



Fairbrother

Capabilities Statement



Cradle Coast Campus, Burnie
Client: UTAS

Business Details

Fairbrother Pty Ltd

ACN: 009 510 561

ABN: 51 009 510 561

Registered Business Address: 12 Stony Rise Road, Devonport TAS 7310

Phone: (03) 6420 7000

E-mail: info@fairbrother.com.au

Web: www.fairbrother.com.au

Builders Licence Numbers:

- TAS: CC192A
- VIC: CCB-U57436 (Commercial Unlimited)
CBD-L57437 (Demolition Low Rise)
CDB-U57435 (Domestic Unlimited)
- SA: BLD266103

Construction Works: CGU Insurance, Policy No. 01D 8467167

Public Liability Insurance: CGU Insurance, Policy No. 01D 8467167 (\$20 million)

Workers Compensation: CGU Insurance, Policy No. 05-9082 (TAS), Policy No. 12567719 (VIC)

Bank: National Australia Bank



Contact Us



North West Tasmania

12 Stony Rise Road
Devonport Tasmania 7310

Phone: (03) 6420 7000
Fax: (03) 6424 6610

Northern Tasmania

55 Gleadow Street
Launceston Tasmania 7248

Phone: (03) 6333 2500

Southern Tasmania

59 Sandy Bay Road
Battery Point Tasmania 7004

Phone: (03) 6220 9000

Central Victoria

Box 5076 Sandhurst East
Victoria 3550

97 Strickland Road
East Bendigo Victoria 3550

Phone: (03) 5445 9700

South West Victoria

PO Box 571
Warrnambool Victoria 3280

5 Albert Street
Warrnambool Victoria 3280

Phone: (03) 5565 2800

West Victoria

Level 1, 80 Pakington Street
Geelong West Victoria 3218

Phone: (03) 5223 4900

About Fairbrother

Established in 1972 as a small, family-owned and operated business in Tasmania's North-West, Fairbrother has steadily grown to become a recognised leader in the building and construction industry. Wholly owned by key management staff and employees, our stellar success in the Tasmanian market has enabled us to expand into regional Victoria and also to undertake selected projects nationally.

Our directly employed, diverse and highly-skilled workforce provide a comprehensive range of services to our clients encompassing all facets of the building construction and maintenance process. An Employer of Choice, we directly employ 350 people in our core business and in excess of 500 people across all business units including our subsidiary company:

Fairbrother Construction & Joinery (Tasmania) has been the cornerstone of the Fairbrother business since its inception almost five decades ago. With offices in Devonport, Launceston and Hobart, they specialise in commercial construction and the manufacture of superior quality joinery.

Fairbrother Construction (Victoria) arose following the acquisition of a leading commercial building company in Bendigo. Spurred on by more than 20 years of local area knowledge, our growth into regional Victoria now encompasses Warrnambool on the Great Ocean Road with plans to open additional offices in other key locations. Like its Tasmanian cousin, our Victorian

business unit specialises in commercial construction.

Fairbrother Facility Management offers a broad range of client-centric services encompassing statutory, preventative and responsive maintenance, lifecycle management and replacement. Operating from offices throughout Tasmania, this agile and adaptable business unit is highly responsive to its clients' needs.

Fairbrother Developments is focused on prospecting for development opportunities and provides a complete service from concept through to the delivery of large scale commercial projects.

Corporate Services provides shared services across the entire Fairbrother business in the areas of human resource management, finance and administration, information technology, safety, quality and environmental management, corporate communications and governance.

Through the acquisition of **Degree C**, a 100% wholly owned subsidiary company, we offer enhanced capability. Degree C is Tasmania's largest multi-trade contracting company, specialising in mechanical services contracting, refrigeration, heating, ventilation and air conditioning technologies, electrical contracting and metal fabrication. With offices in Devonport, Launceston and Hobart, they are capable of providing an extensive range of products and services to commercial, industrial and residential customers alike.



MONA Pharos Building, Hobart
Client: Museum of Old & New Art



Our vision is to be the recognised symbol of excellence
in our fields of operation

Our Brand

The Fairbrother name is synonymous with 'excellence' - a term which reflects the calibre of our people, the quality of the projects that we deliver, and the way in which we conduct ourselves in business and in the broader community.

Details of our extensive project experience can be found in the pages of this document and on our web site.

Our Purpose & Values

Our people work according to a suite of guiding principles and in strict adherence to our company values. Through this values-based approach to business we believe that we provide a consistent, fair and above all, positive experience to all of our clients and partners.

Our purpose is "to provide a workplace founded on our Guiding Principles where our people can learn and grow to their highest potential". In striving to achieve this goal, our leaders and our people demonstrate an unwavering commitment to occupational health and safety, quality and the environment.

Our vision is to be "a symbol of excellence in the Australian construction industry". This translates to continually striving to find better ways to do things, with our customers and the community always at front of mind. Our core values are:

- **Our people above all else.** We genuinely believe that our people are our greatest asset. To that end, we carefully select them, train them, nurture and support them to achieve great things for themselves and for our company.
- **Honesty & integrity at all times.** We recognise that unwavering honesty in all of our relationships and business dealings is key to achieving our stated goals.
- **Quality work as the accepted standard.** We are 110% committed to delighting our customers with outstanding service and work of the highest quality.
- **Innovation & continuous improvement.** We value new ideas and share them openly. Our people are

encouraged to be open to smarter, better ways of operating.

- **Community contribution.** We strive to give back to the communities that our people live and work in. We look to our communities for support and in return we provide employment, charitable support and sponsorship.

Our Employees

Fairbrother places significant emphasis on an inclusive and consultative relationship with our people. Employee engagement is measured annually and opportunities for improvement are openly discussed and acted upon. In 2007 the Tasmanian government officially recognised Fairbrother as an Employer of Choice - an accolade which reflects our numerous best practice initiatives, very low employee turnover and positive reputation in the jobs market.

A suite of Enterprise Agreements have been negotiated with our employees to ensure that our people are competitively remunerated and provided with industry leading working conditions.

Our commitment to training and development is reflected in our comprehensive Workforce Plan which details our current and future skills needs and succession plans. In every part of our business you will find a healthy blend of senior, experienced professionals working alongside junior staff undergoing intensive mentoring. By diligently growing our talent we can ensure that the lessons of yesterday are passed down to the leaders of tomorrow - a simple philosophy which has helped us to build almost five decades of experience.

Finally, the scale and success of our Apprenticeship Program is evidence of the emphasis we place on training and the sustainability of our industry and communities. Accounting for one fifth of our workforce our trade apprentices experience unparalleled levels of support during their formative years. Our apprentice completion rate of 98% far exceeds the national and industry averages and our mentor-based program has gained national recognition at the Minister's Awards for Excellence on no less than 5 occasions.

Saffire Resort, Coles Bay
Client: Federal Hotels



Pre-qualified for building, construction & maintenance
services in Tasmania and Victoria

Quality, Safety & Environment

The Fairbrother “Total Integrated Management System” deals with quality, occupational health & safety and environmental risk management. This is an integral aspect of the way we work.

Our quality management system encompasses the tendering/negotiation phase, project planning, the ongoing monitoring and auditing of construction and manufacturing activities, and the process of post implementation review. This system has also been designed to deal effectively with design and construct projects.

In regard to workplace health and safety, we directly employ a team of professionals to provide support, monitor compliance and drive continuous improvement. Additionally, all of our Foremen and Supervisors are required to undertake a Certificate III in Occupational Health & Safety and from a cultural standpoint, all Fairbrother people have participated in behavioural safety training.

Environmental aspects and impacts are also dealt with through the Integrated Management System and as with quality and safety, responsibility for environmental risk management has been devolved through our management structure to ensure that all of our people play a key role in mitigating environmental risk.

Pre-qualification & Certification

Fairbrother is a pre-qualified contractor for building, construction and maintenance services in Tasmania and Victoria.

Our Total Integrated Management System is third party audited and accredited to:

- **ISO 9001:2015 for Quality Management Systems**
- **ISO 45001:2018 for Occupational Health & Safety Management Systems**
- **ISO 14001:2015 for Environmental Management Systems.**

In addition, our business has been accredited by the Federal Safety Commission to the Australian Government Building & Construction OHS Accreditation Scheme (Accreditation No. 53).

Sustainability

We understand that it’s important to take a long-term view of our business and its impact on the natural environment. Although we are not yet required to measure and report our greenhouse gas emissions under the National Greenhouse and Energy Reporting Act, we have adopted a proactive stance in this regard.

As part of our commitment to sustainable business practices, we are primarily focused on our direct impacts including the fuel consumption of our fleet, our electricity consumption and waste management practices.

Vehicle procurement is based on a range of factors including fuel efficiency, emissions and driver/occupant safety and we are actively investigating energy efficiency measures for our sites and offices.

In terms of waste management, we strive to limit the volume of biodegradable waste being directed to landfill and wherever possible we look to reuse or recycle.

We also regard sustainability throughout the design and delivery of a project to be of paramount importance. Key to this is understanding and pursuing lower embodied carbon outcomes throughout procurement, construction and building phases. We have developed our skills and expertise in this area and are now able to offer a valuable service to our clients and those involved in design. Early project involvement allows us to engage with the vast expertise of our suppliers, subcontractors, and internal resources to explore and test ideas and solutions. Our consideration when minimising embodied carbon is broad; we examine the structure and challenge assumptions with both radical change ideas, as well as more nuanced adjustments and tweaks. We consider the material selections, possible alternatives, and the origin of these materials. We explore the building services for sustainability improvements and ensure our clients understand what the operational outcomes could be. While exploring the many and varied options, our team ensures a diligent assessment is also undertaken on the financial and program impacts of these options.

Werribee Police Complex
Client: Victoria Police

WERRIBEE POLICE COMPLEX

A strong brand which enjoys a prominent, positive reputation in the business and broader community

Our Competitive Advantage

Comprehensive Service

Fairbrother takes pride in its ability to provide solutions and a comprehensive level of service to all of our clients. We achieve unparalleled levels of quality and customer satisfaction by drawing upon the characteristics of our business which provide us with a competitive advantage:

- A directly employed, highly-skilled and engaged workforce
- Highly motivated leaders with the experience and expertise to deliver
- A demonstrated ability to build lasting, mutually beneficial partnerships with our clients based on the underlying premise of honesty and integrity in all of our business dealings
- Extensive experience in our core business and the capability and commitment to deliver to exacting quality specifications
- The flexibility to use an innovative approach to business including:
 - Client negotiated projects
 - Design and construct projects
 - Traditional tender and architect managed projects
 - Guaranteed maximum price contracts
 - Project management services
 - Joint Venture project delivery models
- The capability to deliver across a wide geographic spread, drawing upon resources strategically located throughout Tasmania and regional Victoria, available for rapid deployment throughout Australia
- The ability to draw support from our complimentary business units and expert advice from our Corporate Services division
- A strong, dependable network of loyal, supporting contractors across a diverse range of industries and skill sets
- A strong brand which enjoys a prominent, positive reputation in the business and broader community.

Fairbrother Foundation

Established in 2007, the Fairbrother Foundation was the vision of company co-founders, Royce and Thea Fairbrother, and is a vehicle through which Fairbrother is able to give back and support the community.

The Foundation's Charter lists its key objective as demonstrating good corporate citizenship through the identification of programmes, events and worthwhile causes to support, through charitable contributions of funding, materials in kind and voluntary human resources.

Workforce Diversity

As an Employer of Choice, Fairbrother is fully committed to the principles of Equal Employment Opportunity including the recruitment, training and engagement of people from minority or disadvantaged groups. Workforce diversity is a key focus area for our business and a subject which features prominently in our professional development program for senior and middle managers.

Historically, workforce participation from indigenous people has been limited. That said, we have gained experience working with the indigenous people of the Northern Territory on the delivery of a landmark community project. This project required the engagement and training of the local Gumatj people - a positive and rewarding experience both for the traditional landowners and for our own people. Through this collaborative effort we have gained an insight into the true value of diversity.

We are committed to supporting the recruitment of migrant and minority groups, women in non-traditional roles and people with disabilities. We are also committed to supplier diversity and where possible we embrace opportunities to generate work for suppliers and subcontractors in remote areas or from minority groups.

Key Statistics

	2016/17	2017/18	2018/19	2019/20	2020/21
TURNOVER (\$,000)					
Fairbrother P/L	210,518	225,867	265,904	249,242	239,838
Group	257,018	282,358	329,744	317,440	303,819
TOTAL ASSETS (\$,000)					
Fairbrother P/L	75,639	71,091	88,540	88,661	96,957
Group	90,994	89,248	108,421	112,146	123,430
NET ASSETS (\$,000)					
Fairbrother P/L	35,191	38,780	41,294	44,720	52,532
Group	39,913	45,046	49,174	56,378	65,833
DEBT TO EQUITY (%) - excluding lease liabilities AASB16					
Fairbrother P/L	6.85	1.35	1.00	0.51	0.52
Group	10.29	3.15	1.22	0.52	0.45
EMPLOYEES (#No)					
Fairbrother P/L	280	336	381	372	374
Group	504	579	647	613	638

Royal Hobart Hospital
(in a JV with John Holland)
Client: Department of Health & Human Services



Each Business Unit is supported by a
robust management team

Our Leadership

Management Structure

Under Chairman Craig Edmunds, the Fairbrother Board includes three Executive Directors and three non-Executive Directors. Under the Board's governance, Chief Executive Officer Kurt Arnold leads an Executive Management team comprised of Senior Managers representing our key business units. In order to achieve geographic spread and meet the needs of our regional

customers, each of the business units comprises a number of operational divisions, each one in turn managed by a Divisional Manager supported by a robust management team.

For detailed bios on each of our key management staff, click their images or visit our web site at www.fairbrother.com.au.



Craig Edmunds
Chairman



Kurt Arnold
Executive Director
Chief Executive Officer



Mark Nugent
Executive Director
Chief Financial Officer



Michael Josey
Executive Director
General Manager Victoria



Royce Fairbrother
Non-Executive Director
Founder



Gaye Rutherford
Non-Executive Director



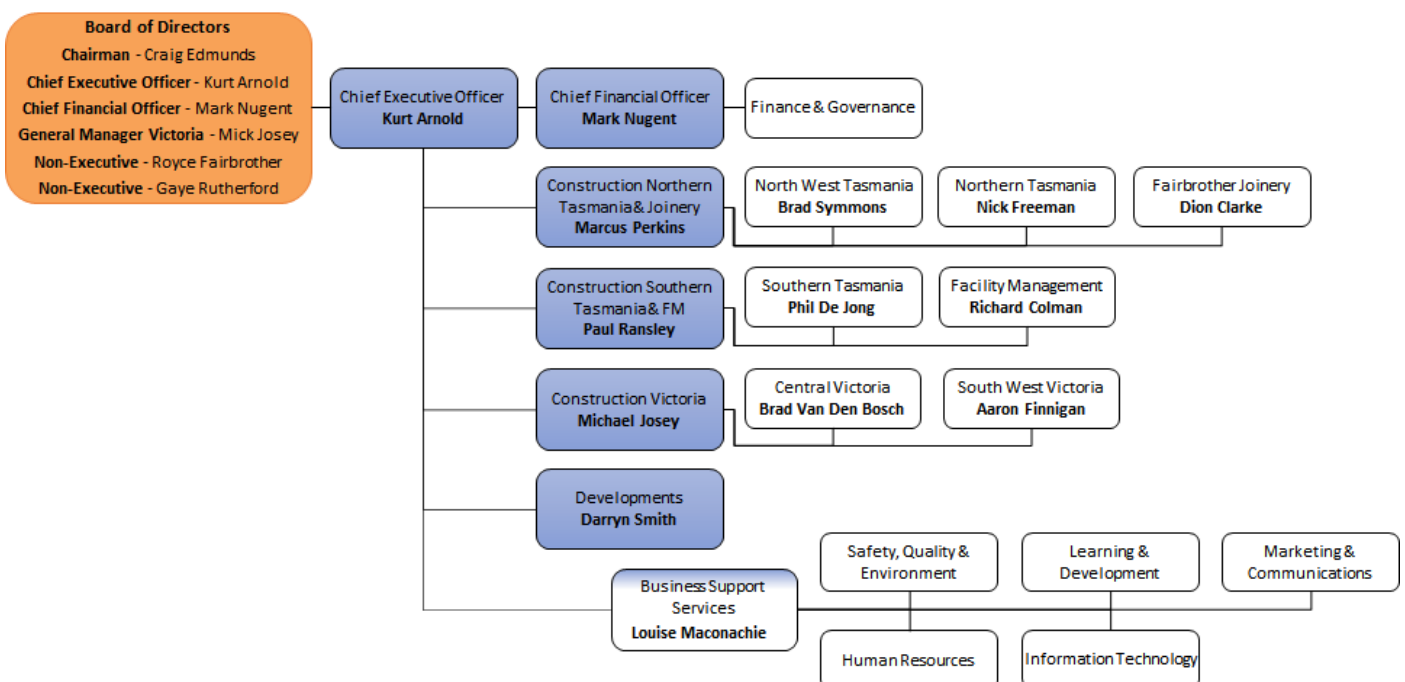
Paul Ransley
General Manager
Southern Tasmania



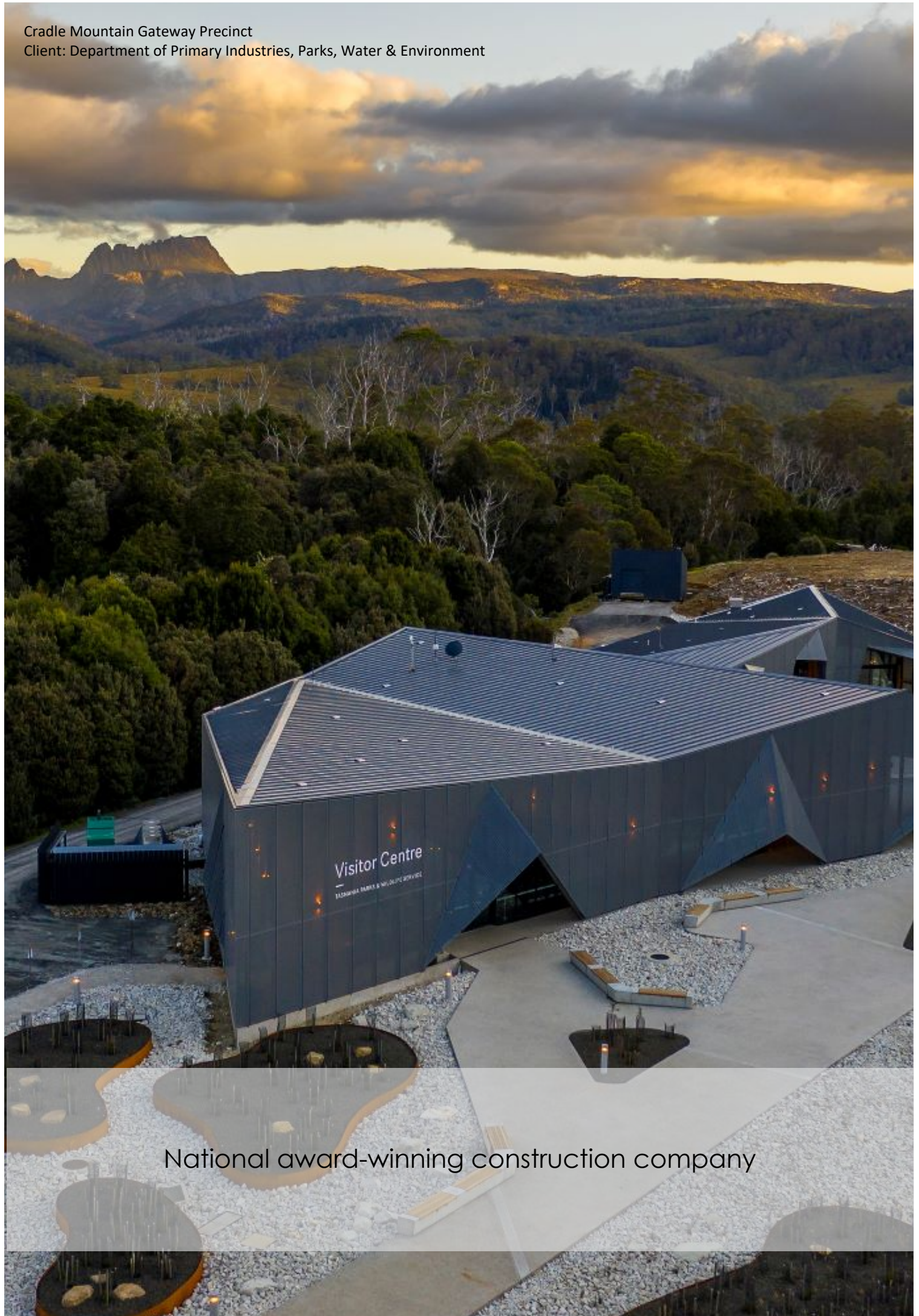
Marcus Perkins
General Manager
Northern Tasmania



Darryn Smith
Business Development
Manager



Cradle Mountain Gateway Precinct
Client: Department of Primary Industries, Parks, Water & Environment



National award-winning construction company

National Awards

2021

- MBA Best Use of Australian Made Products - Commercial - Hotel Verge

2020

- MBA National Apprentice of the Year
- Australian Apprenticeships - Employer Award
- MBA National Health Facility - Royal Hobart Hospital (in JV with John Holland)
- MBA National Entertainment & Recreation Facility - MONA Siloam
- MBA Best Use of Australian Made Products - Commercial - Cradle Mountain Gateway Precinct
- MBA National Commercial/Industrial Construction Award \$10-\$20m - Cradle Mountain Gateway Precinct
- MBA Best Use of Australian Made Products - Residential - Sandy Bay Road House

2018

- MBA National Commercial/Industrial Construction Award \$20-\$50m - MONA Pharos

2016

- MBA National Specialist Contractor of the Year (Fairbrother Joinery)

2014

- MBA National Commercial/Industrial Construction Award \$50m - \$100m - University of Tasmania Medical Science 2 (in JV with John Holland)
- MBA National Commercial/Industrial Construction Award under \$5m - Edmund Rice Centre

2013

- MBA National Apprentice of the Year
- MBA President's Award - Devonport Maritime Museum

2012

- MBA National Apprentice of the Year

2011

- MBA National Apprentice of the Year
- National Commercial/Industrial Construction Award \$20m to \$50m - Saffire Resort

2009

- MBA National Civil Infrastructure Award under \$25m - Grange Resources Pit Maintenance Facility
- MBA National Public Buildings Award under \$5m - Parliament House, House of Assembly
- Minister's Awards for Excellence for Employers of Australian Apprentices (Victorian Central Highlands Region)

2008

- Minister's Award for Commitment to Australian Apprentices (Royce Fairbrother)

2007

- Minister's Award for Excellence for Employers of Australian Apprentices (Tasmania Region)
- MBA National Leadership Award 2007 for Outstanding Contribution to the Training & Development of Apprentices

2006

- MBA National Apprentice of the year

2005

- Australian Shop & Office Fitting Industry Association Award for Tasmania - Interior Fitout of the Year
- MBA National Specialist Contractor of the Year (Fairbrother Joinery)

State Awards

2021

- 4 MBA Awards for Excellence, including Best Use of Australian-made Products (Tas)

2020

- Apprentice of the Year (Tas)
- 9 MBA Awards for Excellence, including Unique Achievement in Construction and New Construction Over \$50m (Tas)

2019

- Commercial Builder of the Year (Tas)
- Regional Commercial Builder of the Year (Vic)
- Apprentice of the Year (Tas)
- Regional Builder of the Year (JV) (SW Vic)
- Regional Builder of the Year (NW Vic)
- Specialist Contractor of the Year (Joinery)
- 13 MBA project Awards for Excellence (Tas & Vic)

2018

- 11 MBA Awards for Excellence (Tas & Vic)
- Women in Construction (Tas)

2017

- 7 MBA Awards for Excellence (Tas & Vic)
- MBA Apprentice of the Year (Tas)
- Commercial Builder of the Year (Tas)
- Regional Commercial Builder of the Year (NW Vic)

2016

- 4 MBA Awards for Excellence
- MBA Hands-On Skills Apprentice of the Year (Tas)

2015

- 8 MBA Awards for Excellence
- MBA Commercial Builder of the Year Award (Tas)
- MBA Unique Achievement in Construction (Tas)
- MBA Hands-On Skills Apprentice of the Year (Tas)

2014

- 15 MBA Awards for Excellence (Tas & Vic)
- MBA Apprentice of the Year (Tas)
- MBA Regional Builder of the Year (NW Vic)
- MBA Commercial Builder of the Year Award (Tas)
- MBA Judges Inspiration Award (Tas)
- MBA Specialist Contractor of the Year Award (Tas)

2013

- 7 MBA Awards for Excellence
- MBA Apprentice of the Year (Tas)
- MBA Employee of the Year (Tas)

2012

- 12 MBA Awards for Excellence (Tas & Vic)
- MBA Apprentice of the Year (Tas)
- Regional Commercial Builder of the Year (NW Vic)
- Commercial Builder of the Year (Tas)

2011

- 8 MBA Awards for Excellence plus two Highly Commended
- MBA Apprentice of the Year (Tas)

2010

- 5 MBA Awards for Excellence
- Regional Commercial Builder of the Year (NW Vic)
- 7 MBA Awards for Excellence

For a complete list of awards, visit

www.fairbrother.com.au



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