

# Localisation Strategy

## Sub - Strategy



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## Goal

To meet our value: “Everything that can be done locally will be done locally. We will identify and support national success, not import international action.”

## Considerations

The Mlambe Project breaks the goals of localisation down into three fundamental elements:

- Job creation
- Skills development and education
- Supporting local businesses

TMP is committed to developing processes and targets that enable us to sustainably, equitably, and efficiently achieve these aims within our governance requirements.

- **Job creation**
  - A local workforce will complete the projects across multiple rural locations. Once TMP and partners finish a project, the local employees will possess skills that they can use to benefit their communities and the local economy.
  - To ensure that we also meet our goal of equity and diversity, our staff selection procedure will:
    - Define clear recruitment criteria.
    - Ensure localisation is equitable (avoiding gender, status, and location biases).
    - Address structural racism.
- **Skills development**
  - Training is the key to developing the quality skills required for building projects in rural areas. TMP will provide written construction training courses.
  - We will provide training at the start of a project, taking local literacy capabilities and language requirements into consideration.
  - When a participant completes a course or project, TMP will award them a certificate.

- **Supporting local businesses**

- Wherever economically workable, we will localise procurement to support local businesses and the local community.
- We will request quotations for the procurement of Bill of Quantities from local companies to guarantee value for money.
- We will buy tools locally.

## Process

The development of a set of standardised modular designs that are repeatable across our projects is at the core of TMP's strategy.

Standardisation provides the following benefits:

- Development of training courses that cover all the skills required to complete environmentally sustainable buildings.
- Repeatable procurement and supply chain strategies.
- Development of a core set of skilled supervisors who will transfer to each new project.
- Easier governance because the supply chain and workforce requirements are repeatable.
- Development of recruitment and operations procedures.

## Prioritised Deliverables

1. Develop a training course that covers all the skills required to complete TMP's environmentally sustainable building projects.
2. Develop a recruitment procedure that will:
  - Define the recruitment criteria.
  - Ensure localisation is fair (avoiding gender, status, and location biases).
  - Address structural racism.
3. Design training and project participation certificates.

## Future Actions

- How can the skills developed within each local community provide long-term benefits?