

making waves

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Designing the Future of Work at Waverley

INSIDE:

Stronger Together: The Power of In-Kind Support

Living the Waverley Values

A Remarkable 41 Years – Happy Retirement, Tim!

Behind the Scenes at Waverley





MESSAGE FROM OUR CEO

Dear Waverley Family,

As you'll see in this edition of Making Waves, there is a lot happening across Waverley and much to be proud about.

One of the most exciting developments is the progress of The Waverley Way. Over the past year we have listened carefully to our workmates about what it feels like to work at Waverley and how we can make that experience even better. The result is a clear plan for the future of our workplaces, with initiatives already underway such as the First 90 Days program, the Buddy System and new Career Planning Cards to support growth and opportunity for every workmate.

We're also continuing to strengthen our organisation in other important ways. We are seeing our refreshed STRIVE values come to life across our sites, shaping how we work together every day.

Partnerships remain a vital part of what we do. The generous in-kind support from partners like GIVIT and Good360 helps ensure our teams have the equipment and resources they need to do their best work.

Finally, we celebrate a remarkable milestone as we thank Tim for his incredible 41 years of service. Tim's dedication and positivity have been part of the Waverley story for decades, and we wish him a very happy retirement.

Thank you to everyone who contributes to making Waverley such a supportive, inclusive and vibrant community. Together, we are continuing to build a workplace where people belong, grow and thrive.

Nick Williamson
CEO, Waverley Social Enterprises



Designing the Future of Work at Waverley

Last year, we made a promise to listen. With the help of Catalina from SHiFT With Purpose, we began exploring a simple but powerful question: what does it feel like to work at Waverley, and what could it feel like?

Catalina spent time on the floor with our workmates at Notting Hill and Hallam, running interviews and workshops and hearing directly from the people who know our workplaces best. (She'll soon be visiting Bayswater as well.)

Everything that was shared helped shape a detailed plan for the future of our workplace. That plan has now been approved by our Board and is known as The Waverley Way. It's our commitment to building a workplace where every workmate feels they belong, where joy is part of every day, and where growth is real and visible.

Several teams are already working to bring different parts of the plan to life.

The First 90 Days team is mapping what it feels like to be new at Waverley. Their goal is to design a welcoming experience that helps every new workmate feel confident, supported and set up from day one.

The Buddy System team is developing a new program where every new workmate will be matched with a trained buddy who already knows the ropes. It's a simple idea that can make a big difference, helping new starters feel comfortable, connected and supported as they settle in.

Another group is working on **Words Matter**, a project focused on the language we use every day. They are creating training to help all of us communicate in ways that are positive, inclusive and respectful.

Above: Representatives from across Waverley come together for a Waverley Way planning day



Watch the video of Caroline and her Support Mentor Miles using the cards to create a supportive career plan. Click above or scan the QR Code below.

And through **The Discovery Programme**, workmates will have the opportunity to try different roles and teams across Waverley. Because growth should feel exciting and possible, not something that's out of reach.

Alongside these initiatives, we have also begun piloting one of the first practical tools to come out of this work: our new **Career Planning Cards**.

These colourful cards are designed to make career conversations simple, fun and relaxed. Using prompts and activities, workmates can talk with their Support Mentors about what they enjoy, what they are proud of, and what they might like to try or learn next.

The cards help turn career planning into a positive conversation. They give workmates a chance to think about their goals, while also helping mentors understand how best to support each person's growth.

So far, the feedback has been very encouraging. Workmates are enjoying the conversations, and the cards are helping people start to picture what their future at Waverley could look like.

Over the coming months, we look forward to embedding the Career Planning Cards across all three Waverley sites as we continue bringing The Waverley Way to life.



Stronger Together: The Power of In-Kind Support

At Waverley, we're always working toward two things: doing great work for our customers and creating real impact for our community.

Over the past few months, we've been able to strengthen both. Not just through investment, but through the generous in-kind support of partners who understand what we're building and want to be part of it.

By aligning our needs with the generosity of our partners, we're making sure our teams have the right tools and spaces to do their best work every day.

Here's what that has looked like across our sites:

Field safety and readiness

Our Grounds Maintenance and On Site teams are now better prepared for all conditions, thanks to donations of high-vis gear, steel cap boots and UV sun hats. It means safer days on the job and greater confidence out in the field.

Service Excellence

The Notting Hill Canteen has stepped up its hospitality offering with a new commercial coffee machine. Great coffee, made by an even greater team.



Above: Melea, David and Jake wear their new UV sun hats.

Professional Development

At Bayswater, a new large-screen TV is helping us deliver more engaging, modern training sessions. It's a simple addition that's already making a big difference in how we learn and grow together.

We're grateful for the ongoing support of our partners at GIVIT and Good360. Their commitment helps us direct more of our resources toward creating meaningful employment and building a strong, sustainable future.

In-kind support, whether it's essential equipment or specialised services, goes far beyond a donation. It's an investment in our people and in the impact we can continue to make.

If you or your organisation would like to explore how you can support our next stage of growth, we'd love to have a conversation.

Contact: Katherine Dix Corke
katharine.dixcorke@wavind.org

Gear That Gives More Than Protection



Above: Clinton receives a new high-vis shirt thanks to ReTreads.

This month, we're celebrating a meaningful step forward in creating a workplace where everyone feels valued and supported.

Through ReTreads, a collaboration between Assembled Threads and Blackwoods and made possible by the Seamless Circular Clothing Textiles Fund, we've received hundreds of essential workwear items for our supported employees.

ReTreads rescued more than 9,000 unused industrial garments from warehouses across Australia, giving them a second life with First Nations organisations, charities, and social enterprises. By keeping these uniforms in use and out of landfill, the project shows how practical solutions can also create social and environmental impact.

For our team, it's about more than just safety. High-quality uniforms give our workmates a sense of pride, confidence, and professional identity. They can step into their roles ready to succeed, knowing they are fully equipped for the job.

Partnerships like this one are vital for Waverley. They help us build a more inclusive and empowering workplace, where every individual has the tools and support they need to thrive. It's a reminder that small initiatives, like having the right gear, can make a big difference in helping everyone work with dignity and purpose.

Living the Waverley Values



Late last year, we relaunched our refreshed organisational values and it's been fantastic to see them truly come to life across Waverley.

Our values were co-created with our employees and staff through our Culture, Communication, Insight and Waverley Way Groups. The result is something we can all genuinely stand behind. They're now front and centre in how we work, make decisions and support one another.

Introducing STRIVE:

Safety, Trust, Respect, Inclusion, Voice & Empowerment.

To make sure these aren't just words on a wall, we introduced clear behaviour statements outlining what living each value looks like in practice, and what it doesn't. This gives everyone a shared understanding of the standards we hold ourselves to and the kind of workplace culture we want to build together.



Embedding the Waverley Values

We kicked things off with Value Ambassador training across all sites. Staff and employee ambassadors explored what each value means, how to model them in their daily work and how to encourage others to do the same. It was all about building confidence to lead by example and help create a values-driven community.

Then things took a fun turn.

With lights, buzzers and a lively game show host, teams competed in a round of "Name That Value." There were clues, plenty of laughs and a bit of friendly competition.



Above: Denise delivers training to our Value Ambassadors in Hallam.

The energy in the room said it all. Most importantly, our team walked away with a clear understanding of the values and how they connect to their work every day.

What's next?

We're continuing to embed STRIVE across Waverley, with more activities planned, including reward and recognition initiatives that celebrate people who are truly living our values.

This is just the beginning. We're proud of the momentum so far and excited to keep building a culture where Safety, Trust, Respect, Inclusion, Voice and Empowerment guide us every day.

Left: (From left to right) Value Ambassadors Rose, Joel, Bekkie, Denise, James, Michael, Lisa, Fleur, Britney, Sharon, Kayla, Natalie, Marie and Tash.

Our Workmates in Action



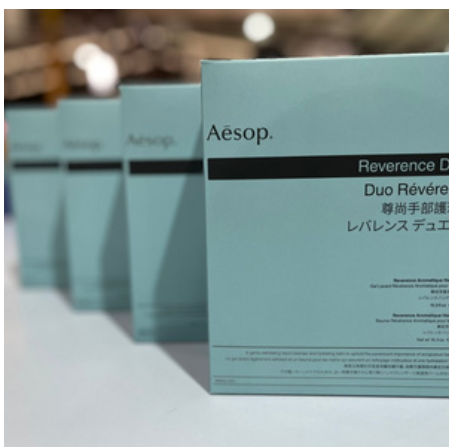
Ready for Formula One!

Our packing team recently worked with Mattel, Inc. to prepare limited-edition Hot Wheels for the Formula One Grand Prix.

It was a great project for our team, especially because many of our Workmates are genuine Formula One fans themselves.

Working with Luxury Brands

From careful handling and attention to detail through to reliable, repeatable processes, our teams understand what's at stake when a premium brand puts its name on the line. Behind that quality is something just as important: a workforce that takes real pride in their work. Our Workmates of Waverley know that what they do matters, and it shows in the results.



Thousands of Gifts Packed and Ready

We're proud to be a long-standing packing partner for L'Oréal's Aesop brand. Our team has packed hundreds of thousands of Aesop products into beautifully finished gift packs and kits, ready for customers around Australia.

Every unit is handled with care, accuracy and consistency, backed by robust quality processes and a workforce that takes real pride in the job.

Our Workmates in Action



Combining Skills for Quality Results

Our packing and assembly teams recently completed a job for Nu Tech Paint, filling, labelling and packing their Pavement Coat anti-slip mix.

This project is a great example of how our teams bring multiple skills together into one smooth production process. From accurate filling, to compliant labelling, to final packing and palletising, every step is handled with care, consistency and pride in the work.

End-to-end Manufacturing of Wheel Chocks

Every day across Australia, trains and trams are kept safely in place using a simple but essential tool: a wheel chock.

At Waverley Social Enterprises, we manufacture these timber chocks entirely in-house. From raw timber to finished product, every step is completed by our team with the quality and precision our customers rely on.

Used by national rail operators across the country, our wheel chocks have become a trusted safety solution, with more than 25,000 units supplied to date.



SPOTLIGHT ON EMPLOYEES

A Remarkable 41 Years – Happy Retirement, Tim!

After more than four decades at Waverley, our much-loved Workmate Tim has officially retired.

Tim joined Waverley right at the very beginning and has been part of the organisation's story ever since. Over the years he worked in packaging and became a familiar and valued member of the team. As Waverley grew and changed, Tim was there through it all.

His supervisor describes him as productive, reliable and always willing to help with whatever the group is working on. He's easy to work with, gives every task his best effort and brings a positive attitude to work each day. That attitude has always lifted the spirits of the people around him.

Recently, Tim's mum shared some wonderful newspaper clippings from years gone by. One article dates right back to the early days of Waverley, featuring Tim when the organisation was just getting started.



Above: Tim receives Employee of the Month last year from Supervisor Thuy.

Another tells the story of a memorable trip to Fiji taken by Waverley employees and support workers.

They are a lovely reminder of the many moments that make up Tim's long connection with Waverley.

Tim, thank you for 41 incredible years. Your contribution has been part of the foundation of who we are today. We wish you a happy and well-earned retirement.

Below: Tim features in old newspaper articles about Waverley.



Behind the Scenes



Making it Official!

In January we officially welcomed Bayswater into the Waverley family, marking a milestone expansion of our services into the eastern suburbs and a significant opportunity to grow our inclusive employment.

Left: The team from Bayswater celebrate together.

Lily Making a Difference in the Community

Our Workmate Lily has been busy making a great contribution in her community. Lily volunteers at a local childcare centre and recently completed a professional development course in child supervision and safety, something she was very proud to achieve.

She has also been getting active through All-Abilities Netball, where she recently received a medal for her participation.

It's wonderful to see our employees volunteering, learning new skills and taking part in sport. Lily is a great example of the many ways our Workmates contribute to their communities.



Above: Lily playing as Goal Defence in Netball.

Behind the Scenes



Marc is On the Road to Independence

Marc has stepped up his delivery role this year, taking customer deliveries on his own and tackling longer routes. His next goal is to complete independent deliveries into the city by the end of the year.

Left: Marc driving the Waverley Catering van.

King Kenny of the Kitchen

Kenny, our long-time canteen star, has been building new kitchen skills. He's quickly mastered preparing a range of fresh fruit, producing beautifully presented fruit platters with great speed and care.

Right: Kenny slices fruit for a platter.



Caroline's Platter Perfection

A valued member of the Catering team for many years, Caroline has been independently preparing our popular fruit platters and produces them to a very high standard.

Right: Caroline making fruit platters

Behind the Scenes



Jonathan Slices into a New Skill

Jonathan has been a reliable part of the sandwich team for just over a year. He has recently started hands-on training with the vegetable slicer, learning to slice tomatoes as part of the team's daily preparation.

Left: Jonathan using the slicer

Tim Puts Safety into Action

Tim stepped into the role of OH&S Representative in the kitchen late last year. He now conducts safety walks and checks independently and brings thoughtful safety ideas to the OH&S Committee.

Right: Tim pushing a rack of catering orders



Michael Retires after 30 Years of Service

After 30 years with us, Michael has officially retired. During his time at Waverley, Michael always gave his best in everything he did, learnt new skills and built some great friendships along the way.

We thank Michael for his many years of dedication and wish him all the very best for the future!

Left: caption

Behind the Scenes



Celebrating the 50th Anniversary of the Special Olympics!

Andrew and Nicholas from our Hallam team had the opportunity to attend a lunch celebrating the 50th Anniversary of the Special Olympics where they met several sporting celebrities.

Andrew and Nicholas both compete in the Special Olympics.

Left: Former AFL legend Paul Salmon and Andrew from Waverley.

A Supportive Sausage!

In February and March we were at Bunnings Notting Hill selling sausages to raise funds for our capacity building programs. It was a great way to connect with the community!

Thank you to our volunteers from Monash University who helped us run the sausage sizzle!

Right: Volunteers from Monash University and Kate from Waverley fire up the BBQ!



Get Involved!

USE OUR SERVICES

For catering, grounds maintenance, packaging, assembly or on site labour, contact:

 sales@wavind.org

BECOME A WORKMATE OF WAVERLEY

To join us as a Supported Employee, contact:

 wow@wavind.org

BECOME A FRIEND OF WAVERLEY

To show your support of our mission, contact:

 communications@wavind.org

