

Georgiou

Georgiou

2017 Annual Review



'the best people to work with'

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

THE BEST PEOPLE TO WORK WITH

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ABOUT US

About Us

Our Business

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WE COMPLETE
OUR PROJECTS
ON TIME

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



INNOVATION POWERS GROWTH

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

ABOUT US

With a focus on achieving excellent results for its clients and pursuing innovative solutions, while remaining focused on first class safety outcomes, Georgiou boasts 40 years' experience in delivering major civil and building projects across Australia.

Specialising in building construction, mining, oil and gas, ports and marine, precast, transport (road and rail), urban development and regeneration and water infrastructure, Georgiou Group is currently delivering the following projects:

- Design and construction of the Old Mandurah Traffic Bridge Replacement Project in Western Australia;
- The Warrego Highway Stage 2 Duplication in Queensland;
- Northern Road Upgrade Stage 1 in NSW;
- Redevelopment of the Scarborough Beachfront in Western Australia;
- The Southport - Burleigh Six Lane Upgrade in Queensland; and
- Design, construction and manufacture of a 60ML concrete water tank at Ellenbrook in Western Australia.

With offices around Australia, Georgiou has a directly employed workforce of more than 600 people and aims to be *'the best people to work with'*.

HIGHLIGHTS

2016

JULY

- Georgiou Precast moves to new Hazelmere facility in WA
- The Pocket Claremont reaches Practical Completion

AUGUST

- Innovate RAP launched
- Georgiou wins two CCF Earth Awards (Reid Highway Duplication and Gateway WA projects)

SEPTEMBER

- Precast awarded Northlink Stage 1 contract
- Georgiou receives road and bridge prequalifications - R5 and B4

OCTOBER

- Awarded PrimeWest contract in Joondalup, WA
- BAC awards Georgiou CEO Safety Award in QLD
- Olsen Avenue Six Lane Upgrade in QLD awarded

NOVEMBER

- Aubin Grove Train Station and Russell Road Upgrade shortlisted for the 2017 Australian Construction Achievement Award
- Georgiou becomes first Australian contractor in WA to achieve a 5 Green Star Rating for ALDI Distribution Centre

DECEMBER

- Edgewater Carpark delivered one month ahead of schedule

2017

JANUARY

- Georgiou secures coveted Scarborough Redevelopment in WA
- Ellenbrook Water Storage Tank awarded

- \$49M Warrego Highway Duplication project awarded

FEBRUARY

- General Manager - Building Steve Okill joins the company
- Pimlico to Teven Stage 3 in NSW awarded
- Georgiou wins Training Employer of the Year and Project Manager Award at the CCF WA Industry and Training Awards

MARCH

- Executive General Manager - Engineering John Galvin wins CME Women in Resources Champion Award
- Awarded Coolgardie/Baandee Water Pipelines for Water Corporation

APRIL

- Georgiou awarded third contract for Tianqi Lithium in WA
- Aubin Grove Train Station opens

MAY

- Telegraph Road Stage 2 awarded in QLD

JUNE

- Georgiou scoops numerous building industry awards

VISION

We aim to be *'the best people to work with'*

CORE PURPOSE

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

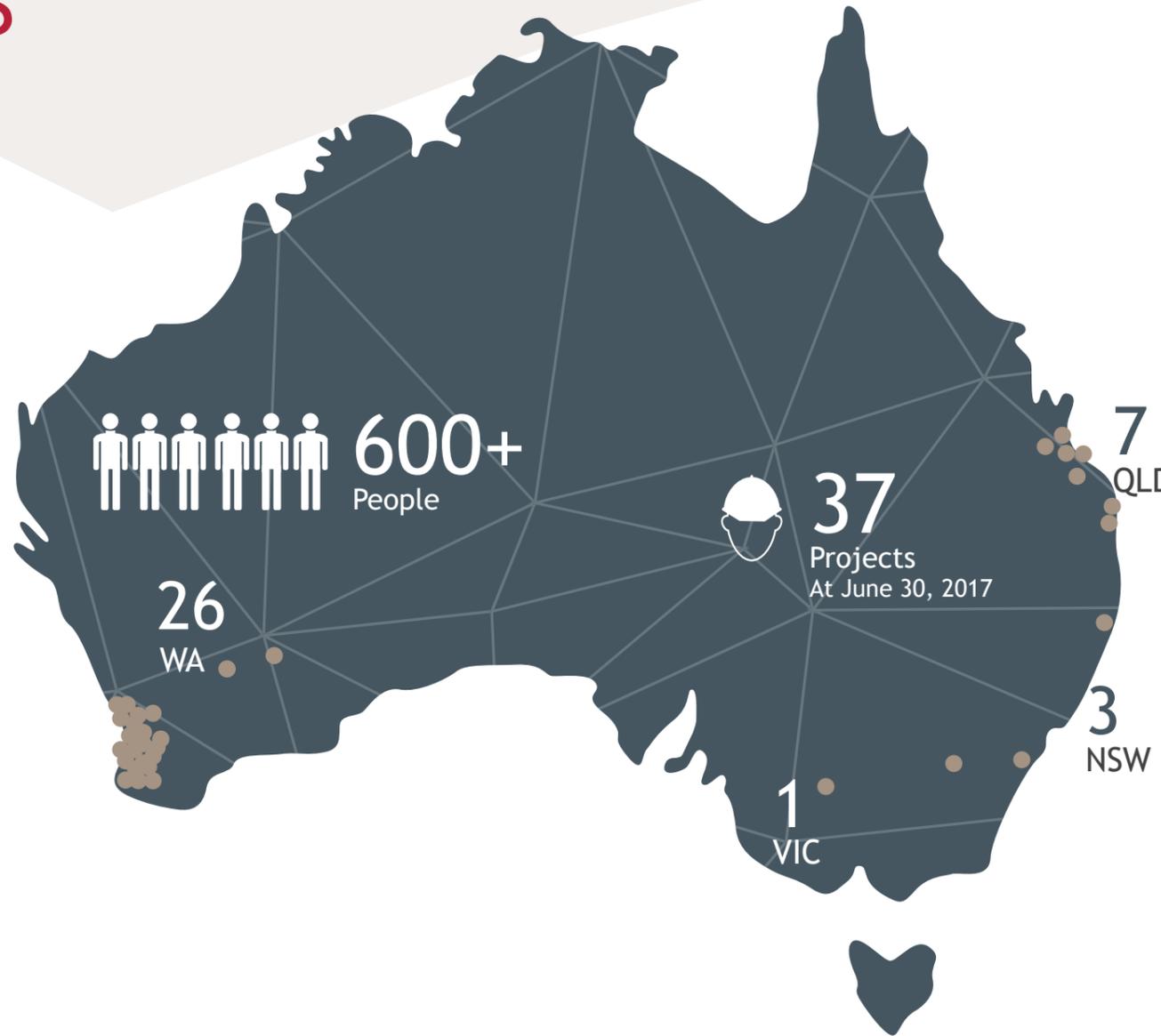
OUR BUSINESS

PERFORMANCE

Revenue
\$417M

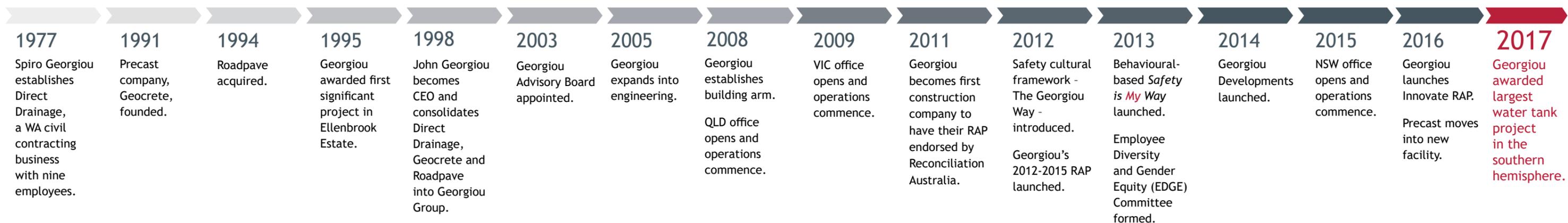
Work in Hand
\$543M

Assets
\$182M



SECTORS

-  Building construction
-  Mining
-  Oil & gas
-  Ports & marine
-  Precast
-  Transport (roads & rail)
-  Urban development & regeneration
-  Water infrastructure



GOVERNANCE

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

TREATING OUR
WORKMATES
AS FAMILY



CHAIRMAN'S COLUMN

FY17 is **done and dusted** and we are already well into FY18.

It feels like yesterday that I wrote the FY16 report. A lot has happened in the past 12 months yet it feels as if there is so much more to do! As we enter our 40th year as a company, I thought it would be a good chance to reflect - not on the 40 years that were (that will be done in a separate publication where we celebrate what Spiro and John, with the assistance of many, have created) - but on the platform we have for the future. As an Advisory Board, we understand our responsibility to ensure proper governance in delivering our plans (we would like to think about it as delivering on our promises), but also to be anticipatory in our thinking and ensure we have options for the future.

I would like to focus on four platform elements:

- our people;
- our clients;
- our services; and
- our culture.

People

A company is only as strong as the degree to which we can harness individual action into collective power. In FY17, our team has demonstrated that we can deal with adversity, work together to deliver value and keep our heads whilst others may lose it.

The average tenure of an employee at Georgiou is just over four years and this year, as we celebrated the big 4-0, we have 18 employees celebrating their 10, 15, 20 and 25th anniversaries with the company. This loyalty to a company not only ensures the culture remains strong but we have a great knowledge base in which to tap into. We have also continued to attract new leaders like Steve Okill (GM Building WA) and Alistair Pagan (Construction Manager) to the organisation and we have retained our core capabilities, despite the fact that we had to realign our workforce to market conditions. Such realignment is always difficult, but it is our responsibility to have a viable business to ensure continuation

first and foremost, which requires some tough decisions at times. We appreciate the resilience of our people. Additionally, we welcomed 13 new cadets and graduates to the business in our latest intake - the future of the company.

I am also delighted to report we have seen the redeployment of more than 40 of our people to growth areas of our business. This level of mobility will be a core asset in the future.

Relationships

We had a great year as far as servicing and acquiring key clients. A company is often defined by the types of clients it serves, and we are in good company. It is great to see the company secure repeat work with our core clients such as Main Roads WA, the Department of Transport and Main Roads (QLD), Roads and Maritime Services (NSW), Brisbane City Council and PrimeWest to name a few.

What is as encouraging is how we are starting to deliver iconic projects for key clients such as the Scarborough Redevelopment (WA), Pimlico to Teven (NSW) and Warrego Highway (QLD). In fact our Queensland business has secured close to \$180 million of road projects in the past 18 months - an incredible effort.

We have initiated a very structured Client Satisfaction Review process and will use it to build lasting relationships with our clients. We have also introduced an "Office of the CEO" list of clients that we will give special attention to at all levels. We will share more with you in FY18.

Our Services

We have a focused set of offerings - by choice. We have expanded our East Coast presence in FY17 with a focus on infrastructure work and later on building. We will continue this approach into FY18.

It is therefore no coincidence that we have been recognised in a number of ways:

- securing the AIB Award for

Curtin University Building 410;

- picking up a High Commendation for The Pocket Claremont development;
- named as a finalist in the construction industry's highest award - the Australian Construction Achievement Awards;
- successfully wrapping up the Gateway Alliance which changed the field we can play in; and
- dealing with the abolishment of the Roe 8 initiative in a mature and business-like manner.

Culture

Last, but not least, I want to share some thoughts on our Georgiou culture. We are explicit in our vision of being *'the best people to work with'*. This will not change. We have made major steps forward in this aspect, and especially in acknowledging:

- personal accountability for safety;
- a personal accountability for quality and commercial outcomes of our projects;
- that diversity in all aspects creates a stronger organisation;
- that client relationships are important and have to be productive - we have to create value through relationships backed by substance and outcomes;
- innovation is a way of living in everything we do; and
- that it takes all of the above to be a good member of the Georgiou family - a good person to have as a colleague.

Our commitment to these shaping forces of the Georgiou of tomorrow will not waiver. This holds true for all of us - the Board, the Leadership Team and every employee.

The Board is looking forward to a year of profitable growth, new milestones in achievement and new opportunities for all in FY18.

Gerhard Vorster
Chairman

OWNERSHIP
OF OUR ACTIONS



WE DELIVER ON OUR
PROMISES

OUR ADVISORY 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, FIEAust, CPEng, EngExec NER, APEC/IntPE (Aus)

John has more 27 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 onto the East Coast of Australia.

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 in FY16.

Spiro (Peter) Georgiou
Company Director

Still a strong presence on site every day, Spiro has more than 50 years' experience in land development, water infrastructure and road construction. As the founder of the Group, Spiro 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.



CEO REVIEW

This year, we celebrate our **40th as a business**. When my father Spiro started Direct Drainage with nine employees in 1977, I don't think anyone could have **imagined our growth** and where we would end up today.

Looking forward, our work-in-hand remains strong, we are now seeing life in the Western Australian economy and our cultural change program continues to shape our business.

Year in Review

A key element of our growth strategy in FY17 was to grow our East Coast businesses, with our Queensland business securing a number of key transport contracts in recent months and our New South Wales business on track for its most successful year yet. In FY17, we secured a number of contracts including Tianqi Lithium (WA), Scarborough Redevelopment (WA), Telegraph Road (QLD), Pimlico to Teven Stage 3 (NSW), Warrego Highway (QLD), and DHA Liv Apartments (WA). Additionally, our Precast business secured their largest ever contract with Northlink Stage 1, where the team manufactured and supplied Tee-Roff bridge beams and various other precast elements for our client. This contract, combined with products supplied on the Gateway WA, Reid Highway and Russell Road projects has set the team in good stead as they vie to become the biggest producer of bridge beams in WA.

As always, we remain focused on securing repeat work, successfully delivering our projects and strengthening our relationships with clients.

Market Overview

The WA Labor Government has committed to a range of transport-related infrastructure and we look forward to seeing what opportunities present themselves. Additionally, our Engineering business is looking at work in the mining sector – a market we haven't worked in for the past two years. On the East Coast, our Queensland business continued to see success in transport tenders with the team recently picking up another project on Bruce Highway – securing \$180 million in roads

contracts in the past 15 months.

Our NSW office is continuing to grow, after securing Pimlico to Teven Stage 3, valued at \$41 million. With the Federal Government set to spend \$75 billion on infrastructure over the next 10 years, I believe Georgiou is well-positioned across the country to capitalise on a number of these projects.

Guiding our business

A big project for Georgiou Group over the past 12 months has been to rollout a set of the Georgiou Way that define how we operate as a business. The belief is that there are a number of elements in the business that enable us to be sustainable and successful: safety, profit, relationships, people and innovation.

As with any contracting business, safety remains front of mind. Our safety team recently launched their Critical Risk Management initiative which aims to raise awareness about the seven critical risks we face in the construction industry. Additionally, the team has evolved our internal safety brand *Safety is My Way* to meet our business needs and further emphasise desired outcomes, promotion, greater recognition and leadership. Our goal is to create a culture and environment that inspires leadership, ownership and engagement through a common belief that we can take care of ourselves and each other. For more, see Page 26.

We continue to build close working relationships with our clients through our Client Satisfaction Process where our clients provide monthly feedback on our project performance. This survey is a critical component to ensure our project teams stay focused on opening the lines of communication and better understanding our clients' needs. A number of our projects have continued to receive commendation

from our clients which is a great indication of how well the process is working and how the culture is changing in this area.

Our success to date would not have been possible without our people and over the past 12 months we've continued to bring on board great talent to support our business growth. In February, we welcomed General Manager - Building WA Steve Okill to the company, who brings his extensive international building experience to the role.

Outlook

In the next 12 months, we expect to see a number of Government infrastructure projects released to tender, with strong opportunities on the East Coast which our business is capable and ready to deliver on. I believe our unique service offering will continue to be our competitive advantage as we look to capitalise on the pipeline of opportunities available to us. Our dynamic team is committed to seeking innovative solutions for our clients as we look to solidify our position in various markets.

The future of Georgiou remains strong. Built on our collaborative approach, willingness to push boundaries and never shy away from a challenge, I'm very proud of what we have achieved since 1977 and I look forward to driving that successful culture for the next 40 years.

John Georgiou
Chief Executive Officer

INVESTING IN OUR
PEOPLE



LEADERSHIP TEAM

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.



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 2016 and oversees Georgiou's building capabilities on the East Coast of Australia, while supporting the continued development of the WA building business.



Gary Georgiou
General Manager - QLD

BE (Civil), FIEAust, CPEng, EngExec

Gary has more than 20 years' experience in the construction industry 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.



John Galvin
Executive General Manager - Engineering

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

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



Lambros Siamos
Executive General Manager - Shared Services

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 manages the shared services functions of business improvement, human resources, health, safety, quality and environment. His role includes tender governance and review of the group's work-in-hand.



Nigel Lauriston
General Manager - Plant

A qualified Plant Mechanic, Nigel has more than 25 years' of industry experience. In his role, Nigel leads the Plant management team and is responsible for Georgiou's plant and equipment fleet. He also oversees the company's survey team.



Rob Monaci
Executive General Manager - NSW

BE (Civil), FIEAust, CPEng, EngExec

Rob brings more than 30 years' engineering and construction experience to the company, having built his career on a practical approach to project management, financial control and a strong customer focus. In his role, Rob oversees the New South Wales business in an effort to increase Georgiou's presence in the infrastructure market.



Scott Morris
General Manager - Finance

B.Bus CPA

Scott has more than 19 years' experience as a finance professional across a number of different industries. He is responsible for the management of the finance, ICT and strategic planning functions at Georgiou.



Steve Okill
General Manager - Building

BAppSc (Construction Management and Economics); SDCP; Dip. AppSc (Building)

Steve is an experienced project and construction management executive with more than 20 years' experience in the development and delivery of projects for a wide client-base, both domestically and internationally. In his current role, Steve is responsible for the management of Georgiou's building business in WA.



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 in WA which operates in urban development and regeneration and water infrastructure.



Tony Vowles
General Manager - Risk

B.Comm, Cert. Construction Law, Dip. Company Sec Prac, Dip. Adv Mngt, LLM, EMBA, FCSA, FCIS

With more than 25 years' experience in the area of commercial and risk, Tony leads the Company's risk and insurance department and oversees the communications and workers compensation and rehabilitation functions.

REPORTING

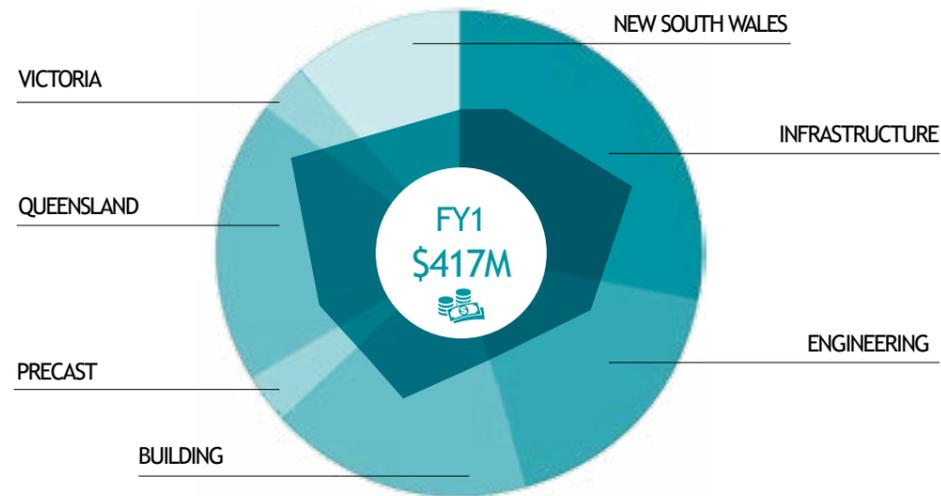
Financials

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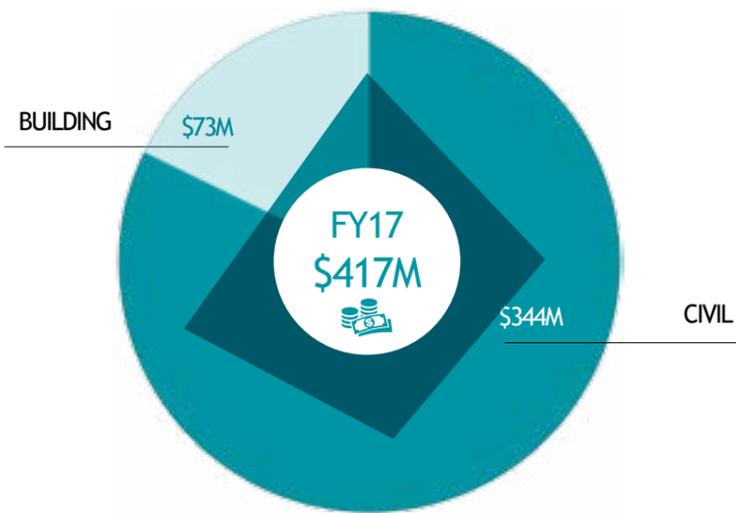
We value good financial performance and make every dollar count.

WHERE PEOPLE
EXCEL

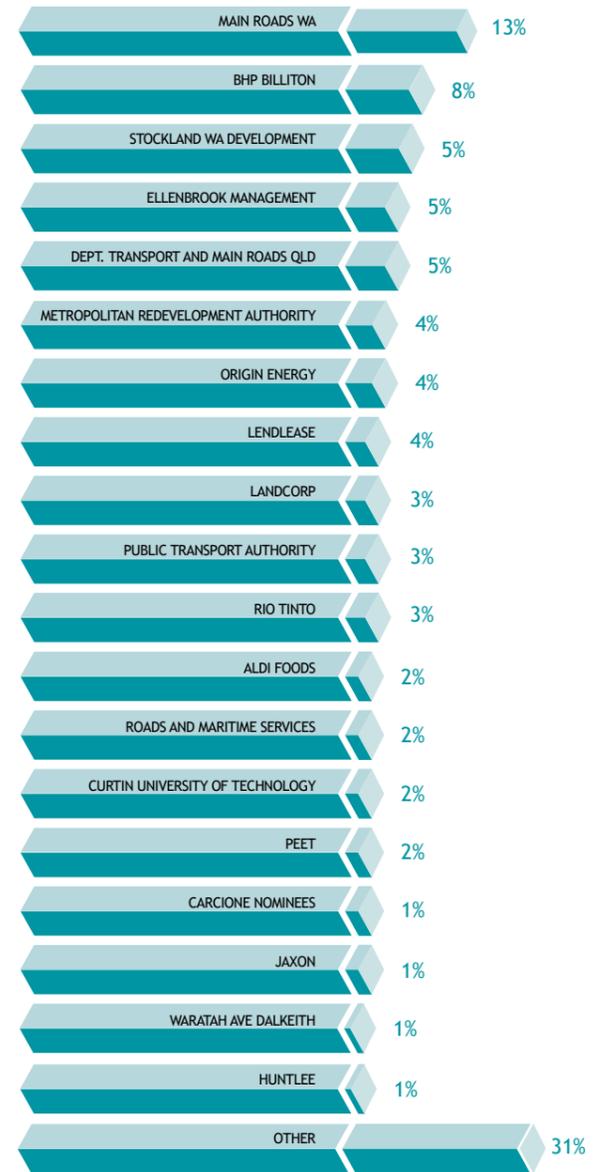
REVENUE BY BUSINESS UNIT



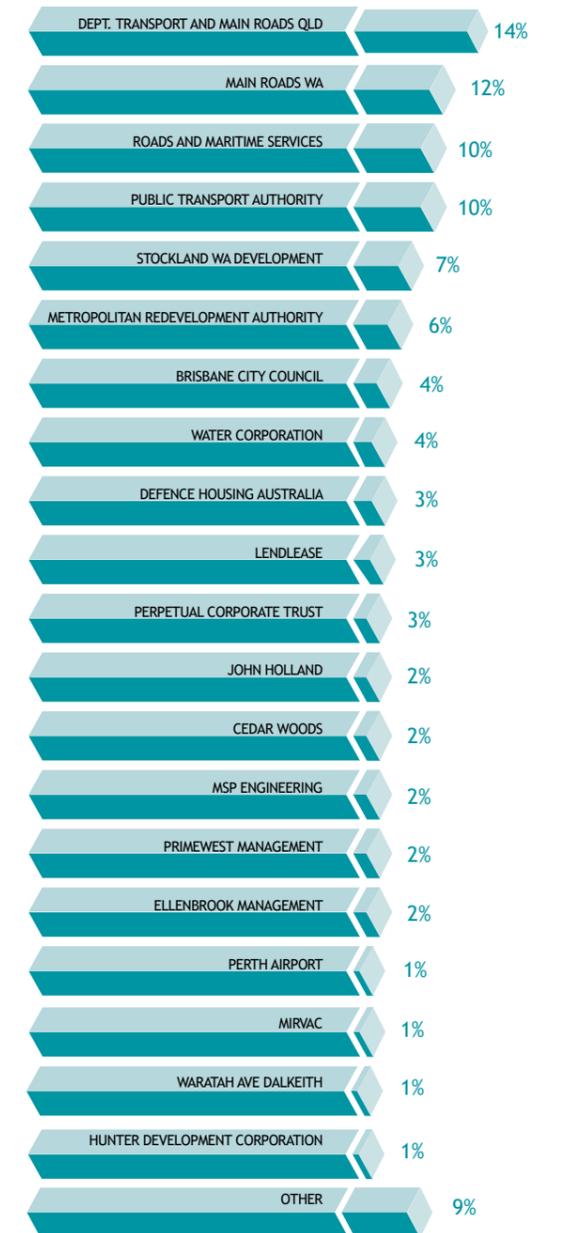
REVENUE BY SECTOR



REVENUE BY CLIENT
JULY 2013 - JUNE 2017



REVENUE BY CLIENT
FY17



SUSTAINABILITY

HSEQ	26
People	28
Diversity	30
Recognition	32



WE THINK
DIFFERENTLY

Safety is the **biggest priority** for our company. We manage our teams to minimise the risk of injury and ensure projects are **successfully completed**.

HSEQ

In 2016, the HSEQ function was restructured to bring services closer to the operational business units with a leader for health and safety engaged within each business unit.



Georgiou TRIFR has reduced from 9.02 at June 2016 to 4.66 as at June 2017, which is a great result displaying the commitment to health and safety on our projects.

WORKPLACE HEALTH

Over the past 12 months, we've seen an increased focus placed on the health and wellness of the workforce including a dedicated program endorsed in mid-2016 with three key objectives:

- improve the physical health of our workforce;
- manage mental health issues in the workforce; and
- reduce musculoskeletal injuries.

SAFETY

To ensure our drive to perpetually improve our safety, we have launched a Critical Risk Management initiative and revitalised our *Safety Is My Way* brand.

Our Critical Risk Management initiative focuses on seven critical risks aligned to high potential incident occurrences on our projects, highlighting awareness about these risks and the controls needed to manage them.

Four years after the launch of *Safety Is My Way*, the HSEQ Committee has reviewed the program to ensure it continually evolves to meet our business needs and grows and influences our safety culture. As a result, further emphasis has been placed on desired outcomes, promotion, greater recognition and leadership.

ENVIRONMENT

Our environmental team has expanded from three to nine employees across Australia with the team bringing a number of activities in-house, driving cost-savings as well as increasing our service offering to our clients and projects.

The team provides statutory conformance with planning for erosion and sediment management, water quality monitoring (both groundwater bores and surface waters), vibration monitoring, noise monitoring and fauna re-location – services that are quickly becoming a common requirement from clients.

QUALITY

In 2016, Georgiou established a measure of quality performance, the Non-Conformance Frequency Rate (NCR-FR), which measures rework costs associated with quality non-conformances. Over the past 12 months, we have continued to maintain and promote this measure internally, establishing a reference point for quality system performance and improvement at Georgiou.

A key development over the past 12 months included our east coast operations adopting proprietary software for project Quality Assurance Management which provides a common platform for managing conformance data and records on our projects. Increased focus was also applied to the management of subcontractor quality requirements, particularly within the building business, to ensure a targeted program of review and audits is undertaken for key subcontractors.



SAFETY
IS MY WAY



SAFEGUARDING RELATIONSHIPS

PEOPLE

Georgiou wants to be recognised as a **talent leader** at every level and in every function, whilst still having a culture that promotes and **recognises high performance**.



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EMPLOYEES IN 2017

Over the past 12 months, we have focused on streamlining the people function whilst promoting a HR partnering model which enables each business unit to have a dedicated resource providing HR services aligned to Georgiou strategy and business unit needs.

Our human resources function now governs the HR systems including recruitment, onboarding, workforce planning, people development and performance management, role competency and graduate programs.

This enables our team to not only tailor the HR systems to meet business unit needs, but ensures cultural alignment across the different geographic locations in which we work.

DEVELOPMENT

Our Learning and Development team has continued to run targeted campaigns including performance coaching and safety leadership while continuing to support learning outcomes through interactive e-learning modules.

Georgiou's commitment to training has been recognised as a leader. In March, Georgiou took home the CCF WA Training Employer of the Year and the Project Manager awards which recognised a commitment to industry training and employee growth.

These wins are on the back of our Supervisor Cliff Dawson taking home the

National CCF Award 2016 (Individual) for Certificate IV Trainee/Apprentice of the Year.

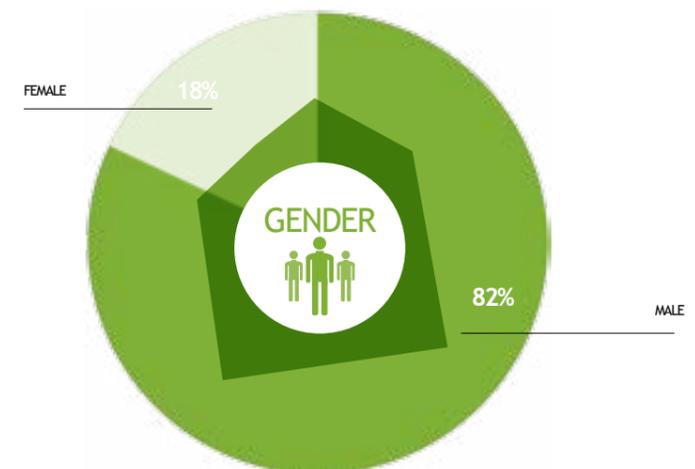
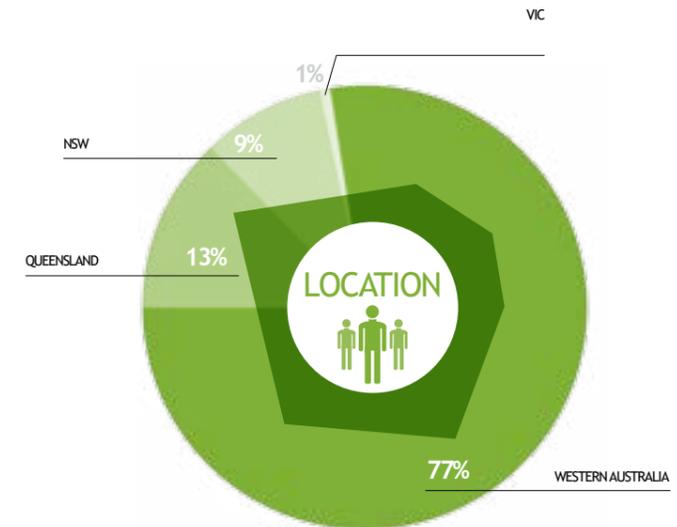
EDGE

Georgiou supports diversity in the workplace through our Employee Diversity and Gender Equity (EDGE) committee.

The actions achieved by our EDGE Committee have enabled Georgiou to achieve a female employment rate 60% more than the current average for construction industry employers.

In addition, Georgiou strives to employ diversity champions in all leadership roles.

This year, Executive General Manager John Galvin was formally recognised as the winner of the Chamber of Minerals and Energy of Western Australia's (CME) Women in Resources Award for his commitment to gender diversity in the resource sector over the past five years.



DIVERSITY

We believe we have 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.



This past year, Georgiou continued to strengthen our relationship with our Reconciliation Action Plan (RAP) Partner Balga Senior High School, while taking our commitment national with a number of new partnerships on the East Coast of Australia. Additionally, we've continued to be recognised through numerous industry awards reflective of the hard work of our people.

BALGA SENIOR HIGH SCHOOL

Our long-standing relationship with Balga Senior High School continued this year with Georgiou providing a volunteer-based renovation of the school's library space. Our building business donated the time of project managers and subcontractors to rebuild the future learning section of the school library, transforming the area from a simple storage space to a vibrant learning area. This could not have been possible without our loyal subcontractors who donated labour and supplies to rebuild the space. We pride ourselves on working with the best in the industry and these companies, and their ability to give back, are shining examples of this.

In May 2017, the area was officially opened and dedicated to the Ricky Grace's Girls Academy. The Girls Academy is the flagship program for Role Models and Leaders Australia – a not-for-profit charitable organisation founded to invest in educational support programs for Aboriginal and Torres Strait Islander girls.

Georgiou also donated additional netball uniforms to the school's team, the Woola Woola Koolankas, with funds raised through the staff charity program. The netball program has grown from three to nine complete teams since our partnership began, with 81 registered players from across the school.

COMBINED COUNTRIES

In line with our RAP and desire to engage with local Indigenous communities, Georgiou sponsored the Combined Countries Rugby League Team in the inaugural Survival 9's tournament in NSW. The tournament – also sponsored by Georgiou – was sanctioned by NSW Rugby League to showcase the club's local talent.

WELCOME TO COUNTRY

In April, Georgiou hosted a Welcome to Country marking an official start to the Tianqi Lithium project. Similar tokens of respect, such as smoking ceremonies, were also held at other projects across the country.

ENGINEERS AUSTRALIA

Since 2008, Georgiou has supported Engineers Australia. Over the past 12 months, Georgiou has sponsored Engineers Australia's WA and NSW arms, exposing our employees to a network of engineers across a range of industry bodies to not only promote the discipline, but facilitate access to great speakers and events to increase their knowledge.



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 FY17 include:

Winner of AIB Professional Excellence in Building Award 2017

Commercial Construction \$25M to 100M – Curtin University Building 410 Medical Teaching Facility

High Commendation for AIB Professional Excellence in Building Awards

Residential Construction \$25M to \$100M – The Pocket, Claremont Apartments

Winner of Chamber of Minerals and Energy of Western Australia Women in Resources Award 2017 (Individual)

Executive General Manager – Engineering John Galvin

Winner of WA Civil Contractor Federation Awards 2017

Project Manager of the Year – Toby Taylor

Winner of MBA Professional Excellence in Building Award 2017

Best Education Building – Curtin University Building 410 Medical Teaching Facility

Winner of WA Civil Contractor Federation Awards 2017

Training Employer of the Year

Finalist in Australian Construction Achievement Awards 2017

Aubin Grove Train Station and Russell Road Upgrade (WA)

Winner of WA Civil Contractor Federation Earth Awards 2016

Category 5: Project between \$30M and \$75M – Reid Highway Duplication (WA)

Winner of Australian Engineering Excellence Awards 2016

Project Infrastructure – Gateway WA Perth Airport and Freight Access Project (WA)

Winner of National Civil Contractor Federation Earth Awards 2016

Category 6: Project valued at more than \$75M – Gateway WA Perth Airport and Freight Access Project (WA)

High Commendation for Australian Engineering Excellence Awards 2016

Project Management – Gateway WA Perth Airport and Freight Access Project (WA)

Winner of National Civil Contractor Federation Awards 2016 (Individual)

Certificate IV Trainee/Apprentice of the Year – Clifford Dawson

High Commendation for 2016 WA Engineering Distinction Award for Australian Engineering Excellence Awards

Gateway WA Perth Airport and Freight Access Project (WA)

Winner of Parking Australia Awards Outstanding New Car Park Development Award 2016

Boas Avenue Car Park



PHOTO: Old Mandurah Traffic Bridge Replacement Project, WA

PROJECTS

Feature Project	36
Building	38
Civil	42
Precast	50



A FOCUS ON
HIGH PERFORMANCE

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



FEATURE PROJECT

AUBIN GROVE STATION AND RUSSELL ROAD UPGRADE

CLIENT: Public Transport Authority / Main Roads WA	CONTRACT: ECI / D&C	DURATION: Feb 2015 - Feb 2017	VALUE: \$71.4M	LOCATION: Aubin Grove, WA
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- 160** personnel at peak
- No** lost time injuries
- 108,000m³** of earth shifted
- 164** trees planted

In April 2017, the Aubin Grove Station (AGS) was opened to the public. Constructed in a Brownfields environment in the expanding southern transport corridor of Perth, AGS was the first island rail platform built within a “live rail” environment in WA.

Scope of works involved construction of a new train station, 2,000-bay car park, duplication of the Russell Road Bridge and associated road works.

The main features of the multi-modal interchange station included two 150-metre long island platforms; station entry buildings on both sides of the Kwinana Freeway; and footbridges from either side of the Kwinana Freeway linked to the station concourse located above the

island platform between the tracks in the freeway median.

Due to the challenges of the ambitious timeframe and budget, live operating 22kV rail environment and objective to minimise disruption to the travelling public, the projects were delivered in two phases:

- Reimbursable Early Contractor Involvement; and
- Lump Sum Design and Construct Contract.

Outcomes achieved against critical KRAs included:

- Cost was a critical factor with no additional outlays being generated beyond the contract price.

- Prefabrication of modularised station building elements, and close attention to project management, delivered the project within the 14-month construction timeframe.
- Management strategies for working in high-risk environments resulted in the project recording no lost time injuries or major incidents.
- Integration with other infrastructure projects occurring adjacent to the project site and on the rail network.
- Rail services were not affected outside of planned shutdown times and the project successfully minimised impacts on freeway traffic.

This was the first project in Western Australia that required the shutdown of a freeway. Georgiou successfully achieved this by utilising adjacent on and off ramps to allow the continuous flow of traffic around the site.

With a high level of complexity due to the challenging working environment, fast and relentless program and complex stakeholder interfaces, the project was delivered within budget and to a very high standard of quality.



AUSTRALIAN CONSTRUCTION ARCHITECTURE AWARDS FINALIST

FEATURE PROJECT



BUILDING



LIV APARTMENTS

CLIENT: Defence Housing Australia	CONTRACT: Design and Construct	DURATION: Jul 2016 - Sep 2018	VALUE: \$61M	LOCATION: Fremantle, WA
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150

personnel at peak



1st

One Planet Living apartment development in WA



No

lost time injuries



100%

recycling of all site materials, where possible

Georgiou is currently delivering the Liv Apartments – Mixed-Use Development for Defence Housing Australia (DHA), valued at circa \$61 million.

Awarded in September 2016, the development is located in Fremantle and is for residential apartment accommodation and ground level commercial/retail suites totalling approximately 14,000m² of net saleable area with associated external works.

The project includes 166 one, two and three bedroom apartments within the approved development together with associated private basement car parking across three split levels.

Some 65 of the apartments will be retained by DHA in various locations throughout the development – for the provisioning of accommodation for service personnel with all apartments and commercial suites will be individually strata titled.

Liv Apartments is the first apartment development in Western Australia to be registered in the One Planet Living program, helping keep

Fremantle on track as global trailblazers in sustainable living.

If successful, Liv Apartments would be only the fifth endorsed One Planet Community in Australia and one of fewer than 20 worldwide.

MCPHEE WAREHOUSE AND STORAGE DISTRIBUTION CENTRE

CLIENT: Logos Property	CONTRACT: Design and Construct	DURATION: May 2016 - Feb 2017	VALUE: \$13M	LOCATION: Hazelmere, WA
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154

car bays



7

loading docks



10,000m²

hard standing areas



Zero

environmental incidents

In May 2016, Georgiou was awarded the design and construct contract for the McPhee Warehouse and Storage Distribution Centre in Hazelmere for Perpetual Corporate Trust Limited.

The project involved the development of a 15,000m² warehouse that includes a loading docks and external hard standing areas of 10,000m², car park and a 500m² administration building.

Georgiou took the site from its original Greenfields condition, through the complete clearing and bulk earthworks process to a design and construct project to achieve a value engineered solution.

Scope included:

- construction of surrounding pavements, loading docks, service access road and car parking;
- associated landscaping and site works; and
- Talbot Road extension with cul-de-sac construction and Stirling Crescent intersection redevelopment.

The warehouse provides a very large floor, clear of obstructive columns or floor joints for maximum flexibility as well as loading docks for all eventualities, four standard self-levelling recessed docks, one tail-gate self-levelling loading dock and two covered on-grade docks.

With such a flexible space, the McPhee Project ensures a multi-use, 'futureproof' building for the client to utilise well into the next 30 years.





CIVIL

PRIME HOUSE OFFICE DEVELOPMENT

CLIENT: PrimeWest | **CONTRACT:** Construct Only | **DURATION:** Nov 2016 - Mar 2018 | **VALUE:** \$32M | **LOCATION:** Joondalup, WA



100
personnel at peak



Zero
environmental incidents

Georgiou was awarded a \$32 million contract to construct a multi-storey office located on Shenton Avenue and Davidson Terrace in Joondalup, WA, for client PrimeWest.

The project consists of 17,808m² GFA eight storey building, basement with water, fuel tanks and pump room (250m²).

The ground level consists of a commercial tenancies, end-of-trip facilities and commercial office space. Levels 1 and 2 include car parking of 150 bays while levels 3 to 7 are commercial office space.

On this project, innovative construction techniques were adopted including the use of transfloor precast flooring system. Additionally, the curtain walled façade was designed to be installed internally to reduce reliance upon the tower crane with the added benefit of improved safety.

The eight-storey A Grade office development will be tenanted by the State Government and has been designed to achieve 5 Star Greenstar As Built and 4.5 NABERS rating.



No
lost time injuries



100%
materials recycled, where possible

BAANDEE AND COOLGARDIE PIPELINES

CLIENT: Water Corporation | **CONTRACT:** Construct Only | **DURATION:** Mar 2017- Jun 2017 | **VALUE:** \$12.9M | **LOCATION:** Goldfields, WA



2
contracts awarded



Zero
environmental incidents

Georgiou was awarded two contracts in March 2017 to deliver the Baandee Alignment and Coolgardie Realignment Project for Water Corporation.

The projects are part of the Water Corporation's Goldfields and Agricultural Water Supply Scheme (GAWS) main conduit upgrade as sections of the main are being replaced due to reaching the end of their asset life. In total, 19.9km of pipeline will be replaced.

The Baandee Alignment, valued at circa \$7.1M, is located 18km west of Merredin in WA and involves the installation of 9.9km of a DN800 Mild Steel Cement Lined (MSCL) conduit.

The \$5.8M Coolgardie Realignment has a similar scope to the Baandee Alignment Project and involves the installation of 10km of a DN800 MSCL conduit.

Challenges the project faced were Acid Sulphate Soils which were appropriately managed, the presence of hard rock resulting in a portion of pipeline constructed above ground and an intermittent river with water levels 2-metres

above existing ground level. Fortunately no significant weather events occurred during the project to generate this risk.

Due to the accelerated construction programme, Georgiou had more than 30 excavators in operation across the projects which resulted in a single crew laying 42 (12.2-metre) lengths of MSCL pipes in a single day on the Baandee Project. Georgiou resourced up in order to meet a very challenging programme whilst keeping the project under budget and maintaining a satisfied client.





BUSHMEAD ESTATE

CLIENT:
Dunland
Property
(Cedar Woods)

CONTRACT:
Lump Sum

DURATION:
Sep 2016 -
Nov 2017

VALUE:
\$14.2M

LOCATION:
Hazelmere,
WA



60

personnel
at peak



No

lost time injuries



Zero

environmental
incidents



3

contracts
awarded

In October 2016, Georgiou was awarded a contract with Cedar Woods to complete the first stage of the Bushmead Rifle Range Estate in WA.

Scope of works includes the delivery of 87 single residential lots and three group housing sites together with the construction of external sewer infrastructure and a DN1400 water main.

In detail, the project team are delivering:

- clearing and stripping of topsoil;
- cut-to-fill earthworks and import fill;
- civil works including road works, sewer reticulation, stormwater drainage, subsoil drainage, underground power, retaining walls and water reticulation;
- works on the intersection to Midland Road;
- realignment of the DN1400 MSCL water main; and
- construction and renovation of the drainage network with box culverts.

Despite a challenging and compressed programme, the team were able to coordinate and manage the works to achieve practical completion in May.

The team has since been awarded Stage 2 and 3 of the project, consisting of clearing and earthworks.

According to the Client, the team work professionally, diligently and tirelessly to achieve the Client's wishes and often go above and beyond to ensure the programme is delivered on time.

KIWEF PROJECT

CLIENT:
Hunter
Development
Corporation

CONTRACT:
Construct Only

DURATION:
Aug 2016 -
Feb 2017

VALUE:
\$4.6M

LOCATION:
Kooragang
Island, NSW



35

personnel
at peak



142,500m³

bulk earthworks
excavated



13

months vegetation
management



No

lost time injuries

Awarded in August 2016, the Kooragang Island Waste Emplacement Facility (KIWEF) project is the fourth stage of the closure and rehabilitation of the Kooragang Island in Newcastle, NSW.

The project included major civil and environmental landfill closure works to a 13 hectare (Area K10 South) part of the former BHP Waste Emplacement Facility on Kooragang Island.

Works involved:

- high levels of environmental and geotechnical expertise to manage the associated contamination and threatened species issues;
- extensive earthworks, winning of suitable material onsite and importing materials to form capping layers;
- drainage and stabilisation works;
- environmental protection works;
- materials management protocols; and

- other tasks all within detailed and comprehensive environmental, WHS and quality management requirements.

The works also involved extensive reporting, monitoring and other obligations, culminating in the requirement for Georgiou to prepare a Cap Validation Report that demonstrated appropriate compliance with the EPA closure works requirements.

Georgiou delivered Stage 3 Landfill Closure works in May 2015.



OLD MANDURAH TRAFFIC BRIDGE REPLACEMENT

CLIENT: Main Roads, WA | **CONTRACT:** Design and Construct | **DURATION:** Dec 2015 - Mar 2018 | **VALUE:** \$51.8M | **LOCATION:** Mandurah, WA



90

personnel at peak



5

bridge piers in total

Georgiou Group secured the coveted Old Mandurah Traffic Bridge Replacement project by Main Roads WA in December 2015.

Scope of works includes the decommissioning of the existing bridge, the design and construction of a new bridge over the Mandurah Estuary, associated roadworks, public amenities and infrastructure.

Using the incremental bridge launch method, the team took 10 months to successfully launch the bridge over the estuary with the remaining six months focused on finalising roadworks and dismantling the old bridge.

Special features of the project include:

- geometry of a single curve throughout the bridge length in both plan and profile providing an aesthetic sweeping curve;
- incremental launching of the 243.5m-long bridge (abutment to abutment);
- elegant structural solutions engaged to reduce impact on the estuary through careful

minimisation of piles to the bridge and boardwalks;

- five bridge piers in total, four of which are located within the estuary. The four river piers comprise of reinforced concrete columns, on reinforced concrete pile caps supported by reinforced concrete piles;
- lowered Principal Shared Path connected to the bridge structure, with an open balustrade overlooking the estuary;
- significant retention of the existing traffic bridge with integrated interpretation and artworks; and
- combination of board walks and fishing platforms at the eastern and western most water-based pilecaps to the bridge. A fishing platform will be created on eastern remnants of the Old Bridge.

The new four-lane bridge will improve vehicular capacity and safety for pedestrians and cyclists with separate, wider facilities over the bridge.



6,800m³

concrete poured



15,000

cars per day

NORTHERN ROAD UPGRADE

CLIENT: Roads and Maritime Services (RMS) | **CONTRACT:** Construct Only | **DURATION:** Nov 2015 - Jan 2018 | **VALUE:** \$70M | **LOCATION:** Narellan / Oran Park, NSW



80

personnel at peak



1,600m²

bridge deck



44,000

vehicular movements daily



300,000m³

earthworks



No

lost time injuries



Zero

environmental incidents

The Northern Road Upgrade involves the construction of road works, bridge works and associated activities to upgrade 3.3km of The Northern Road (MR154) between Old Northern Road, Narellan and Peter Brock Drive, Oran Park in NSW.

The upgrade involves the conversion of the existing single carriageway road to a two-lane dual carriageway with dedicated bus lanes and the provision of the traffic signals at the intersections with Porrende Street/ Fairwater Drive, Hillside Drive and Cobbitty Road West.

The contract also includes the construction of two new 46.5-metre long three-span bridges over Narellan Creek for the northbound and southbound carriageways and demolition of the existing bridge, earthworks, drainage, pavement and miscellaneous works including kerbs and/or gutters, concrete paving, safety street lighting, markings and landscaping.

Extensive utility adjustments are involved in the works including electrical, watermain, gas and communications.



SCARBOROUGH REDEVELOPMENT

CLIENT: Metropolitan Redevelopment Authority
CONTRACT: Construct Only
DURATION: Jan 2017 - Feb 2018
VALUE: \$51M
LOCATION: Scarborough, WA



100

personnel at peak



Zero

environmental incidents



No

lost time injuries



51

million contract value

In January 2017, Georgiou was awarded the Scarborough Redevelopment project, valued at circa \$51 million.

The project team is redeveloping the public domain areas within the iconic Scarborough Beach in WA between Manning Street and Brighton Road, spanning from the shop fronts to the edge of the beach.

The scope of work includes:

- demolition of existing infrastructure;
- hard and soft landscape features;
- roads, car parks and footpaths;
- stormwater drainage;
- minor services relocation and removal;
- water, wastewater and pump station, communications and electrical reticulation and lighting;
- construction of new beach hub, ablution block, architectural steel arbors and associated services;

- installation of fixtures and furniture;
- construction of intergenerational plaza including skate park, climbing wall, half-court basketball and shade structures;
- connection of new groundwater bores, mainlines and lateral irrigation;
- installation of wayfinding signage and fencing;
- removal for storage of furniture from existing infrastructure;
- relocation of the iconic Scarborough clock tower; and
- investigation, services relocations and preparatory works to the Reserve Street car park.

SOUTHPORT - BURLEIGH ROAD UPGRADE

CLIENT: Transport and Main Roads, QLD
CONTRACT: Construct Only
DURATION: Sep 2016 - Sep 2017
VALUE: \$21.3M
LOCATION: Bundall / Broadbeach, QLD



120

personnel at peak



Zero

environmental incidents



No

lost time injuries



34,000

vehicular movements daily

To increase the existing and future capacity of the Queensland State-controlled road network on the Gold Coast, the Department of Transport and Main Roads is upgrading Southport-Burleigh Road to create three traffic lanes in each direction.

Southport-Burleigh Road, locally known as Bermuda Street, is a major north-south arterial road that runs roughly parallel to, and between, the Gold Coast Highway and Pacific Motorway.

The Southport-Burleigh Road Network Improvement Project will be delivered in three separate work packages. The Central Section - Vespa Crescent to Monaco Street Bridge, also known as the Bundall Road package, is also being delivered by Georgiou.

The works package involves upgrading four lanes to six lanes by removing on street parking and constructing a Continuous Flow Intersection.

Works include:

- roadworks, construction of pavement, drainage, roadside furniture, lighting and traffic signals; and
- bridge works including the widening of two bridges over Nerang River and Monaco Street.





TIANQI LITHIUM HYDROXIDE PROCESSING PLANT

CLIENT:
Tianqi Lithium Australia

CONTRACT:
ECI / D&C

DURATION:
Nov 2016 - Mar 2018

VALUE:
\$32M

LOCATION:
Kwinana, WA



110

personnel at peak



3

contracts awarded



12,303m³

concrete poured



No

lost time injuries

Georgiou is playing a key role on the Tianqi Lithium Australia Pty Ltd Lithium Hydroxide Processing Plant Project in Kwinana, WA.

After a successful Early Contractor Involvement (ECI) process in November 2016, Georgiou was awarded the forward works contract in September 2016 and the concrete works contract in early 2017.

The forward works contract involved clearing and grubbing of the site, bulk earthworks, installation of primary stormwater drainage system and construction of roads and parking areas.

The concrete works contract involves construction of concrete and building works associated with Non-Process Infrastructure including footings, pedestals, ground slabs and beams, plinths, bunker walls, bunds, suspended slabs and other miscellaneous items.

The third contract involves construction of a new office, training, security, warehouse storage, laboratory and control room buildings.

The new control room building is a critical part of the whole project and will control all elements of the lithium processing plant.

All buildings will include key features drawn from the Chinese Feng Shui to reflect the heritage of the Client.

Construction, which will employ approximately 110 workers at peak, will be completed by March 2018.

WARREGO HIGHWAY DUPLICATION

CLIENT:
Transport and Main Roads, QLD

CONTRACT:
Construct Only

DURATION:
Jan 2017 - Dec 2017

VALUE:
\$49M

LOCATION:
Charlton - Kingsthorpe, QLD



250

personnel at peak



5.3km

four-lane divided carriageway



2

25m span concrete bridges



232,000m³

earthworks

Awarded in January 2017, the Warrego Highway contract is part of the major Warrego Highway Upgrade Program.

Located on Toowoomba's western outskirts between Charlton and Kingsthorpe, the project involves duplication of the Warrego Highway from Leeson's Road to just west of the intersection with Kingsthorpe-Harden Road.

Awarded by QLD's Department of Transport and Main Roads (TMR), the project involves the construction of a new two lane road, parallel to the existing Warrego Highway which will serve as the eastbound lanes. The existing two lane road will remain in use as the westbound lanes.

Roadworks include the duplication and upgrade of the existing 5.3km carriageway, whilst the bridge works include the construction of a two 25m span concrete bridge with precast/cast in-situ deck, cast in place piles and RSS abutments.

The project aims to improve motorist safety and capacity of the highway by providing separation between opposing traffic streams, intersection upgrades and new turning lanes to provide safe turning opportunities.



PRECAST

NORTHLINK STAGE 1

CLIENT: John Holland	CONTRACT: Construct Only	DURATION: Sep 2016 - Oct 2017	VALUE: \$5M	LOCATION: Hazelmere, WA
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6

beams produced every week



21

wingwall retaining walls



23

trapezoidal underpass segments



58

Tee-Roff beams

In September 2016, Georgiou secured the entire precast concrete package for Northlink Stage 1, the largest precast contract win in Georgiou's history.

The project will provide a vital, state-of-the-art transport link between Morley and Muchea and improve traffic congestion in Perth's eastern region.

Scope of works for the project included the manufacture of:

- 58 Tee-Roff type precast beams;
- 2,500 noise wall panels and 21 wingwall retaining walls;
- one 30.4m underpass with two headwalls; and
- one 68m underpass with precast trapezoidal arch units with two skylights, six precast panel spandrel walls and four additional precast walls and four wing walls.

The Tee-Roff beams were manufactured for the project over six months with each beam weighing between 80T and 160T.

Reaching a peak manufacturing schedule of six beams per week, the team simultaneously manufactured the noise panels to keep a tight production schedule.

Panels were produced at a rate of 20-30 per day (300m²/day).

The final Tee-Roff beam was lifted in May 2017 with work on the noise walls estimated to continue until October 2017.

In order to cast and lift the beams at such a fast pace, Georgiou invested heavily in Isolader craneage, steam curing, hydraulic stressing, single cage reinforcement jigs, spreader beams and upper strand jacking system.

This significant investment not only increased production for the Northlink project but sees Georgiou as one of the biggest producers of bridge beams in Western Australia.

ELLENBROOK WATER STORAGE TANK

CLIENT: Water Corporation	CONTRACT: Design and Construct	DURATION: Jan 2017 - Dec 2017	VALUE: \$14M	LOCATION: Hazelmere, WA
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60

personnel at peak



Zero

environmental incidents



No

lost time injuries



80

million litre capacity tank

With housing expanding into Perth's growing north east metropolitan corridor our client, Water Corporation commissioned the construction of an 80 million litre capacity water storage tank to support projected growth in Ellenbrook and surrounds.

Scope of works involves the manufacture and installation of the largest concrete water tank in Georgiou and the Water Corporation's history, measuring approximately 90 metres in diameter and 14 metres in height.

The contract also involves clearing, topsoil stripping, cut-to-fill earthworks, as well as the concrete tank manufacture package.

Similar to Georgiou's delivery of the Harvey, Bullabulling and Denmark tanks, the team was able to successfully draw on Georgiou's relationship with Water Corporation to tender for the project.

The project combines Georgiou's respective expertise and resources over 40 years to provide the best outcome for our client.

PRECAST





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