



Georgiou

2016 annual review





'the best people to work with'

We are a trusted and valued civil and building construction company operating throughout Australia with a specific focus on high performance.



**A FOCUS ON HIGH
PERFORMANCE**



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ABOUT US

About Us

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Investing in our **people** through all aspects of their lives by creating a workplace where people want to stay and learn.



THE BEST
PEOPLE
TO WORK WITH





INNOVATION

POWERS GROWTH

We are **solutions-focused** and look for better ways; our **innovative** thinking is our competitive advantage.

ABOUT US

Georgiou Group prides itself as one of Australia's leading building and civil construction companies, delivering a wide range of services to a diverse client base Nationwide.

With a focus on achieving excellent results for its clients and pursuing innovative solutions, while remaining focused on first class safety outcomes, Georgiou boasts close to 40 years' experience specialising in earthworks, roadworks and bridges, building construction, water infrastructure, precast and land development.

In 2016, Georgiou Group was responsible for the execution of these successful projects:

- Gateway WA - Perth Airport and Freight Access Project: the largest infrastructure project ever undertaken by Main Roads WA;
- ALDI's first WA Distribution Centre;
- Moorabbin Airport Precinct 4 Project in regional VIC;
- The design and construction of an at-grade 2,500 capacity carpark for the Brisbane Airport Corporation in QLD;
- Construction of Building 410, the medical teaching facility, at Curtin University's Bentley campus in WA; and
- Upgrades to Perth's Reid Highway in WA.

With offices in Perth, Sydney, Melbourne and Brisbane, Georgiou has a workforce of more than 600 people and aims to be *'the best people to work with.'*

HIGHLIGHTS

2015

JULY

- Georgiou Capital launch new website

AUGUST

- Gary Georgiou appointed General Manager - QLD

SEPTEMBER

- Georgiou win CCF Earth Award for the Three Bridges Project in WA

OCTOBER

- Georgiou secure \$9M Abraham Street Bridge Project in WA

NOVEMBER

- Northern Road Upgrade Stage 1 in NSW awarded

DECEMBER

- Georgiou secure Southport-Burleigh Six Lane Upgrade Project in QLD
- Aubin Grove Train Station and Russell Road Upgrades in WA awarded

2016

JANUARY

- Old Mandurah Traffic Bridge Upgrade in WA awarded

FEBRUARY

- Georgiou win Eungella Pipeline Diversion Project in QLD
- Georgiou secure three CCFWA Presidents Awards

MARCH

- Georgiou partner with Rusca Group, offering Indigenous Australians careers in civil construction
- Gerhard Vorster appointed Advisory Board Chairman

APRIL

- Georgiou launch new website
- Innovate RAP launched

MAY

- Georgiou engage Aboriginal Employment Strategy Ltd (AES) to assist with Indigenous recruitment
- Georgiou named best construction company by Australian Association of Graduate Employers

JUNE

- QLD relocate to new office in Fortitude Valley
- Executive General Manager - Building Eddie Sammut joins the company

VISION

To be 'the best people to work with'

OUR VALUES

Safety, Teamwork, Excellence and Pride

OUR BUSINESS

PERFORMANCE



Revenue
\$503M



Work in Hand
\$389M

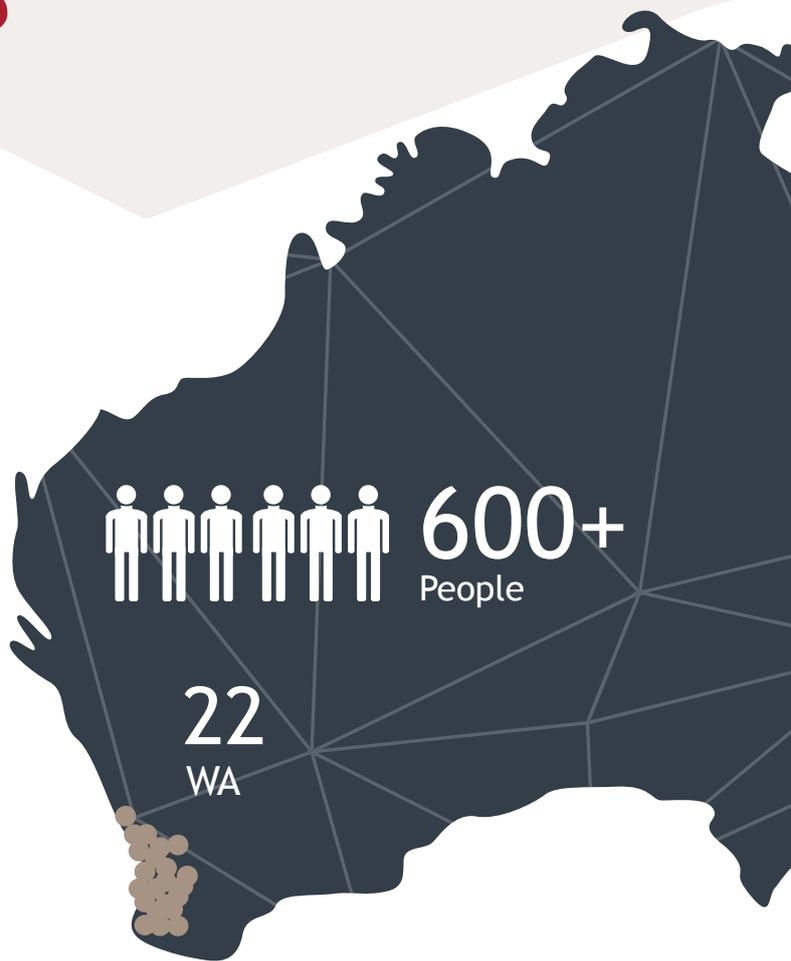


Assets
\$174M

PLANT



Total Plant
1223



1977

Peter Georgiou establishes Direct Drainage, a WA civil contracting business with nine employees.

1991

Precast company, Geocrete, founded by Peter Georgiou.

1994

Roadpave acquired.

1995

Georgiou awarded first significant project in Ellenbrook Estate.

1998

John Georgiou becomes CEO and consolidates Direct Drainage, Geocrete and Roadpave into Georgiou Group.

2003

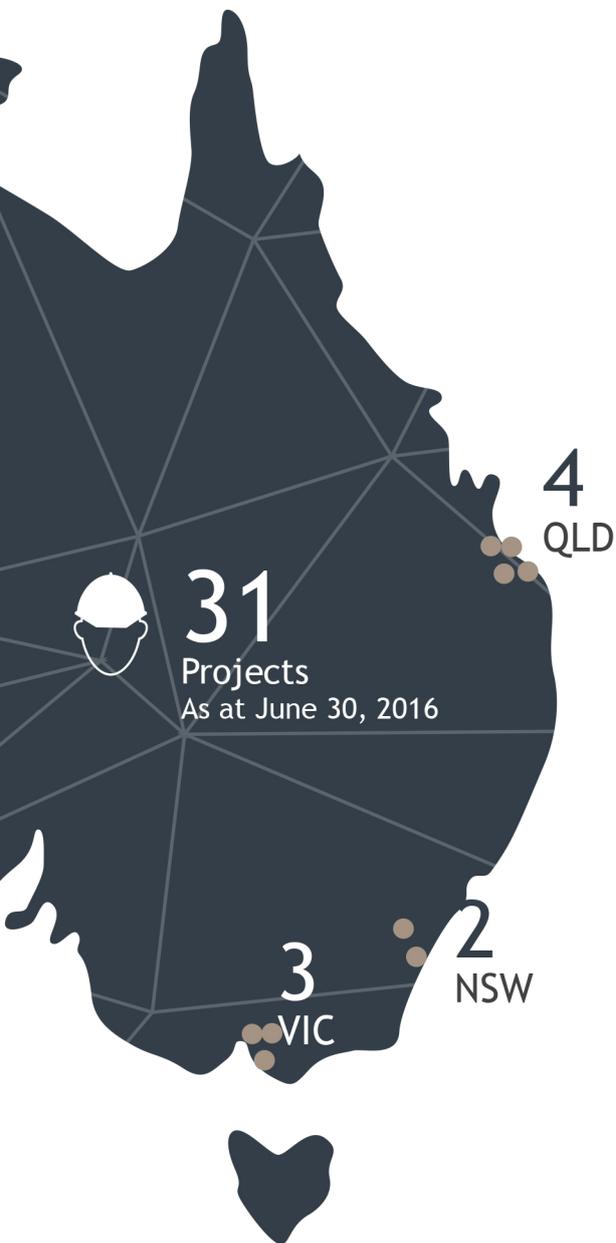
Georgiou Advisory Board appointed.

2005

Georgiou expands into engineering.

CORE PURPOSE

Georgiou is a national civil and building construction company, delivering major projects across Australia.



BUILDING



Camp and Village Accommodation



Commercial



Education



Fitout



Health and Aged Care



Industrial



Public Infrastructure



Residential and Retirement

CIVIL



Earthworks and remediation



Land Development



Precast



Roadworks and bridges



Water infrastructure

2008

Georgiou establishes building arm.

QLD office opens and operations commence.

2009

VIC office opens and operations commence.

2011

Georgiou becomes first construction company to have their RAP endorsed by Reconciliation Australia.

2012

Safety cultural framework - The Georgiou Way - introduced.

Georgiou's 2012-2015 RAP launched.

2013

Behavioural-based *Safety is My Way* launched.

Employee Diversity and Gender Equity (EDGE) Committee formed.

2014

Georgiou Developments launched.

2015

NSW office opens and operations commence.

2016

Georgiou launches Innovate RAP.

Precast moves into new facility.

GOVERNANCE

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Our approach lies in our **One Georgiou** philosophy coupled with our ability to be **flexible** and share resources.



DOING

WHAT WE SAY



CHAIRMAN'S COLUMN

As a Board, we pledge to bring that little bit of added advantage to make Georgiou truly the best people to work with.

Firstly I'd like to say it's a pleasure to become Chairman of the Georgiou Advisory Board and I would like to thank the shareholders, Peter and John, for the trust and faith they're placing in me. For the past five years, the Advisory Board has been aptly led by Joe Trio who has deep roots in engineering and understands the business we are in better than most. He was an excellent Chairman and we are truly lucky to maintain his knowledge as a Non-Executive Member.

A Board has fundamentally two responsibilities. Firstly governance. Georgiou has chosen to replicate an ASX Stock Exchange-type approach to governance which means that we care about proper governance not just from a shareholder value perspective but from a shared value perspective, which includes the impact on the community and our employees. Secondly to be the custodian of the strategy. Whilst leadership and management define and execute the strategy, the Board approves it. We take our role as strategic stewards very seriously. We care about the strategy, we challenge it and we try to understand what the business is all about without getting operational. Our role is to ensure we have a business that is robust and stable which is so important in tough economic times. And we are in tough economic times.

These times call for tough, clear and concise choices. Tough in Australia and tough anywhere else in the world isn't the same. China has seen as a huge drop in growth but still has a 6.7% growth rate. In Australia, we still have a 3% growth rate - it's just uneven and there are shifts that have taken place. According to the Australian Constructors Association, public sector capital works will increase as the Federal and State Government release infrastructure projects to the market. The big ticket items will be road and rail projects which are expected to increase by 4.8% along with works associated with telecommunications rollouts such as the NBN and 4G network.

The main downturn is in the resources industry - which is no surprise considering the current price of iron ore and the amount of LNG projects moving from construction to production. Georgiou is in a unique position as our company is structured to capitalise on any downturn through our multi-disciplinary and multi-location portfolio.

What we as a company need to do is be aware of those shifts and respond. There are shifts in terms of basic infrastructure moving from the West to the East - as we have done as a company. There are also shifts in sectors and industries with certain sectors still growing rapidly - agriculture, tourism, higher education and gas. These are sectors where we have differential advantages in Australia that we can leverage. These sectors all need infrastructure and engineering excellence is demanded. It is in our interest to align ourselves with high growth areas because if we start to dominate those areas, we will start to dominate the marketplace of our choice.

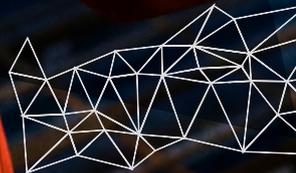
Our advantage lies in our One Georgiou approach. A great example of this is our Aubin Grove Project in WA where our Infrastructure, Building, Engineering and Precast arms are working as one to deliver the project. I think this diverse service offering, coupled with our ability to be flexible and share resources, will deliver successful outcomes not only to our clients but our company. As a corporate asset where people, knowledge and capital are mobile, we have a better chance of success than anybody else.

As a Board, we pledge to bring that little bit of added advantage to make Georgiou truly the best people to work with.

Gerhard Vorster
Chairman, Georgiou Advisory Board



INVESTING IN OUR PEOPLE



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OUR BOARD

A Board has fundamentally two responsibilities. Firstly **governance**. Secondly to be the custodian of the **strategy**.

Lui Giuliani
Non-Executive Member
B.Bus (Curtin), CA

Lui brings to Georgiou's Advisory Board extensive experience in acquisitions, business development, taxation and investment management. Lui's experience and knowledge is invaluable when assessing potential growth and expansion opportunities for Georgiou.

John Georgiou
Chief Executive Officer

BE (Civil and Environmental), OPM 36 (Harvard Business School), FAICD, FIE Aust

John has more 20 years' experience in the construction and property development management industry. Upon his appointment as Chief Executive Officer in 1998, he consolidated the operational activities of Direct Drainage Pty Ltd, Roadpave Australia and Geocrete Pty Ltd into one entity - Georgiou Group Pty Ltd. His extensive experience in business development, strategic planning and organisational development has resulted in the company's steady growth and geographical expansion into the Eastern Region.



WE ARE
ACCOUNTABLE,
CONSISTENT AND LEAD BY EXAMPLE

Joe Trio
Non-Executive Member

Assoc Civil Eng (WA Institute of
Technology), MIEAust CPEng

Joe is a leading figure in Australia's construction industry with more than 40 years of engineering experience on civil, building, mining, marine and major infrastructure projects. Currently consulting for a number of companies in the civil engineering industry, Joe is a Non-Executive Member after handing over the reigns as Chairman after five years.

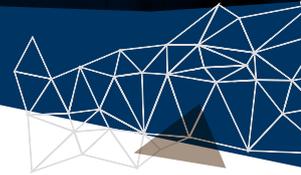
Spiro (Peter) Georgiou
Company Director

Still a strong presence on site every day, Peter has more than 50 years' experience in land development, water infrastructure and road construction. As the founder of the Group, Peter offers a practical approach to project challenges - meeting regularly with onsite personnel and actively involved in undertaking specialised tasks on location.

Gerhard Vorster
Chairman

BE (Civil), MBA (Business
Administration)

Gerhard's core professional capability is in strategic planning, strategy execution and innovation. He is well-known across the industry as a proven leader of senior teams. His continued involvement in the National innovation and design agendas, combined with his commitment to continuous learning, provides him with the platform for playing a shaping role in Georgiou's future.





Our people are **key** to our business so we continue to look for ways to develop their careers and provide **growth** opportunities.

CEO REVIEW

Nearing in on 40 years' as a business, Georgiou has a solid growth plan, strong pipeline of opportunities, established relationships with our clients and a desire to grow the business both Nationally and sustainably.

Delivering on our strategy

In early January, we finalised our three year strategy focusing heavily on building a sustainable National business in the Eastern Region of Australia, providing a high standard of service to our clients, improving profitability and productivity on our projects, and establishing a respected culture centred on our Core Business Principles. This strategy underpins our vision to be *'the best people to work with'* and is the framework for how we operate.

FY16 saw the successful delivery of a number of iconic projects - Gateway WA, Curtin University Building 410, Reid Highway Duplication Project, BAC Carpark and the ALDI Distribution Centre. We remain focused on securing repeat work, the successful delivery of our projects and disciplined growth in our regions.

Market Overview

FY16 has been challenging for many in our industry however Georgiou is in a fortunate position due to an increased number of road infrastructure projects. We are in this position because we have developed a reliable brand of safety and quality over many years in the WA construction industry and with Main Roads WA, in particular thanks to our work on the Gateway WA Project. The Federal Government has announced a \$2.9 billion spend on essential infrastructure, including projects such as the \$400 million Monash Freeway Project in Victoria,

the \$1.5 billion for Stage 2 of the Perth Freight Link in Western Australia and \$400 million for the Ipswich Motorway in Queensland. Additionally, \$920 million has been budgeted for 2019/20 for successful infrastructure sub-programs like the roads to recovery program.

As a company, Georgiou has diversified into education and defence, looking to compensate for a 2.3% decrease in commercial construction in 2015/16*. Growth sectors lie in aged and health care, defence and tourism - where Georgiou has successfully delivered projects in the past.

Safety is My Way

Safety doesn't just stop with our people - it's extended to everyone we work with. Our *Safety is My Way™* approach, introduced in 2014 to encourage an environment of exemplary safety behaviour, has been effective with our people however we realised our commitment needed to reach further. In 2015/16, we extended this approach to our subcontractors. Through workshops and getting buy-in from subcontractor management, we lifted the bar in terms of safety performance. Our subcontractors are now ranked on their safety performance and we are one of only a few construction companies that enforces the long-and-long PPE. Additionally, we've restructured our health, safety, environment and quality functions to move them closer to our operations, maximising their effectiveness. For more, see Page 26.

Our People

Our people are key to our business so we continue to look for ways to develop their careers and provide growth opportunities. We received more than 330 applications for

our Cadet Development Program and were again ranked in the Top 20 employers by the Australian Association of Graduate Employers. Our graduate program continues to be a leader in the industry producing high quality employees. FY16 also saw our people recognised with industry awards from the Civil Contractors Federation, Australian Construction Association and the Urban Development Industry of Australia. Finally, we strengthened our Leadership Team, welcoming Eddie Sammut as an Executive General Manager - Building and appointing Gerhard Vorster to Chairman of our Advisory Board.

Outlook

In the next 12 months, we expect to see a continued shift from resources and oil and gas to government infrastructure. We see strong opportunities in the Eastern Region and will resource ourselves accordingly. We expect to see an increase in competitors as larger companies who traditionally secure fewer contracts with a higher value are now bidding for lower value projects. However our unique service offering and our One Georgiou approach is our competitive advantage as we look to capitalise on the pipeline of opportunities.

The outlook for Georgiou remains strong. Our growth is on track, we continue to bring on board the top talent in our industry and our commitment to delivering on our promises has never been more important.

John Georgiou
Chief Executive Officer

**AI Group*



A WORKPLACE
WHERE PEOPLE
EXCEL

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LEADERSHIP TEAM



Eddie Sammut
Executive General
Manager - Building

BAppSc (Quantity
Surveying), MBA,
GAICD

With more than 30 years' experience on major building projects in Australia and internationally, Eddie joined Georgiou in June 2016 and will oversee Georgiou's building capabilities in the Eastern Region of Australia, while supporting the continued development of the WA Business Unit.



Errol Keyt
Chief Financial
Officer

CIMA

With 35 years' experience, Errol has responsibility for Shared Services. Errol designed and implemented a brand of exemplary safety culture titled *Safety is My Way™*. Additionally, Errol founded OneApp™ - an innovative mobile technology eliminating all paper forms for improved productivity. Errol also visioned the "One Source of Truth" dashboards encouraging modern management techniques.



Frank Dilizia
General Manager
- Building

BE (Construction)

With a career spanning more than 30 years, Frank has successfully delivered a diverse range of commercial building and engineering projects using various project delivery models. Frank is responsible for the growth of the Building Business Unit in WA, and Georgiou's ability to deliver complex building projects up to \$100M in value.



Gary Georgiou
General Manager
- Queensland

BE (Civil)

Gary has more than 20 years' experience in the construction industry in the Eastern Region of Australia, both as a professional engineer and business leader. Gary is responsible for Georgiou's Queensland business, ensuring the company is well-positioned to capitalise on opportunities across the government and private sectors. Additionally, Gary oversees the company's quality function, ensuring Georgiou meets or exceeds industry best practice across their operations.



John Galvin
Executive General
Manager

BE (Civil), FIEAust,
CPEng, EngExec NER,
MBA, MAICD, GMP
(Harvard Business
School)

John has more than 25 years' experience in the construction and engineering industries. He has responsibility for the oversight of two of Georgiou's operational business units and health and safety in the Western Region. In addition, John is the executive charged with the leadership of Georgiou's Undergraduate Program along with its reconciliation and gender diversity strategies.

Our growth is on track, we continue to bring on board some of the **top talent** in our industry and our commitment to delivering on our promises has never been so important.



Lambros Siamos
Executive General
Manager

BE (Construction),
GMP (Harvard
Business School)

Lambros has worked with Georgiou for more than 25 years in project, pre-contracts, management and executive roles. Lambros' current role focuses on the governance and risk for Group tenders leading to work in hand, aligning the company's client focus and forward order book, and business improvement.



Peter Lellyett
General Manager
- Victoria

BE (Civil)

Peter brings to the company more than 23 years' construction experience in projects up to \$750M. Responsible for the management of Georgiou's Victorian Business Unit, which operates in predominately land development and non process infrastructure, Peter works hand-in-hand with our NSW office to grow the Georgiou brand in the Eastern Region.



Rob Monaci
Executive General
Manager

BE (Civil), FIEAust
CPEng

Rob brings more than 27 years' engineering and construction experience to the company, having built his career on a practical approach to project management and a strong customer focus. In his role, Rob oversees the Queensland and Victorian Business Units while heading up the New South Wales Business Units in an effort to increase Georgiou's presence in the civil engineering market in the Eastern Region.

Additionally, Rob oversees the health and safety teams in the Eastern Region and the Environmental function Nationally.



Scott Morris
General Manager
- Finance

B.Bus CPA

Scott has more than 18 years' experience as a finance professional across a number of different industries. More recently, Scott's financial management role at Georgiou has been expanded to include the responsibility of coordinating and completing the company's strategic planning processes.



Steve Tennant
General Manager
- Infrastructure

BSc Hons, MIEAust,
CPEng, PMP

Steve has more than 30 years' experience in an engineering capacity and is responsible for the management of Georgiou's Infrastructure Business Unit in Western Australia which operates in predominately land development, water infrastructure, earthworks and remediation.

REPORTING

Financials

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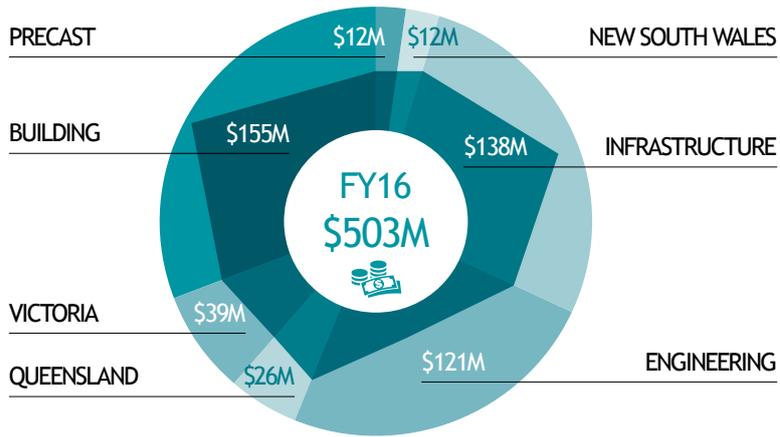
We value good **financial performance** and make every dollar **count**.



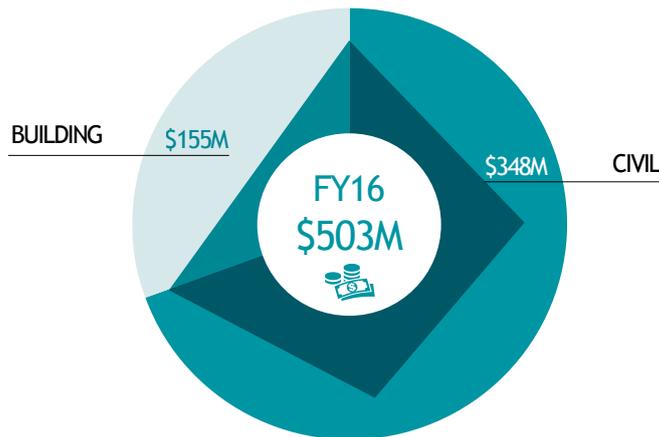
DELIVERING

ON OUR FINANCIAL PROMISES

REVENUE BY BUSINESS UNIT

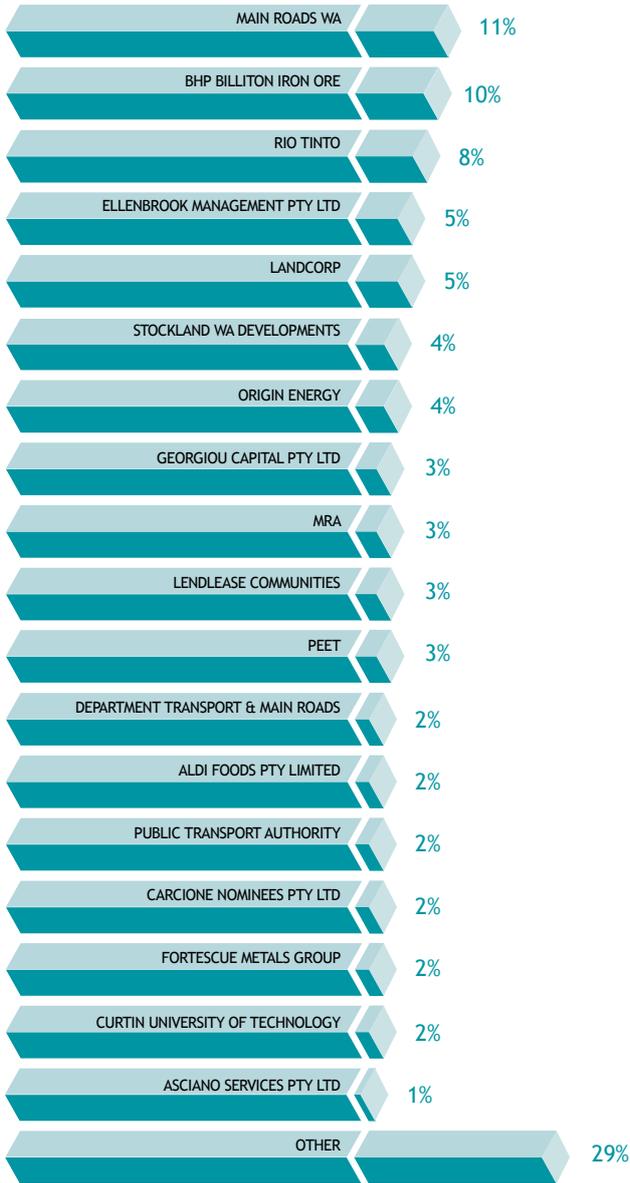


REVENUE BY SECTOR

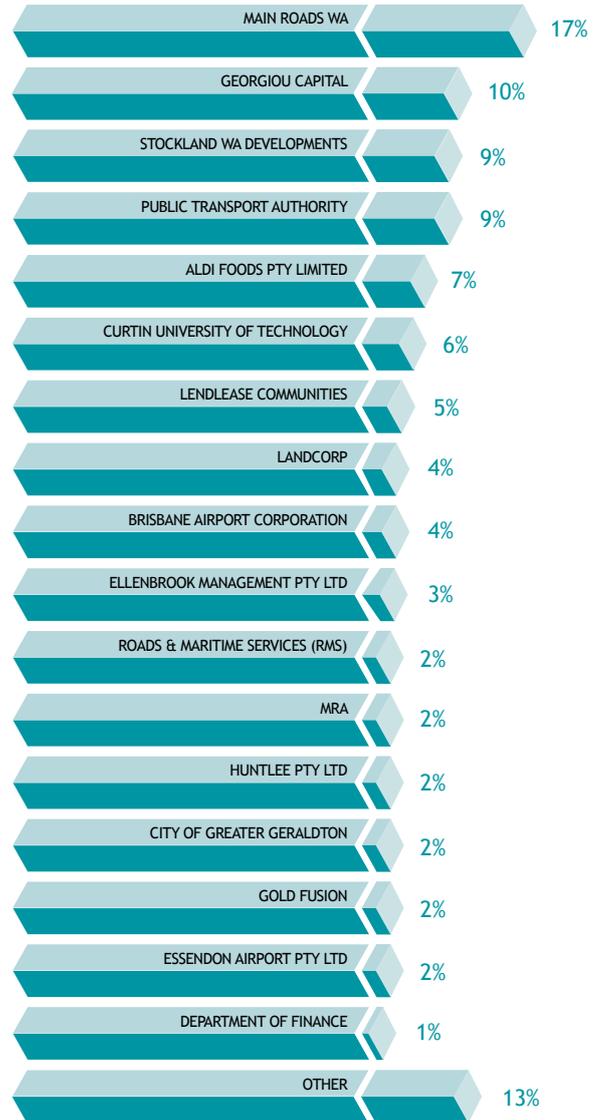




REVENUE BY CLIENT JULY 2012 - JUNE 2016



REVENUE BY CLIENT FY16 YEAR



SUSTAINABILITY

HSEQ	26
People	28
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Safety is the **biggest priority** for our company and we manage our teams to minimise the risk of injury and ensure projects are successfully completed.



SAFETY
IS MY WAY



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HSEQ

Not only did this change align the HSEQ function closely to operations but ensures we maintain the highest standard of safety across Australia.

Over the past four years, our Health, Safety, Environment and Quality (HSEQ) function has matured and been significantly enhanced. During this time, notable improvements have been made to our systems and tools, including the development and introduction of OneApp. *Safety Is My Way™* has also become integral to how we, as a company, approach safety and actively embrace an authentic safety culture.

2016 saw Georgiou restructure our HSEQ functions to bring the services closer to the operational business units across both the Eastern and Western regions. Not only did this structural change align the HSEQ function closely to operations but ensures we maintain the highest standard of safety across Australia. Georgiou has established a HSEQ Steering Committee comprised of three operational General Managers and senior HSEQ personnel dedicated to improving our performance across these functions. These changes will assist us in streamlining our approach to the respective functions with a clear view of assisting our projects to be more productive.

A catalyst for this change was the requirement for our operations to take ownership and be directly involved in leading HSEQ in our business. Our TRIFR has plateaued in the past three years, despite being ahead of the industry standard, Georgiou has a target to stop hurting our people and, as a result, improve our TRIFR. The HSEQ Steering Committee will soon implement focused improvements to our systems to enhance safety, environment and quality performance within Georgiou. *Safety Is My Way™* has, and will, continue to be used to address safety behaviours of our people and subcontractors with the aim of lifting the safety standard on our projects.

Environmental

Our environmental performance during FY16 was marked with a decline in overall incidents from the two previous years, with only one incident rated moderate or higher reported and no regulatory fines or prosecutions received.

In September 2015, the ISO re-certification audit of our HSEQ management system was conducted. Environmentally, this audit resulted in one minor Non-Conformance (NCR) relating to environmental management. Looking forward, our focus will be to transition to the new standard by performing a gap analysis with the external ISO auditor to identify the development areas to meet the new ISO 14001:2015 standard. Targeted actions have been introduced to improve environmental performance in risk awareness and communication, internal environmental auditing and reporting.

Quality

Georgiou performed strongly in our re-certification audit with no non-conformances recorded against the Quality Management System. Despite this good result, further work is required in establishing a quality system that is confidently utilised by our employees. Quality working groups have been established within the organisation to ensure the quality system is relevant and effectively implemented.

The end of FY16 saw Georgiou establish a measure of quality performance, the Non-Conformance Frequency Rate (NCR-FR) which measures rework costs associated with quality failures. Similar to TRIFR, the NCR-FR will provide a focal point for our quality management system, providing transparency on performance and enabling targeted improvement.



OWNERSHIP OF OUR ACTIONS



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STRONG, CAPABLE LEADERS

PEOPLE

It's about providing an environment which **empowers** its people, fosters innovation and allows our people to **grow**.



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EMPLOYEES IN 2016

Georgiou has made a commitment to stay at the forefront of our industry, which includes ensuring employees receive the best training and professional development opportunities available. It's also about providing an environment which empowers its people, fosters innovation and allows our people to grow.

This past year, 16 employees across Georgiou's National operations attended Georgiou Academy's inaugural Emerging Leaders Program - a six month program designed to provide participants with the knowledge, guidance and opportunity to become an effective Georgiou leader and provide greater exposure to senior leaders within the organisation.

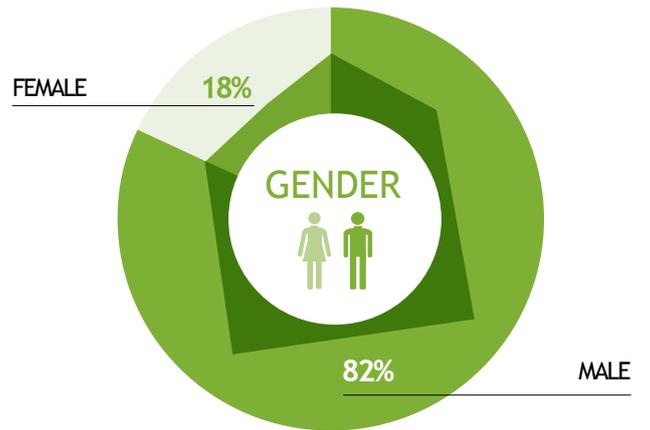
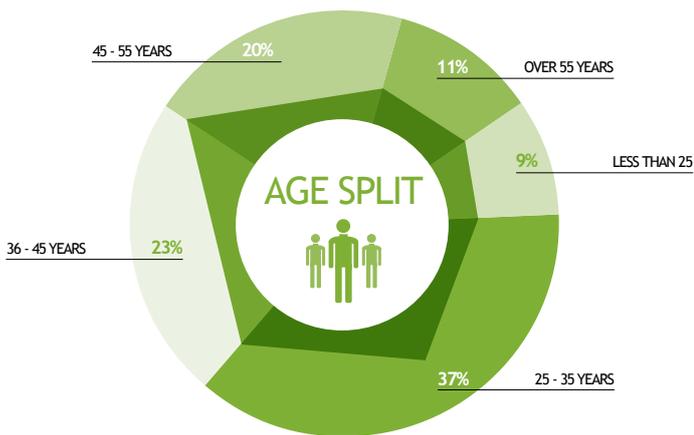
Identified by senior leaders as displaying high potential, the participants undertook modules focusing on increasing self-awareness, communication and leadership skills, change management, financial acumen and strategy. Each module concluded with a networking event and a presentation by a member of the Leadership Team. At the conclusion of the program, participants (in groups of four) presented business improvement initiatives to the Leadership Team.

Learning and Development Manager Jason Stern said the program is attended by representatives from various professions across Georgiou's operations.

"The program reinforces Georgiou's commitment to our Emerging Leaders, develops their skills and networks to ensure they are effective in their roles and provided with a solid foundation which will drive their professional and career development," he said.

One participant had this to say:

"The best aspect of the training was understanding what impacts good and bad leaders can have on a group/team. Also identifying what makes and breaks leaders is important to become a good/ effective leader. Self-reflection allows to us fully understand our own strengths and what we can do to make the step up to become an effective leader. To be able to pick peoples personal traits, strengths, weaknesses and what buttons to press, influences how others will work around and with you, which is vitally important in our own business."



DIVERSITY

At the core is a desire to make a **difference**, both in the communities in which we work and the **lives** of those who work with us.



Georgiou has both a responsibility and the opportunity to contribute to the growth and development of the local communities where our people and stakeholders work and live.

FY16 has seen Georgiou continue to strengthen our relationship with our Reconciliation Action Plan (RAP) partner Balga Senior High School and Rusca Group.

Balga Senior High School

Our longstanding relationship with Balga Senior High School continued this year with Georgiou providing a financial donation to their dedicated sports foundation. Now in its third year, Georgiou also donated merchandise to the school which will assist them in their developing netball program which has grown from three teams to 11 since our partnership began.

Additionally, Georgiou is looking to partner with the school in Perth's first SHINE Project. SHINE works with young women who are at-risk of disengaging from the education system and society, negatively impacting their employment and life opportunities into the future. The program aims to motivate and engage with the students to attend school by offering hands-on training in hairdressing and beauty therapy in a safe environment to foster confidence, communication and trust.

Georgiou Rusca Joint Venture

In March 2016, Georgiou announced a joint venture with National Indigenous contractor Rusca Group designed to offer opportunities to Aboriginal Australians while also delivering excellence in civil construction.

Critical to the success of the partnership is the shared values between the two companies. At the core is a desire to make a difference, both in the communities in which we work and the lives of those who work with us.

Acknowledging our Traditional Owners

In April 2016, Georgiou hosted a smoking ceremony and traditional Welcome To Country carried out Bindjareb Elders George Waley and Harry Nannup, marking the start of works on the Mandurah Old Traffic Bridge Project in WA.

Attended by Minister for Transport Hon. Dean Nalder, Mandurah Mayor Marina Vergone, Executive General Manager John Galvin, members of the Georgiou project team and local media, the event also saw the unveiling of the construction signage.

In line with our Innovate RAP, Georgiou aims to carry out similar ceremonies to acknowledge the Traditional Owners of the land in which we work on every project of the land in which we work on every project.

Employee Diversity and Gender Equity (EDGE)

Georgiou strives to create an inclusive culture where differences are recognised and valued.

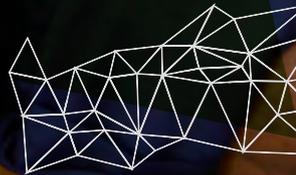
The EDGE Committee aims to increase the number of women in Georgiou, engage women in Georgiou to identify opportunities for growth and development and increase the exposure of EDGE to the wider industry.



RUSCA SERVICES

GIVING

BACK TO THE COMMUNITY



RECOGNITION

The awards Georgiou win recognise our people's success and celebrate their achievements. A list of awards we secured in FY16 include:

- **Winner of Civil Contractor Federation Awards**
Category: Certificate IV Trainee of the Year; Future Leaders Award and Training Employer of the Year.
- **Winner of a Western Australian Work Safety Award**
Category 1: Best Workplace Safety and Health Management System (Gateway WA)
- **Winner of the Infinity Award**
Category: Waste minimisation initiatives (Gateway WA)





- Winner of a Civil Contractor Federation Earth Award Category 4: Project value between \$30 million and \$75 million (Three Bridges - Civil, Structural and Deconstruction Project)
- Winner of the UDIA Affordable Development Elements Estate, WA
- Winner of the UDIA Russel Perry Award for Urban Development Excellence Elements Estate, WA
- Winner of the UDIA Urban Renewal Eliza Ponds, WA
- Winner of the UDIA Urban Water Excellence Eliza Ponds, WA
- Finalist in Australian Construction Achievement Awards Gateway WA



PROJECTS

Building

36

Civil

40



We build **lasting relationships** through trust and performance, completing our projects on **time** and on **budget**.



SAFEGUARDING
LONG-TERM
RELATIONSHIPS

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BUILDING

ALDI DISTRIBUTION CENTRE, WA

CLIENT:
ALDI

CONTRACT:
Design and construct

DURATION:
October 2014 - April 2016

VALUE:
\$54M

LOCATION:
Jandakot, WA



1250+

people inducted during construction



50,000m²

facility



green star rating



design



as-built



55

truck loading docks

Georgiou delivered the first distribution centre in WA for supermarket powerhouse ALDI Australia, after being selected to design and construct their new Jandakot distribution facility. Establishing ALDI's presence in WA and forming the basis for their expansion and the distribution of their products locally, the centre is capable of supporting in excess of 70 retail stores.

The 50,000m² distribution centre includes refrigerated areas, ancillary buildings, an office, extensive heavy-duty hardstand areas and landscaping. The facility includes super-flat high quality concrete floors and a refrigerated store which operates to minus 14 degrees.

The distribution centre also incorporates complex integrated testing and process areas involving refrigerating, fuel distribution, truck wash, power, IT, fire control and ammonia storage services.

The centre is designed to support low lifecycle costs over a 30+ year life - a major consideration for ALDI, who have positioned themselves worldwide as an environmentally responsible company.

Throughout the tender phase, the project team invested an enormous amount of work into developing an innovative and cost-competitive design for ALDI. The construction was fast tracked as a 'design and construct' project and was completed two months ahead of program with early client handover and occupation of office space while Georgiou finished testing and commissioning.

Now complete, the centre has exceeded its intended Green Star Rating which will also yield significant cost benefits to the Client in relation to the maintenance and operations of the building as well as providing an enhanced working environment for Aldi's workers and office staff.



[Click here for more photos](#)



THE POCKET APARTMENTS, WA

CLIENT:
Georgiou
Developments

CONTRACT:
Design and
construct

DURATION:
July 2014
- April 2016

VALUE:
\$38M

LOCATION:
Claremont,
WA



110

personnel
at peak



Zero

environmental
incidents



No

lost time injuries



90%

materials recycled

Completed in April 2016, The Pocket is an apartment complex in Claremont WA.

This premier development is the first apartment project at LandCorp's multi-million dollar Claremont On The Park which will see the building's façade front the boundary line of Claremont Football Oval.

Designed by award-winning architects Cameron Chisholm and Nicol, this project comprised 95 one, two and three bedroom apartments set around a central landscaped garden. The Pocket has high specification apartments in a non-standard eight-storey design configured to suit the Client's brief.

The project was designed to Australia's best practice in environmentally sustainable design with initiatives such as cross ventilation, appropriate sunshading and double glazing to provide comfort whilst minimising the need for mechanical cooling. A central gas watered heating system and WELS-rated fixtures and equipment facilitate further energy savings.

High quality features include:

- Kitchen - reconstituted stone benchtops, Miele integrated dishwasher gas hotplates and appliances, concealed exhausts and under-bench ovens;
- Modern bathrooms - toilets with concealed cisterns, wall-hung basins and wall-mounted shaving cabinets;
- 2.7m-high ceilings with concealed reverse-cycle air conditioning;
- Balconies linked to living areas through a sliding door for seamless indoor/outdoor entertaining; and
- NBN-enabled.



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more photos](#)

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CURTIN UNIVERSITY BUILDING 410, WA

CLIENT:

Curtin
University of
Technology

CONTRACT:

Construct
Only

DURATION:

July 2014
- August 2016

VALUE:

\$42M

LOCATION:

Bentley, WA



115

personnel
at peak



85T

structural steel



9,657m²

formwork



108

precast concrete
panels

In July 2014, Georgiou entered the specialist education building sector with the award of Building 410, the medical teaching building, at Curtin University Bentley Campus in WA, valued at \$42M.

The five-storey building with a total of 6,350m² of floor area is designed to accommodate a mix of formal and informal learning areas. Exposed concrete and in-situ beams with feature textured surfaces were specified in keeping with the high quality finishes of surrounding buildings on the campus.

The building consists of large cantilever beams which float over the service road. The external façade features curved precast wall panels manufactured using coloured concrete and a thermal glass which ties in with the curved fins of the building. The exposed concrete finish adds another dimension to the building. The project also includes a service road which caters for future services throughout Curtin.

The contract included an integrated fitout incorporating state-of-the-art audio visual, communications, IT and security services. The internal finishes to the project are a first in Western Australia; in particular the three dimension fractural wall with perforations.



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more photos](#)



EDGEWATER CARPARK, WA

CLIENT:
Public
Transport
Authority

CONTRACT:
Design and
construct

DURATION:
January 2016
- January 2017

VALUE:
\$17.8M

LOCATION:
Edgewater, WA



30

personnel
at peak



6,000m³

concrete
poured



6,000m³

excavation
and backfill



1,450

parking bays

Georgiou is currently delivering the design and construct contract for the new Edgewater Station multi-storey carpark for the Public Transport Authority, valued at \$17.8M.

Scope of works include:

- construction of a two storey carpark, consisting of ground level and two open facility levels;
- relocation of underground services;
- new roadway and entries; and
- marking of 1,450 bays over the 7,500m² carpark footprint.

The structure consist of pad footings, asphalt at-grade with a suspended concrete post-tensioned floor slab. Civil works consist of stormwater drainage installation, alterations to the existing swale to southern side of the site, stormwater management, bitumen to carpark and alterations to the northern on-grade carpark. Additionally, the project team is completing the design and installation of electrical services on the project.

Designed to maximise security, natural lighting and ventilation while providing shading and weather protection where possible, the carpark will include a lift, open staircase and façade screening to half of the building.



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CIVIL

GATEWAY WA

CLIENT: Main Roads WA	CONTRACT: Design and construct	DURATION: March 2013 - April 2016	VALUE: \$945M	LOCATION: Forrestfield, WA
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1,000
personnel
at peak



2,000,000T
cut-to-fill



1,000,000
plants installed



165km
lanes
constructed



11
bridges
constructed

The iconic Gateway WA: Perth Airport and Freight Access Project is the largest infrastructure project ever undertaken by Main Roads WA and was delivered by the Gateway Alliance nearly a year ahead of schedule in April 2016. Georgiou had an 18% share in the design and construction of the Gateway WA Project with Alliance partners Main Roads WA, Leighton Contractors, BG&E, GHD and AECOM.

Scope of works included:

- upgrading Leach Highway between Orrong Road and Tonkin Highway to an expressway standard and associated upgrades to local roads and intersections in the Kewdale area;
- a principle shared path along Tonkin Highway and Leach Highway;
- stage one of a new freeway-to-freeway interchange at Tonkin Highway-Roe Highway;
- upgrading Tonkin Highway between Great Eastern Highway and Roe Highway to six lanes,
- a new interchange at Boud Avenue; and
- a grade separation at the intersection of Roe highway and Berkshire Road.
- a major freeway-to-freeway interchange at Tonkin Highway-Leach Highway, including a new primary access road to the consolidated airport terminal;
- a new interchange at Tonkin Highway-Horrie Miller Drive-Kewdale Road;
- a new interchange at Leach Highway-Abernethy Road;



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REID HIGHWAY UPGRADE, WA

CLIENT: Main Roads WA	CONTRACT: Design and construct	DURATION: January 2015 - mid-2016	VALUE: \$67M	LOCATION: Balcatta and Malaga, WA
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138

personnel at peak



3

bridges constructed



2.5.5km

of new and resurfaced pavement



75,000+

vehicles per day

Georgiou recently completed the new Reid Highway Upgrade involving the duplication of Reid Highway between Erindale Road and Duffy Road, widening of Reid Highway between Duffy Road and Marmion Avenue and the construction of a new interchange at Malaga Drive.

Detailed scope of works included:

- 2.2km of carriageway duplication of Reid Highway between Erindale and Duffy roads and upgrade to local intersections;
- New loop ramp to allow traffic movements from Reid Highway westbound to Mitchell Freeway northbound;
- New bridge over Mitchell Freeway and electrified rail lines;
- Improvements to the existing shared path over the existing Reid Highway bridge (including a barrier to separate the path from vehicular traffic);

- 2km of carriageway widening from Duffy Road to Marmion Avenue to provide two lanes in each direction;
- Two new bridges over Malaga Drive;
- Four lane freeway widening;
- The Reid Highway/Malaga Drive interchange works providing a grade separation of Reid Highway over Malaga Drive; and
- Upgrade to Malaga Drive including dedicated bus lanes and a Principal Shared Path (PSP) linking to the existing PSP on Reid Highway to Malaga Drive.

The upgrades significantly improved the safety and traffic flow along Reid Highway in Balcatta, Carine and Malaga. Throughout the project, the team worked closely with key stakeholders and the community to ensure no delays to the construction programme.



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THE NORTHERN ROAD UPGRADE, NSW

CLIENT
Roads and Maritime Services (RMS)

CONTRACT:
Construct Only

DURATION:
November 2015 - October 2017

VALUE:
\$62M

LOCATION:
Narellan/Oran Park, NSW



80

personnel at peak



300,000m³

earthworks



44,000

vehicle movements per day



1,600m²

bridge deck

Georgiou is currently completing the construction, roadworks, bridgeworks and associated activities to upgrade 3.3km of The Northern Road, Narellan and Peter Brock Drive in Oran Park. Valued at \$62M and marking Georgiou's entry into transportation in New South Wales, the project involves:

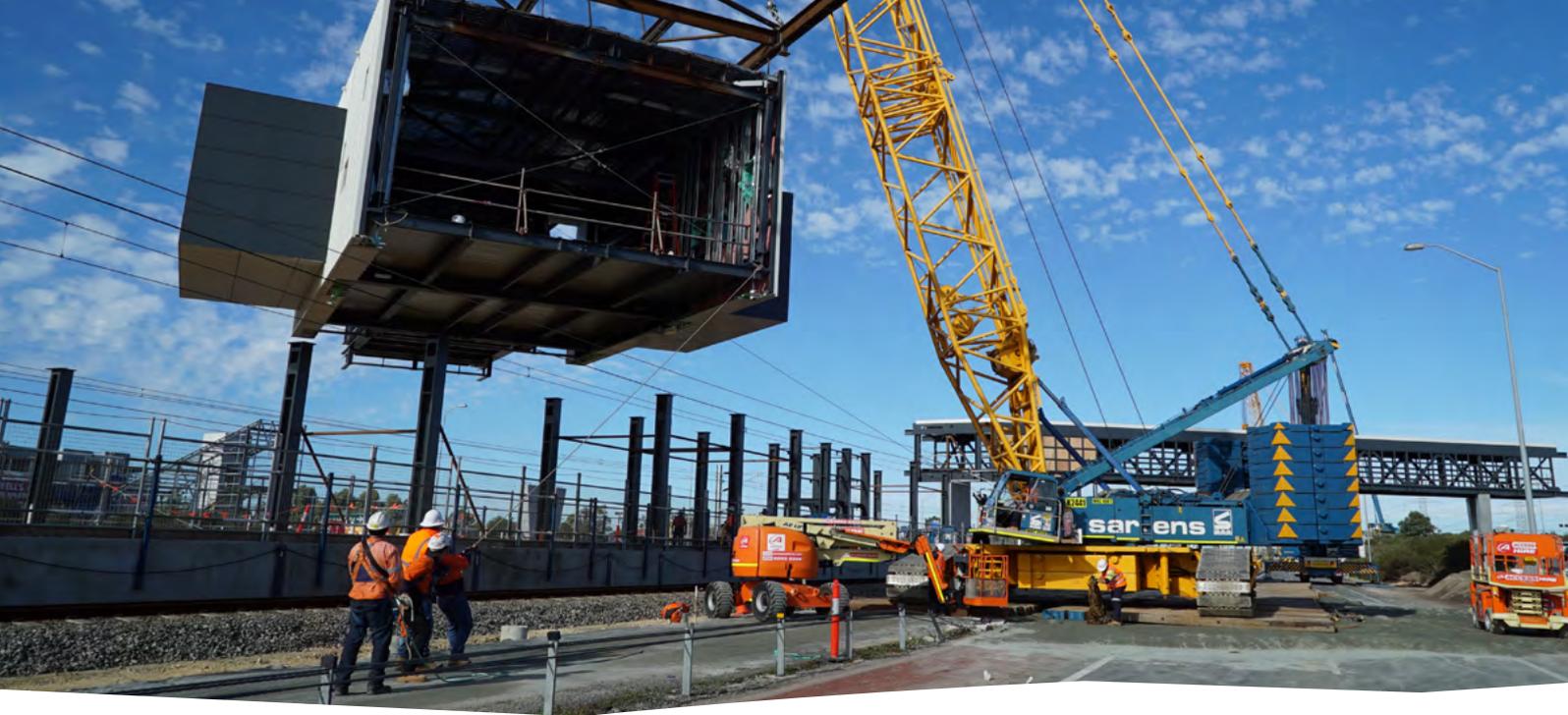
- the conversion of the existing single carriageway road to a two-lane dual carriageway with dedicated bus lanes and the provision of traffic signals at the intersections with Porrende Street/Fairwater Drive, Hillside Drive and Cobbitty Road West;
- construction of two new 46.5 metre-long, three-span bridges over Narellan Creek for the northbound and southbound carriageways;
- demolition of the existing bridge;
- earthworks and drainage; and
- miscellaneous works including kerbs and/or gutters, concrete paving, safety barriers, shared pedestrian/cyclist path, street lighting, pavement markings and landscaping.

Extensive utility adjustments are involved in the works including electrical, water main, gas and communication. Traffic management is a major feature of the construction which will be carried out in multiple stages to minimise the impacts on traffic and the community.

Once complete, the project will improve safety for pedestrians, cyclists and motorists, improve travel times with increased capacity to accommodate future population growth and development needs in the area, and improve access and travel times for road freight in Sydney's south west.



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AUBIN GROVE TRAIN STATION AND RUSSELL ROAD UPGRADE, WA

CLIENT:

Main Roads WA/Public Transport Authority

CONTRACT:

ECI/Design and construct

DURATION:

October 2015 - December 2016

VALUE:

\$71M

LOCATION:

Aubin Grove, WA



160

personnel at peak



970m³

of concrete poured



108,000m³

of earth shifted



530T

of reinforcement steel used

The Aubin Grove Train Station and Russell Road Upgrade projects will cater for the growing communities in Perth's southern suburbs. Like many stations along the Mandurah Line, Aubin Grove Station will be located in the median of the Kwinana Freeway, just north of Russell Road in WA.

The project involves the design and construction of the Aubin Grove Train Station including public toilets, staff amenities, a kiosk, ticketing and add value machines, along with public art.

To cater for the projected traffic increase in the area, the Public Transport Authority is working with Main Roads WA to upgrade Russell Road, improve the intersection and create a dedicated access into the new station carpark. Delivering these works concurrently will minimise public disruption and create cost efficiencies.

Challenges facing the project team include the construction of the station with live vehicular freeway traffic and high speed, electrified rail on either side. Additionally, coordinating works to minimise disruptions to the travelling public. Prefabricated modular construction has been used to reduce construction scheduling risk during rail shutdowns.

Scope of works includes:

- a multi-modal station with approximately 2,000 parking bays;
- a pedestrian bridge across Kwinana Freeway;
- bicycle facilities and connections to local paths;
- passenger amenities, including toilets, lifts, stairs and escalators;
- construction of kiosk and staff amenities;
- relocation of Overhead Line Equipment; and
- Russell Road widening and local road connections.



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AURORA ESTATE PRECINCT 1, VIC

CLIENT

Lendlease
Communities

CONTRACT:

Construct
Only

DURATION:

October 2015
- ongoing

VALUE:

\$21M

LOCATION:

Wollert, VIC



25

personnel
at peak



30,000m³

of cut-to-fill and
import-to-fill



36,000m²

of light
pavement area



3

bridge creek
crossings

Georgiou is currently delivering Precinct 1 for Lendlease's Aurora Residential Estate in Wollert, Victoria. Working in collaboration with the Client and their design consultant Beveridge Williams, all potential issues with design and constructability were raised and managed proactively, reducing costs and mitigating delays to the programme.

Scope of works includes:

- bulk earthworks, stripping and creek/waterway formation works;
- construction of extension of Edgars Road connecting to Craigieburn Road East;
- construction of three culvert/bridge creek crossings;
- construction of all internal roads and drainage;
- installation of sewerage and water reticulation works;
- hard and soft landscaping works; and
- connection of electrical and telecommunication reticulation.

Key challenges on the project include dust management due to the close proximity of the works to local residents, environmental controls and management of sensitive flora and fauna, and undertaking multiple stages concurrently to meet high production demand.



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more photos](#)



SCARBOROUGH FORWARD WORKS, WA

CLIENT:
Metropolitan
Redevelopment
Authority

CONTRACT:
Construct Only

DURATION:
May 2016 -
August 2016

VALUE:
\$2.8M

LOCATION:
Scarborough,
WA



40

personnel
at peak



970m³

of concrete
poured



108,000m³

of earth shifted



90%

materials recycled

Georgiou delivered the forward works for the Metropolitan Redevelopment Authority at the iconic Scarborough Beach in WA.

The scope of work comprised of forward works to prepare the site for future public domain civil and landscaping works, including but not limited to:

- demolition of existing structures;
- site fencing;
- removal for storage of various items furniture;
- removal of vegetation and storage of various items of furniture;
- stormwater drainage; and
- bulk earthworks and shaping.

Significant challenges were faced during the completion of this project such as the location and diversion of existing services and the management of key stakeholders.

The key stakeholders included MRA, the City of Stirling, adjoining businesses, residents as well as the general public.

Through early identification and discussion of site issues, Georgiou were able to mitigate additional, unforeseen costs to the client. This is of particular importance on a brownfields site such as Scarborough.



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SIENNA WOOD ESTATE, WA

CLIENT
Stockland WA

CONTRACT:
Construct Only

DURATION:
September 2014
- March 2018

VALUE:
CIRCA
\$27M

LOCATION:
Sienna Wood,
WA



50
personnel
at peak



100,000m³
of mined sand below
the water table



60,000m²
of roads



150,000m³
reuse of unsuitable
material by blending

Georgiou has recently been awarded a second two year term contract with Stockland at Sienna Wood which will see works on the site to mid-2018.

The award of the term contract was achieved off the back of the successful completion of three separate earthworks and 12 civil stages between September 2014 and July 2016.

Scope of works includes:

- clearing, stripping of topsoil and earthworks;
- civil works required to construct residential lots and town centre;
- any intersections required to the existing road network in the area; and
- construction and renovation of the drainage network to the area.

Challenges on the project include permit approvals and the low laying area on which the project is located, requiring Georgiou to adequately manage the dewatering and stormwater run-off from site. As part of the works, Georgiou is also required to meet multiple bonding and release dates for the civil stages and, to date, all works have been delivered on time - a testament to the team.



[Click here for more photos](#)



CPA REMOTE PUBLIC CARPARK, QLD

CLIENT:
Brisbane Airport, QLD

CONTRACT:
Design and construct

DURATION:
August 2015 - April 2016

VALUE:
\$18.6M

LOCATION:
Brisbane Airport, QLD



60

personnel at peak



No

lost time injuries



70,000m²

of light pavement area



110

street light poles

Georgiou recently completed the design and construction of an at-grade carpark within the Central Park Area (CPA) at Brisbane Airport, valued at \$18.6M.

Servicing both the international and domestic terminal passengers, the carpark has capacity for approximately 2,500 parking bays with associated external roads and services infrastructure with more than 70,000m² of pavement areas, public shelters, bus stop buildings, electrical and security systems.

Divided into two separable portions, the project - spread over 13Ha - was completed on budget and on time with the close relationship between Georgiou and Brisbane Airport Corporation a key success to the project.



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