NextEd Group Limited

Schedule 2

DAFF Learning Services Panel – Tender Response ATM_2025_3221

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Attachment 1: Potential Supplier's Details

1. Executive Summary

NextEd Group Limited (ASX: NXD) (referred to as NextEd) submits this response for Category D of ATM_2025_3221, covering Digital & Data Literacy, Data Acumen & Analytics, and Digital Tools & Technology. Our approach aligns with the Department of Agriculture, Fisheries and Forestry (DAFF) Academy model, the APS Craft Framework, and the APS Workforce Strategy 2025, ensuring DAFF receives practical, scalable and APS-contextualised capability uplift.

About NextEd

As one of Australia's largest listed education providers, NextEd operates accredited Registered Training Organisations (RTO), a Tertiary Education Quality and Standards Agency (TEQSA) accredited and regulated Higher Education provider and CRICOS institutions for English Language training and educational courses for International Students.

Each year we deliver high-quality teaching and learning outcomes to **more than 21,000 learners through eight Australian campuses** and a global recruitment network. Our 500-strong workforce underpins consistent delivery quality, curriculum assurance and rapid mobilisation. Delivery for this panel will be led by our specialist digital and technology subsidiary, the Academy of Interactive Technology (AIT) which is a dual sector provider with both TAFE (Technical and Further Education) RTO accreditation from Australian Skills Quality Authority (ASQA) and TEQSA Accreditation as a Higher Education Provider.

Delivery Model

This submission addresses Category D—Digital & Data Literacy, Data Acumen & Analytics, and Digital Tools & Technology. **NextEd would design, collaboratively co-design and contextualise accredited and non-accredited micro-credentials tailored to DAFF's operational context**, with an alignment to the Australian Public Service Charter and Partnerships and Engagement's good practice guidance underpinning our collaboration. Delivery will be blended (face-to-face, virtual, simulation-based, gamified and scenario-driven) and supported by robust evaluation, continuous improvement and governance aligned with DAFF Academy practices.

NextEd's approach is deliberately low-risk, scalable, and governance-led:

- APS-aligned outcomes, mapped to role context (not generic) training events. Support for accredited and non-accredited pathways for rapid, assured capability uplift via:
    - **Multiple delivery modalities** (virtual, blended, scenario-based, simulation, gamified, Master Classes)
    - Audit-ready, contract-ready delivery with **mature compliance, Quality Assurance (QA) and reporting**

- Align with the APS Craft framework; identifying core capabilities, continuous learning, continuous improvement, and skill enhancement, leveraging off existing expertise and resources.
- Align with the four design standards developed for the APS Academy, which included:
  - **Purposeful:** capability need is diagnosed and informs the solution
  - **User-centric:** design is inclusive, relevant and supports continuous learning
  - **Adaptable:** design can be shared, scaled up and leverages technology to create efficiencies
  - **Impactful:** design incorporates a mix of innovative and engaging learning methods.

Our methodology is to map learning outcomes to APS capability frameworks and DAFF role contexts. Through role-based pathways, practical labs, scenario-based exercises and de-identified datasets, we ensure strong workplace transfer and tangible capability uplift across the department.

A key differentiator is AIT's capability in interactive learning, simulation and gamification, enabling DAFF to embed scenario-based capability development that mirrors real-world decision-making and on the job experiences, rather than passive content consumption, which can be aligned with the APS Craft Framework and DAFF specific scenarios.

NextEd acknowledges DAFF's requirement that elements of learner delivery may occur offshore. We can **support offshore delivery where appropriate** and will work with DAFF during contract finalisation to determine suitable locations, cohorts and delivery modalities. Any offshore delivery will be jointly scoped, risk-assessed and approved to ensure alignment with DAFF's security, privacy and learner-experience requirements. In the instances where offshore delivery is online (asynchronistic or synchronistic) the pricing and payments schedule outlined in NextEd Attachment 7 Pricing and Payments and the accompanying Pricing Response schedule apply.

NextEd is also collaborating with OpenAI on the deployment of ChatGPT Edu, as announced in its ASX releases (10 November 2025 and 3 February 2026, Attachment 4 Experience). This market leading collaboration provides a secure, enterprise-grade AI environment to support AI literacy, educator enablement, and curriculum enhancement, under strict governance and data-privacy controls.

Why NextEd is a low-risk panel partner for DAFF:

- Publicly listed entity with strong governance and financial oversight
- Proven delivery at scale across regulated education environments
- Clear separation of contracting accountability and delivery execution
- Conservative, compliant interpretation of scope and obligations
- Ability to rapidly evolve content in fast-changing digital and data domains.

We will deliver a reliable, compliant, and future-ready capability uplift that supports DAFF's workforce priorities, strengthens digital confidence, and improves operational outcomes across the department.

Attachments and detailed responses are provided in the enclosed Schedule 2 – Tender Response Form, including Contract Delivery, Experience, Specified Personnel, Sustainability, Pricing, Financial Capacity and Statements.

2. Potential Supplier Profile

Item No.	Required Information	Potential Supplier's Information	
General Information			
1.	Potential Supplier's legal name	NextEd Group Limited	
2.	Trading or Business Name (if different to legal name)		
3.	Type of legal entity (e.g. natural person, company, partnership, trustee)	Australian Public Company	
4.	ACN / ARBN / Other incorporation number	105 012 066	
5.	ABN	75 105 012 066	
6.	Potential Supplier's address and details	Registered Office (If applicable)	Level 2, 7 Kelly Street, Ultimo, NSW 2007
		Principal Place of Business (If different to the registered office)	
		Phone (General)	02 8355 3820
		Email (General)	
7.	Potential Supplier's contact person	Name	s. 11C(1)(a)
		Position	General Manager of Group Growth
		Address	Level 2, 7 Kelly Street, Ultimo, NSW 2007
		Phone	s 47G
		Email	s 47G

3. Additional Potential Supplier Details

Item No.	Required Information	Potential Supplier's Information
Company details (If applicable)		
1.	Provide a summary of details in relation to the company's size, location of its sites and the principal locations for the provision of the Services	NextEd Group Limited welcomes the opportunity to partner with the Department of Agriculture, Fisheries and Forestry (DAFF) through the Learning Services Panel. We submit for Category D — Digital & Data Literacy, Data Acumen & Analytics, and Digital Tools & Technology, offering a scalable, APS-aligned, low-risk model to uplift digital capability across DAFF's workforce. NextEd Group Limited (ASX: NXD) is one of Australia's largest listed education and training providers, with deep experience operating in regulated, risk-sensitive education environments. NextEd encompasses multiple RTOs, a TEQSA-regulated Higher Education provider and CRICOS institutions. Across its subsidiary businesses including Academy of Interactive Technology (AIT), Greenwich College, Celtic Training, Sero Institute and International School of Colour & Design (ISCD) we educate 21,000+ learners annually across eight Australian campuses (Sydney, Melbourne, Brisbane, Adelaide, Perth and the Gold Coast), supported by a 500-strong workforce with mature compliance, curriculum assurance and quality systems. Delivery for this panel will be led by our specialist digital/technology subsidiary, the Academy of Interactive Technology (AIT). The principal locations for the provision of the face-to-face services under this tender will be Australia-wide, with delivery supported from existing campuses and/or DAFF locations; and digital infrastructure, utilising all delivery models specified in the Approach to Market. Through the DAFF Academy, DAFF is building an integrated, evidence-based capability system aligned to the APS Craft Framework and the APS Workforce Strategy 2025. Within Category D, the need is practical, job-relevant digital capability that strengthens decision-making, supports compliant and confident use of data and digital tools, and lifts digital behaviours across diverse APS roles.
2.	If the Potential Supplier is a foreign company, please provide details regarding the status of registration, place of incorporation and principal place of business in Australia	Not applicable.

Item No.	Required Information	Potential Supplier's Information
3.	Any individual shareholders holding 20% or more of any issued share capital	No
4.	Any related body corporate within the meaning of section 50 of the Corporations Act 2001 (Cth)	Yes
Workplace Gender Equality		
5.	Is your organisation classified as a 'relevant employer' under the Workplace Gender Equality Act 2012 (the WGE Act)? See https://www.wgea.gov.au/about	Yes
6.	If yes, you are required to provide a current letter of compliance with the WGE Act prior to entering into a contract. Have you provided a letter of compliance with this Response?	Yes
NOTE: If the Potential Supplier is successful in this ATM process and where the Supplier is a relevant employer under the WGE Act, the Supplier must provide evidence that it complies with its obligations under the WGE Act before commencement of any Contract and, if the term is more than 18 months, within 18 months of commencement and annually thereafter for the duration of the Contract.		
Partnership details (If applicable)		
7.	Provide details of the nature and structure of the partnership	The specific companies listed below are wholly owned subsidiary companies of NextEd Group Limited, an ASX-listed company.
8.	Provide details of the specific partners who would be involved in delivering the Goods and/or Services	Academy of Interactive Technology Pty Ltd ABN 35094133641 Celtic Training and Consultancy Pty Ltd ABN 24107991962 Brisbane Career College Pty Ltd ABN 96143846093 Greenwich College Pty Ltd ABN 31114584940 Redhill Education Limited ABN 41119952493 International School of Colour and Design Pty Ltd ABN 59123040111
9.	Provide details of the partner that is proposed to enter into the Contract with the Customer	NextEd Group Limited ABN 75105012066, an ASX-listed company, is the parent company and the lead entity in this proposed contractual arrangement.
10.	Include as part of tender documentation of the relevant partnership agreement	Not applicable as above. A group of wholly owned subsidiary companies does not require a partnership or consortium arrangement.
Trust details (If applicable)		
11.	If the Potential Supplier proposes to enter into the Contract as trustee of a trust,	Not applicable

Item No.	Required Information	Potential Supplier's Information
	provide the name and details of the nature of the trust. Include as part of the tender the relevant trust documentation	
Small to Medium Enterprise (SME) details		
12.	Potential Suppliers are to indicate if they are an SME (The Potential Supplier will be an SME if they are an Australian or New Zealand firm with fewer than 200 full time employees)	No
Indigenous Enterprise details		
13.	Is your organisation: • 50% or more Indigenous owned? • a joint venture that is 50% or more indigenous owned which can demonstrate equal indigenous representation and involvement in the management of the joint venture?	No
14.	Is your organisation registered on Supply Nation?	No
NOTE: Please provide a certificate or letter from a recognised Indigenous organisation such as Land Council, Indigenous Chamber of Commerce or Office of the Registrar of Indigenous Corporations verifying Indigenous ownership.		
Country of Tax Residency		
15.	Potential Supplier Entity's Country of Tax Residency:	Australia
16.	Potential Supplier's Ultimate Parent Entity's Country of Tax Residency:	Australia
Australian Businesses		
17.	Is your organisation: • a business, including any parent business, that: - has 50% or more Australian ownership, or is principally traded on an Australian equities market; and - is an Australian resident for tax purposes; and • a business that has its principal place of business in	Yes [ASX:NXD]

Item No.	Required Information	Potential Supplier's Information
	Australia. Further guidance is available at: www.finance.gov.au/australianbusiness.	
NOTE: The Supplier acknowledges that the giving of false or misleading information to the Commonwealth is a serious offence under section 137.1 of the schedule to the Criminal Code Act 1995 (Cth). The Customer may request information from you to confirm your organisation meets the definition of Australian business.		
New Zealand Businesses		
18.	Is your organisation a New Zealand Business as defined in New Zealand's Government Procurement Rules, available at www.procurement.govt.nz	No
NOTE: The Supplier acknowledges that the giving of false or misleading information to the Commonwealth is a serious offence under section 137.1 of the schedule to the Criminal Code Act 1995 (Cth). The Customer may request information from you to confirm your organisation meets the definition of Australian business.		

4. Subcontractors

Potential Suppliers are to include the details of any proposed Subcontractors (being any person or entity that is not an employee) who will be used in performing the Contract, by completing Table B - Subcontractors.

Table B – Subcontractors

Item No.	Proposed Subcontractor and ACN/ABN/ARBN (as applicable)	Description of work to be performed	Subcontract Value ($AUD)	STR Required (Y/N)	Contact Details
1.	**Academy of Interactive Technology Pty Ltd ABN: 35 094 133 641**	A registered Training Organisation (91439) and Higher Education Provider (PRV12005). Curriculum, Project Management, Subject Matter Experts (SME)	NVE (no value extended) – wholly owned subsidiary	No	s 47G; s 47F
2.	**Greenwich College Pty Ltd ABN: 31 114 584 940**	A registered Training Organisation 91153 Shared services	NVE – wholly owned subsidiary	No	
3.	**Celtic Training & Consultancy Pty Ltd ABN: 24 107 991 962**	A registered Training Organisation 40179 Shared services	NVE – wholly owned subsidiary	No	
4.	**Brisbane Career College Pty Ltd ABN: 96 143 846 093**	A registered Training Organisation 32303 Shared services	NVE – wholly	No	

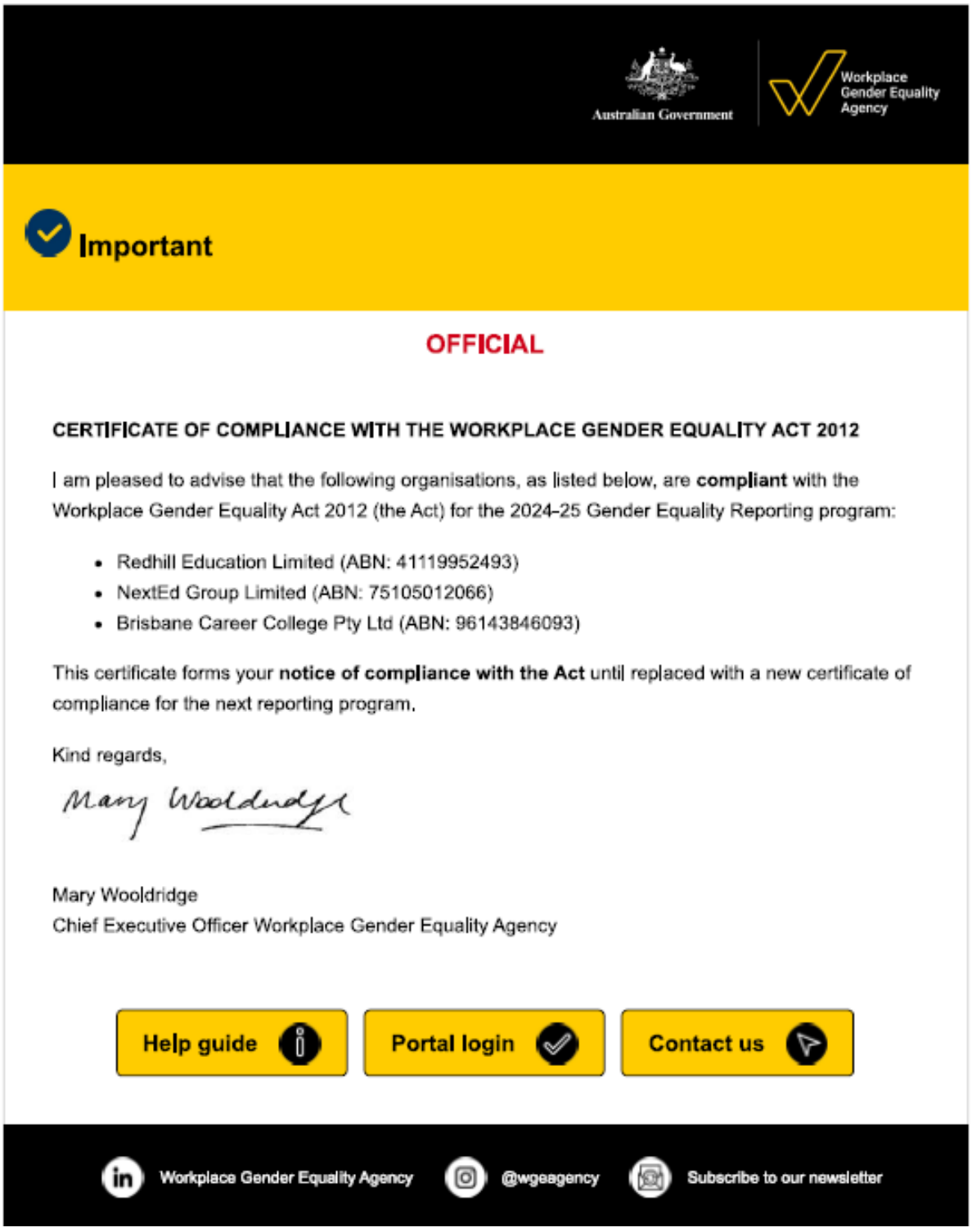
			owned subsidiary	
5	Redhill Education Limited ABN 41119952493	Shared services	NVE – wholly owned subsidiary	No
6	International School of Colour and Design Pty Ltd ABN 59123040111	Shared services	NVE – wholly owned subsidiary	No

s 47G; s 47F

5. WGE Act Compliance

NextEd is a relevant employer under the WGE Act and have provided current letter of compliance by WGEA on the following page.

NextEd Group



NextEd Group

WGEA Notifications <notifications@portal.wgea.gov.au>
Reply-To: support@wgea.gov.au
To:s 47G; s 47F(1)
s 47G; s 47F(1)

8 November 2025 at 17:58

Important

Australian Government

Workplace Gender Equality Agency

OFFICIAL

CERTIFICATE OF COMPLIANCE WITH THE WORKPLACE GENDER EQUALITY ACT 2012

I am pleased to advise that the following organisations, as listed below, are **compliant** with the Workplace Gender Equality Act 2012 (the Act) for the 2024-25 Gender Equality Reporting program:

- Redhill Education Limited (ABN: 41119952493)
- Brisbane Career College Pty Ltd (ABN: 96143846093)

This certificate forms your **notice of compliance with the Act** until replaced with a new certificate of compliance for the next reporting program..

Kind regards

Mary Wooldridge

Mary Wooldridge
Chief Executive OfficerWorkplace Gender Equality Agency

6. Disclosure of Anti-competitive Conduct

Potential supplier NextEd Group Limited ABN 75105012066 (a publicly listed company on the ASX) and the wholly owned subsidiary companies, Academy of Interactive Technology Pty Ltd ABN 35094133641, Celtic Training and Consultancy Pty Ltd ABN 24107991962, Brisbane Career College Pty Ltd ABN 96143846093, Greenwich College Pty Ltd ABN 31114584940, Redhill Education Limited ABN 41119952493, and International School of Colour and Design Pty Ltd ABN 59123040111 and the Director and Senior Management are not and have not been subject to proceedings related to anticompetitive conduct in Australia or overseas.

Attachment 2: Potential Supplier's Deed: NextEd Group Limited

DEED POLL

This deed poll is made on 4 February 2026

By:
NextEd Group Limited (ACN 105 012 066, ABN 75 105 012 066) (**Potential Supplier**)

1. Declarations

1.1 The Potential Supplier declares that:

(a) this deed poll is for the benefit of the Commonwealth of Australia as represented by the Department of Agriculture, Fisheries and Forestry ABN 34 190 894 983 (**Customer**); and

(b) it has the capacity to respond to the ATM by way of the tender and there are no restrictions under any relevant law to prevent it from so responding.

1.2 This deed poll is provided in connection with the Approach to Market (**ATM**) ATM_2025_3221 issued by the Customer and the tender (**Tender**) submitted by the Potential Supplier under that ATM. Terms not defined in this deed poll have the meaning given in the ATM.

2. Acknowledgements

2.1 The Potential Supplier acknowledges and agrees:

(a) to the Customer's rights as set out in the ATM and this deed poll, including the Customer's rights to exclude the Potential Supplier;

(b) that no binding contract (including a process contract), understanding or other legal or equitable rights or obligations will exist between the Customer and the Potential Supplier as a result of the ATM (other than as contemplated in clause 2.8(b) of the Conditions of Approach to Market) unless and until a Contract is executed by both parties;

(c) that subject to any liability arising under the *Government Procurement (Judicial Review) Act 2018* (Cth), the Customer will not be responsible for any costs or expenses incurred by the Potential Supplier in complying with the requirements of this ATM; and

(d) that it has relied entirely upon its own inquiries and advice in preparing the tender.

3. Potential Supplier's Representations and Warranties

3.1 The Potential Supplier represents and warrants that it:

(a) is not subject to a judicial decision against it relating to unpaid employee entitlements (not including decisions under appeal), where the employee entitlements remain unpaid;

(b) is not named in the consolidated list referred to in regulation 40 of the *Charter of United Nations (Dealing with Assets) Regulations 2008* (Cth);

(c) has compiled its tender without:

(i) the improper assistance of any current or former Customer officer, employee, contractor or agent; or

(ii) the use of information obtained through a breach of confidentiality, section 122.4 of the *Criminal Code Act 1995* (Cth) or the *Public Service Act 1999* (Cth);

(d) has not engaged in any collusive tendering, anti-competitive conduct, or any other unlawful or unethical conduct with any other Potential Supplier, or any other person in connection with the preparation of their tender or conduct of the ATM;

(e) has not prepared its tender with any consultation, communication, contract, arrangement or understanding with any competitor, other than where:

(i) the Potential Supplier and the competitor have an agreement that has been authorised by the Australian Competition and Consumer Commission; or

(ii) the Potential Supplier has communicated with a competitor for the purpose of subcontracting a portion of the Goods and/or Services, and where the communication with that competitor is limited to the information required to facilitate that particular subcontract;

(f) has not attempted to solicit information from or influence improperly any current or former officer, employee, contractor or agent of the Customer, or violate any applicable laws (including anti-corruption or bribery legislation) or Commonwealth policies regarding the offering of inducements in connection with the ATM process;

(g) has not engaged in, or procured or encouraged others to engage in, activity that would result in a breach of the *Lobbying Code of Conduct*;

(h) has not, without the Customer's prior written consent, permitted any current or former officer, employee, contractor or agent of the Customer to contribute to their tender or participate in any activity relating to the ATM, if that person was involved at any time in planning of the procurement to which this ATM relates, the preparation of this ATM or the management of this ATM;

(i) has not otherwise acted in an unethical or improper manner or contrary to any law in relation to this ATM process;

(j) has in place the appropriate policies, frameworks, or similar, to comply with the Commonwealth Supplier Code of Conduct (the Code);

(k) has not been investigated for a potential breach, or found to have breached, the Code in connection with any Commonwealth contract that requires compliance with the Code; and

(l) is able to meet the required standards for the provision of the Goods and/or Services.

4. Misleading and Deceptive Conduct

4.1 The Potential Supplier:

(a) acknowledges that under the *Criminal Code Act 1995* (Cth), giving false or misleading information is a serious offence; and

(a) represents that it has not engaged in misleading or deceptive conduct in relation to its tender or the ATM process.

5. Confidentiality and announcements

(a) The Potential Supplier agrees that it will not, and will ensure that its employees, agents and subcontractors do not, divulge or communicate to any person any confidential information concerning the affairs of the Customer, the Commonwealth or information provided by the Customer which the Customer indicates to Potential Suppliers is confidential or which Potential Suppliers know or ought reasonably to know is confidential.

(b) The Potential Supplier agrees that it will not make any public announcements concerning the Services or any other matter arising out of the ATM process for publication in any media without the prior written approval of the Customer.

6. Offer

6.1 The Potential Supplier acknowledges and agrees:

(a) that the tender constitutes an unconditional offer and accordingly is capable of immediate acceptance by the Customer so as to form a binding contract;

(b) that the tender must remain open for acceptance by the Customer for the Tender Offer Period; and

(c) not to withdraw, vary or otherwise compromise the tender during the Tender Offer Period.

7. Conflict of Interest

7.1 The Potential Supplier represents that, having made all reasonable enquiries, the following are its only known actual, potential or perceived conflicts of interest in respect of the ATM process, its tender or the provision of the Goods and/or Services:

None.

7.2 The Potential Supplier undertakes to advise the Customer in writing immediately upon becoming aware of any actual, potential or perceived conflicts of interest in respect of the ATM process, its tender or the provision of the Goods and/or Services.

7.3 The Potential Supplier agrees to take such steps as the Customer requires to resolve or manage a conflict of interest.

8. Workplace Gender Equality Requirements

8.1 The Potential Supplier represents that it is a 'relevant employer' for the purposes of the *Workplace Gender Equality Act 2012* (Cth) (**WGE Act**).

8.2 The Potential Supplier represents that it is compliant under the WGE Act and:

(a) completes the declaration at Schedule 2, Attachment 1, Section 3;

(b) has attached a current letter of compliance as part of its tender; or

(c) will provide a current letter of compliance prior to contract

9. Shadow Economy Policy

The Potential Supplier represents that if it is a successful supplier, and its Satisfactory Statements of Tax Record are or will be no longer Valid at the time any Contract will be entered into with the Customer, it will, if requested by the Customer, provide the Customer with a renewed Valid and Satisfactory Statement of Tax Record prior to the Contract being entered into.

9.1 The Potential Supplier acknowledges that if it is the successful supplier, it will be required to hold all Valid and Satisfactory Statements of Tax Record required for its

entity type for the duration of any Contract entered into with the Customer and, on request by the Customer, provide to the Customer a copy of any such Statement of Tax Record.

9.2 The Potential Supplier acknowledges that if it is a successful supplier, and it does not comply with the requirements outlined in clause 10.2 that it will be a breach of the Contract.

9.3 The Potential Supplier acknowledges that it will be required to:

(a) ensure that any first-tier subcontractor it engages to deliver Goods and/or Services as part of any Contract entered into with the Customer holds all Valid and Satisfactory Statements of Tax Record required for its entity type for the duration of any subcontract in relation to those Goods and/or Services; and

(b) retain a copy of all Statements of Tax Record held by any first-tier subcontractor in accordance with clause 10.4(a) and, on request by the Customer, provide to the Customer a copy of any such Statement of Tax Records.

10. Modern Slavery Act

10.1 The Potential Supplier acknowledges and agrees that it will, and will ensure that each of its proposed Subcontractors will, provide any information or records reasonably required by the Customer in relation to the:

(a) the Supplier; or

(b) a proposed Subcontractor,

for the purposes of the Customer satisfying its obligations as a reporting entity under the *Modern Slavery Act 2018* (Cth).

10.2 Within 10 Business Days of a written request from the Customer, the Potential Supplier must provide the information and records required under clause 10.1.

11. Employee work health and safety

11.1 The Potential Supplier represents the following:

(a) the Potential Supplier has had, in the three years preceding the release date of this ATM, NIL adverse Court or Tribunal decision(s) for a breach of any work health and safety legislation including the *Work Health and Safety Act 2011* (Cth) and equivalent State or Territory Laws, that are relevant to the Goods and/or Services and the safe manner in which they would be provided, workplace relations law, or workers' compensation law;

~~(b) the Potential Supplier has fully complied, or is fully complying, with all penalties or orders arising from any Court or Tribunal decisions;~~

~~OR~~

~~(c) the Potential Supplier has not fully complied with, or is currently not fully complying with [insert number] of the penalties or orders arising from the Court or Tribunal decisions and has provided as part of its tender information about each of these penalties or orders;~~

12. Payment Times Procurement Connected Policy

12.1 The Potential Supplier represents that it **is** a 'Reporting Entity' for the purposes of the *Payment Times Procurement Connected Policy* (**PT PCP**). A Reporting Entity means a 'Reporting Entity' within the meaning of the *Payment Times Reporting Act 2020* (Cth) (**PTR Act**).

13. Deed poll changes

13.1 If at any time prior to entry into a Contract with the preferred Potential Supplier arising from this ATM, any information provided in this deed poll changes, the Potential Supplier agrees to advise the Customer of that change within 7 days.

14. Survival

14.1 This deed poll survives termination or expiry of this ATM.

15. Applicable Law

15.1 The Potential Supplier agrees that the laws of the Australian Capital Territory apply to this deed poll and the Potential Supplier submits to the non-exclusive jurisdiction of the courts of the Australian Capital Territory for any proceedings in relation to this ATM.

16. Contact details

16.1 The Potential Supplier's contact details for the purpose of this deed poll are set out below:

Item No.	Information	Details
1	Name	s. 11C(1)(a)
2	Position	General Manager, Group Growth
3	Address	Level 2/7 Kelly St, Ultimo NSW 2007
4	Telephone Number	s 47G
5	Email Address	s 47G

EXECUTED AS A DEED POLL for the benefit of the Commonwealth of Australia as represented by the Department of Agriculture, Fisheries and Forestry ABN 34 190 894 983
Dated this 4th day of February 2026

EXECUTED by NextEd Group Limited (ACN 105 012 066, ABN 75 105 012 066) in accordance with section 127 of the *Corporations Act 2001* (Cth):

s 47F

s 47F

Sign

s 11C(1)(a)

s 11C(1)(a)

Attachment 3 – Contract Delivery

1. Proposed Contract delivery

NextEd Group Limited welcomes the opportunity to partner with the Department of Agriculture, Fisheries and Forestry (DAFF) through the Learning Services Panel. We submit for Category D — Digital & Data Literacy, Data Acumen & Analytics, and Digital Tools & Technology, offering a scalable, APS aligned, low risk model to uplift digital capability across DAFF's workforce.

Who we are

NextEd is one of Australia's largest listed education providers, encompassing multiple RTOs, a TEQSA-regulated Higher Education provider and CRICOS institutions. We educate 21,000+ learners annually across nine Australian campuses, supported by a 500 strong workforce with mature compliance, curriculum assurance, and quality systems. Delivery for this panel will be led by our specialist digital/technology subsidiary, the Academy of Interactive Technology (AIT).

Our understanding of DAFF's goals

Through the DAFF Academy, DAFF is building an integrated, evidence-based capability system aligned to the APS Craft Framework and the APS Workforce Strategy 2025. Within Category D, the need is practical, job relevant digital capability that strengthens decision making, supports compliant and confident use of data and digital tools, and lifts digital behaviours across diverse APS roles.

Our solution for Category D

- **Stream**: Digital & Data Literacy; Data Acumen & Analytics; Digital Tools & Technology Enablement.
- **Goods/Services:** Licensing, design, co-design and delivery of accredited and non-accredited learning solutions, training needs analysis and mapping contextualised to DAFF's operating environment.
- **Modes**: Live, virtual instructor-led, blended, scenario based and simulation driven learning, with practice labs and accessible assets (WCAG 2.1 AA).
- **Quality & assurance**: Defined frameworks for design, alignment, delivery, and governance, incorporating evaluation via approved dashboards and continuous improvement procedures.

What sets us apart

- Scenario & simulation expertise (AIT): Engaging, job relevant learning that drives real workplace transfer—not passive content.

- National scale & surge capacity: Concurrent cohorts without quality loss, backed by centralised scheduling, facilitation standards, and QA.
- Audit ready, contract ready governance: Mature compliance, risk, reporting, WHS and Modern Slavery frameworks.
- Secure AI enablement: Collaboration on ChatGPT Edu deployment to support AI literacy and educator enablement under enterprise grade privacy controls (Referee section Attachment 4 - Experience).
- Proven in regulated environments: Conservative, compliant interpretation of scope, security, and records requirements.

Delivery approach & milestones (illustrative)

1. Alignment, Consultation and Discovery
2. Training Needs Analysis and Capability Mapping
3. Solution Design and Prototyping
4. Development and Accreditation Alignment
5. Delivery and Implementation
6. Evaluation, Reporting, Continuous Improvement

Offshore delivery (if required)

Where DAFF requires face-to-face offshore learner delivery, we will proceed only following joint scoping, risk assessment, and approval, maintaining DAFF's standards for security, privacy, and learner experience.

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Why NextEd is a low-risk partner for DAFF

- ASX listed entity with strong governance and financial oversight
- Proven scale across regulated tertiary and public sector environments
- Clear separation of contracting accountability (NextEd Group) and delivery execution (AIT)
- Mature WHS, Modern Slavery, privacy, and data handling practices
- Version control, moderation, and quality gates across all delivery

Commitment

We will deliver a reliable, compliant, and future ready capability uplift that supports DAFF's workforce priorities, strengthens digital confidence, and improves operational outcomes across the department.

Scope and Categories

AIT is proposing to offer goods and services relevant for all fields specified in **Category D: Digital, Data & Analytics Capability**. This includes:

- Digital & Data Literacy
- Data Acumen & Analytics
- Digital Tools & Technology
- Data Ethics & Governance

The goods and services AIT is tendering to provide are:

1. Design, co-design and delivery of accredited and non-accredited learning solutions mapped to DAFF's capability domains and aligned with APS frameworks. This includes:
    - Design of new accredited or non-accredited learning solutions
    - Licensing of learning solutions from AIT's existing suite of accredited and non-accredited programs/skillsets
    - Gamification of learning solutions from expert designers, to enhance course engagement and progression
2. Delivery of blended learning solutions (face-to-face, virtual, gamification, simulation etc.) using pre-existing, newly created and/or co-designed materials.
3. Training needs analysis and technical/specialised research to propose cutting edge and fit-for-purpose training solutions.

Summary of Goods and Services

Organisational Capability and Experience

The Australian Institute of Technology (AIT) is an established dual-sector education provider, delivering both accredited and non-accredited education and training across vocational education and training (VET) and higher education (HE). With more than 20 years' experience, AIT has a strong record of accomplishment of delivering high-quality, industry-aligned learning solutions to government, corporate, and community stakeholders.

AIT's dual-sector capability enables the delivery of flexible, end-to-end learning pathways, supporting workforce capability development from short courses and micro credentials through to nationally recognised qualifications and higher education programs. All training is informed by contemporary industry practice and designed to meet organisational, regulatory, and workforce development requirements.

Learning Design and Curriculum Development Capability

AIT maintains an in-house, bespoke learning design and development team responsible for the end-to-end creation, review, and continuous improvement of learning products. This team has extensive experience in instructional design, assessment design, accreditation alignment, and quality assurance.

The learning design team develops and produces:

- Accredited VET units and qualifications
- Accredited higher education curriculum
- Non-accredited workshops, short courses, and professional development programs
- Micro credentials and modular learning products

Custom learning resources aligned to organisational capability frameworks. This capability enables AIT to rapidly design, adapt, and contextualise learning to meet specific agency needs, including compliance, workforce uplift, and emerging capability requirements.

Capability to Shape and Deliver Learning Aligned to DAFF Needs

Based on the course areas outlined in the attached document, AIT has the demonstrated capability to tailor and deliver learning solutions aligned to DAFF's workforce priorities across business, professional capability, and emerging technology domains Learning can be contextualised to DAFF's operating environment, policy frameworks, and stakeholder context, ensuring relevance and immediate workplace application.

AIT is tendering to provide the following services:

- Existing accredited VET curriculum, including nationally recognised training aligned to workforce capability needs
- Existing accredited higher education curriculum, supporting advanced professional and leadership development
- Existing non-accredited curriculum, including short courses, workshops, and professional capability programs
- Learning design of new non-accredited curriculum, tailored to DAFF-specific requirements
- Learning design of new accredited curriculum, including assessment development and compliance alignment
- Delivery of accredited and non-accredited training, through flexible face-to-face, blended, and online modalities
- Learning product gamification, enhancing learner engagement and knowledge retention
- Training Needs Analysis, identifying capability gaps and workforce development priorities
- Requirements mapping, aligning learning outcomes to organisational, regulatory, and role-based requirements
- Learning assessment and evaluation, measuring effectiveness, outcomes, and return on investment

Quality Assurance and Continuous Improvement

AIT applies robust governance, quality assurance, and evaluation processes across all learning products and delivery. This ensures training outcomes are measurable, compliant,

and aligned to organisational objectives. Continuous improvement is embedded through stakeholder feedback, learner evaluation, and performance analysis.

Table of Goods and Services

Good / Service	Description	DAFF Fee
Delivery of existing accredited VET Units of Competency (UOCs)	Training by AIT of AIT's existing VET units of competency	s 22(1)
Delivery of existing accredited VET UOC clusters	Training by AIT of AIT's existing VET skillsets or groups of units	
Delivery of existing accredited VET Courses	Training by AIT of AIT's existing VET courses & qualifications	
Delivery of existing accredited HE Subjects	Delivery by AIT of AIT's existing HE individual subjects	
Delivery of existing accredited HE qualifications	Delivery by AIT of AIT's existing HE qualifications	
Delivery of existing non-accredited curriculum	Training by AIT of AIT's existing non-accredited workshops, short courses or microcredentials	
Learning design of new non-accredited curriculum	Professional learning design by trained professionals, experienced with Cat D fields	
Learning design of new accredited VET curriculum	Professional learning design by trained professionals, experienced with Cat D fields	
Learning design of new accredited HE curriculum	Professional learning design by trained professionals, experienced with Cat D fields	
Delivery of other non-accredited training	Delivery of third-party material by trained, accredited AIT educators, with industry and academic experience in Cat D fields	
Delivery of accredited VET training	Delivery of third-party VET material by trained, accredited AIT educators, with industry and academic experience in Cat D fields	
Delivery of accredited HE education	Delivery of third party HE material by trained, accredited AIT educators with industry and academic experience in Cat D fields	
Learning product gamification	Gamification of learning products by professionally trained experts in gamified learning design	
Training Needs Analysis	Consultation, review, and clarification of stakeholder training needs	

Requirements mapping	Expert mapping of APS and DAFF requirements to regulatory and learning product outcomes	s 22(1)
Learning assessment / evaluation	Assessment design, review and marking of accredited learning submissions	

Draft Program Guide

The table below demonstrates the types of programs AIT can offer the DAFF. These are draft only, and can be contextualised to suit the DAFF's requirements.

Program Type	Duration	Potential Audience
Accredited HE Diploma	44 weeks / 1200 hours	Managers responsible for broad knowledge and oversight
Accredited VET Diploma	60 weeks / 1200 hours	Supervisors / people leaders
Clustered Unit Short Course	4-6 weeks / 120 hours	Frontline staff requiring consolidated skillsets
Single Unit Workshop	5 days / 20 hours	Staff requiring specific, targeted skills
Non-Accredited Workshop	0.5 days / 3 hours	Staff requiring upskilling in emerging tools, tech, and skills, which is industry-first

Table of Existing Learning Products

See Document: NextEd Attachment A Pricing Response ATM 2025 3221.xlsx

Proposed Solution & Methodology

The solution proposed follows a staged approach from initial enquiry through to evaluation. These processes will ensure an aligned understanding is formulated initially, key stakeholders are informed and learning products are appropriately developed, with scope for evaluation, continuous improvement, and future development.

Example Solution Timeline

Stage	Focus	Commencement	Duration
1	Alignment, Consultation and Discovery	February 2026	1-2 Wks
2	Training Needs Analysis and Capability Mapping	March 2026	2-3 Wks
3	Solution Design and Prototyping	March / April 2026	6-8 Wks
4	Development and Accreditation Alignment	April 2026	10-12 Wks
5	Delivery and Implementation	July 2026	TBC
6	Evaluation, Reporting, Continuous Improvement	4 weeks post completion	TBC

Key Activities and Stage Deliverables

Stage 1: Alignment, Consultation and Discovery

The initial stage focuses on establishing a shared understanding of objectives, scope, and governance arrangements to ensure learning solutions are developed effectively, as well as determining an accurate workforce context to inform evidence-based learning solutions.

Key deliverables include:

- Confirmation of scope, objectives, target cohorts, and success measures.
- Alignment with DAFF Academy and/or Biosecurity Training Centre (BTC) governance, reporting, and approval pathways.
- Identification of key stakeholders across operational, technical, policy, and learning functions.
- Clarifying legislative, regulatory, accreditation, and compliance considerations, including obligations under the Biosecurity Act 2015 where relevant.
- Agreement on communication, reporting, quality assurance, and decision-making arrangements.
- Confirmation of environmental sustainability expectations in accordance with DAFF policy requirements.
- Structured consultation with relevant stakeholders, including other panel members, operational and technical subject matter experts, supervisors, managers, and policy stakeholders.
- Exploration of operational environments, workforce constraints, and delivery contexts, including regional, remote, and field-based settings.
- Review of existing learning assets, practices, and capability development initiatives.
- Identification of dependencies, interfaces, or opportunities for collaboration with other DAFF Academy panel providers.

Success during this stage will ensure subsequent activities are undertaken within an agreed governance framework and learning solutions are grounded in DAFF's real-world operating context and workforce needs.

Stage 2: Training Needs Analysis and Capability Mapping

The purpose of this stage is to translate business and operational requirements into clear learning and capability development needs.

Key deliverables include:

- Conducting a training needs analysis informed by operational risk, statutory obligations, workforce data, and performance requirements.
- Identification of capability gaps and priority development areas for specific roles, cohorts, or career stages.
- Mapping learning requirements to relevant frameworks, including:
    - APS Craft Capability Framework
    - APS Workforce Strategy 2025
    - DAFF capability domains
- Defining target proficiency levels, learning outcomes, and pathway entry and exit points.

This stage ensures learning interventions are targeted, proportionate, and aligned with APS and DAFF capability frameworks.

Stage 3: Solution Design and Prototyping

This stage involves designing fit-for-purpose learning solutions and pathways aligned to identified capability needs, and validating learning designs through collaboration and early testing.

Key deliverables include:

- Designing scalable and modular learning pathways that support progression across roles and proficiency levels.
- Selection of delivery methods based on learner needs and operational context, including face-to-face, virtual, blended, simulation, scenario-based, and workplace-based approaches.
- Application of adult learning principles and contemporary APS learning models.
- Consideration of accessibility, inclusivity, and learner experience.
- Design of assessment approaches, including workplace-based assessment where appropriate.
- Exploration of existing products that already meet stakeholder needs
- Co-design workshops with DAFF stakeholders and subject matter experts.
- Development of prototypes, pilot modules, or exemplar learning components.
- Testing content relevance, learning flow, assessment approaches, and delivery feasibility.
- Incorporation of structured feedback to refine learning solutions prior to full development.

Success during this stage will ensure learning solutions are practical, engaging, and aligned with APS learning expectations, and reflect DAFF operational realities.

Stage 4: Development and Accreditation Alignment (where applicable)

This stage involves finalising learning materials to required quality, compliance, and accreditation standards.

Key deliverables include:

- Development of learning and assessment materials in accordance with agreed design standards.
- Contextualisation of existing learning resources that already meet stakeholder needs
- Mapping of learning content to:
    - DAFF/APS capability requirements, and
    - ASQA-approved vocational qualifications and units of competency where accreditation is required.
- Quality assurance, validation, and version control processes.
- Preparation of supporting documentation and evidence for accreditation or audit purposes, where applicable.
- Building approved learning products into the learning management system, ready for delivery.

Success at stage ensures learning materials are completed, and meet regulatory and quality expectations, particularly in regulated operational environments.

Stage 5: Delivery and Implementation
This stage focuses on the effective and consistent delivery of learning solutions.

Key deliverables include:

- Deployment of qualified facilitators and learning professionals with APS and/or regulated operational experience.
- Flexible delivery scheduling to support operational continuity.
- Adaptation of delivery for online, regional, remote, or field-based learners.
- Ongoing coordination with the DAFF Academy and/or BTC during delivery to ensure alignment with expectations.

Success at this stage ensures learning is delivered by appropriate trainers with high quality, safely, consistently, and with minimal operational disruption.

Stage 6: Evaluation, Reporting, and Continuous Improvement
The final stage focuses on measuring effectiveness and supporting continuous improvement.

Key deliverables include:

- Evaluation of learning effectiveness using agreed measures and models (e.g. learner feedback, capability uplift, application to the workplace, Kirkpatrick, Phillip's ROI, Kaufman, CIPP, CERO etc).
- Reporting aligned with DAFF Academy governance and reporting requirements.
- Identification of improvement opportunities and refinement of learning materials and delivery approaches.
- Contribution to continuous improvement and knowledge sharing across the DAFF Academy panel.

Success at this stage will ensure learning solutions remain current, effective, and aligned with evolving DAFF capability needs.

Risk Management

AIT operates within a comprehensive risk assessment and mitigation framework governed by strong corporate oversight and a robust suite of institutional and group-level policies. The NXD Board determines AIT's overall risk profile and provides oversight of risk management strategy, internal compliance, and control frameworks. Responsibility for implementing and monitoring the risk management system is delegated to the Audit and Risk Committee, which oversees practices and procedures to ensure effective risk identification, mitigation, and compliance with both internal requirements and external regulatory obligations across all NXD businesses, including AIT.

AIT is further supported by NextEd Group's centralised Group Quality, Accreditations and Compliance (QAC) function, which provides ongoing assurance through regular reporting to the NXD Board. The QAC function leads the maintenance, review, and updating of

organisational Risk Registers, which are submitted to the NXD Board for consideration, supporting a proactive and consistent approach to risk management. This governance framework is underpinned by appropriate professional indemnity insurance and public liability insurance, and reinforced through a comprehensive suite of policies, including the Child Safety Policy, Student Codes of Conduct, and Complaints and Appeals Policy. AIT also adheres to key NextEd Group policies addressing Access and Equity, Critical Incident Management, Internet and Email Usage, Privacy and Data Protection, and Student Support, alongside the Student Sexual Assault and Sexual Harassment Policy.

Guidance is further provided through the NXD Risk Appetite Statement, which articulates risk tolerance levels and guiding principles across the Group. Together, these governance arrangements and policy safeguards ensure risks are proactively identified and managed, supporting operational resilience, regulatory compliance, and a safe, inclusive learning environment.

Time Constraints Management

AIT recognises several time-critical constraints that may influence service delivery planning and execution under this panel arrangement. These constraints are proactively managed through a delivery framework that includes structured project plans, defined deliverable milestones, and clearly established communication protocols. This approach ensures delivery activities remain coordinated, transparent, and responsive throughout the contract lifecycle.

The Contract is expected to commence by 1 July 2026, with services required to be fully operational from that date to ensure continuity of the DAFF learning calendar and Biosecurity Training Centre delivery. AIT acknowledges that this creates a compressed mobilisation period following contract execution and has planned for delivery capability, personnel availability and learning solutions to be substantially ready in advance of commencement. Our approach assumes limited tolerance for delays, phased onboarding or extended ramp-up periods.

Once operational, AIT will deliver services within a responsive, demand-driven panel environment, requiring flexibility and timely execution, according to agreed plans and timelines. AIT has accounted for the following time constraints in its delivery planning:

- Short lead times between Official Orders and service commencement;
- Concurrent or overlapping delivery across multiple capability domains and delivery modes;
- Alignment with fixed departmental learning schedules and statutory training requirements;
- Participation in governance, evaluation and continuous improvement activities aligned to DAFF Academy planning and review cycles; and
- Compliance-related response requirements, including:
- Provision of information within 10 business days for Modern Slavery reporting requests; and

- Notification and follow-up on Significant Events within 3 business days, where requested by the Customer.

AIT will manage these constraints through a structured and disciplined delivery framework, including:

- Clear, measurable project plans and delivery timelines overseen by experienced project and learning development managers;
- Defined deliverable milestones to support progress tracking and early identification of risks;
- Regular project meetings with Customer stakeholders to monitor status, address issues and confirm priorities;
- Agreed response timeframes for delivery, reporting, and compliance-related requests; and
- Clear reporting lines, communication channels and nominated contact personnel to ensure timely escalation and decision-making.

Together, these controls enable AIT to maintain delivery momentum, manage competing priorities, and consistently meet contractual, operational and compliance timeframes across the full term of the Contract.

The below table of risks and mitigations outlines the perceived risks to delivery and strategies for overcoming them.

Risk Area	Potential Risk	Mitigation / Control Measures
Governance & Oversight	Inadequate oversight of enterprise or delivery risks	Risk profile and tolerance set by the NXD Board, with oversight of risk strategy, compliance, and controls. The Audit and Risk Committee monitor implementation and effectiveness of risk management practices across all NXD businesses, including AIT.
Risk Identification & Monitoring	Failure to identify emerging or changing risks	Centralised **Group Quality, Accreditations and Compliance (QAC)** function maintains and reviews Risk Registers, conducts periodic risk reviews, and reports to the NXD Board as part of strategy, budgeting, and reforecast cycles.
Regulatory & Policy Compliance	Non-compliance with legislative, regulatory, or contractual obligations	Comprehensive suite of institutional and NextEd Group policies governing access and equity, critical incidents, privacy and data protection, digital conduct, student support, complaints and appeals, and student safety, supported by regular review and escalation mechanisms.
Insurance & Liability	Exposure to financial or legal liability	Maintenance of appropriate **professional indemnity insurance** and **public liability insurance** to mitigate financial and operational risk associated with service delivery.

Student Safety & Wellbeing	Risk to student welfare or inappropriate conduct	Child Safety Policy, Student Codes of Conduct, Student Support Policy, and Student Sexual Assault and Sexual Harassment Policy establish clear behavioural expectations, reporting pathways and response procedures.
Mobilisation Timeframes	Inability to mobilise by required service commencement date	Advance workforce planning, pre-approved facilitators, and scalable delivery models enable rapid mobilisation to meet the fixed commencement date of **1 July 2026**, ensuring continuity of learning services.
Delivery Scheduling	Delays due to short notice or overlapping delivery requirements	Flexible resourcing model and blended delivery capability (face-to-face, virtual and hybrid) support rapid scheduling and concurrent delivery across multiple capability domains.
Operational Continuity	Disruption to learning programs or statutory training	Alignment of delivery planning with DAFF learning calendars and statutory requirements, supported by contingency planning and substitution arrangements for key personnel.
Compliance Response Timeframes	Failure to meet mandated response deadlines	Established governance and reporting processes enable timely responses, including within **10 business days** for Modern Slavery information requests and **3 business days** for Significant Event notifications.
Reputational Risk	Adverse impacts arising from complaints or incidents	Clear complaints, appeals and critical incident management processes, supported by escalation pathways to senior management and Board-level oversight.

2. Facilities & Assistance

To support the effective and efficient delivery of the Goods and/or Services, AIT may require access to certain facilities, systems, and assistance from the Customer, subject to the scope of individual Official Orders and agreed delivery arrangements.

Where delivery is undertaken using DAFF facilities, this may include access to training rooms, venues and learning spaces that are fit for purpose, appropriately configured for the intended cohort size and delivery method, and compliant with accessibility and work health and safety requirements. Where required for delivery, AIT may also rely on the availability of technology and equipment, such as computers or devices for participants, particularly for virtual, blended or digitally enabled learning. For technology-enabled delivery, AIT may also require access to learning management systems (LMS) or other DAFF systems, including appropriate administrative or facilitator logins, to enable scheduling, delivery, learner management, and reporting. AIT may also require access to training plans, delivery schedules, and cohort information to support effective planning, resourcing, and coordination of delivery activities.

In addition, effective delivery may be supported by:

- Access to relevant DAFF subject matter experts and stakeholders for consultation, co-design, validation, or review activities;
- Timely access to existing learning materials, frameworks, policies, or guidance relevant to the scope of the Services;
- Confirmation of governance, approval, and escalation pathways, including nominated points of contact for delivery coordination and issue resolution;
- Timely review and approval of deliverables in accordance with agreed timeframes;
- Access to information regarding operational constraints, delivery contexts, or site-specific requirements, including regional, remote, or field-based environments; and
- Support for evaluation and reporting activities, including access to agreed data, systems, or templates, subject to privacy and security requirements.

AIT will work collaboratively with the DAFF to confirm and manage any facilities or assistance required for each engagement, ensuring alignment with DAFF Academy and/or Biosecurity Training Centre governance arrangements and minimising disruption to operational activities.

3. Work Health & Safety Risk Management

AIT acknowledges that the broader risk management and mitigation strategies applicable to delivery of the Goods and/or Services are outlined in the risk mitigation table submitted above. In addition to those enterprise and delivery risks, AIT has considered the key health and safety risks that may arise while performing the Services and the controls applied to mitigate those risks.

Given the nature of the Services, health and safety risks are assessed as low to moderate and are managed through proportionate, established controls aligned with work health and safety obligations and DAFF requirements. These are outlined in the following table.

Health and Safety Risk Area	Potential Risks	AIT Mitigation and Control Measures
Office-based and Remote Curriculum Design Work	Ergonomic risks from prolonged computer use; fatigue; psychosocial risks associated with workload or remote work.	Application of compliant workstation and ergonomic standards; guidance for remote workstation setup; workload planning and reasonable working hours; wellbeing and psychosocial safety policies with clear escalation pathways.
Delivery on Customer Premises	Unfamiliar environments; site-specific hazards; limited control over emergency procedures.	Compliance with Customer WHS policies and procedures; completion of required site inductions; adherence to local emergency and incident response arrangements; clear incident reporting and escalation processes aligned to DAFF requirements.

Regional, Remote or Field-Based Delivery	Environmental hazards; limited access to medical services; travel fatigue; site access risks.	Pre-delivery risk assessment; delivery planning aligned to operational and environmental conditions; confirmation of site access and local safety requirements; coordination with Customer representatives for supervision and support where required.
Overseas Delivery (where applicable)	Travel-related health and safety risks; local medical and emergency access; political, environmental, or cultural risks.	Travel risk assessments and approvals; alignment with DFAT travel advice; appropriate insurance coverage; clear communication protocols and emergency contact arrangements.
Learner Health, Safety and Wellbeing	Participant fatigue or distress; inappropriate behaviour; unsafe learning environments.	Maintenance of safe and inclusive learning environments; trained facilitators with duty-of-care awareness; clear codes of conduct; defined escalation and support pathways aligned to DAFF expectations.
Technology-enabled and Virtual Delivery	Screen fatigue; reduced engagement; inappropriate online conduct.	Session design incorporating breaks and interaction; application of online conduct standards; monitoring of learner wellbeing during delivery; adherence to privacy and data protection requirements.
Incident Management and Reporting	Delayed or inconsistent incident response; unclear escalation pathways.	Established incident management procedures aligned to critical incident frameworks; defined reporting timeframes; coordination with the Customer for investigation, response, and review activities.
Insurance and Liability	Financial exposure arising from health and safety incidents.	Maintenance of appropriate professional indemnity and public liability insurance to support risk transfer and incident response.

Assumptions & Limitations

AIT's response and proposed approach are provided based on the following assumptions and limitations, which have been taken into account in determining scope, resourcing, timeframes, and pricing.

Assumptions

Unless otherwise agreed in writing, AIT's response assumes that:

- The Contract will be executed broadly in accordance with the indicative timetable set out in the ATM, with services commencing by 1 July 2026;
- Official Orders will be issued with reasonable lead times, commensurate with the nature, scale, and delivery mode of the Services;
- DAFF will provide timely access to relevant information, documentation, subject matter experts, and stakeholders reasonably required for the performance of the Services;

- Learning priorities, delivery schedules, and volumes will be confirmed through agreed governance and approval processes;
- Delivery requirements and fees to be paid will remain within the scope of the categories, service descriptions and delivery modes specified in the Statement of Requirements;
- Approvals, decisions, and feedback required from DAFF will be provided within agreed timeframes; and
- Training delivery environments, including facilities, systems and platforms, will be available and fit for purpose as agreed, regardless of local or international learner cohorts.

Limitations

AIT notes that:

- Delivery timeframes may be impacted where requirements are varied, reprioritised or confirmed at short notice;
- Concurrent or peak demand across multiple categories may require sequencing or reprioritisation of services, subject to agreed capacity;
- Material changes to scope, learning objectives, delivery volumes or delivery methods may necessitate adjustments to timelines, resourcing, and/or pricing;
- Delays in the provision of information, approvals or access to stakeholders may affect agreed milestones;
- Compliance, reporting, and notification obligations are contingent on the timely availability of accurate information from relevant parties, including subcontractors where applicable; and
- Delivery of face-to-face, field-based, or operational training may be affected by external factors beyond AIT's reasonable control, including operational requirements, travel constraints, or biosecurity conditions.

Management of Variations

Where an assumption is not met or a limitation arises, AIT assumes that impacts will be addressed through:

- The governance, escalation and change management mechanisms set out in the Contract;
- Collaborative replanning of deliverables and timeframes; and
- Formal variation processes, where required, in accordance with the Contract.

Processes and Procedures

AIT will perform and manage the delivery of the Goods and/or Services through a structured, end-to-end delivery framework that integrates formal organisational procedures with established, practice-based delivery processes aligned to DAFF Academy and Biosecurity Training Centre (BTC) requirements. The procedures and processes applied to delivery of the

proposed solution are directly aligned to, and support, the achievement of the key deliverables outlined in the Key Activities and Stage Deliverables section.

AIT's delivery approach is underpinned by documented organisational procedures covering curriculum design and development; delivery planning and learner feedback; class and lesson scheduling; workforce planning, recruitment, and deployment; continuous improvement; and compliance with applicable regulatory, accreditation and quality standards. These procedures are applied consistently and proportionately and are structured to support the effective delivery of outputs and outcomes across the full solution lifecycle, as outlined below.

Stage 1: Alignment, Consultation and Discovery
At this stage, AIT's governance, consultation, and planning procedures support the establishment of a shared understanding of scope, objectives, stakeholder expectations, and success measures. Key processes include confirmation of learning priorities; alignment with DAFF Academy and/or BTC governance, reporting, and approval pathways; clarification of legislative, regulatory and compliance requirements; agreement on communication and reporting arrangements; and identification of dependencies, risks, and opportunities for collaboration.

Stage 2: Training Needs Analysis and Capability Mapping
AIT's analysis and capability mapping procedures are applied to produce evidence-based outputs that define learning requirements and priorities. Processes include a structured training needs analysis, identification of capability gaps, and mapping of learning outcomes and pathways to relevant APS, DAFF and role-specific capability frameworks, with clearly defined target proficiency levels.

Stage 3: Solution Design and Prototyping
AIT's curriculum design and co-design procedures support the development of scalable, learner-centred solutions. Processes at this stage include modular learning pathway designs, selection of appropriate delivery methods, draft assessment approaches, and prototype or pilot learning components that are tested with stakeholders and refined based on structured feedback.

Stage 4: Development and Accreditation Alignment (where applicable)
AIT's development and quality assurance procedures ensure learning products are fit for delivery and, where required, accreditation ready. These include fully developed learning and assessment materials, contextualised resources, mapping to DAFF and APS capability requirements and ASQA-approved units of competency, quality assurance records, and supporting documentation for accreditation or audit purposes.

Stage 5: Delivery and Implementation
AIT's delivery, scheduling, and workforce management procedures support effective implementation in operational environments. Deliverables include the coordinated deployment of qualified facilitators, delivery schedules aligned to operational and workforce constraints,

and consistent delivery across face-to-face, virtual, blended and field-based contexts in alignment with DAFF Academy and/or BTC expectations.

Stage 6: Evaluation, Reporting and Continuous Improvement
AIT's evaluation and continuous improvement procedures support accountability and the ongoing enhancement of learning solutions. Deliverables include evaluation data and insights aligned to agreed measures, reporting in accordance with DAFF Academy governance requirements, and the identification and implementation of continuous improvement actions to refine content, delivery, and learner outcomes over time.

Ongoing Compliance and Assurance
AIT recognises that compliance with the Commonwealth Supplier Code of Conduct is an ongoing obligation. Through NXD's governance framework, internal controls and assurance mechanisms, AIT monitors compliance, addresses issues as they arise, and continuously strengthens its policies and practices to meet evolving regulatory and Commonwealth expectations.

4. Benefit to the Australian Economy

Australian jobs; skills uplift for APS workforce; Australian tax contribution; use of Australian suppliers where practical.

AIT, as part of the NextEd Group, provides a direct and sustained economic benefit to the Australian economy consistent with sections 7 and 20 of the guidance through the delivery of learning services that build workforce capability, employ Australian workers, support Australian businesses, are designed and delivered sustainably, and strengthen national skills and industry capability. These benefits align with the Commonwealth Procurement Rules and the Department of Finance guidance on consideration of broader domestic economic benefits in procurement. Through curriculum design, capability development and training delivery aligned to APS and regulatory frameworks, AIT contributes to a more capable, mobile, and future-ready Australian public sector workforce.

Employment, Skills, and Workforce Development

AIT and NextEd deliver direct economic benefit through:

- The employment of Australian-based learning designers, facilitators, assessors, and professional staff, who in turn contribute to the Australian economy;
- Investment in ongoing professional development to maintain contemporary APS, regulatory and technical capability;
- Delivery of skills and training that benefit Australian communities, particularly in leadership, regulatory, digital, and professional capability domains; and
- Support for capability uplift in areas of national importance, including biosecurity, regulatory practice, and public sector leadership.

These benefits align with the guidance's emphasis on productivity enhancement, skills development, and workforce participation as direct economic benefits to Australia.

Use of Australian Businesses and Supply Chains

AIT contributes to a competitive and diverse Australian supplier base by:

- Engaging Australian SMEs as subcontractors, partners, and specialist service providers where appropriate;
- Procuring goods and services from Australian suppliers, including technology, professional services, and venue providers; and
- Sharing knowledge, learning design expertise and delivery capability with partner organisations, consistent with examples outlined in section 20 of the guidance.

This approach supports the development and sustainment of Australian industry capability and reflects the principles outlined in the panel and professional services examples provided in the guidance.

Investment, Taxation and Sustainable Operations

As an Australian operating entity, AIT and NextEd:

- Pay taxes in Australia on profits generated from domestic operations;
- Invest in Australian-based infrastructure, systems and learning platforms; and Operate in accordance with sustainable procurement principles, including efficient use of resources and digital-first delivery models that reduce environmental impact where appropriate.
- These factors align with the guidance's recognition of taxation, infrastructure investment, and sustainability as direct contributors to economic benefit.
- Consistent with the training services panel case study outlined in the guidance, AIT demonstrates economic benefit by:
- Being an Australian provider employing staff nationally;
- Delivering cost-effective, high-quality training services across Australia;
- Leasing and utilising Australian facilities and digital infrastructure; and
- engaging SMEs and specialist partners in the delivery of learning services.
- In addition, AIT's focus on capability development aligns with the guidance's examples relating to professional services and capability-building procurements, where economic benefit is realised through skills development, workforce productivity, and industry capability uplift rather than physical goods production

5. Commonwealth Supplier Code of Conduct

AIT, as part of the NextEd Group (NXD), is committed to conducting business in a manner that is ethical, transparent, and consistent with the expectations set out in the Commonwealth Supplier Code of Conduct and adheres to legislated guidelines surrounding modern slavery, ethical practice, and appropriate governance standards. This is demonstrated through a comprehensive suite of organisational and Group-level policies and governance frameworks.

Further, NXD is a publicly listed company and is therefore subject to the Corporations Act 2001 (Cth), ASX Listing Rules, and associated regulatory and governance requirements. These obligations provide a strong foundation for compliance with the Code and are embedded within AIT's operational, governance and risk management frameworks. NextEds Modern Slavery Statement has been provided to meet the requirements as set out in Schedule 2.

Modern Slavery / Sanctions Regimes

(a) 5.14 NextEd, its personnel, proposed subcontractors, agents and related bodies corporate will comply with the United Nations Security Council sanctions regimes under the Charter of the United Nations Act 1945 (Cth) and the Australian autonomous sanctions regimes under the Autonomous Sanctions Act 2011 (Cth). NextEd declare our personnel's, any proposed subcontractors', agents' and related bodies' corporate compliance in Attachment 2: Potential Supplier's Deed.

Illegal Workers

(a) An Illegal Worker means a person who is a non-citizen of Australia who:
- (i) does not hold a valid visa and who performs work in Australia; or
- (ii) holds a valid visa and who performs work in Australia in breach of a visa condition that:
  - (A) prohibits him or her from working in Australia; or
  - (B) restricts the work that he or she may perform in Australia.

(b) NextEd notes that it is the Department's policy not to enter into arrangements with an entity engaging Illegal Workers.

(c) NextEd confirms that we have not and will not engage any Illegal Workers in 2.4 – Attachment 2: Potential Supplier's Deed.

Ethical Behaviour

AIT upholds high standards of ethical behaviour through established policies, governance arrangements and cultural expectations that align with the principles of the Australian Public Service (APS). AIT's approach is outlined below, along with a table mapping relevant policies and procedures against each expectation.

(i) *Declare and manage conflicts of interests in connection with Commonwealth contracts*

AIT applies formal mechanisms to identify, disclose and manage actual, potential and perceived conflicts of interest. These mechanisms operate across all contractual engagements and include requirements for disclosure, independent assessment, documented management strategies and ongoing monitoring to ensure conflicts are appropriately managed and do not compromise integrity or impartiality. These processes are supported by the NextEd Code of Conduct, Delegation of Authority Policy, and Employee Gifts and Functions Policy, which require disclosure, assessment and appropriate management of conflicts, including those arising in connection with Commonwealth engagements.

(ii) *Uphold business integrity*
Business integrity is embedded through governance frameworks, leadership accountability and clear standards of conduct, including the NextEd Code of Conduct, Fraud and Corruption Policy, Whistleblower Protection Policy. As part of an ASX-listed group bound by federal legislation that governs appropriate practice, AIT operates within robust compliance and assurance arrangements that promote lawful, ethical and transparent behaviour, supported by escalation, investigation and corrective action processes where required.

(iii) *Protect sensitive, privileged and confidential information of the Commonwealth*
AIT applies controls to ensure the secure handling, storage and use of sensitive and confidential information. Information security and privacy practices are aligned with legal and contractual obligations and supported by access controls, system security measures, and staff awareness requirements to protect Commonwealth information from unauthorised access or misuse. AIT protects Commonwealth information through the NextEd Privacy Policy, IT Security Policy, Internet, Email and Social Media Usage Policy, and Responsible AI Use Policy. These policies govern the secure handling, storage and use of information and systems, ensuring confidentiality, integrity and compliance with privacy and data protection obligations.

(iv) *Emulate the Australian Public Service (APS) Values*
AIT's behavioural and governance frameworks align with APS Values, including integrity, respect, accountability and impartiality. This alignment is reflected in the NextEd Code of Conduct, Academic Governance Policy, Complaints, Grievances and Appeals Policy, and Practice Guide - Diversity and Inclusion, which collectively support fair, respectful and transparent conduct.

Code requirements, mapped to policies below are reinforced through leadership accountability, staff induction, ongoing awareness, and escalation mechanisms.

Code Requirement	Relevant AIT / NextEd Policies and Frameworks
(i) Declare and manage conflicts of interest in	NextEd Code of Conduct Policy; Delegation of Authority Policy (Updated June 2025); Employee Gifts & Functions Policy; Dispute Resolution Policy

connection with Commonwealth contracts	
(ii) Uphold business integrity	NextEd Code of Conduct Policy; NextEd Fraud & Corruption Policy; NextEd Whistleblower Protection Policy; Discipline Policy; Academic Integrity Policy
(iii) Protect sensitive, privileged, and confidential information of the Commonwealth	NextEd Privacy Policy; NextEd IT Security Policy; Internet, Email and Social Media Usage Policy; NextEd Responsible AI Use Policy
(iv) Emulate the Australian Public Service (APS) Values	NextEd Code of Conduct Policy; Academic Governance Policy; Practice Guide – Diversity and Inclusion; Complaints, Grievances and Appeals Policy

Corporate Governance and Business Practices

NXD's corporate governance framework reflects the requirements and expectations of an ASX-listed organisation and supports strong oversight, transparency, and risk management across all Group businesses, including AIT, which demonstrates compliance with this element of the Code through the below mechanisms:

(i) *Demonstrate high standards of professional conduct and corporate citizenship*
NXD's ASX-listed governance framework provides Board-level oversight, executive accountability and internal controls that promote professional conduct and corporate citizenship. At an operational level, this is reinforced through the NextEd Code of Conduct, Academic Governance Policy, and professional competency and quality assurance frameworks.

(ii) *Manage risk*
AIT operates within an enterprise risk management framework that supports the identification, assessment and management of risks across operations and service delivery. Risk oversight is supported by Board-level governance, internal controls and regular review processes, ensuring risks are managed in a structured and proportionate manner within a structured risk management environment. This is supported by the Fraud and Corruption Policy, Whistleblower Protection Policy, Delegation of Authority Policy, and Group-level risk oversight through the Audit and Risk Committee. Risks are identified, monitored and managed in accordance with enterprise risk management principles.

(iii) *Maintain appropriate records*
AIT maintains records in accordance with legal, regulatory and contractual requirements. Record-keeping practices are supported by governance and audit obligations applicable to ASX-listed entities, ensuring accuracy, transparency and appropriate retention of information. This is supported by Delegation of Authority,

academic and quality governance policies, and record-keeping obligations arising from NXD's ASX-listed status.

(iv) *Meet taxation obligations*
NXD meets taxation obligations in Australia in accordance with applicable legislation. Compliance is supported through statutory reporting, external audit requirements and financial governance controls required of an ASX-listed entity.

(v) *Make prompt payments*
AIT's financial governance arrangements support prompt and appropriate payment practices, including controls established under the Delegation of Authority Policy and Corporate Credit Card Policy, and broader Group financial management frameworks.

(vi) Undertake and cooperate with audits and assessments
AIT cooperates fully with audits, assessments and reviews undertaken by Commonwealth entities or authorised representatives. This is supported by Audit and Risk Committee oversight, the Whistleblower Protection Policy, Fraud and Corruption Policy, and quality assurance and continuous improvement frameworks.

(vii) *Maintain sustainable business practices and minimise environmental impacts*
AIT integrates sustainability considerations into service delivery through digital-first delivery models, reduced material use and efficient use of facilities. These practices are supported by AIT's Environmental Sustainability Plan, facilities and resource practice guides, and Group governance frameworks aligned to sustainable procurement principles.

AIT also maintains sustainable business practices, including consideration of environmental impacts, efficient use of resources and alignment with sustainable procurement principles where applicable. Code requirements are mapped to policies below.

Code Requirement	Relevant AIT / NextEd Policies and Frameworks
(i) Demonstrate high standards of professional conduct and corporate citizenship	NextEd Code of Conduct Policy; Academic Governance Policy; Dress and Grooming Policy; Practice Guide – Trainer and Assessor Competencies
(ii) Manage risk	NextEd Fraud & Corruption Policy; NextEd Whistleblower Protection Policy; Risk Management Framework (NextEd Governance); Delegation of Authority Policy
(iii) Maintain appropriate records	Delegation of Authority Policy; Academic Governance Policy; Practice Guide – Assessment; Records and reporting controls under ASX-listed governance obligations
(iv) Meet taxation obligations	NextEd Group ASX-listed governance framework; Corporations Act compliance; Audit and Risk Committee oversight
(v) Make prompt payments	Delegation of Authority Policy; Corporate Credit Card Policy; Financial governance controls under ASX-listed obligations

(vi) Undertake and cooperate with audits and assessments	Audit and Risk Committee oversight; NextEd Whistleblower Protection Policy; NextEd Fraud & Corruption Policy; Quality Assurance and Continuous Improvement Policy
(vii) Maintain sustainable business practices and minimise environmental impacts	Environmental Sustainability Plan; Practice Guide – Facilities, Resources and Equipment; Responsible procurement practices under NextEd governance framework

Expectations of Work Health, Safety and Responsible Employment

AIT is committed to providing safe, inclusive, and respectful working environments and to upholding responsible employment practices across its operations and supply chains. Alignment with this expectation has been addressed above, and includes:

(viii) *Manage workplace health, safety and security*
AIT manages workplace health, safety and security risks through established WHS systems, incident management processes and workforce wellbeing practices. These arrangements support safe working environments for staff and safe learning environments for participants. WHS is governed by the Work Health and Safety Policy, Drugs and Alcohol Policy, Employee Mental Health and Wellbeing Policy, and incident management procedures, ensuring safe working and learning environments.

(ix) *Act to prevent involuntary labour and human rights abuse*
AIT is committed to responsible employment practices and ethical supply chains. As part of a listed entity, AIT operates within governance and compliance frameworks that address modern slavery risks and support the prevention of involuntary labour and human rights abuses. These commitments are enforced through the NextEd Modern Slavery Policy, Code of Conduct and supplier governance controls, which address risks of forced labour and human rights abuse within operations and supply chains.

(x) *Act to prevent discrimination, harassment and support diversity*
AIT promotes inclusive and respectful workplaces and learning environments. Practices support the prevention of discrimination and harassment, encourage diversity and inclusion, and provide clear pathways for reporting and addressing concerns. Policies including the Discrimination, Bullying and Harassment Policy, Practice Guide – Diversity and Inclusion, and flexible work arrangements support inclusive, respectful and discrimination-free workplaces and learning environments.

(xi) *Respect employee rights*
Employee rights are respected through fair, lawful and transparent employment practices. AIT supports reasonable working arrangements, fair treatment, access to dispute resolution mechanisms and workforce wellbeing, consistent with workplace laws and standards. This is reflected in the Flexibility Working Arrangements Policy, Time Off in Lieu Policy, Discipline Policy, Dispute Resolution Policy, and wellbeing frameworks.

(xii) *Respect Aboriginal and Torres Strait Islander people's rights*
AIT recognises and respects the rights of Aboriginal and Torres Strait Islander peoples

through its Access and Equity Policy, Practice Guide – Diversity and Inclusion, and culturally respectful learning and engagement practices aligned with Commonwealth policy principles.

These commitments apply to AIT personnel and, where relevant, to subcontractors and partners engaged in the delivery of Services. Code requirements are mapped to policies below.

Code Requirement	Relevant AIT / NextEd Policies and Frameworks
(viii) Manage workplace health, safety, and security	Work Health & Safety Policy; Drugs and Alcohol Policy; Employee Mental Health & Wellbeing Policy; Critical Incident Policy and Procedure
(ix) Act to prevent involuntary labour and human rights abuse	NextEd Modern Slavery Policy; NextEd Code of Conduct Policy; Supplier governance and ethical sourcing controls
(x) Act to prevent discrimination, harassment, and support diversity	Discrimination, Bullying and Harassment Policy; Practice Guide – Diversity and Inclusion; Flexibility Working Arrangements Policy
(xi) Respect employee rights	Flexibility Working Arrangements Policy; Time Off in Lieu Policy; Discipline Policy; Dispute Resolution Policy; Employee Mental Health & Wellbeing Policy
(xii) Respect Aboriginal and Torres Strait Islander peoples' rights	Access and Equity Policy; Practice Guide – Diversity and Inclusion; culturally respectful learning and engagement practices

Attachment 4 – Experience

1. Prior Experience

Australian Institute of Technology (AIT) has extensive experience delivering technology-focused education and training services aligned to workforce capability uplift across corporate and government contexts. AIT has been delivering tech-oriented courses, bootcamps and accredited qualifications for over 25 years, supporting learners across a range of career stages and capability needs.

AIT has delivered training and education services to a broad client base, including government and enterprise organisations such as the Northern Territory Government, MYOB and Australia Post. These engagements have included the design and delivery of women in STEM capability uplift programs, leadership and management upskilling initiatives, and technical programming and digital skills development courses. Delivery has been provided through face-to-face, virtual and blended models, tailored to organisational, operational and learner requirements.

AIT's past performance demonstrates a strong track record of effective delivery and positive learner outcomes. Programs consistently achieve high progression and completion rates, supported by strong learner engagement and very positive satisfaction outcomes. This reflects AIT's focus on applied, industry-aligned learning design, structured learner support and continuous improvement.

AIT's capability is underpinned by an extensive team of qualified educators who are appropriately registered, industry-experienced and academically trained, with strong expertise in contemporary learning design and adult learning principles. This ensures learning solutions are relevant, engaging and fit for purpose for adult learners in corporate and government environments.

In addition to AIT's direct experience, the NextEd Group's wholly owned Registered Training Organisation (RTO) subsidiaries, including Sero Institute (RTO: 32303) and Celtic Training (RTO: 40179) have successfully delivered training services under State Government contractual and preferred supplier arrangements. This demonstrates group-wide capability and experience in operating within regulated procurement environments, meeting government quality, compliance and performance expectations, and delivering training at scale across diverse learner cohorts.

Collectively, this experience provides AIT with strong technical capability, mature delivery systems and access to broader group expertise in curriculum development, assessment, workforce deployment and quality assurance. This positions AIT, supported by the NextEd

Group, to deliver the Goods and/or Services in a reliable, scalable and low-risk manner consistent with the requirements of this tender.

Case Studies

Case Study 1: *Capability for the NT Government Workforce*

Provider: Academy of Interactive Technology (AIT), trading as Coder Academy (RTO 90511)
Client: Northern Territory Government
Delivery Period: 2019–2020
Relevant Category: Category D – Digital, Data & Analytics Capability
Relevant Topics: Digital & Data Literacy, Data Analysis, Research & Evidence-Based Decision Making

Purpose / Goal

To uplift the practical data and research capability of Northern Territory Government public servants by delivering nationally recognised training focused on spreadsheet-based data analysis and the analysis and presentation of research information.

The program was designed to enable public sector staff to work more effectively with workplace data, support evidence-based decision making, and improve the quality of analysis and reporting within government contexts.

Stakeholders

- Northern Territory Government employees
- AIT (trading as Coder Academy) trainers, assessors, and academic governance teams
- NT Government departmental managers and workplace supervisors
- Compliance, quality assurance, and industry advisory stakeholders

Process

- **Training needs definition**: Program tailored to public servants with access to workplace data and responsibility for analysis and reporting tasks
- **Accredited program design**: Delivery of two nationally recognised units:
  - BSBITU402 – Develop and use complex spreadsheets
  - BSBRES411 – Analyse and present research information
- **Blended delivery model:** Combination of online learning, live webinars, and face-to-face workshops to accommodate workforce schedules and geographic constraints
- **Workplace-aligned learning:** Training and assessment tasks were based on real workplace scenarios, datasets, and reporting requirements.
- **Governance and quality**: Delivery aligned with RTO compliance requirements, academic integrity standards, and continuous improvement processes

Timeline

- **Program duration**: Approximately 11 weeks
- **Total volume of learning**: 110 hours (supervised and unsupervised)
- Delivered across multiple cohorts during 2019–2020

Hurdles Overcome

- Supporting learners with varied levels of digital confidence and prior experience
- Delivering consistent, high-quality training across blended and remote formats
- Aligning accredited training requirements with real-world government work practices
- Ensuring accessibility and reasonable adjustment for a diverse public sector workforce

Outcomes

- Participants achieved competency in complex spreadsheet development and applied data analysis
- Improved capability in researching, analysing, and presenting information for government contexts
- Strengthened evidence-based reporting and analytical decision-making skills
- High learner support and engagement through structured academic and trainer support mechanisms
- A repeatable, scalable model for government digital and data capability uplift

Relevance to DAFF

This case study demonstrates AIT / NextEd's capability to:

- Deliver Digital & Data Literacy and analytics capability to government workforces
- Design and deliver accredited, workforce-aligned learning in regulated environments
- Support entry-level and intermediate public sector staff to work confidently with data
- Apply strong governance, quality assurance, and continuous improvement practices
- Deliver blended, flexible learning suitable for geographically dispersed government teams

Case Study 2: Women in STEM Uplift Through Industry-Aligned Bootcamps

Provider: Academy of Interactive Technology (AIT), trading as Coder Academy
Client / Industry Partner: MYOB
Delivery Period: 2020
Relevant Category: Category D – Digital, Data & Analytics Capability
Relevant Topics: Digital & Data Literacy, Software Development, Digital Tools & Technology

Purpose / Goal

To design and deliver an intensive, industry-aligned digital capability program that equips participants with practical software development skills, strong problem-solving capability, and job-ready digital competencies aligned to real-world workplace needs.

The program aimed to support participants, many of whom were early in their technology careers, to successfully complete a demanding curriculum while maintaining high academic standards, engagement, and retention.

Stakeholders

- MYOB (industry partner and program sponsor)
- AIT (trading as Coder Academy) academic leadership, educators, and delivery teams
- Program participants (DevelopHer cohort, a Women in STEM initiative)
- Industry mentors and technical practitioners
- Academic governance and quality assurance teams

Process

- **Program design**: Delivery of an intensive 24-week Higher Education Diploma of Information Technology, structured across three terms and aligned to contemporary industry practice
- **Industry-aligned curriculum**: Focus on full-stack web development, computer science fundamentals, databases, APIs, cloud deployment, and agile project delivery
- **Blended and flexible delivery**: Capability to deliver fully online, on-campus or blended learning to support accessibility and continuity, including during COVID-19 restrictions
- **High-touch support model:** small class sizes, high educator-to-student ratios, teaching assistants, live sessions, and a dedicated online helpdesk to maximise engagement and retention
- **Industry engagement:** Integration of mentors and industry-standard tools (e.g. Git, GitHub, agile tooling) from day one to ensure job-relevant learning

Timeline

- Program duration: 24 weeks
- Structured as three 7-week terms with a scheduled break
- Delivered during 2020

Hurdles Overcome

- Maintaining engagement and momentum in an intensive, accelerated learning model
- Supporting learners with diverse prior experience and confidence levels
- Transitioning delivery modes to accommodate COVID-related constraints
- Ensuring academic rigour while maximising completion and learner success

Outcomes

100% completion rate across the MYOB Developher cohort

- Distinction average achieved across all participants
- Graduates developed strong, job-ready digital and software development capability
- High learner engagement supported through structured academic and pastoral support
- Demonstrated ability to deliver intensive digital capability uplift with strong retention and outcomes

Relevance to DAFF

This case study demonstrates AIT / NextEd's capability to:

- Deliver intensive Digital & Data capability programs with exceptional completion outcomes
- Support entry-level and early-career cohorts to succeed in complex technical learning
- Apply proven learner support and engagement models to minimise attrition
- Deliver flexible, resilient learning during periods of operational disruption
- Translate industry-defined digital skills into structured, high-quality learning programs

Case Study 3: Corporate Bootcamp for Digital & Data Capability

Provider: Academy of Interactive Technology (AIT), trading as Coder Academy
Client: Australia Post
Delivery Period: 2019–2020
Delivery Model: Corporate Bootcamp (Australia Post Technology Academy)
Relevant Category: Category D – Digital, Data & Analytics Capability
Relevant Topics: Digital & Data Literacy, Software Development, Data Analytics, Digital Tools & Technology

Purpose / Goal

To design and deliver an intensive, workplace-embedded digital capability program to upskill participants with little or no prior IT experience into productive contributors within Australia Post's Technology and Digital function.

The program aimed to build foundational digital, data and software development capability aligned to Australia Post's operational context, governance requirements, and long-term workforce strategy.

Stakeholders

- Australia Post Technology and Digital leadership
- Australia Post Technology Academy project and HR teams
- AIT / Coder Academy senior educators, facilitators, and project managers
- Program participants (corporate cohort)
- Australia Post IT team leads and mentors

Process

- **Co-design with client**: Curriculum and assessments were designed in close collaboration with Australia Post to align with organisational priorities, systems, and policies
- **Bootcamp delivery**: A 12-week, full-time, on-site corporate bootcamp for approximately 20 participants per cohort, delivered Monday to Friday
- **Project-based learning**: Participants worked on real, Australia Post–specific projects using agile methodologies, rotating through team-based activities aligned to different technology functions

- **Capability breadth**: Curriculum covered digital, data and technology topics including web application development, databases, data analytics (Excel), security, DevOps, IoT and compliance
- **Ongoing development**: Post-bootcamp monthly masterclasses over two years to deepen capability in areas such as data science, AI, security, and emerging technologies
- **Governance and reporting**: Structured reporting, attendance tracking, performance monitoring, and incident management aligned to Australia Post requirements

Timeline

- Program design commenced in 2018
- Initial 12-week bootcamp delivered from 2019
- Monthly masterclasses and ongoing capability development continued through 2019–2020

Hurdles Overcome

- Upskilling participants with minimal prior technical experience in an accelerated timeframe
- Embedding learning within a live, operational corporate environment
- Aligning training delivery with enterprise governance, compliance, and reporting standards
- Maintaining engagement and performance across an intensive full-time program
- Outcomes
- Participants developed practical, job-ready digital and data capability aligned to Australia Post systems and priorities
- Strong foundations in data analysis, software development, and agile delivery
- Improved workforce readiness and internal talent pipeline for Technology and Digital roles
- Demonstrated ability to deliver complex, multi-year corporate capability programs with strong governance and reporting
- A scalable, repeatable corporate bootcamp model for large public-sector organisations

Relevance to DAFF

This case study demonstrates AIT / NextEd's capability to:

- Deliver large-scale Digital & Data capability uplift for public-sector and enterprise workforces
- Design and deliver intensive bootcamp-style learning aligned to organisational priorities
- Support participants with low starting capability to achieve meaningful digital competence
- Operate effectively within complex governance, reporting, and compliance environments

- Partner closely with government and enterprise clients to co-design workforce capability solutions

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2. Qualifications, Licences and Accreditations

NextEd Group Limited is a publicly listed company and wholly owns a dual sector Higher Education Provider PRV12005 Academy of Interactive Technology Pty Ltd (AIT) and Registered Training Organisation (RTO) 90511. AIT PRV12005, has recently undertaken a renewal of registration with the Tertiary Education Quality and Standards Agency. On 9 July 2025, TEQSA renewed, under section 36 of the *Tertiary Education Quality and Standards Agency Act 2011* (TEQSA Act), the registration of Academy of Interactive Technology Pty Ltd as an Institute of Higher Education, for a period of 7 years until 8 July 2032. TEQSA made this decision on the basis that it was satisfied that Academy of Interactive Technology Pty Ltd continues to meet the applicable Standards of the *Higher Education Standards Framework (Threshold Standards) 2021*.

The RTO 90511 is accredited by Australian Skills Quality Authority under the framework of legislation and standards: the VET Quality Framework, the Standards for VET Accredited Courses and legislation relating to education services for overseas students (ESOS). Initially accredited in 2000, it has a long and successful history, with its current registration until November 2032.

Within NextEd's education group the other Registered Training Organisations that will complement and assist in meeting the deliverables of the potential supplier contract including Celtic Training ABN 24107991962 RTO 40179, Sero Institute ABN 96143846093 RTO 32303, and Greenwich College ABN 31114584940 RTO 91153.

3. Potential Supplier Referees

Potential Suppliers are to provide the following contact details for at least 3 previous clients of the Potential Supplier who are prepared to act as referees for the Potential Supplier, in accordance with Table C - Referees.

Table C - Referees

#	Name & Org	Role	Email	Detail
s 47G; s 47F				

Reference 1

s 47G; s 47F

Reference 2

s 47G; s 47F

Reference 3

s 47G; s 47F

OpenAI Collaboration

Responsible Use of AI Tools in Entry-Level Digital Capability Development
Provider: Academy of Interactive Technology (AIT), a subsidiary of NextEd Group
Industry Partner: OpenAI (Solution Architecture team)
Relevant Category: Category D – Digital, Data & Analytics Capability
Relevant Topics: Digital & Data Literacy, Digital Tools & Technology, Data Ethics & Governance

Purpose / Goal
To design and deliver learning that introduces entry-level learners to modern, AI-assisted digital tools in a way that strengthens foundational skills, critical thinking, and ethical judgement, rather than replacing them.
The objective was to mirror contemporary workplace practice while maintaining strong governance, accountability, and capability progression. This aligns closely with APS expectations for responsible use of digital and data tools.

Stakeholders
- AIT academic leadership and educators
- OpenAI Solution Architects
- NextEd Group (governance and delivery oversight)
- Entry-level learners with foundational IT capability
- Academic integrity and quality assurance teams

Process
- **Curriculum analysis:** Identified where AI-assisted tools could support learning outcomes without undermining core technical capability, or academic integrity.
- **Industry co-design:** Educators worked directly with OpenAI technical specialists to understand Codex functionality, risks, and appropriate use.
- **Learning design:** Activities required learners to demonstrate foundational understanding before using AI assistance.
- **Ethics and governance:** Learning was aligned to academic integrity policies and responsible AI use principles.
- **Pilot delivery:** AI-enabled activities were embedded into assessed coursework with educator facilitation and review.

Timeline
- Co-design and development completed within one academic term
- Delivery commenced in early 2026
- Model incorporated into broader NextEd digital and AI capability programs

Hurdles Overcome

- Managing the risk of over-reliance on AI by novice users
- Maintaining academic integrity and academic governance standards
- Ensuring educators were confident and capable in teaching with AI tools
- Designing learning that remains relevant despite rapid technology change
- Embedding ethical and transparent AI use into assessed learning

Outcomes

- Learners developed practical experience using AI-assisted digital tools in line with industry practice
- Improved critical thinking through assessment of AI-generated outputs
- Strong understanding of responsible and ethical AI use
- NextEd recognised by OpenAI as a “frontier collaborator” for responsible AI adoption
- Scalable approach now used across higher education, vocational and workforce learning contexts

Relevance to DAFF

This case study demonstrates NextEd’s capability to:

- Translate advanced digital tools into fit-for-purpose learning for entry-level and non-specialist cohorts
- Deliver Digital & Data Literacy and Digital Tools capability aligned with governance and ethical standards
- Ensure digital tools support professional judgement rather than automate decision-making
- Rapidly design and deploy contemporary capability uplift in regulated environments

OpenAI Media Release

NextEd advances AI-enabled learning with OpenAI Codex at Academy of Interactive Technology

Sydney, Australia – 03.02.26 — NextEd Group Limited (ASX: NXD) ("NextEd"), one of Australia's largest listed education and training providers, today announced the integration of OpenAI Codex into its Bachelor of Information Technology curriculum, delivered by the Academy of Interactive Technology (AIT).

As OpenAI launches its latest Codex app, a command centre for managing teams of AI agents in parallel, AIT is among the first higher-education institutions globally to embed OpenAI Codex into curriculum, starting with its Bachelor of Information Technology. The initiative forms part of a broader pilot across NextEd, including the rollout of ChatGPT Edu licences to hundreds of students across Higher Education and Vocational Education and Training (VET), spanning both international and domestic cohorts.

Codex will be used as a responsible AI-assisted development and "vibe coding" tool, reflecting how modern software and digital products are increasingly built in industry. Learning activities have been designed in consultation with NextEd's educators, OpenAI Solution Architects and in line with AIT's academic and integrity policies to ensure AI use supports, rather than replaces, foundational learning, critical thinking and technical competency development. NextEd was recently recognised as a "frontier collaborator" at OpenAI's Australian launch event in Sydney, highlighting the critical role education providers play in responsible AI adoption.

"How people learn to work with AI will shape how valuable it becomes in the real world," said Andy Brown, OpenAI's Go-to-Market Lead for APAC. "By integrating Codex into practical, assessed work, NextEd is giving students real experience with AI-powered development workflows, preparing them for how software is actually built today."

"This initiative reflects our commitment to preparing students for the realities of a rapidly changing workforce," said Mark Kehoe, Chief Executive Officer of NextEd Group. "By integrating tools like Codex responsibly into assessed learning, we're ensuring our graduates develop the judgment, capability and confidence required to work effectively with AI in industry."

As part of its broader workforce and education initiatives, NextEd will provide free foundational AI training to all Higher Education and VET students across its subsidiary education businesses, including Greenwich College, Greenwich Higher Education, Academy of Interactive Technology (AIT), Celtic Training, ISCD and Sero Institute.

Alongside student initiatives, NextEd is rolling out AI workforce capability programs in 2026 to support responsible AI adoption across enterprise and SME organisations, including practical,

facilitator-led programs focused on applying AI to real business operations. Content upgrades are underway across existing qualifications, with new programs in development to address critical skills shortages in data science, AI engineering, and cyber security.

About NextEd Group

NextEd Group is one of Australia's largest listed private education providers, delivering high-quality learning experiences to more than 25,000 students annually across Higher Education, Vocational Education and English Language programs. With a national campus network and global recruitment footprint, NextEd is committed to developing future-ready skills and supporting responsible innovation in education and the workplace.

NextEd brands include Academy of Interactive Technology (AIT, HE Provider PRV12005, RTO 90511, CRICOS 02155J), Greenwich College (RTO 91153, CRICOS 02676K) International School of Colour & Design (ISCD, RTO 91439), Sero Institute (RTO 32303), Celtic Training (RTO 40179), and Go Study Australia.

Media Enquiries

Mark Kehoe, Chief Executive Officer, NextEd Group Limited is available for comment.

Contact s. 11C(1)(a): s 47G or s 47G

Attachment 5 – Specified Personnel

As one of Australia's largest listed education providers, NextEd operates accredited Registered Training Organisations (RTO), a Tertiary Education Quality and Standards Agency (TEQSA) accredited and regulated Higher Education provider and CRICOS institutions for English Language training and educational courses for International Students.

Each year we deliver high-quality teaching and learning outcomes to **more than 21,000 learners through eight Australian campuses** and a global recruitment network.

s 47G; s 47F

s 47G; s 47F

s 47G

Supporting CVs are provided separately as attachments:

NextEd Attachment 5b Specified Personnel s. 11C(1)(a)

NextEd Attachment 5c Specified Personnel s 47F

NextEd Attachment 5d Specified Personnel s. 11C(1)(a)

NextEd Attachment 5e Specified Personnel s 47F

NextEd Attachment 5f Specified Personnel s 47F

Attachment 6 – Environmental Sustainability Plan

1. Reducing Environmental Impacts and Use of Recycled Content

AIT, as part of the NextEd Group (NXD), is committed to delivering learning services in a manner that reduces environmental impacts, supports the transition to a circular economy, and aligns with the objectives of the National Waste Policy (2018) and National Waste Policy Action Plan (2024). Our approach prioritises practical, cost-effective, and fit-for-purpose sustainability outcomes that are proportionate to the nature of the Goods and/or Services being delivered.

Given that the Services are primarily knowledge-based and delivered through curriculum design, digital platforms and facilitated learning, AIT's environmental impact is inherently low compared to goods-based procurements. Nevertheless, AIT actively seeks to minimise environmental impacts and support sustainable practices through the following measures:

- Digital-first delivery models, including virtual, blended, and online learning, to reduce travel, printed materials, and physical resource use;
- Minimisation of printed materials, with learning resources provided digitally by default and printed only where operationally required;
- Use of recycled content and sustainable materials where physical materials are required, such as recycled paper, sustainable stationery, and reusable learning resources;
- Efficient use of facilities and venues, including shared spaces and existing infrastructure rather than purpose-built environments;
- Technology-enabled collaboration, reducing the need for travel for design, consultation, and governance activities; and
- Supplier and partner selection that considers sustainability practices, including use of Australian SMEs and providers aligned with sustainable procurement principles.

These measures support the Action Plan's focus on waste avoidance, reduced material consumption and practical sustainability outcomes while ensuring delivery remains effective and value-for-money.

2. Environmental Sustainability Plan

AIT will implement an Environmental Sustainability Plan for the Contract that outlines how sustainability considerations will be embedded into service delivery and continuously improved over the term of the Contract.

The Environmental Sustainability Plan will be proportionate to the scope and scale of Services delivered and developed collaboratively with the Customer, consistent with DAFF policy objectives.

A DRAFT plan has been submitted below and is subject to adaptation pending a successful tender outcome.

1. Purpose and Scope

This Environmental Sustainability Plan outlines how AIT, as part of the NextEd Group (NXD), will support the Department of Agriculture, Fisheries and Forestry (DAFF) environmental sustainability objectives in the delivery of learning services under the Contract.

The Plan applies to all Goods and/or Services delivered by AIT and is designed to be proportionate to the scope, scale, and risk profile of each engagement. It aligns with the National Waste Policy (2018) and the National Waste Policy Action Plan (2024), with a focus on reducing environmental impacts, minimising waste and supporting practical sustainability outcomes.

2. Sustainability Objectives

AIT's sustainability objectives under the Contract are to:

- minimise waste generation and resource consumption;
- prioritise digital and low-impact delivery models;
- reduce environmental impacts associated with travel, materials, and logistics;
- support the use of recycled and environmentally preferable materials where physical resources are required; and
- work collaboratively with DAFF to continuously improve sustainability outcomes over the term of the Contract.

3. Sustainability Measures in Service Delivery

AIT will implement the following measures, as appropriate to each Official Order:

- Digital-first delivery: Curriculum design, consultation, governance, and training delivery will be undertaken virtually or through blended models wherever appropriate to reduce travel, printed materials, and emissions.
- Reduced material use: Learning materials will be provided digitally by default. Printed materials will only be used where operationally required.
- Use of recycled and sustainable materials: Where physical materials are required, AIT will preference recycled content, reusable resources, and environmentally preferable products.
- Efficient use of facilities and venues: AIT will utilise existing venues and shared infrastructure rather than purpose-built facilities, and schedule delivery efficiently to minimise duplication and waste.
- Sustainable supplier practices: Where subcontractors or suppliers are engaged, sustainability practices will be considered as part of supplier selection, including alignment with Australian sustainable procurement principles.

4. Continuous Improvement

AIT will work collaboratively with DAFF to identify and implement opportunities to improve environmental sustainability over the contract term. This may include:

- reviewing delivery approaches to further reduce travel or material use;
- adopting improved digital tools or delivery models as they become available;
- incorporating sustainability learnings across engagements; and
- sharing relevant sustainability insights across the DAFF Academy panel where appropriate.

5. Risk Identification and Management

AIT recognises that environmental sustainability risks may arise due to changes in delivery requirements, including increased face-to-face delivery, ad-hoc printing or travel requirements. Environmental sustainability risks will be identified and managed at the engagement level, with mitigation strategies applied in a manner proportionate to the scope and delivery context of the Services

These risks will be managed through:

- early planning and scheduling to optimise delivery modes;
- consideration of alternative delivery approaches where feasible;
- monitoring sustainability impacts at the engagement level; and
- adjusting delivery practices in consultation with DAFF where risks are identified.

An example of the environmental sustainability risks that have been considered are outlined below, along with specific mitigations.

Risk Area	Potential Risk	Mitigation / Control Measures
Increased Travel Requirements	Higher-than-anticipated face-to-face delivery leading to increased travel emissions.	Prioritise virtual or blended delivery where appropriate; optimise scheduling to reduce repeat travel; consider regional clustering of delivery.
Ad-hoc Printing and Material Use	Increased printing of learning materials contrary to digital-first intent.	Default to digital materials; require approval for printing; use recycled paper and reusable resources where printing is required.
Venue-Driven Waste	Waste generated through venues outside AIT's direct control (e.g. catering, disposables).	Preference venues with sustainable practices; encourage reuse and minimal catering; work with DAFF to align venue choices to sustainability objectives.
Technology Lifecycle Impacts	Environmental impacts from ICT equipment use and replacement.	Extend lifecycle of devices where feasible; utilise energy-efficient hardware; rely on cloud-based platforms with established sustainability credentials.
Supplier Sustainability Practices	Engagement of suppliers or subcontractors with limited sustainability practices.	Consider sustainability practices in supplier selection; preference Australian SMEs aligned with sustainable procurement principles.
Limited Use of Recycled Content	Difficulty sourcing recycled or sustainable materials for niche learning activities.	Identify sustainable alternatives early; collaborate with DAFF to agree fit-for-purpose options where recycled content is not feasible.
Inconsistent Sustainability Practices	Variability in delivery teams leading to inconsistent application of sustainability measures.	Embed sustainability considerations into delivery planning templates; provide guidance to delivery teams; monitor at engagement level.

Across Engagements		
Lack of Measurable Outcomes	Difficulty evidencing sustainability improvements over the contract term.	Use proportionate qualitative indicators (e.g. delivery mode, reduction in printing); review and refine measures collaboratively with DAFF.
Over-commitment to Sustainability Metrics	Commitments that are impractical or burdensome to track for a services panel.	Set realistic, proportionate commitments; focus on practical actions rather than prescriptive metrics; review commitments periodically.
Changes in DAFF Policy or Priorities	Sustainability requirements evolve over the contract term.	Review and update the Environmental Sustainability Plan as required; align changes through governance and change control processes.
Operational Constraints	Sustainability measures conflict with operational or statutory training requirements.	Apply sustainability measures flexibly; prioritise operational effectiveness; consult with DAFF where trade-offs are required.
Low Awareness Among Staff or Facilitators	Sustainability objectives not consistently applied in practice.	Communicate sustainability expectations through induction and guidance; reinforce through project planning and review processes.

6. Governance, Accountability and Reporting

Responsibility for implementation of this Plan rests with AIT's delivery and project management teams, supported by NextEd Group governance frameworks.
Environmental sustainability performance will be:

- monitored at the engagement level;
- reviewed periodically over the term of the Contract; and
- reported in a proportionate manner in line with DAFF governance and reporting requirements.

This Plan will be reviewed and updated as required to reflect changes in DAFF policy, delivery practices, or regulatory expectations.

s 22(1)

s 22(1)

s 22(1)

s 22(1)

Attachment 8 – Financial Capacity (Group – ASX Listed)

1. Financial Information

NextEd Group Limited is an ASX-listed education group with diversified revenue across Higher Education, Vocational and International Education. FY25 consolidated results (audited) confirm revenue of approximately $95.9m, an improved net loss after tax versus FY24, cash at bank of $18.9m, no external debt, positive operating cash flows and EBITDA. The group maintains net assets and access to public market capital as a listed entity, supporting capacity to deliver multi-year Commonwealth contracts.

(a) Supporting audited financial statements and published ASX 2025 Annual Report are attached in full Document # 4 Annual Report to be read in conjunction with Attachment 8a – Financial Capacity. These financial statements include:
   i. NextEd Group Limited balance sheet
   ii. NextEd Group profit and loss statements(s) and
   iii. a copy of auditor's statement

(b) NextEd can confirm there are no known matters, such as petitions, claims, actions, judgments, undischarged bankruptcy, liquidation or administration, which could affect our performance of the Contract.

(c) NextEd Group Limited have no known or any reasonable grounds to believe that we will not be able to pay our debts when they become due and payable in the foreseeable future.

2. Insurances

(a) NextEd have no known or any reasonable grounds to believe we have any non-compliances with the insurance provisions of the draft Contract at Schedule 2-Attachment 9: Statement of non-compliance with the draft Contract.

(b) Prior to the execution of any resultant Contract, NextEd, as a preferred Potential Supplier, can provide copies of the insurance policies required under the Contract.

3. Investigations

NextEd are not aware that they are under investigation, or the subject of court proceedings, in relation to a possible or actual breach of any relevant legislation.

Attachment 9 – Statement of Non-Compliance with the draft Contract

1. Statement of Non-Compliance

(a) (i) No non-compliance with the draft contract.

(ii) NextEd Group Limited confirms compliance with the draft Contract as issued under the ATM and proposes only **one new clause**, no amendments or deletions.

(iii) Add clause after 8.2.b:

s 22(1)

(b) NextEd acknowledges we will be deemed to be fully compliant with any clause not listed in Table E- Statement of Non-Compliance.

Table E – Statement of Non-Compliance

Item no.	Clause heading	Clause No.	Non-compliance	Reason	Proposed Amendment
1.	Indemnities, Risk and Liability	88	Proposed change to wording	The proposed change is limited to ensuring liability is proportionate to the value and nature of work ordered under the panel and align with standard market and insurance practice.	s 22(1)

2. Confidential Information

Table F – Confidential Information

Item No. (a)	Clause Heading (b)	Clause No. (c)	Period of confidentiality (d)	Reason for confidentiality (e)
	Attachment 5b-f - Specified Personnel		Specified Personnel information, including resumes are kept confidential before, during, and after the tender process, and the duration of the Contract.	Privacy Act 1988

Attachment 10 – Shadow Economy

1. Shadow Economy Policy

a) Statement of Tax Records (STR) Summary as per Table G

Item No. (a)	Legal Entity Type	STRs required
4.	A member of a Consolidated Group	A satisfactory and valid STR in respect of: (i) the relevant member of the Consolidated Group; and (ii) the head company in the Consolidated Group

NextEd Group has supplied a current Statement of Tax record, expiry 26 January, 2027 (attached as NextEd Attachment 10b Statement of Tax Record Taxpayer Report.pdf and NextEd Attachment 10c Statement of Tax Record.pdf). NextEd confirms that it will provide an undertaking to provide prior to the expiry and/or on demand a renewed Valid and Satisfactory Statement of Tax Record.

NextEd also acknowledges that if it is the successful supplier, it will be required to hold all Valid and Satisfactory Statements of Tax Record required for its entity type for the duration of any Contract entered into with the Customer and, on request by the Customer, provide to the Customer a copy of any such Statement of Tax Record.

NextEd acknowledges that if it is a successful supplier, and it does not comply with the requirements outlined in clause 10.2 that it will be a breach of the Contract. 10.2 Specifies: Within [10] Business Days of a written request from the Customer, the Potential Supplier must provide the information and records required under clause 10.1.

NextEd, as the Potential Suppler, acknowledges that it will be required to:

a. ensure that any first-tier subcontractor it engages to deliver Goods and/or Services as part of any Contract entered into with the Customer holds all Valid and Satisfactory Statements of Tax Record required for its entity type for the duration of any subcontract in relation to those Goods and/or Services; and
b. b. retain a copy of all Statements of Tax Record held by any first-tier subcontractor in accordance with clause 10.4(a) and, on request by the Customer, provide to the Customer a copy of any such Statement of Tax Records

Statement of Tax Records Excerpt

Australian Government
Australian Taxation Office

NEXTED GROUP LIMITED
L 2 7 KELLY ST
ULTIMO NSW 2007

Our reference: 6403204568260
ABN: 75 105 012 066
Date of issue: 26 January 2026
Date of expiry: 26 January 2027

For your information
Statement of tax record – Taxpayer report

- This report is provided for your own reference.
- You do not need to provide this taxpayer report when responding to tenders.

Entity name: NEXTED GROUP LIMITED

This report details how NEXTED GROUP LIMITED has met or not met the criteria in relation to the statement of tax record, as outlined in the Procurement Connected Policy - *Shadow economy - increasing the integrity of government procurement*.

We've compiled this report based on information from our systems and information you may have provided to us under Australia's self-assessment regime. If you believe the information on this report is incorrect or need help correcting any issues, refer to the next page for further information.

Registrations

Registration type	Registration status
Australian business number	Active
Goods & services tax	Active
Tax file number	Active

Lodgments

Lodgment type	Lodgment criteria status
Income tax returns	Lodgment criteria met
Business activity statements	Lodgment criteria met
Fringe benefit tax returns	Lodgment criteria met

Modern Slavery Policy

Version: 1.0

POLICY NAME	Modern Slavery Policy
POLICY MANAGER	Company Secretary
APPROVAL AUTHORITY	Board
RELEASE DATE	29 April 2024
VERSION REFERENCE	Version 1.0

Contents

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1) Purpose 3
2) Scope 3
3) What is modern slavery? 3
4) Principles 4
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1) NextEd's approach to address modern slavery risks 4
2) Reporting mechanisms 5
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1) Relevant legislation 6
2) Supporting policies 6
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1. Introduction

1) Purpose

This policy underpins NextEd Group Limited's commitment to combat modern slavery throughout our operations and supply chains, reflecting our core values of integrity, accountability, and respect for human rights. It aligns with our corporate responsibility to adhere to ethical practices as stipulated by the Modern Slavery Act 2018 and supports our strategic vision of maintaining transparent and responsible business practices.

2) Scope

This policy is an overarching Group policy and applies to:

i) All employees and officers of NextEd Group Limited (NextEd) including employees and contractors;
ii) All suppliers and business partners of NextEd;
iii) All contractors and other business entities associated with NextEd;
iv) All employees and officers (domestic and international) of NextEd brands:
   a. Academy of Interactive Technology Pty Ltd (also trading as Coder Academy Australia, and ISCD) RTO: 90511, Registered Higher Education Provider PRV12005, CRICOS: 02155J
   b. International School of Colour and Design Pty Ltd (iscd) RTO: 91439
   c. Greenwich College Pty Ltd (also trading as Greenwich English College, Greenwich Management College, Greenwich Hospitality College) RTO: 91153, CRICOS: 02672K
   d. Brisbane Career College Pty Ltd (trading as SERO Institute) RTO: 32303, CRICOS: 03528K
   e. Capital Training Institute Pty Ltd RTO: 88145, CRICOS: 0399B
   f. Celtic Training Pty Ltd RTO: 40179

3) What is modern slavery?

Modern slavery describes situations where offenders use coercion, threats, or deception to exploit victims and undermine their freedom.

Modern slavery is a criminal offence and is defined in the Modern Slavery Act as including:

- trafficking of persons;
- slavery;
- servitude;
- forced marriage;
- forced labour;
- debt bondage;
- deceptive recruiting for labour or services; or
- child labour in situations where children are subjected to slavery or similar practices or are engaged in hazardous work.

[1] Attorney General's Dept www.ag.gov.au>crime>modernslavery.
[1] Divisions 270 and 271 of the Commonwealth Criminal Code.

4) Principles

NextEd is committed to the following principles:

- Acting ethically and with integrity in all its operations, business dealings and supplier relationships.
- It seeks to implement and maintain effective systems and controls to ensure that modern slavery is not occurring anywhere within its own business operations or in its supply chains.
- It is committed to ensuring there is transparency in its approach to addressing modern slavery throughout its business and supply chains in a manner consistent with its disclosure obligations under the Modern Slavery Act 2018 (Cth) (the Modern Slavery Act).
- It understands that prevention, detection and reporting of any modern slavery and human trafficking in any part of the organisation is the responsibility of all those working for it or under its control.

2. Policy

1) NextEd's approach to address modern slavery risks

NextEd acknowledges that addressing modern slavery requires a whole of organisation response that addresses each of the following areas.

- Our organisation's operations and culture
- Collaboration with suppliers and other stakeholders
- Systems and processes
- People and management
- Governance and oversight
- Reporting, review and remediation as required

Awareness raising and training

Employees and students at NextEd Group Limited will receive training and informational resources designed to enhance their awareness of the root causes and consequences of modern slavery. This includes detailed insights into our Modern Slavery Policy and the strategies we implement to manage and reduce the risks of modern slavery in our operations and supply chains. Additionally, key personnel engaged in procurement will undergo specialised training on understanding and applying our modern slavery policy, managing supplier relationships effectively under these guidelines, and utilising tools and processes for conducting thorough due diligence with our suppliers.

Governance

NextEd has in place robust governance and compliance frameworks, policies and procedures including:

1. Whistleblower Policy;
2. Annual Corporate Governance Statement;
3. Discrimination, Bullying and Harassment Policy;
4. Fraud and Corruption Policy; and
5. Employee Code of Conduct.

NextEd also has a comprehensive Agent Management Framework to provide guidance to its staff and

agents in relation to compliance and best practice.

Modern Slavery Steering Committee

NextEd has established a Modern Slavery Steering Committee comprising:

- CEO
- CFO
- Exec GM Quality, Accreditation & Compliance

The Committee will report to the Audit & Risk Committee of the Boad of Directors of NextEd periodically. The Committee will be supported by a working group including appropriate representatives from support function and business units as appropriate from time to time.

The committee's functions will include:

- Risk review and analysis on higher risk areas in our supply chain, including education agents in higher risk countries and any goods sourced from higher risk countries, with mitigation where appropriate.
- Issuing modern slavery statements to higher risk suppliers.
- Review of education agent and supplier contracts, ensuring appropriate modern slavery provisions that comply with the Modern Slavery Act 2018. See 'Supplier Code of Conduct' below.
- Review of relevant manuals and training materials for the inclusion of appropriate modern slavery information.
- Preparation and approval of a Modern Slavery Statement that outlines NextEd's activities to support its commitment to zero tolerance of modern slavery and human trafficking. This will be prepared for each financial year in which the company's revenue meets or exceeds $100 million.

Code of Conduct

Consistent with our principles, all employees, as well as members of the Board and its committees who are not employees, must adhere to NextEd's Code of Conduct. This code outlines our core values and expected standards of behaviour, which include compliance with all relevant laws, respect for human rights, and conducting oneself honestly and with integrity. Non-compliance with these standards may lead to an investigation under the misconduct terms specified in the Code of Conduct and relevant employee contracts.

Supplier Code of Conduct

We adhere to the highest standards of excellence, ethical behaviour, and engagement, and we expect our suppliers to uphold these same principles throughout their supply chains. To this end, we require our suppliers to ensure that their employees, affiliates, their own suppliers, and subcontractors are informed about, understand, and comply with our Modern Slavery Policy and the Modern Slavery Act 2018. Additionally, our suppliers are expected to take appropriate actions to address any breaches of the Act, including those committed by their workforce or partners. Suppliers must also cooperate with us in carrying out third-party audits, due diligence assessments, or investigations to verify compliance with the Act.

2) Reporting mechanisms

NextEd understands that prevention, detection and reporting of any modern slavery and human trafficking in any part of the organisation is the responsibility of its people. Employees and contractors are encouraged to report any concerns about likely breaches within the organisation or its supply chain to the:

- Group Quality, Accreditation & Compliance Manager (email s 47G; s 47F ; or

- to a member of the NextEd Senior Executive Team.

3. Reference and Supporting Information

1) Relevant legislation

Modern Slavery Act 2018

2) Supporting policies

Document name	Document type	Location
Whistleblower Policy	Group Policy	Website
Annual Modern Slavery Statement	Annual statement	Website
Discrimination, Bullying and Harassment Policy	Group Policy	Website
Fraud and Corruption Policy	Group Policy	Website
Employee Code of Conduct	Group Policy	Website

3) Change History

Version	Approval date	Approved by	Change
V1.0	1 February 2024	Company Secretary	Development of new Modern Slavery Policy
		Board	

Australian Government
Australian Taxation Office

NEXTED GROUP LIMITED
L 2 7 KELLY ST
ULTIMO NSW 2007

Our reference: 6403204567936
ABN: 75105012066
Date of issue: 26 January 2026
Date of expiry: 26 January 2027

Statement of tax record - Satisfactory

- NEXTED GROUP LIMITED has met the criteria for a satisfactory tax record
- This statement may be required for your tender. Check your tender request documentation.

This statement of tax record is issued to NEXTED GROUP LIMITED to confirm that this entity has met the criteria of having a satisfactory engagement with the Australian tax system, as detailed in the Procurement Connected Policy - *Shadow economy - increasing the integrity of government procurement*.

For further information on how the criteria are applied to determine the outcome of a statement of tax record see **ato.gov.au/STR**

Other required documents

Consolidated income tax group head

This entity has applied as a group head of an income tax consolidated group where a subsidiary member is tendering for a Commonwealth government contract. The subsidiary member will also need to provide a statement of tax record to satisfy the Procurement Connected Policy.

This entity has indicated that it is required to be registered for goods and services tax (GST).

Yours faithfully,
Louise Clarke
Deputy Commissioner of Taxation

Important information

Statement of tax record

1. This statement of tax record is issued in accordance with the Procurement Connected Policy - *Shadow economy - increasing the integrity of government procurement* ('the Policy').
2. The requirements for a satisfactory statement of tax record are detailed in the Policy.

Limitations of information

3. This statement of tax record is based on the limited criteria as outlined in the Policy and may not be suitable for other purposes.
4. This statement is not an ATO determination of the entity's tax compliance.
5. This statement is not evidence of the financial viability of the entity.
6. This statement is based on information from our systems. This may include information provided by the entity under Australia's self-assessment regime.
7. This statement of tax record may include statements the entity made when they applied for this statement of tax record.

This document does not replace existing due diligence and other checks that the Commonwealth and its contractors would normally take, even if the statement of tax record is satisfactory.

How long the statement is valid

8. The statement of tax record is valid for 12 months from the time of issue with the exception of entities that have no or less than four years Australian tax record. The statement for these entities is valid for six months.

Falsifying Commonwealth issued documents

9. If a statement of tax record is falsified and used to participate in a Commonwealth procurement process, it could constitute an offence under the *Criminal Code Act 1995*.

For more information

ATO website - **ato.gov.au/STR**

Treasury website - **treasury.gov.au/policy-topics/economy/shadow-economy/procurement-connected-policy**

For information about our commitments to you and what we ask of you, go to **ato.gov.au/atocharter**

ATM Distribution and Responses Report

Criteria Summary

Portfolio/Agency	All
Date Range	All
Date Type	All
ATM ID	ATM_2025_3221

ATM Details

Publish Date	12-Dec-2025	
Close Date & Time	04-Feb-2026 2:00 pm	
Responses to Date		114
Total Response Size to Date	964.07 MB	
No. of Addenda Issued		9
Addenda Issue Date(s)	2. 24-Dec-2025 3. 13-Jan-2026 4. 13-Jan-2026 5. 16-Jan-2026 6. 20-Jan-2026 7. 22-Jan-2026 8. 23-Jan-2026 9. 30-Jan-2026	

Tenderbox Details

Opened Date	Opened By
04-Feb-2026 4:32 pm	s 22(1)
04-Feb-2026 3:40 pm	s 22(1)

Registered User		ATM Documents		Addenda		Responses		
Company	Email	DateTime	Method	Number	DateTime	DateTime	Receipt	Method
NextEd Group				1	09-Jan-26 11:21 AM			
NextEd Group	s 47G	09-Jan-26 11:24 AM	Online					
NextEd Group		09-Jan-26 03:38 PM	Online					
NextEd Group		09-Jan-26 03:38 PM	Online					
NextEd Group		09-Jan-26 03:38 PM	Online					
NextEd Group		09-Jan-26 03:38 PM	Online					
NextEd Group		09-Jan-26 03:38 PM	Online					
NextEd Group				1	09-Jan-26 03:38 PM			
NextEd Group				2	09-Jan-26 03:38 PM			
NextEd Group		09-Jan-26 03:42 PM	Online					
NextEd Group		14-Jan-26 12:03 PM	Online					
NextEd Group	s 47G; s 47F	14-Jan-26 12:03 PM	Online					
NextEd Group		14-Jan-26 12:05 PM	Online					
NextEd Group				4	14-Jan-26 12:05 PM			
NextEd Group				3	14-Jan-26 12:06 PM			
NextEd Group		14-Jan-26 12:50 PM	Online					
NextEd Group				5	16-Jan-26 05:30 PM			
NextEd Group				6	20-Jan-26 05:38 PM			
NextEd Group				6	20-Jan-26 05:38 PM			
NextEd Group				4	20-Jan-26 05:43 PM			
NextEd Group				7	22-Jan-26 09:25 PM			
NextEd Group				8	30-Jan-26 08:53 AM			
NextEd Group				9	30-Jan-26 08:53 AM			
NextEd Group				5	02-Feb-26 10:12 AM			
NextEd Group				7	02-Feb-26 10:12 AM			
NextEd Group				8	02-Feb-26 10:12 AM			
NextEd Group				8	02-Feb-26 10:12 AM			
NextEd Group		02-Feb-26 10:14 AM	Online					
NextEd Group		02-Feb-26 10:14 AM	Online					
NextEd Group	s 47G					04-Feb-26 01:49 PM	843749	Online

From: s 22(1)
To: s. 11C(1)(d)
Cc: Head of QAC, s 47F
Subject: RE: ATM_2025_3221 Learning Services Panel - Tender Outcome and Deed of Standing Offer [SEC=OFFICIAL]
Date: Thursday, 30 July 2026 12:59:00 PM
Attachments: image001.png
image002.png
image003.png
Deed of Standing Offer for Learning Services Panel - NextEd Group Limited.docx

---

Hi s. 11C(1)(a)

Thank you for your email.

I have updated your role title, please see attached word document for your completion.

In regard to the change in personnel, thank you for providing the update and we will note that on our end and no further details required at this stage.

In addition, I have since been advised that the Deed of Standing Offer must be executed with a handwritten ("wet ink") signature. As the deed is governed by ACT law, electronic or digital signatures cannot be accepted for this agreement, and doing so may affect its legal enforceability.

Please ensure the document is not electronically signed. If you have any further questions, please reach out.

Kind Regards,

s 22(1)
DAFF Academy Project Manager
People Strategy & Capability Branch | People Property and Security Division
Department of Agriculture, Fisheries and Forestry
GPO Box 858 Canberra ACT 2601

From: s. 11C(1)(a) s 47G >
Sent: Monday, 27 July 2026 10:51 AM
To: s 22(1) <s 22(1) @aff.gov.au>
Cc: s 22(1) <s 22(1) @aff.gov.au>; s 22(1) <s 22(1) s 22(1) @aff.gov.au>; s 22(1) <s 22(1) @aff.gov.au>; Head of QAC, s 47F <s 47G >
Subject: Re: ATM_2025_3221 Learning Services Panel - Tender Outcome and Deed of Standing Offer [SEC=OFFICIAL]

OFFICIAL

Hi s 22(1) ,

Thank you for your email and for advising that our submission has been successful for inclusion on the Learning Services Panel.

I have reviewed the documentation and note a couple of updates. In Schedule 1, I remain the Supplier Contract Manager; however, my title should be updated to Chief Commercial Officer rather than General Manager, Group Growth (I'm unable to edit the current document to amend).

In addition, there have been some non-material changes to the specified personnel listed in our submission. s. 11C(1)(a) and s 47F have since departed the organisation, and their responsibilities have been replaced through the appointment of a new Head of QAC and Academic Director. Please let us know if you require any further information regarding these personnel changes.

Could you also please provide an editable version of Schedule 8, or a fillable PDF, so that I can complete the required details? I'll complete and return the Deed following this.

Thank you again, and we look forward to working with the Department.

s. 11C(1)(a)

Chief Commercial Officer

M: s. 11C(1)(a)
E: s 47G
W: www.nexted.com.au





OFFICIAL

From: s 22(1) <s 22(1) @aff.gov.au>
Sent: Thursday, July 23, 2026 2:25 PM
To: s. 11C(1)(a) s 47G >
Cc: s 22(1) <s 22(1) @aff.gov.au>; s 22(1) <s 22(1) s 22(1) @aff.gov.au>; s 22(1) <s 22(1) @aff.gov.au>
Subject: ATM_2025_3221 Learning Services Panel - Tender Outcome and Deed of Standing Offer [SEC=OFFICIAL]

OFFICIAL

Good afternoon,

Thank you for your response to ATM_2025_3221 Learning Services Panel.

We are pleased to advise that your tender submission has been assessed as suitable for inclusion on the panel.

The Deed of Standing Offer that was published on AusTender on 12 December 2025 as part of the procurement for the Learning Services Panel has been amended. Attached is the summary of those key changes, the document provided is for general reference and only specifically identifies key changes to the Deed of Standing Offer that have been made by the Department since those documents were published.

To allow time for you to review and seek any advice please return the completed Deed of Standing Offer via email no later than **11:00am 4 August 2026**. If you anticipate any difficulty in meeting this timeframe, please let us know as soon as possible so we can support further arrangements.

Please action the following in the Deed of Standing Offer before returning:

- Review the Contract Manager details in Schedule 1 to ensure they are still current
- Complete Schedule 4 - Fees and Payment Table A: Rates Card, the rates must align with the pricing provided in your tender response
- Complete and sign Schedule 8 – Deed of Confidentiality
- Sign the Deed of Standing Offer on the last page.

Once the deed is fully executed, we will provide you with a copy for your records.

Should you have any questions or require any further information, please do not hesitate to contact us.

Kind Regards,

s 22(1)
DAFF Academy Project Manager
People Strategy & Capability Branch | People Property and Security Division
Department of Agriculture, Fisheries and Forestry
GPO Box 858 Canberra ACT 2601

OFFICIAL

------ IMPORTANT - This email and any attachments have been issued by the Commonwealth of Australia (Commonwealth). The material transmitted is for the use of the intended recipient only and may contain confidential, legally privileged, copyright or personal information. You should not copy, use or disclose it without

authorisation from the Commonwealth. It is your responsibility to check any attachments for viruses and defects before opening or forwarding them. If you are not an intended recipient, please contact the sender of this email at once by return email and then delete both messages. Unintended recipients must not copy, use, disclose, rely on or publish this email or attachments. The Commonwealth is not liable for any loss or damage resulting from unauthorised use or dissemination of, or any reliance on, this email or attachments. If you have received this e-mail as part of a valid mailing list and no longer want to receive a message such as this one, advise the sender by return e-mail accordingly. This notice should not be deleted or altered -----

s. 11C(1)(a)

s. 11C(1)(a)

s. 11C(1)(a)

s. 11C(1)(a)

s. 11C(1)(a)