



Together We Deliver

CAPABILITY
STATEMENT





Together We Deliver

Our vision is to be the first choice as Western Australia's civil construction contractor as we deliver quality projects through the experience of our people and our commitment to excellence and innovation.

As part of this strategy to deliver our vision, and support our values, Wormall Civil has embraced the goal of moving our safety and environmental commitment from being merely calculative-compliant to resilient in all our operations.

This strategy is based upon strong leadership, ethical conduct, mutual trust, teamwork and buy in by all staff and subcontractors.





Our Story

Wormall Civil Pty Ltd commenced operations in 1984 as a specialist civil contractor and has achieved continual growth over the ensuing years by seeking to work in close partnership with its valued clients, their consultant teams and key stakeholders. The company celebrated the milestone of 35 years of continuous operations in 2019.

During these years the company has continually strived to improve its performance and successfully deliver the outcomes that our clients require of us for their projects.

Relationships forged over many years combined with proven performance on both complex and more straightforward projects have often resulted in the award of multiple ongoing stages of works with loyal clients.

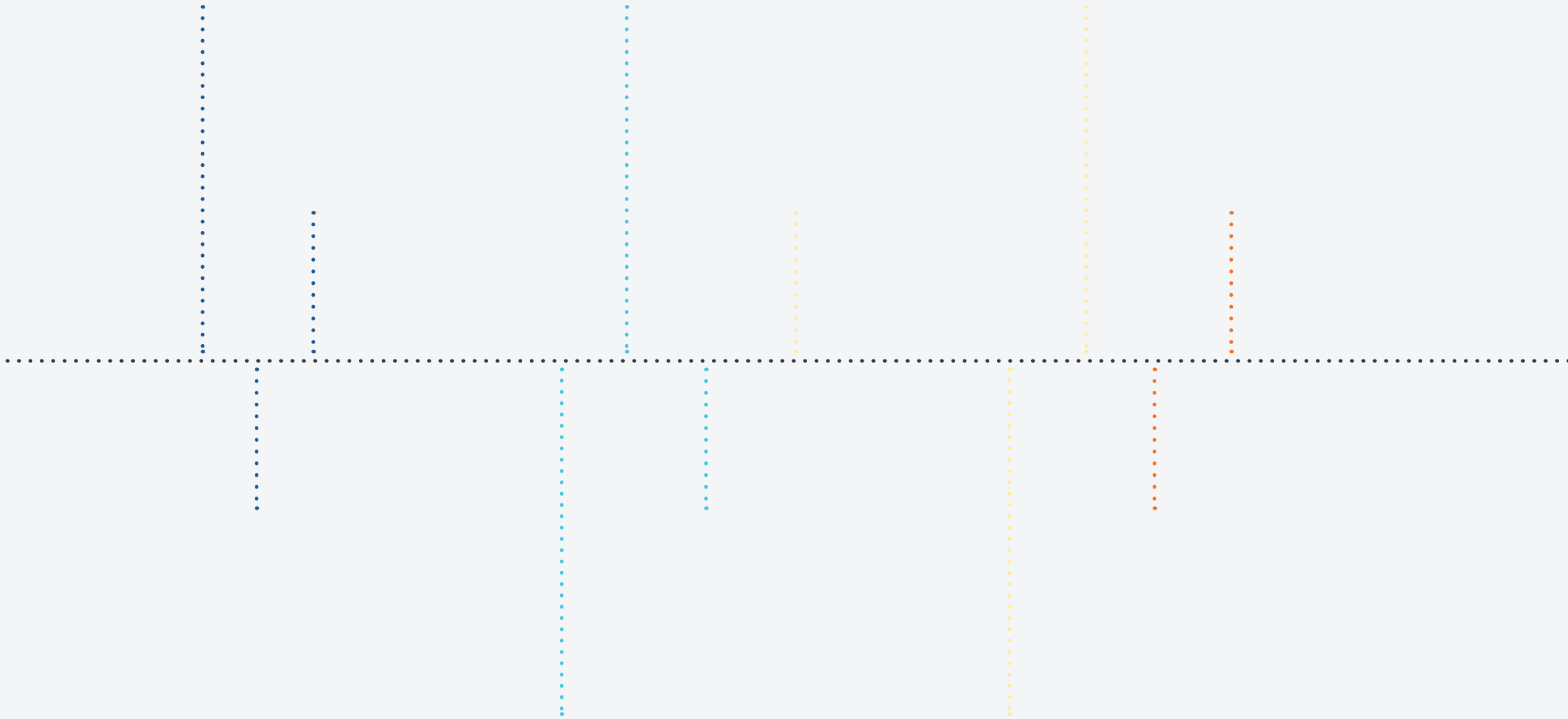
Transitioning from primarily being an underground services installation company into a main contractor commenced in the early 2000's and has seen the company become

one of the leading Western Australian civil engineering construction companies operating primarily in the land development sector.

The company also recognized the need to diversify the markets in which it operates and has completed numerous projects in the mining and resources sector, as well as road projects to Main Roads WA standards and various other civil infrastructure works outside the land development sector.

The company continues to explore work opportunities in other sectors whilst remaining focused on its core client base in land development.







Capabilities & Competencies

To become one of the leading civil contractors in a highly competitive marketplace Wormall Civil has concentrated on acquiring a broad range of Capabilities & Competencies in the provision of both above and below ground civil infrastructure.

The list below clearly defines our extent of our service offering:

- Residential/Industrial Subdivisions (DevelopmentWA Tier 1 Contractor) (Formerly LandCorp)
- Earthworks/Cut to fill/import fill (DevelopmentWA Tier 1 Contractor) (Formerly LandCorp)
- Sewage (Water Corporation Accredited)
- Pump Stations (Water Corporation Accredited)
- Stormwater/Sewer Retention tanks and systems/pollutant traps
- Culvert/pipe installation
- Wall building
- Traffic Management (Main Roads WA Accredited)
- Total Project Management
- Mining infrastructure/camps
- Road/footpath construction (Main Roads WA R2 prequalified)
- Drainage (Water Corporation/Local authorities accredited)
- Water (Water Corporation Accredited)
- Gas (ATCO Gas accredited)
- Power (Western Power accredited)
- Communications (Telstra/NBN accredited)
- Road sweeping
- Environmental solutions/Acid sulphate soil & contaminated water management
- Dewatering & boring





Our Team

In addition to the senior staff, Wormald Civil employs a dedicated team of professional Project Managers, Project Engineers, a Senior Site Superintendent, Site Superintendent and Site Supervisors directly controlling its projects.



Resources Personnel

Wormall Civil has extensive experience and certified personnel and currently employs approximately 350+ staff members. With the ever-changing industry standards that we must comply with, we believe that our employees must undertake regular training and upskilling. This is actioned and monitored by our experienced Human Resources team via our “Company Training Register”.

We have a vast amount of employee positions to deliver our clients required outcomes. These numbers are directly employed. Wormall Civil in addition to the below employ a number of subcontractors to further strengthen our capabilities.

On-Site Operations:

- Supervisors (22+)
- HSE Clerks (25+)
- Pipelayers
- Labourers
- Excavator Operators
- Loader Operators
- Dump Truck Operators
- Scraper Operators
- Grader Operators
- Roller Operators

Workshop Operations:

- Workshop Manager
- Mechanics (7+)
- Boiler Makers (3+)
- Apprentice Mechanics

Office Operations:

- Project Managers (8+)
- Assistant Project Managers
- Managing Director
- Construction Manager
- Construction Advisor
- Operations Manager
- Site Superintendent
- Estimators (2+)
- Quality & Assurance Manager
- HSE/HR Manager
- Finance Manager
- Accounting
- Accounting Assistant
- Payroll
- Reception



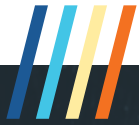


Resources *Plant & Equipment*

Wormall Civil can undertake any size project, big or small by utilising an extensive and diverse fleet of plant & equipment from the standard plate compactor to a 50 Tonne Excavator. We currently have approximately 185+ items of plant and 450+ items of equipment.

All plant & equipment is serviced on a regular basis, all complying with the latest HSE requirements. This is actioned and monitored by our experienced workshop team via our “Company Plant-Equipment Register”.

We have an Extensive Fleet of Plant & Equipment to deliver the clients outcome and can provide details of our extensive list upon client's request.



Featured Projects



We deliver quality projects through
the experience of our people and our
commitment to excellence and innovation.





Banksia Grove Estate (Multiple Stages)

Client Name:

- Banksia Grove Development Nominees Pty Ltd
JV Department of Communities

Consultant:

- Cossill & Webley

Value of Works:

- \$110,750,000.00 (Ongoing)

Type of Works:

- Residential Subdivision

Timeline:

- Ongoing, Commenced June 2009

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Retaining Walls | • Gas |
| • Communications | • Power |





Heron Park Estate, Piara Waters (Multiple Stages)

Client Name:

- Satterly Property Group

Consultant:

- Cossill & Webley

Value of Works:

- \$18,661,000.00 (Ongoing)

Type of Works:

- Residential Subdivision

Timeline:

- Ongoing, Commenced July 2014

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Retaining Walls | • Gas |
| • Communications | • Power |





Movida Estate, Midvale (Multiple Stages)

Client Name:

- Peet Stratton Pty Ltd

Consultant:

- The Civil Group

Value of Works:

- \$21,608,000.00 (Ongoing)

Type of Works:

- Residential Subdivision

Timeline:

- Ongoing, Commenced April 2016

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Retaining Walls | • Gas |
| • Communications | • Power |





One71 Estate, Baldivis (Multiple Stages)

Client Name:

- Mirvac

Consultant:

- Development Engineering Consultants

Value of Works:

- \$16,024,000.00 (Ongoing)

Type of Works:

- Residential Subdivision

Timeline:

- Ongoing, Commenced September 2015

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Retaining Walls | • Gas |
| • Communications | • Power |





Brightwood Estate, Baldivis (Multiple Stages)

Client Name:

- ABN Baldivis Joint Venture

Consultant:

- Pritchard Francis Engineers

Value of Works:

- \$13,327,000.00

Type of Works:

- Residential Subdivision

Timeline:

- Commenced November 2015
- Completed January 2020

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Retaining Walls | • Gas |
| • Communications | • Power |





Karmara Estate, Piara Waters (Multiple Stages)

Client Name:

- Cedar Woods

Consultant:

- Cossill & Webley

Value of Works:

- \$8,492,000.00

Type of Works:

- Residential Subdivision

Timeline:

- Commenced September 2017
- Completed July 2018

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Retaining Walls | • Gas |
| • Communications | • Power |





Peel Business Park (Multiple Stages)

Client Name:

- DevelopmentWA (Formerly LandCorp)

Consultant:

- Cossill & Webley

Value of Works:

- \$19,970,00.00 (Ongoing)

Type of Works:

- Industrial Subdivision & Major Infrastructure

Timeline:

- Ongoing, November 2018

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Retaining Walls | • Gas |
| • Communications | • Power |





The Hales Estate, Forrestfield (Multiple Stages)

Client Name:

- Satterley Property Group

Consultant:

- Cossill & Webley

Value of Works:

- \$20,100,000.00 (Ongoing)

Type of Works:

- Subdivision

Timeline:

- Ongoing, July 2016

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Retaining Walls | • Gas |
| • Communications | • Power |





Roy Hill Accommodation Village Civil Works

Client Name:

- Brookfield Multiplex (Roy Hill)

Consultant:

- Brookfield Multiplex

Value of Works:

- \$44,200,000.00

Type of Works:

- Earthworks & Civil Works

Timeline:

- Commenced 2012
- Completed 2013

Brief Description of Works:

- | | |
|------------------|--------------|
| • Clearing | • Stormwater |
| • Earthworks | • Water |
| • Roadworks | • Gas |
| • Communications | • Power |
| • Sewer | |





Cockburn Central Stage 2

Client Name:

- DevelopmentWA (Formerly LandCorp)

Consultant:

- Cossill & Webley

Value of Works:

- \$5,290,000.00

Type of Works:

- Infrastructure Upgrade

Timeline:

- Commenced January 2014
- Completed April 2014

Brief Description of Works:

- | | |
|------------------|--------------|
| • Clearing | • Stormwater |
| • Earthworks | • Water |
| • Roadworks | • Power |
| • Communications | |





Shoreline Cockburn Coast (Stage 1 & 2)

Client Name:

- DevelopmentWA (Formerly LandCorp)

Consultant:

- Wood & Grieve Engineers

Value of Works:

- \$18,599,000.00

Type of Works:

- Subdivision & Infrastructure Upgrade

Timeline:

- Commenced April 2015
- Completed March 2017

Brief Description of Works:

- | | |
|------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Communications | • Power |





Abernethy Road Upgrade

Client Name:

- Shire of Serpentine & Jarrahdale

Consultant:

- Jacobs & Serling Consultants

Value of Works:

- \$8,850,000.00

Type of Works:

- Infrastructure Upgrade

Timeline:

- Commenced April 2015
- Completed January 2016

Brief Description of Works:

- | | |
|--------------|--------------|
| • Clearing | • Stormwater |
| • Earthworks | • Water |
| • Roadworks | • Power |





Parkside Walk Estate, Jolimont

Client Name:

- DevelopmentWA (Formerly LandCorp)

Consultant:

- JDSI Consulting Engineers

Value of Works:

- \$7,700,00.00

Type of Works:

- Subdivision & Demolition Works

Timeline:

- Commenced October 2016
- Completed July 2017

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Demolition | • Sewer |
| • Clearing | • Stormwater |
| • Earthworks | • Water |
| • Roadworks | • Gas |
| • Retaining Walls | • Power |
| • Communications | |





Golden Bay Estate (Multiple Stages)

Client Name:

- Peet JV Department of Communities

Consultant:

- Cossill & Webley

Value of Works:

- \$18,400,00.00 (Ongoing)

Type of Works:

- Subdivision & Demolition Works

Timeline:

- Ongoing, Commenced July 2016

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Retaining Walls | • Gas |
| • Communications | • Power |





Madora Bay Stage MBR

Client Name:

- NG Perry & Main Roads WA

Consultant:

- Wood & Grieve Engineers

Value of Works:

- \$5,116,000.00

Type of Works:

- Subdivision & Main Roads WA Infrastructure

Timeline:

- Commenced February 2017
- Completed January 2018

Brief Description of Works:

- | | |
|-------------------|----------------|
| • Clearing | • MainRoads WA |
| • Earthworks | Infrastructure |
| • Roadworks | • Stormwater |
| • Retaining Walls | • Water |
| • Communications | • Gas |
| • Sewer | • Power |





Vasse Stage 4B1, 4B2 & 5A

Client Name:

- Perron Development

Consultant:

- Stantec

Value of Works:

- \$8,900,00.00 (Combined)

Type of Works:

- Subdivision

Timeline:

- Ongoing, June 2020

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Retaining Walls | • Gas |
| • Communications | • Power |





Symphony Waters Stage 3

Client Name:

- CSJV

Consultant:

- Stantec

Value of Works:

- \$1,400,000.00

Type of Works:

- Subdivision

Timeline:

- Ongoing, Commenced January 2021

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Retaining Walls | • Gas |
| • Communications | • Power |





Cape Rise, Dunsborough

Client Name:

- PGPM

Consultant:

- Calibre

Value of Works:

- \$2,400,000.00

Type of Works:

- Subdivision

Timeline:

- Ongoing, Commenced October 2020

Brief Description of Works:

- | | |
|-------------------|--------------|
| • Clearing | • Sewer |
| • Earthworks | • Stormwater |
| • Roadworks | • Water |
| • Retaining Walls | • Gas |
| • Communications | • Power |





Pump Stations & Pressure Mains

Wormall Civil Pty Ltd has a long history in the construction of Sewer Pump Stations and Pressure Mains. All Sewerage pump stations are built to meet our client's requirements in accordance with the surrounding conditions and constraints to achieve client's requirements. Our services also extend to the civil, mechanical and electrical components of the scope of works that we offer.

Wormall Civil has constructed numerous pump stations in difficult environments such as high ground water table, acid sulphate soils, contaminated groundwater and constrained conditions.

We have constructed close to \$30 million dollars of Wastewater Pumping Stations and Pressure Mains over the past 5 years alone. Wormall Civil over the past 12 months has had a turnover in excess of \$210 million which 10% would directly be for the supply and installation of sewer tasks.

Wormall Civil has a reputation within Water Corporation as one of the leading installers and we are proud to maintain and grow this reputation.

Wormall Civil Pty Ltd is pleased to provide our list of constructed Sewer Pump Stations and Pressure Mains within the past 5 years on the next page.

(Please note: Values are Excluding GST)





Balannup WWPS No. 175-05 Anstey Rd

Consultant: Calibre Consulting Engineers

Value: \$1,902,135.24

Neerabup WWPS No. 160-04

Consultant: Cossill & Webley

Value: \$786,973.13

Alkimos WWPS No. 001-04

Consultant: Cossill & Webley

Value: \$836,618.55

Australind WWPS No.15 175-08

Consultant: Calibre Consulting Engineers

Value: \$1,168,392.07

West Swan WWPS No. 028-08

Consultant: Tabec

Value: \$1,663,655.69

Gosnells WWPS No. 029-07

Consultant: Cossill & Webley

Value: \$1,772,324.57

East Cannington WWPS No. 017-09

Consultant: Water Corp

Value: \$1,673,339.27

West Swan WWPS No. 028-08

Consultant: Tabec

Value: \$1,663,655.69

Neerabup WWPS No. 902-68

Consultant: Cossill & Webley

Value: \$1,926,370.61

Armadaale WWPS No. 003-04

Consultant: Cossill & Webley

Value: \$1,326,354.20

Golden Bay WWPS No. 5453-5PS

Consultant: Cossill & Webley

Value: \$817,895.47

Hazelmere WWPS No. 003-01

Consultant: VDM

Value: \$1,895,635.10

Gnangara WWPS No. 028-08

Consultant: Tabec

Value: \$885,837.42

Kwinana WWPS No. 042.17

Consultant: Cossill & Webley

Value: \$1,464,150.30

Gnangara WWPS No. 028-08

Consultant: Tabec

Value: \$885,837.42

Armadaale WWPS No. 003-05

Consultant: Cossill & Webley

Value: \$1,554,382.65

Thompson Lake WWPS No.174.4

Consultant: Urbanise

Value: \$1,306,460.00

Midvale WWPS No. 051-09

Consultant: The Civil group

Value: \$1,097,146.05

Jurien Bay WWPS No 02/2015

Consultant: Cardo

Value: \$3,323,624.18

Eden Hill WWPS No. 024-09

Consultant: Wood & Grieve

Value: \$1,207,570.00

Golden Bay WWPS No. 5453-4PS

Consultant: Cossill & Webley

Value: \$883,844.68

Lakelands WWPS No. 2112-09

Consultant: Tabec

Value: \$2,575,955.74

Kwinana WWPS No. 042-16

Consultant: Cossill & Webley

Value: \$1,444,003.00



Outcomes Focused

Wormall Civil is recognized for its forward thinking, 'can do' attitude and practical ability to successfully deliver high profile contracts, whilst meeting client deadlines and most importantly keeping within budget.

The continuing introduction of innovative new products and systems allows Wormall Civil to 'value add' to contracts it undertakes by utilizing new technology to the benefit of its clients and its own operations.

The company's primary aim is to work in partnership with key clients and stakeholders to provide continual advancement in its employed technology and construction methods for the benefit of the land development and general civil infrastructure provision sectors, whilst always remaining focused on the client's desired outcomes.

The company is also committed to operating in a safe, efficient and environmentally responsible manner.



Clients tell us we're easy to do business with.





Quality Assurances

Wormall Civil is a 3rd party accredited company with its integrated Quality Management System complying with the requirements of AS/NZS ISO 9001:2000, Health & Safety Management System complying with AS/NZS 4801 and its Environmental Management System complying with AS/NZS ISO 14001. Regular internal and external auditing is carried out under the terms of the company's 3rd party accreditation. A full time QA Manager and HSE Advisor are employed by the company as well as QA/HSE support staff.

The company is committed to rigorous quality assurance and innovation in civil engineering technologies and has continually expanded its range of underground and aboveground construction capabilities since its inception.

As part of its Continuous Improvement Program (CIP) and in accordance with its QA accreditation, Wormall Civil actively seeks formal and informal feedback from clients and consultants as to its ongoing performance. Feedback received is analyzed by senior management and acted upon to reinforce and encourage good working practices by staff and correct any deficiencies that may become evident from time to time.



Our Certifications:

- AS/NZS ISO 9001:2000 Quality Management Systems
- AS/NZS 4801 Health & Safety Management Systems
- AS/NZS ISO 14001 Environmental Management Systems

Our Accreditations:

- Tier 1 Contractor (DevelopmentWA – Formerly LandCorp)
- R2 Prequalified (Main Roads WA)
- Water Corporation Accredited
- ATCO Gas Accredited
- Wester Power Accredited
- Bureau Veritas 3rd Party Accredited
- Cm3 Accredited

Industry Memberships:

In addition to the company's memberships of various associations, including The Urban Development Institute of Australia, individual members of the company maintain memberships and hold official positions with industry bodies including Engineers Australia, the Urban Development Institute of Australia, the Institute of Public Works Engineering Australia and the National Association of Testing Authorities, ensuring the company actively participates and contributes back to the industries it operates within.



Occupational Health & Safety Management System

3rd Party Accredited to AS/NZS 4801; Cm³ Prequalified

Wormall Civil is committed to providing a safe and healthy working environment for all its employees,

sub-contractors, clients and the general public, whilst also preserving the company's and community's assets and property. The company is devoted to the completion of projects in a safe, efficient and timely manner.

The management and staff believe that –

- No fatality, serious injury or disease is acceptable
- No task is so important that it cannot be done safely
- All hazards can be identified, and their risks managed
- Everyone has a personal responsibility for the safety and health of themselves and others
- Safety and health performances can always improve
- Observance of safe operating procedures and practices need not reduce the efficiency of an operation if adequate preparation and planning is undertaken

Wormall Civil pre employment medicals and site inductions are undertaken for all new employees and sub- contractors on our construction sites.

The wearing of Personal Protection Equipment (PPE), i.e. high visibility safety vests, helmets and safety boots are mandatory for all workers, sub-contractors, consultants, suppliers and authorized visitors when entering any of Wormall Civils' construction sites.

Additional PPE such as safety glasses and hearing protection may be required depending upon locations and tasks undertaken. All mobile plant and vehicles have a working amber flashing light attached in a prominent position.

All construction workers must hold a White or Blue Card (OHS General Induction for Construction) before being employed and allowed onto any of the company's construction sites.



Environmental Management System

3rd Party Accredited to AS/NZS ISO 14001

Wormall Civil is very proud of its environmental record. It has undertaken design and construction contracts for projects such as the Swan Yacht Club Anti-Foulant Pollution Containment and Treatment System, as well as the Co- Operative Bulk Handling Pollution Abatement System at the Kwinana Grain Terminal.

Many projects have required groundwater treatment systems in areas where Acid Sulphate Soils and contaminated groundwater exist. Dosing of groundwater effluent from dewatering operations is carried out using Wormall Civils' own specifically designed mobile water treatment plants to ensure the quality of water infiltrated back into receiving water bodies and the ground is within specified environmental limits.

Wormall Civil first undertook Acid Sulphate Soil treatment in 2005/2006 at Vertu Private Estate in Harrisdale, Caladenia Estate in

Canning Vale, Magnolia Gardens in Thomsons Lake/Success and the Alcock-Brown-Neaves head office site in Osborne Park. It has since undertaken hundreds more of these environmentally sensitive projects.

Since these early days the company has developed two generations of its own in-house groundwater treatment systems.

Additionally, the company utilizes its own water testing equipment and has trained staff to carry out daily monitoring in accordance with Department of Environment and Conservation requirements and site-specific Environmental Management Plans.





Sustainability

Wormall Civil is committed to recycling as much of its construction waste as practicable in accord with the company's Waste Management & Waste Reduction Procedure strategies. The company thereby reduces the amount of waste material being sent to landfill sites.

Waste generated on its construction sites is sorted and stockpiled for reuse on its own sites or taken away for recycling by specialist recyclers. For instance, concrete pipes, excess premix concrete and other 'hard' construction materials such as brick, block and paver off cuts are turned into road base and drainage aggregate for re-use on the company's projects in place of 'virgin' material.

Steel, plastic and used oils are also recycled off-site.

Wormall Civil can provide our Certificates, Accreditation & Policy documents upon client's request





Commitment to Workplace Health, Safety, Environmental & Quality

We are committed to the Think Safe/ Act Safe safety philosophy, which focusses on the individual taking responsibility for the safety of themselves and of those around them.

Our aim is to reach the highest level on the HS&E cultural ladder – **resilience**.





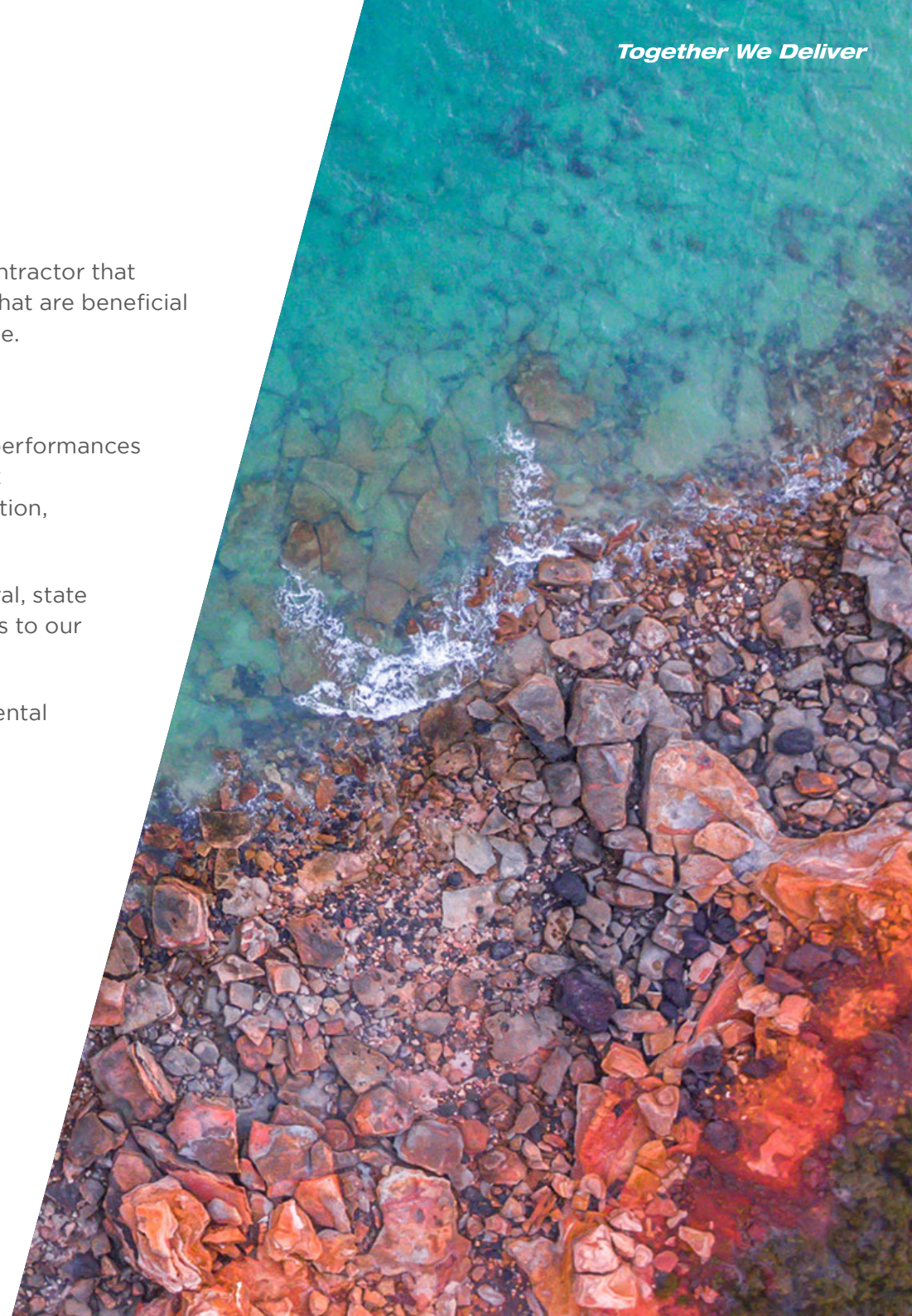
Environmental Policy

Wormall Civil Pty Ltd is a Western Power based civil construction contractor that embraces sustainable development by adopting business practices that are beneficial to the natural and social environment within the areas of our influence.

To achieve this Wormall Civil Pty Ltd is committed to:

- Continually identifying, reviewing and improving environmental performances across our business, including measuring the effectiveness of risk management strategies and programs for the prevention of pollution, reduction of waste going to landfill sites and recycling.
- Maintaining a knowledge of and complying with all relevant federal, state and local environmental laws, regulations and codes which relates to our environmental aspects.
- Establishing, implementing, maintaining and reviewing environmental objectives and targets, relevant to the significant environmental aspects of our operations.
- Developing, implementing, maintaining and reviewing an Environmental Management System that complies with AS/NZS ISO14001.
- Communicating environmental issues and performance, in an open and transparent manner to all stakeholders, including the general public.

These practices aim to ensure that future generations can live with similar quality of life to that which we currently enjoy.





Local Procurement Policy (Suppliers & Subcontractors)

Wormall Civil Pty Ltd is a proudly Western Australian, family owned company, established in 1984, proactively supporting other Western Australia companies wherever possible and practicable by procuring goods and services from local manufactures and subcontractors.

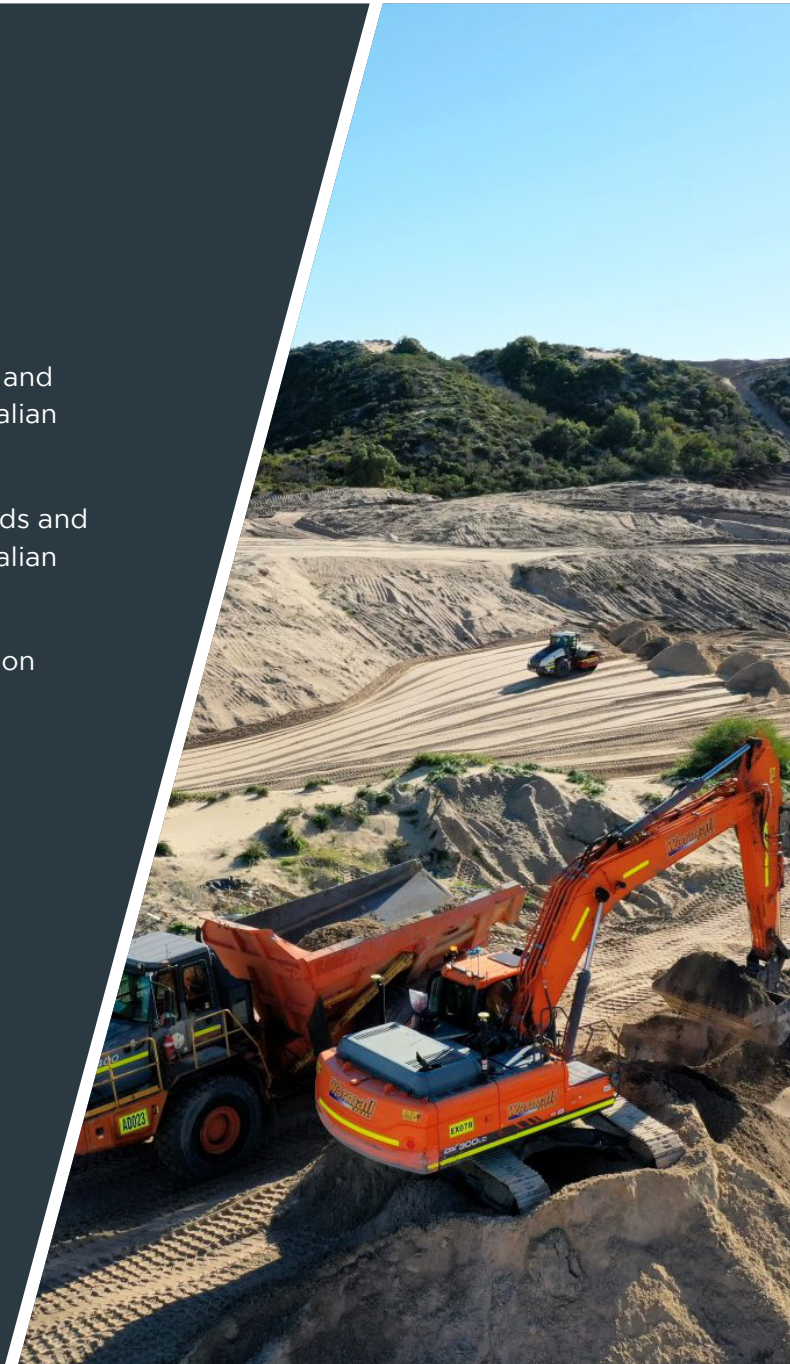
The majority of the company's supplies and subcontract services are sourced through local Western Australian based companies.

When Wormall Civil undertakes projects outside of the greater Perth metropolitan area in regional locations the company always endeavors to use local suppliers and subcontractors, which in turn provide Wormall Civil with local knowledge and competitive price advantages.

Wormall Civil supports the local community environment through the following objectives:

- Preference for procuring goods and materials from local West Australian manufacturers;
- Preference for procuring of goods and materials from local West Australian owned companies;
- The use of local subcontractors on Wormall Civil Projects;
- The provision of training and educational programs for subcontractors working on Wormall Civil projects

Wormall Civils' commitment to these objectives provides ongoing employment and support for local manufacturers, suppliers and subcontractors.





Equal Employment Opportunity Policy

The management at Wormall Civil is committed to promoting and ensuring equality of opportunity and prevention of discrimination in the company's policies and practices.

We at Wormall Civil are committed to this Equal Employment Opportunity Policy which covers recruitment, promotion, training and development and condition of service.

Our employees will not be denied opportunity or treated differently at work because of irrelevant factors such as gender, race, disability, marital status or age. At Wormall Civil our employees are treated with respect and valued based on their skills, talents and expertise in relation to their employment.

Wormall Civil recognizes that Equal Employment Opportunity Policy is a legislative requirement. However, we are committed to Equal Employment Opportunity principals as they provide significant business benefits.

Equality of opportunity for all employees is a company objective and responsibility are vested in all managers and employees.





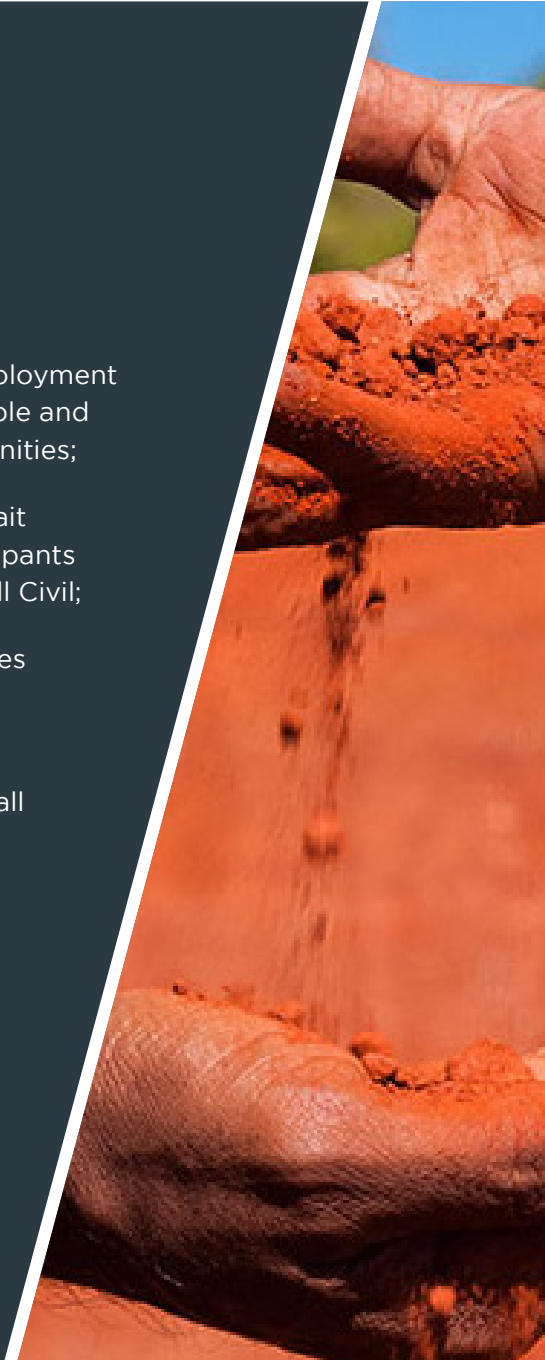
Aboriginal & Torres Strait Islander Engagement Policy

Wormall Civil endorses the vision of a nation that recognizes the culture and history of Aboriginal and Torres Strait Islander people, values their participation and provides equal life chances for all.

By Seeking to better understand the Aboriginal and Torres Strait Islander cultures along with respecting their values and beliefs we are confident our company can operate in a way that provides for mutual respect and fosters learning opportunities amongst all our employees and provides benefits for all our employees and company as a whole.

As part of our commitment to a policy of positive engagement and fostering better Aboriginal and Torres Strait Islander relations we seek to:

- Build better relationships and work together;
- Recognize, respect and respond to Aboriginal & Torres Strait Islander culture and heritage;
- Support Aboriginal & Torres Strait Islander economic development;
- Create and encourage education and employment of Aboriginal & Torres Strait Islander people and provide sustainable employment opportunities;
- Work closely with Aboriginal & Torres Strait Islander groups to find work-ready participants employment opportunities within Wormall Civil;
- Encourage and support Aboriginal & Torres Strait Islander people to take up training opportunities;
- Promote cultural awareness within Wormall Civils' business operations
- Engage with members of local Aboriginal & Torres Strait Islander communities and organization wherever and whenever possible to support our policy;
- Provide general cultural awareness training for staff





Community & Stakeholder Engagement Policy

Wormall Civil's policy has been developed and implemented to ensure its projects have zero or minimal negative impact on local community whilst fostering positive relationships with the community, including domestic residents in close proximity, nearby businesses, the general public and government service providers.

We are committed to:

- Establishing and maintaining open lines of communication with the community at all times
- Fostering good relationships with the community stakeholders
- Providing the community with up to date relevant information regarding project progress, road/footpath closures, potential service disruptions and any foreseen impacts due to our construction activities
- Responding quickly to all complaints/concerns, recording, investigating where appropriate and following up all feedback from the community by use of an onsite Communication Register
- Working with our clients and their consultants to ensure they are satisfied with the level of community and stakeholder engagement undertaken by our company
- Keeping the client and their consultants informed of any complaints/concerns raised by the community/stakeholders and results of investigations and eventual outcomes
- Maintaining Wormall Civils' reputation as professionally managed and operated, environmentally aware civil construction company

The company uses a variety of tools to achieve the goals of its Engagement policy, including:

- Attending client arranged community meetings/workshops as required
- Performing letterbox drops to affected residents
- Displaying prominent project signage with key contact details for site management personnel
- Using variable message boards as required
- Minimizing disruption
- Implementation of local authority approved Traffic Management Plans
- Minimizing dust, noise and vibration using project specific Project Health, Safety, Environmental and Quality Management Plan
- Employing dust and vibration monitors as required
- Other practical means as deemed necessary



Community Support

Wormall Civil provides sponsorships to sporting clubs, arts organizations and community groups to support activities that encourage healthy lifestyles, promote culture, and assist with environmental sustainability.

We are proud to be associated with various clubs, organizations and groups to assist and engage with those who make a difference in the West Australian community.

Since Wormall Civils' inception in 1984, we have remained dedicated to helping those in the wider community achieve their goals by providing financial assistance to a range of causes that assist West Australians in need.

Sporting teams we sponsor

- Peel Football and Netball Leagues
- Caitlin Parker (Australian Boxer)
- Alex Winwood (Australian Boxer)
- Forrestdale Football Club
- WA Ice Hockey
- Daniel Bezant (WA Jiu Jitsu)
- Byford Motocross Club
- Maddington Football Club
- Stirling Soccer and Football Club
- Serpentine-Jarrahdale Cricket Club
- Mundijong Centrals Football Club
- West Coast Eagles Football Club
- South Mandurah Football Club

Charities we support

- Autism WA
- Ronald McDonald House Charities
- Make-A-Wish Foundation
- Telethon (WA)
- SIDS Foundation
- Sri Lanka Wish List
- Movember
- Walk for Cancer
- Ride to Conquer Cancer



Being a part of the community by
way of sponsorship is our way of
giving back to West Australians.





17 Cardup Siding Road,
Cardup WA 6122

P: (08) 9526 1400

37 Ablett Road,
Cowaramup WA 6284

P: (08) 9755 5313

2/151 Main Street,
Osborne Park WA 6017

P: (08) 9526 1400

Wormall Civil encourages enquiries from land developers, mining and resource companies, government agencies, private consortiums and consultants to consider using Wormall Civil for upcoming civil construction projects.

For any business development opportunities please contact Mike Mulhall in the first instance.

office@wormallcivil.com.au

wormallcivil.com.au

ABN 60 162 970 863