

ensity is  
stronger than  
Monoculture.

BE  
LOVE

America  
too!

Connect

TO  
We  
will still  
be heard

WE ARE THE  
ONES WE'VE  
BEEN  
WAITING FOR.

Everyone  
will be  
alright  
♡

Most  
HATEST  
MAN  
in  
the  
world

YOU  
ARE  
ENOUGH

UBUNTU  
ALWAYS.  
One love

Be a part  
of the  
solution  
"that means  
you too!!"

The  
Just Gold  
change  
makers  
program

Live  
to  
love  
! 

I will not  
be silent for  
the sake of "u"  
at the cost  
of what's right

Stay Strong.  
Love  
each  
other!

Now that  
it's done -  
lets move  
forward as  
1

I am  
strong

LOVE  
WINS  
THE

Justice  
OS  
ne Evans

STAND UP  
FOR  
EACH OTHER

I CAN  
CHANGE THE  
WORLD  
I CANNOT  
ACCEPT

2011  
THE

# NO BARRIERS

RIGHT  
is created  
strong  
evil

LOVE  
-  
LIGHT

میر جعفر کا کہنا کہ انڈیا کا  
کرد  
We are still here!

Freedom  
and  
Love ♡

SUS  
  
man  
on the m

STOP THE  
HATE!  
STOP THE  
VIOLENCE!

PLEASE  
♡ ♡ ♡

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sum

W  
together  
♡

President of  
the  
Artid Star  
of a marucka  


just.Gold

The  
Sun  
will  
come out  
tomorrow

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# Glossary

Term	Definition
<b>Applicant</b>	An eligible organization or individual that applies for a Just Gold Change Makers Voucher funding to support a project that will lead to improved productivity, market engagement and/or innovation.
<b>The Just Gold #Changemakers Program</b>	The Just Gold Change Makers program (also #changemakers) includes the annual impact activities of Just Gold and includes thematic programs and streams defined every year. For 2019/20 there are 4 priorities LGBTIQ+, Women’s empowerment, Neurodiversity and Community.
<b>The Just Gold Pride Program</b>	The Just Gold Pride Program includes impact activities that are LGBTIQ+ focused.
<b>The Invisible Woman</b>	The Invisible Woman Program includes impact activities and funding that are focused on women’s empowerment.
<b>The Just Gold Neurodiversity Program</b>	The Just Gold Neurodiversity Program includes impact activities and funding that explore neurodiversity.
<b>The Just Gold Multicultural Program</b>	The Just Gold Multicultural Program includes impact activities and funding that support community, arts, culture & multiculturalism.
<b>Registered Service Provider</b>	An eligible organisation or business selected by Just Gold to provide services to an Applicant, supported by #changemakers Voucher funding.
<b>Recipient</b>	An Applicant that has secured Just Gold #changemakers Voucher funding.
<b>Scope of Services</b>	A scope of services, also called a scope of works, is a detailed work order. A scope of services helps define the services that are cover by a Voucher.
<b>Service Activity</b>	An activity conducted by a Registered Service Provider that is supported by a Just Gold #changemakers Voucher.
<b>Service Agreement</b>	A service agreement is used to document a transaction where the Service Provider provides a service to the Recipient. A service agreement is prepared by the Registered Service Provider, and must detail services, timelines and costs (if any) and be signed by the Applicant and the Service Provider.
<b>Voucher</b>	A #changemakers Voucher is a form of assistance which can be used by organisations or individuals to access services, advice or expertise provided by Just Gold or Registered with our program Service Providers.
<b>Voucher Project</b>	The defined activities described in the Service Agreement.



# 1. Introduction

## 1.1 Overview of the Just Gold #ChangeMakers Voucher Programs

Just Gold Digital Agency Pty Ltd (Just Gold) launched the Just Gold #Changemakers Program in June 2019 to formalize its impact program and support Australian organisations and social enterprises to become more productive, employ more people, improve sector / market access and in general, increase their size, diversity and profitability.

#changemakers 2019/20 includes the following 4 Program themes:

- LGBTQ+
- Women's empowerment
- Neurodiversity
- Community, arts, culture & multiculturalism

## 1.2 What is a Voucher?

A Voucher can be used by applicants to access services, advice, or expertise provided by Just Gold or Registered Service Providers (RSP). The program is open to other social enterprises that wish to participate as an RSP.

Vouchers are issued in the name of the Applicant company (the Recipient), have no cash value and are non-transferable, and they are only payable to the selected RSP. Except where otherwise stated, Vouchers are provided to cover approved projects under particular streams, with specific and predefined scope of works.

Voucher applications are administered through rounds with defined open and close dates. Applications are assessed on a competitive basis and as submitted.

## 1.3 What is supported under the Just Gold #ChangeMakers Voucher Program?

#ChangeMakers funds Australian projects through distinct programs and streams. Projects must have a distinct social purpose according to the requirements of each stream.

Funding is provided through Vouchers and is available to projects that support the general program objectives. Individual funding streams have additional objectives and requirements. Further information on all Voucher service activities is listed in Section 2.

The terms and conditions are described in this document. General conditions apply to all Programs unless otherwise varied within the sections related to a specific Program or stream.

Just Gold reserves the right to amend the Programs and streams as required.

## 1.4 What is a relevant project?

Projects funded through a Voucher are activities with a social purpose undertaken by the Recipient that, by using the expertise of Just Gold or another RSP will assist the Recipient to fulfil their social purpose become more productive, employ more people, create market access and in general increase their scale and profitability.

Voucher funding is not for 'business as usual' activity and the Applicant is required to articulate how their proposed project is likely to lead to these longer-term goals.

## 2. #Changemakers programs

#changemakers 2019/20 includes 4 Programs. Specific requirements for each Program are provided in this section. Applications open from 1 July 2019 to 1 June 2020 or until available funding has been exhausted, whichever is sooner. Please use the below list to navigate to the Program most relevant to your needs:

- 2.1 The Just Gold Pride Program (LGBTIQ+)
- 2.2 The Invisible Woman (Women's empowerment)
- 2.3 The Just Gold Neurodiversity Program (Neurodiversity)
- 2.4 The Just Gold Multicultural Program (Arts, Culture & Multiculturalism)

### 2.1 The Just Gold Pride Program

#### a. Background and program objectives

Our Just Gold Pride Program is a multi-platform, multi-approach initiative to engage in dialogue, to start conversations, to promote diversity and inclusion, to take action.

For 2019/20 we have committed to over \$40,000 worth of services.

The Program is comprised of three objectives:

1. To create a platform for social enterprises and not-for-profits associated with the LGBTIQ+ community to communicate their work and share their message. For that purpose, we are producing an LGBTIQ+ podcast focusing on issues of sexuality and cultural identity in Australia.
2. To provide training to social enterprises and not-for-profits associated with the LGBTIQ+ community, in order to help them achieve goals, find purpose and create business opportunities. As part of this initiative we are delivering our signature Find Your Hashtag professional development workshop, specifically tailored for LGBTIQ+ social enterprises and non-profits, as part of our grants program.
3. To create a shared value ecosystem for LGBTIQ+ organisations throughout Australia. Through #changemakers we are delivering vouchers for pro bono strategy, communication and social impact services and campaigns to LGBTIQ+ social enterprises and non-profits. We will be accepting expressions of interest from companies keen to participate on our extended program soon.

## b. Voucher service activities

Eligible organisations can apply for a Voucher under the Just Gold Pride Program for the service activities listed on the below table.

Voucher Types	Supported Service Activities
<b>Podcast</b> (Story telling)	<ul style="list-style-type: none"><li>• Podcasting</li><li>• Storytelling</li></ul>
<b>Find your hashtag</b> (Workshops & leadership)	<ul style="list-style-type: none"><li>• Workshops</li><li>• Team building</li><li>• Leadership</li><li>• Social impact training</li><li>• Workshop locations available only in Melbourne and Sydney.</li></ul>
<b>Consulting</b> (Strategy, communications and social impact)	<ul style="list-style-type: none"><li>• Strategy</li><li>• Branding</li><li>• Marketing</li><li>• Digital transformation</li><li>• Social impact consulting</li><li>• Audience development</li><li>• Community management</li></ul>

## c. Pride Program special eligibility criteria, assessment & terms (also refer to Sections 3, 5 & 7 of the Program Guidelines)

1. Projects must have a social purpose that positively impacts the Australian LGBTIQ+ community and run by members of the LGBTIQ+ community.
2. Applications are not mutually exclusive; Applicants may be eligible to receive up to three grants, one from each different grant stream.
3. 12 podcast vouchers are available valued at \$1,000 each and cover 100% of podcast costs. Production will be guided by an annual calendar.
4. 6 Find your hashtag workshop vouchers are available valued at \$3,000 each and cover 100% of workshop costs.
5. 2 consulting vouchers valued at \$6000 each that can be used for bespoke consultation services depending on Recipient needs.
6. Applications open on the 1st of July 2019.
7. Assessment will take place monthly starting from 1 September 2019.

## d. Pride Program streams

### Consulting stream

Two recipients will be awarded with vouchers valued at \$6000 each that can be used for bespoke consultation services depending on their needs.

The services range from strategy, branding & marketing, digital transformation, social impact consulting, audience development & community management and they are available to organisations and individuals that have a proven advocacy record or connection with the community.

Applicants that are applying for the consulting stream are encouraged to apply for the workshop stream as applications are not mutually exclusive.

### Workshop stream: “Find your hashtag”

Our #findyourhashtag voucher is a ticket to our innovative workshop(s) that helps teams build their personal narrative and use it to develop a dynamic long-term presence in the digital world. It is an integral part of the Just Gold Pride Program helping people, teams and organisations become more effective in their attempts to create social change.

We are offering a method for social enterprises, not-for-profits, businesses and individuals who are associated with the LGBTIQ+ community to build a communication strategy for diversity and inclusion that serves their social purpose, at no cost.

In our workshops, participants will map down their vision and their mission, fine tune their messages, find their hashtag, understand what an impact strategy is and learn how to work with S.M.A.R.T. goals.

### Podcast stream: “The Disruptive Rainbow”

The “Disruptive Rainbow’ podcast will feature prominent LGBTIQ+ Australians and will focus on issues of sexuality and cultural identity in Australia, ‘The Disruptive Rainbow’ is our LGBTIQ+ podcast stream, an integral part of the Just Gold Pride Program. Applicants with a story to tell, or a project to showcase are encouraged to apply for one of our 12 podcast grants / vouchers and feature alongside our key stories and guests.

Our team will workshop with the Recipients define their narratives and produce their story to include it in our podcast as well as social media content around it. We will also release Recipients’ segments as an independent podcast that they can use for your marketing and public relations activities or funding applications.

We will be producing stories monthly; production will be guided by an annual calendar.

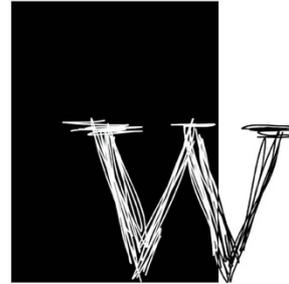
## 2.2 The Invisible Woman

### a. Background and program objectives

The Invisible Woman is a multi-platform, multi-approach initiative that creates awareness on the systemic inequalities that result in women entering the zone of financial and well-being risk in Australia and the world.

It engages in dialogue and starts conversations highlighting the challenges created by ageism and sex discrimination and offer the tools for individuals and organisations to take action.

For 2019/20 we have committed to over \$40,000 worth of services.



The Invisible Woman

The Program is comprised of three objectives:

1. To create a platform for social enterprises and not-for-profits associated with women's equality and empowerment to communicate their work and share their message. For that purpose, we are producing The Invisible Woman podcast focusing on issues of women's visibility in Australia.
2. To provide training to social enterprises and not-for-profits associated with women's empowerment, in order to help them achieve goals, find purpose and create business opportunities. As part of this initiative we are delivering our signature Find Your Hashtag professional development workshop, specifically tailored for social enterprises and non-profits, as part of our grants program.
3. To create a shared value ecosystem for organisations working on women's empowerment throughout Australia. Through #changemakers we are delivering vouchers for pro bono strategy, communication and social impact services and campaigns to social enterprises and non-profits working for women's equality and empowerment. We will be accepting expressions of interest from companies keen to participate on our extended program soon.

## b. Voucher service activities

Eligible organisations can apply for a Voucher under the Invisible Woman Program for the service activities listed on the below table.

Voucher Types	Supported Service Activities
<b>Podcast</b> (Story telling)	<ul style="list-style-type: none"><li>• Podcasting</li><li>• Storytelling</li></ul>
<b>Find your hashtag</b> (Workshops & leadership)	<ul style="list-style-type: none"><li>• Workshops</li><li>• Team building</li><li>• Leadership</li><li>• Social impact training</li><li>• Workshop locations available only in Melbourne and Sydney.</li></ul>
<b>Consulting</b> (Strategy, communications and social impact)	<ul style="list-style-type: none"><li>• Strategy</li><li>• Branding</li><li>• Marketing</li><li>• Digital transformation</li><li>• Social impact consulting</li><li>• Audience development</li><li>• Community management</li></ul>

## c. The Invisible Woman special eligibility criteria, assessment & terms (also refer to Sections 3, 5 & 7 of the Program Guidelines)

1. Projects must have a social purpose that empowers women in Australia and run by at least 50% women.
2. Applications are not mutually exclusive; Applicants may be eligible to receive up to three grants, one from each different grant stream.
3. 12 podcast vouchers are available valued at \$1,000 each and cover 100% of podcast costs. Production will be guided by an annual calendar.
4. 6 Find your hashtag workshop vouchers are available valued at \$3,000 each and cover 100% of workshop costs.
5. 2 consulting vouchers valued at \$6000 each that can be used for bespoke consultation services depending on Recipient needs.
6. Applications open on the 1st of September 2019.
7. Assessments will take place monthly from the 1 of September 2019.

## d. The Invisible Woman streams

### Consulting stream

Two recipients will be awarded with vouchers valued at \$6000 each that can be used for bespoke consultation services depending on their needs.

The services range from strategy, branding & marketing, digital transformation, social impact consulting, audience development & community management and they are available to organisations and individuals that have a proven advocacy record or connection with the community.

Applicants that are applying for the consulting stream are encouraged to apply for the workshop stream as applications are not mutually exclusive.

### Workshop stream: “Find your hashtag”

Our #findyourhashtag voucher is a ticket to our innovative workshop(s) that helps teams build their personal narrative and use it to develop a dynamic long-term presence in the digital world. It is an integral part of #changemakers helping people, teams and organisations become more effective in their attempts to create social change.

We are offering a method for social enterprises, not-for-profits, businesses and individuals who are empowering women to build a communication strategy that serves their social purpose, at no cost.

In our workshops, participants will map down their vision and their mission, fine tune their messages, find their hashtag, understand what an impact strategy is and learn how to work with S.M.A.R.T. goals.

### Podcast stream: “The Invisible Woman”

“The Invisible Woman” podcast will feature prominent Australians who empower women and focus on issues that result in women entering the zone of financial and well-being risk in Australia and the world. It will start conversations highlighting the challenges created by ageism and sex discrimination and offer solutions for individuals and organisations to take action. Applicants with a story to tell, or a project to showcase are encouraged to apply for one of our 12 podcast grants / vouchers and feature alongside our key stories and guests.

Our team will workshop with the Recipients define their narratives and produce their story to include it in our podcast as well as social media content around it. We will also release Recipients’ segments as an independent podcast that they can use for your marketing and public relations activities or funding applications.

We will be producing stories monthly; production will be guided by an annual calendar.



## 2.3 The Just Gold Neurodiversity Program

### a. Background and program objectives

Our Just Gold Neurodiversity Program is a multi-platform, multi-approach initiative working towards a society where neurological differences (i.e. Dyspraxia, Dyslexia, ADHD, Autism, Tourette Syndrome, etc) are recognised and respected as any other human variation.

The Program is comprised of three objectives:

1. To create a platform for social enterprises and not-for-profits associated with the neurodiversity movement to communicate their work and share their message. For that purpose, we are producing the 'What's your Neurotribe?' podcast.
2. To provide training to social enterprises and not-for-profits associated with the neurodiversity movement, in order to help them achieve goals, find purpose and create business opportunities. As part of this initiative we are delivering our signature Find Your Hashtag professional development workshop, specifically tailored for social enterprises and non-profits, as part of our grants program.
3. To create a shared value ecosystem for organisations working on neurodiversity throughout Australia. Through #changemakers we are delivering vouchers for pro bono strategy, communication and social impact services and campaigns to social enterprises and non-profits working for a world where all types of brains are accepted and equally appreciated.

We will be accepting expressions of interest from companies keen to participate on our extended program soon.



WHAT'S  
YOUR  
NEUROTRIBE

## b. Voucher service activities

Eligible organisations can apply for a Voucher under the Just Gold Neurodiversity Program for the service activities listed on the below table.

Voucher Types	Supported Service Activities
<b>Podcast</b> (Story telling)	<ul style="list-style-type: none"><li>• Podcasting</li><li>• Storytelling</li></ul>
<b>Find your hashtag</b> (Workshops & leadership)	<ul style="list-style-type: none"><li>• Workshops</li><li>• Team building</li><li>• Leadership</li><li>• Social impact training</li><li>• Workshop locations available only in Melbourne and Sydney.</li></ul>
<b>Consulting</b> (Strategy, communications and social impact)	<ul style="list-style-type: none"><li>• Strategy</li><li>• Branding</li><li>• Marketing</li><li>• Digital transformation</li><li>• Social impact consulting</li><li>• Audience development</li><li>• Community management</li></ul>

## c. The Just Gold Neurodiversity Program special eligibility criteria, assessment & terms (also refer to Sections 3, 5 & 7 of the Program Guidelines)

1. Projects must have a social purpose working towards a society where neurological differences (i.e. Dyspraxia, Dyslexia, ADHD, Autism, Tourette Syndrome, etc) are recognised and respected as any other human variation and provide opportunities for people neuro diverse conditions.
2. Applications are not mutually exclusive; Applicants may be eligible to receive up to three grants, one from each different grant stream.
3. 12 podcast vouchers are available valued at \$1,000 each and cover 100% of podcast costs. Production will be guided by an annual calendar.
4. 6 Find your hashtag workshop vouchers are available valued at \$3,000 each and cover 100% of workshop costs.
5. 2 consulting vouchers valued at \$6000 each that can be used for bespoke consultation services depending on Recipient needs.
6. Applications open on the 1st of September 2019.
7. Assessments will take place monthly from the 1 of September 2019.

## d. The Just Gold Neurodiversity Program streams

### Consulting stream

Two recipients will be awarded with vouchers valued at \$6000 each that can be used for bespoke consultation services depending on their needs.

The services range from strategy, branding & marketing, digital transformation, social impact consulting, audience development & community management and they are available to organisations and individuals that have a proven advocacy record or connection with the community.

Applicants that are applying for the consulting stream are encouraged to apply for the workshop stream as applications are not mutually exclusive.

### Workshop stream: “Find your hashtag”

Our #findyourhashtag voucher is a ticket to our innovative all-day workshop that helps teams build their personal narrative and use it to develop a dynamic long-term presence in the digital world. It is an integral part of #changemakers helping people, teams and organisations become more effective in their attempts to create social change.

We are offering a method for social enterprises, not-for-profits, businesses and individuals who are working towards a society where neurological differences are recognised and respected as any other human variation to build a communication strategy for diversity and inclusion that serves their social purpose, at no cost.

In our workshops, participants will map down their vision and their mission, fine tune their messages, find their hashtag, understand what an impact strategy is and learn how to work with S.M.A.R.T. goals.

### Podcast stream: “What’s your neurotribe?”

The “What’s your neurotribe” podcast will feature prominent spokespeople, research findings, inspiring stories of neurodiversity and solutions towards a more inclusive world. Applicants with a story to tell, or a project to showcase are encouraged to apply for one of our 12 podcast grants / vouchers and feature alongside our key stories and guests.

Our team will workshop with the Recipients define their narratives and produce their story to include it in our podcast as well as social media content around it. We will also release Recipients’ segments as an independent podcast that they can use for your marketing and public relations activities or funding applications.

We will be producing stories monthly; production will be guided by an annual calendar.

## 2.4 The Just Gold Multicultural Program

### a. Background and program objectives

The Just Gold Multicultural Program is a multi-platform, multi-approach program working to create shared value that adds to the social capital. It is a program focused on arts, community, culture, multiculturalism and social cohesion.

The Program is comprised of three objectives:

1. To create a platform for social enterprises and not-for-profits working with communities in arts, community, culture and multiculturalism to communicate their work and share their message. For that purpose, we are producing the “Find your hashtag” podcast.
2. To provide training to social enterprises and not-for-profits working with communities in arts, culture and multiculturalism, in order to help them achieve goals, find purpose and create business opportunities. As part of this initiative we are delivering our signature Find Your Hashtag professional development workshop, specifically tailored for social enterprises and non-profits, as part of our grants program.
3. To create a shared value ecosystem for organisations working with communities on arts, culture and multiculturalism throughout Australia. Through #changemakers we are delivering vouchers for pro bono strategy, communication and social impact services and campaigns to social enterprises and non-profits working for a world where all types of brains are accepted and equally appreciated.

We will be accepting expressions of interest from companies keen to participate on our extended program soon.



## b. Voucher service activities

Eligible organisations can apply for a Voucher under the Just Gold Multicultural Program for the service activities listed on the below table.

Voucher Types	Supported Service Activities
<b>Podcast</b> (Story telling)	<ul style="list-style-type: none"><li>• Podcasting</li><li>• Storytelling</li></ul>
<b>Find your hashtag</b> (Workshops & leadership)	<ul style="list-style-type: none"><li>• Workshops</li><li>• Team building</li><li>• Leadership</li><li>• Social impact training</li><li>• Workshop locations available only in Melbourne and Sydney.</li></ul>
<b>Consulting</b> (Strategy, communications and social impact)	<ul style="list-style-type: none"><li>• Strategy</li><li>• Branding</li><li>• Marketing</li><li>• Digital transformation</li><li>• Social impact consulting</li><li>• Audience development</li><li>• Community management</li></ul>

## c. The Just Gold Multicultural Program eligibility criteria, assessment & terms (also refer to Sections 3, 5 & 7 of the Program Guidelines)

1. Projects must have a social purpose that creates shared value that adds to the social capital. Priority will be given to arts, community, culture, multiculturalism and social cohesion projects with diverse teams.
2. Applications are not mutually exclusive; Applicants may be eligible to receive up to three grants, one from each different grant stream.
3. 12 podcast vouchers are available valued at \$1,000 each and cover 100% of podcast costs. Production will be guided by an annual calendar.
4. 6 Find your hashtag workshop vouchers are available valued at \$3,000 each and cover 100% of workshop costs.
5. 2 consulting vouchers valued at \$6000 each that can be used for bespoke consultation services depending on Recipient needs.
6. Applications open on the 1st of September 2019.
7. Assessments will take place monthly from the 1 of September 2019.

## d. The Just Gold Multicultural Program streams

### Consulting stream

Two recipients will be awarded with vouchers valued at \$6000 each that can be used for bespoke consultation services depending on their needs.

The services range from strategy, branding & marketing, digital transformation, social impact consulting, audience development & community management and they are available to organisations and individuals that have a proven advocacy record or connection with the community.

Applicants that are applying for the consulting stream are encouraged to apply for the workshop stream as applications are not mutually exclusive.

### Workshop stream: “Find your hashtag”

Our #findyourhashtag voucher is a ticket to our innovative workshop(s) that helps teams build their personal narrative and use it to develop a dynamic long-term presence in the digital world. It helps people, teams and organisations become more effective in their attempts to create social change.

We are offering a method for social enterprises, not-for-profits, businesses and individuals who work to create shared value that adds to the social capital to build a communication strategy for diversity and inclusion that serves their social purpose, at no cost.

In our workshops, participants will map down their vision and their mission, fine tune their messages, find their hashtag, understand what an impact strategy is and learn how to work with S.M.A.R.T. goals.

### Podcast stream: “Find your hashtag”

The “Find your hashtag” podcast will feature prominent Australians from diverse backgrounds and will focus on issues of arts, community and cultural identity in Australia. Applicants with a story to tell, or a project to showcase are encouraged to apply for one of our 12 podcast grants / vouchers and feature alongside our key stories and guests.

Our team will workshop with the Recipients define their narratives and produce their story to include it in our podcast as well as social media content around it. We will also release Recipients’ segments as an independent podcast that they can use for your marketing and public relations activities or funding applications.

We will be producing stories monthly; production will be guided by an annual calendar.

## 3. General eligibility

### 3.1 The Applicant legal entities

#changemakers is open to organisations, social enterprises or businesses with a social purpose and to individuals with strong advocacy record or a sufficient personal connection to their proposed project purpose. Applicants may apply individually or jointly. Where a project involves more than one Applicant, the lead organisation should submit the application, including the second applicant's details.

#### 3.1.1 Companies / Organisations

Applicants must meet the following criteria to be eligible for assistance under the program:

- a) Be a legally structured business or organisation registered in Australia with an Australian Business Number (ABN)
- b) Meet all industrial relations obligations as an employer in accordance with the National Employment Standards
- c) Have an operating presence in Australia
- d) Agree to participate in future program evaluation activity.

#### 3.1.2 Trust Structures

- a) An Incorporated Trustee can apply on behalf of a Trust provided that the Trustee will remain sufficiently liable for the performance of any agreement it signs
- b) Comply with the criteria as set out for Companies under items in 3.1.1 above.

#### 3.1.3 Partnerships

- a) The individual Partners may apply on behalf of a Partnership provided that the Partners will remain sufficiently liable for the performance of any agreement they sign
- b) Comply with the criteria as set out for Companies in 3.1.1 above.

#### 3.1.4 Individuals

In special circumstances, individuals with a strong record of advocacy or a sufficient personal connection with their project's social purpose can apply.

#### 3.1.5 Ineligible Applicants

The following are not eligible to apply:

- a) Commonwealth, state and local government agencies or bodies
- b) Publicly funded research institutions

## 4. Funding

### 4.1 Funding conditions

Applicants are allowed to apply for more than one Voucher. Multiple applications from one Applicant in any round will be considered on a case-by-case basis.

Applicants may be permitted to receive a maximum of 3 Vouchers over the course of a particular Program. The receipt of multiple Vouchers is dependent on available funding and the directions as set within each Voucher Stream (refer to Section 2).

Just Gold reserves the right to amend these conditions and the conditions stated within the Voucher Streams in respect to Vouchers that have not yet been awarded.

### 4.2 Duration of funding

Projects are to commence within two months and be completed within 12 months of the date of Voucher issue.

Just Gold reserves the right to withdraw the offer of Voucher funding if projects are not commenced within two months.

### 4.3 Payment conditions

Each Voucher can only be used for the services of Just Gold or one Registered Service Provider, not multiple Service Providers. Payment up to the face value of each Voucher will be direct from Just Gold to the Service Provider following provision of services, advice or expertise.

GST will be paid in addition to the Voucher value where applicable.

Just Gold will not be liable to pay the Service Provider until it has received:

- A valid tax invoice from the Service Provider for services
- The Voucher signed by both the Applicant and the Service Provider indicating that the agreed activities have been completed
- A Statutory Declaration that states that the project has been completed
- A final report to the satisfaction of Just Gold and/or any additional documents, photos, or other evidence as Just Gold may reasonably require.

## 5. Assessment criteria

Applicants are required to submit an application online along with particular streams required documents (refer to section 2). All questions in the application need to be completed to proceed to assessment.

The Just Gold leadership team will assess all Voucher applications against the following assessment criteria and scoring:

Assessment Criteria	Weighting %
1. How will the project support one or more of the Program objectives and Voucher Stream objectives?	30
2. How will the project benefit the applicant by reaching longer term outcomes (e.g. social purpose, social impact, new jobs, access to new audiences, markets and customers, new products and services or increased revenue)?	30
3. Demonstrate your capacity or capability to successfully implement the project or project findings (e.g. track record of company and resources to be allocated to the project)	20
4. Why does the project need Just Gold support to proceed? Detail the risks to the project without Just Gold support.	20

Further information may be sought from applicants if required.

To be competitive an application must address each assessment criterion and make the best possible case for funding. Claims made against each criterion must be substantiated and full details of all underlying risks and assumptions should be clearly stated.

Just gold will endeavour to notify all Applicants on the outcome of their application within eight weeks of their submission.

Recipients will receive a Letter of Offer outlining funding obligations.

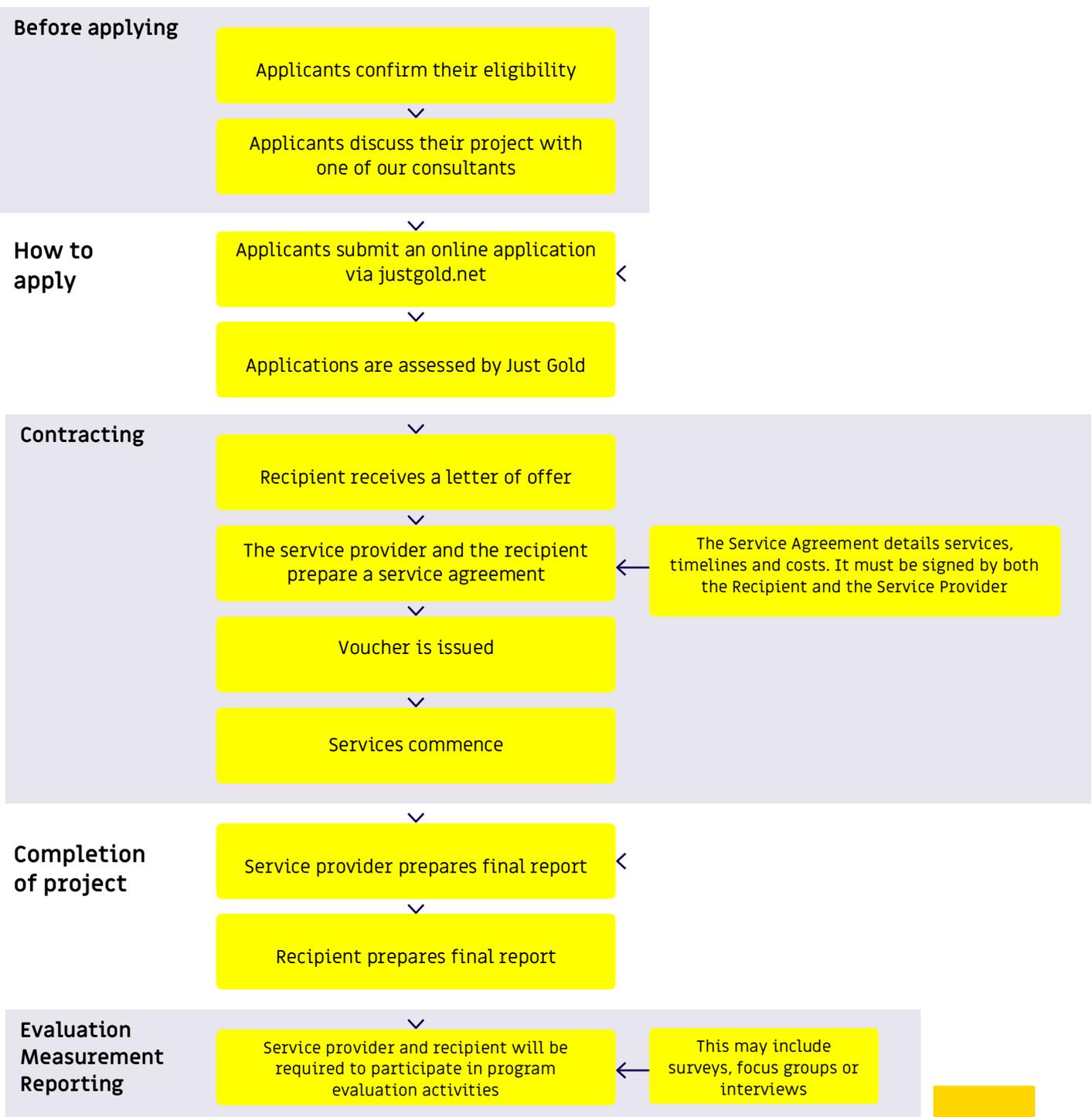
This offer remains valid for a period of two (2) months from the date of the Letter of Offer and may have further specific time restrictions depending on individual stream.

A Voucher will be issued to the Recipient once the Just Gold has received the acceptance of the Letter of Offer signed by the Recipient, along with a Service Agreement signed by both the Service Provider and the Recipient.

## 6. Step by step guide

Vouchers are to be used by applicants in exchange for services that will build their capabilities. Vouchers are not intended for 'business as usual' activities.

Projects funded through a Voucher are expected to be activities with a social purpose undertaken by the Applicant. The Applicant engages Just Gold or a Registered Service Provider to undertake a service, or services, to assist the Applicant to primarily achieve their social purpose and where possible to become more productive, employ more people, create market in general, increase scale and profitability.



## 7. Terms and conditions

Just Gold reserves the right to make changes to these Guidelines as required.

### 7.1 Conditions of Registered Service Provider Engagement

Selected Service Providers will be made an offer in writing to register for the Service Providers' panel. By accepting the offer, Service Providers will be agreeing to the following Terms and Conditions:

- a) Commit to providing services at competitive market rates;
- b) Commit to undertake their role and responsibilities in accordance with these Guidelines;
- c) Guarantee that they are not currently involved in litigation and that they will advise Just Gold if these circumstances change;
- d) Guarantee that they have sufficient funds to manage terms of payment of up to 90 days against a redeemed Voucher; and
- e) Commit to participate in program evaluation activities as required by Just Gold

### 7.2 Service Agreement

The Registered Service Provider will enter into a Service Agreement with a Recipient to provide the agreed services. This service agreement must include, at a minimum, the following:

A description of the services to be provided;

- a) Total fees for the services;
- b) An outline of any required Intellectual Property arrangements; and

- c) Any other Terms and Conditions as required by the parties to the agreement.

Just Gold will not be deemed in any way responsible for the consequences or outcomes under the Service Agreement.

### 7.3 Payment of Registered Service Provider fee

Registered Service Providers will be reimbursed for an amount up to the face value of the Voucher unless otherwise contracted (plus GST where applicable) for the supply of the service, on the provision of:

- a) a valid tax invoice from the Service Provider;
- b) the Voucher signed by both the Recipient and the Service Provider, indicating that the agreed service activities have been completed;
- c) a statutory declaration signed by the Service Provider confirming receipt of the cash co-contribution from the Recipient; and
- d) a final report to the satisfaction of the Just Gold and/or any additional documents, photos, or other evidence Just Gold may reasonably require.

### 7.4 Removal from Registered Service Provider Panel

- a) Just Gold reserves the right to remove any Registered Service Provider from the panel at its absolute discretion; and

- b) A Service Provider may request to be removed from the Registered Service Provider panel at any stage. The Service Provider must ensure any active Voucher projects are managed to completion following removal from the panel.

### 7.5 Post Project Evaluation

All Recipients and Service Providers must agree to comply with Just Gold's performance monitoring and evaluation regime. The Recipient and the Service Provider may receive an evaluation survey from Just Gold and may be required to participate in program evaluation activities.

The evaluation surveys may be required for up to two years following completion of the Voucher issue. This is a non-negotiable requirement for all participants of the Program.

Successful Program outcomes may be used in program evaluation reviews and Just Gold marketing collateral.

### 7.6 Voucher Specific Program Requirements

Refer Section 2 for additional Terms and Conditions that relate to a specific Voucher Stream.

### 7.7 Publicity

Recipients and Service Providers must agree to cooperate with Just Gold in the promotion of the Program. This may include involvement in media releases, case studies or promotional events and activities.

Just Gold may request Recipients and Service Providers to fact check any text and seek approval to use any owned imagery associated with the activity prior to the publication of any such promotional materials.

Recipients and Service Providers must not make any public announcement or issue any press release regarding the receipt of a Voucher without prior approval by the Just Gold

All Voucher recipients will be publicly listed in Just Gold annual reports and on Program websites.

### 7.8 Confidentiality

Any personal information provided by the Applicant and the Service Provider or a third party in an application will be collected by Just Gold for the purpose of program administration.

If confidential personal information about third parties is included in an application, Applicants are required to ensure that the third party is aware of the contents of this Privacy Statement. Any personal information collected, held, managed, used, disclosed or transferred will be held in accordance with the provisions of the Information Privacy Act 2000 (VIC) and other applicable law.



**We are Just Gold.** A Social Traders **certified social enterprise** working with a social purpose in the digital world, offering high-quality strategy, general communications, events services (advertising, production, on site, online or hybrid events) & innovative workshops.

We are a **social impact enterprise** committed to providing employment opportunities and a safe, respectful and supportive environment for staff from disadvantaged groups.

For the past year we have been translating our mission into programs and activities with **positive impact**; we are creating a **network of dynamic businesses that share big ideas and a common moral compass**. We are **delivering systemic change starting from our own cluster**.

Our ongoing impact program includes **The Just Gold Pride Program, The Invisible Woman** research project and The Jsytcampaign, this year we extend our commitment to support our community with the announcement of the **Just Gold Pride Program**.



**just.Gold**