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SOCIAL PROCUREMENT POLICY

The diverse team at YOLO Coach are proactive, passionate, positive, motivated and solutions-focused. We believe that teamwork is the key to creating thriving communities where everybody benefits. Our focus is building healthier and happier lives - the contribution and expertise of our team is valuable to our mission of creating healthier and happier communities.

ORGANISATIONAL VALUES

Respect

We create safe learning and working environments and respect individual rights and opinions

Teamwork

We are committed to helping each other, sharing knowledge and collaborating for success

Openness

We are genuine, open about our challenges and communicate positively

Adaptable

We are adaptable to change, embrace opportunity and seek solutions efficiently and effectively

Proactive

We think ahead and stay focused on ways to create a healthier and happier community

CORPORATE DONATIONS

YOLO Coach are always looking for better ways to create thriving communities and we support a number of charities who provide further assistance to vulnerable groups. The donation amounts will increase as we continue to grow:

Red Cross Australia	\$360 per annum
Bravery Trust	\$240 per annum
Legacy Australia	\$240 per annum

OUR TEAM

YOLO Coach is committed to conducting business in an ethical and innovative manner to strengthen economic growth and create opportunities for suitably qualified resources. We are a social enterprise with 'heart' and we genuinely care about creating opportunities for disadvantaged jobseekers and improving gender equality, as outlined below:

1. AUSTRALIAN DEFENCE FORCE SPOUSES

Australian Defence Force spouses are continuously required to relocate their careers to various Defence locations around Australia in order to continue supporting their military partners and maintain close family connections. There are a significant number of Defence spouses who are highly educated and experienced, however struggle to maintain suitable employment in each Defence location (for example; the remote locality of Puckapunyal Victoria presents challenges with an extended commute to professional opportunities within the Melbourne area).

In addition to these career challenges, Defence spouses are often required to maintain a household and organise children as a sole parent in the absence of their military partners who are attending military training and/or operations, which further decreases their capacity for regular employment. As a result of the demands of sole parenting and the regular military posting cycle, Defence spouses often struggle to secure meaningful employment.

In 2019, YOLO Coach was awarded a community grant from the Puckapunyal Area Amenities Board (Defence community funding) and Young Veterans Australia to organise and manage a Weekend Wellbeing Retreat for Defence spouses based at Puckapunyal, Victoria. As part of this activity, a number of experienced and suitably qualified Defence spouses were invited to present their specialist skills and were suitably remunerated for their time. In addition, the project was intended to promote new social connections and provide ongoing business development opportunities for spouses within their local and wider community (ie; fitness instructor, nutrition consultant) who would otherwise have limited financial contribution to the household and opportunities for employment.

It is the intention of YOLO Coach to continue providing flexible employment opportunities for Defence spouses who possess suitable qualifications and experience. There are a significant number of reliable and capable resources available within the Defence community that can be called upon at short notice to assist with adhoc projects, if additional resources are required. It is our goal to create a strong community of thriving subject matter experts from within the Defence community who have underutilised skillsets and could benefit from experiences outside of the Defence environment to enhance their future capability and employability.

2. AUSTRALIAN DEFENCE FORCE VETERANS

YOLO Coach have identified that there are also a number of highly skilled Defence Force Veterans who offer a wealth of knowledge, skills and experience that are largely underutilised due to a range of different factors. A significant number of Veterans find it difficult to commit to regular employment opportunities, largely impacted by mental illness or physical disabilities. As part of our commitment to developing thriving communities, it is our goal to engage with the Veteran community (through Young Veterans Australia) and create flexible opportunities for Veterans to share their skills and knowledge in relation to specific projects. By providing Veterans with meaningful opportunities to collaborate on the development of projects and programs, it is anticipated that we can help to reduce the current mental illness epidemic amongst Veterans who struggle to find their identity, sense of purpose and meaningful ways to utilise their skills.

Please refer to an article published on The Cove military forum by Deb Herring relating to the Wellness Journey in the ADF:

<https://cove.army.gov.au/article/understanding-the-wellness-journey-snakes-ladders-approach>

3. STAY-AT-HOME MOTHERS

YOLO Coach has also identified that a number of stay-at-home mothers face significant challenges to enter or re-enter the workforce, in particular the challenge of balancing home and work commitments. As we are committed to creating thriving communities and improving wellbeing across a number of demographics, we are focused on providing flexible opportunities for stay-at-home mothers (with registered ABN's) who offer qualifications and skills that are highly transferrable and underutilised in the home environment. We currently offer a number of flexible opportunities to mothers in this category (including; workshop facilitation, administration, proof-reading and marketing) and it is our intention to continue building a team of talented and passionate mothers who can provide a high level of skill, knowledge and capability in collaboration with YOLO Coach. All team members within this category offer a varied range of experience, availability and expertise which we can utilise on a case-by-case basis.

We are focused on building a socially responsible organisation with a strong community of talented resources and would welcome the opportunity to engage with candidates who identify as Aboriginal and Torres Strait Islander or manage a disability. ***Everyone deserves a happy and healthy future and we are committed to creating thriving communities!***

COMMUNITY OBJECTIVES:

OBJECTIVE	OUTCOME
COMMUNITY & SOCIAL INCLUSION	Provide an opportunity for the community to interact and connect in a safe learning environment, without fear of judgement or self-disclosure. Continue to provide opportunities for vulnerable and 'socially disconnected' people to connect with others, feel valued for their contributions and feel included within their community.
CONNECTING ALLIED SERVICES	Provide education and information relating to allied support services for the community to access. Collaborating with existing services to provide an additional support service. Building rapport and connections between the community and health service providers.
HEALTH AND WELLBEING EDUCATION	Empower the community with a variety of wellness education programs to continue in the home environment. Training programs are designed to promote positive wellbeing, self-care and self-reflection for personal and/or professional success.
KNOWLEDGE SHARING	Provide opportunities for qualified and experienced Defence spouses, ex-serving Defence Veterans and stay-at-home mothers to share knowledge and skills to increase self-confidence and sense of purpose, while also providing business development opportunities for future referrals.
VULNERABLE FAMILIES	Provide a safe and supportive learning environment for people who feel vulnerable and isolated in remote locations, with a view to improving household wellbeing through positive and proactive education programs, thus also improving the health and wellbeing of children who can thrive in a safe and relaxed home environment.
FINANCIAL INDEPENDENCE & DOMESTIC VIOLENCE	<p>A number of women are unable to be financially independent due to the gender pay gap, undertaking study, working part time and/or raising children full time in the home environment. As a result of these factors, many women are financially dependent on their spouses, unable to contribute to household expenses, losing their professional confidence or struggling with the financial demands of being a single mother, which can be emotionally draining and stressful.</p> <p>These types of scenario can also provide an unsafe environment within households where financial abuse is prevalent and women feel financially 'trapped' without the resources to live independently, while also managing the cost of raising children. Our projects provide opportunities to;</p> <p style="text-align: center;"><i>Contribute financially to household expenses, Rebuild confidence and competence, Provide flexible options for participation in projects Prepare for a return to permanent employment, Rebalance 'power' in households and relationships, Reduce household stress, and Assist with financial independence in the unfortunate event of domestic violence.</i></p> <p>We are striving to close the gender pay gap and provide people with opportunities for financial independence through education, encouraging their contribution to the workforce / household and utilisation of their professional skills.</p>

SOCIAL TRADERS

We have investigated the certification requirements and criteria for Social Traders, however as we are currently operating as a sole trader, we are unable to apply for certification. In the event that our business structure changes in the future, we will be seeking certification through this process.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We are also focusing on our alignment to the UN Sustainable Development Goals (17 in total), as this drives a strong case for change across many industries. It is our aim to align with more UN goals as we continue to grow, however we currently align to the following UN goals:

- **Goal 4: Quality Education** – Help educate the children in our community. We are already committed to a number of projects relating to Youth and student wellbeing with a focus on more projects in 2021 and beyond. We believe that emotional intelligence and emotional agility are vital for success in education and life, so our commitment to providing quality education will continue to drive our high performing team.
- **Goal 5: Gender Equality** – Empower women and girls and ensure their equal rights. A number of our programs are focused on supporting women through life challenges with feelings of empowerment, courage and self-belief. We are also focused on providing work opportunities for Defence spouses and/or Stay-at-Home mothers who may not otherwise have exposure to meaningful projects. Our Youth programs also help to promote self-care and self-love to ensure that girls appreciate diversity and view themselves as positive contributors in their personal and professional lives.
- **Goal 8: Decent Work and Economic Growth** – Create job opportunities for Youth. Our Youth programs are designed to empower and inspire Youth to put their best foot forward, focus on their mental health and continue striving through adversity. We aim to promote the benefits of further education to secure meaningful employment in the future. Our Youth Shark Tank project is also designed to create economic growth and to acknowledge and support young people who have vision.

YOLO Coach is committed to providing meaningful and engaging employment opportunities as a social enterprise with 'heart'.

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