biik Indigenous Job Board within the GTA specifically (and dozens more throughout the province), and is committed to recruiting, hiring, training and retaining Indigenous workers, suppliers and subcontractors. We will look towards these partnerships to inform any potential employment opportunities with Indigenous community members on this project.

Engagement with the Indigenous Local Community

We commit to engaging with all affected project stakeholders, including disclosed local Indigenous communities. We employ an Indigenous Relations Coordinator, who will aid with this engagement on an as needed basis should any new concerns arise, to ensure cultural sensitivities are considered when working with and in Indigenous communities and on Treaty and traditional territory lands.