

CamPak

2020 Capability Statement

ABN: 16 619 632 423



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[01] Executive Summary

CamPak has traded continuously for 27 years and proudly matches this record of resilience with a strong base of experience as a commercial and industrial builder. The range of our construction services is diverse and has increased in complexity as has our skill base.

CamPak is committed to continually delivering exceptional outcomes to our clients within their specific sector. We have developed specific expertise within the education, defence, aviation, commercial/retail, local council/government, health and residential sectors.

From new commercial builds to refits, refurbishments and upgrades, CamPak also provides asbestos removal services and facilities maintenance. Tailoring our services to meet the needs of your project and your business, we manage jobs up to \$15 million in value, from small retail developments through to industrial buildings and commercial complexes.

We value the long-term relationships we establish with our clients, knowing that this is a testament to our high-quality services. Continuously striving for excellence, our team is driven by our dedication to integrity, safety and stakeholder harmony.

The CamPak Group

CamPak Holdings incorporates three companies, CamPak Construction (QLD) Pty Ltd, CamPak Asbestos and Building Services Pty Ltd and CamPak Developments. Delivering projects across the state of Queensland, our operations are centralised at our head office in Toowong.



First day on the job 1993

[02] Why Partner With CamPak?

Delivering successful outcomes on a range of unique developments, CamPak is adept at managing and completing out-of-the-box projects in live environments. From design & construct services through to project management and partnering with clients as the principal contractor, CamPak works with you to achieve exceptional results.

Our team is progressive and forward-thinking. We manage risk to maximise innovation and create opportunities. We also conduct regular strategic planning sessions to ensure we continue to improve our processes. We work comfortably and fluently in a virtual environment, which has full redundancy capability. Information can be shared and collaboration is facilitated by our IT platform.

Providing you with a lump sum contract, we provide fixed construction costs. This not only reduces your risk but boosts our production and performance. We also have the flexibility to scale our resources, up or down, according to the specific needs of your project.

Our directors adopt a hands-on role in all projects that we undertake. Managing jobs from tender through to delivery, they provide leadership to the CamPak team and are directly accessible, ensuring that you are always kept up to date through seamless communication.

Providing 'off-the-tools' site supervision makes certain that your project is compliant with statutory safety requirements, is quality assured to your specifications and is delivered on time and within budget. Our team of trusted sub-contractors are pre-qualified with CamPak and play a key role in delivering optimal project outcomes.

The key driver behind all that we do is our team's 'can-do' attitude, which is based on teamwork, honesty, reliability, integrity, innovation and enthusiasm. We are continuously guided by these business ethics – this is the CamPak Way.

“Our vision is to be a successful small business that prides itself on its products, integrity, and the well-being of all our stakeholders.

[03] What Our Value Proposition Means For You

Versatile in our service offering, CamPak has extensive experience and expertise partnering with our clients, to offer the following integrated services.

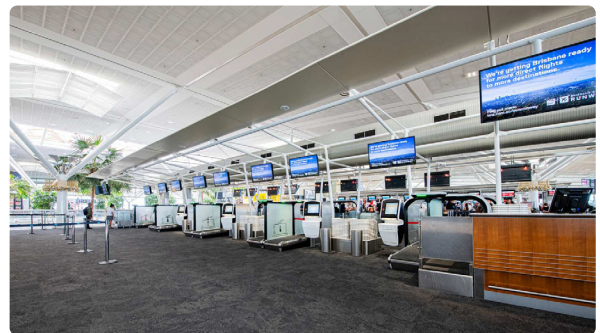
Integrated Services

- Project Management
- Principal Contractor Services
- Subcontractor Services
- Site Supervision and Coordination
- Trade Services

Our trusted, highly qualified workforce is comprised of permanent staff, sub-contractors and specialist consultants, giving us the flexibility to allocate the best team suited to complete your project to the highest standard.

Providing value to our clients at every step, CamPak goes above and beyond to surpass our clients' needs, from the tendering phase through to project completion. Establishing and developing strong relationships with our clients is a priority for our team, as is our ability to maintain our high-level skill set and valuable partner network.

"We are committed to delivering excellence in construction for our key clients in an environment of safety, integrity and harmony."



International Terminal Check-In Upgrade.

[04] Delivering Successful Outcomes Through Our Core Competencies

Our six critical success factors continuously drive the CamPak team to improve our services and surpass our clients' expectations.

Bold Leadership

Our organisational direction is clear to all in our team and everything we do supports the achievement of our goals.

Can-do Culture

We have a 'can-do' attitude, based on honesty, responsibility, reliability, integrity, innovation and enthusiasm. This is the CamPak Way. It underpins everything that we do.

Client-centric Approach

We proudly build and nurture strong relationships with our clients. Using a systematic approach, we're able to identify your requirements and tailor our services to ensure your project runs smoothly and you are completely satisfied.

Safety-focused

Operating in an inherently high-risk industry, the safety of our staff, contractors and public is paramount.

Streamlined Business Processes

Each of our processes documented in our Quality or Safety Management System are carefully monitored for compliance and regularly reviewed for improvement. This ensures that our operations are always optimised, from tendering through to subcontractor management and procurement, risk management, operational controls, client communication, quality assurance and auditing.

Excellent Reputation

Backed by our experience and expertise, we have built a strong reputation for delivering exceptional services in the construction industry. Maintaining our reputation for quality and safety, we hold ISO 9001, Safety AS/NZS 4801 and BS OHSAS 18001:2007 certifications.

"Management is doing things right; leadership is doing the right things."

[05] Our Speciality Services Tailored To Your Project Requirements

Managing your project through every stage, CamPak offers a seamless, fully integrated end-to-end design and construct solution.

Design & Construct

Managing your project through every stage, CamPak offers a seamless, fully integrated end-to-end design and construct solution. Overseeing the entire process for you, we engage our trusted team of designers, engineers, builders and project managers to collaborate and deliver a thoughtfully designed, practical and cost-efficient building.

Working across a range of industries, from education and aviation through to defence, retail and residential developments, we have the construction expertise and experience to build to your exact requirements.

Identifying any possible site challenges or structural issues upfront, we factor these into our design, engineering, safety and building compliance plans. This ensures your project stays on budget and is completed on time.

Refits | Refurbishments | Upgrades

As your business grows, it's important to ensure your workspaces are achieving maximum productivity. Whether you

require a complete re-design or a simple re-configuration to better utilise your space, CamPak has the expertise to tailor a solution to meet your specific needs.

Providing refit and refurb services to an array of industries, we give key consideration to business continuity and workplace health and safety. We are adept at managing public interface while working in live environments ensuring minimal disruption to your staff, customers and passers-by. We also have the flexibility to work outside of business hours to achieve best outcomes with minimal impact from intrusive operations.

We have worked hard to ensure that our processes for managing multiple subcontractors on site in live environments not only promotes safety, but equally, the reputation of our client and our own business identity.

From building design and material selection through to construction and installation, our highly experienced staff provide exceptional workmanship on each refit and refurbishment.

Asbestos Removal

Many older buildings, such as schools, hospitals, office towers and shopping centres contain this dangerous material. CamPak is fully licenced to remove and dispose of asbestos, in accordance with government legislation and best practice standards.

Our asbestos team is highly trained and credentialed with extensive experience, particularly in removing asbestos in the education, defence and residential sectors. We utilise the latest equipment to safely de-construct buildings and remove dangerous asbestos from your site.

Facilities Maintenance

Helping you to manage your day-to-day building operations, CamPak offers a comprehensive facilities management service. From building management and property maintenance through to compliance, occupational health and safety and security, our team ensures your enterprise, whether it belongs to the aviation, defence or retail sector, runs efficiently and continuously.

[06] Our Extensive Industry Experience

Below is a small selection of our portfolio.

Education



The Multi-Purpose Hall

Multi-Purpose Hall + Improving educational facilities

Nature of Work:

The work comprised the erection and completion of the multi-purpose hall and external works.

Client: Rivermount College

Project Length: 9 months

Contract Type: Lump Sum Contract

Budget: \$2,750,000

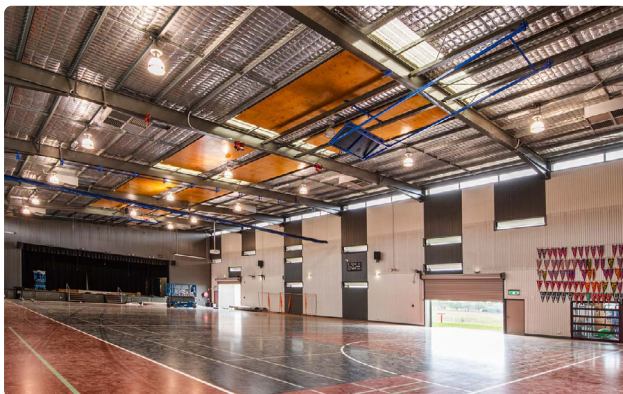
Architect: Parups Waring Architects Pty Ltd (PW Architects)

The Project Scope Required:

- The erection and completion of a multi-purpose hall and external works; the structure comprising a combination of portal frame and steel girts, blockwork, cavity brick and stud framing
- A concrete slab poured on compacted fill
- The erection of metal roof sheeting on timber trusses and steel purlins
- Fittings and fixtures, including sports and stage equipment, amenities, offices, stage and drama studios
- Civil works construction of the site-building pad, including forecourt and pathways within the external services and groundwork

Other projects we've successfully completed in the education industry include:

- BER Project GLA's and External Works
- Brisbane Adventist College Prep Classroom and Administration Building
- Brisbane Adventist College Library
- Our Lady Help of Christians School BER P21 Project
- St Peters Primary School New Classroom and Covered Lunch Area
- St Rita's Primary School
- Rivermount College manual arts and science buildings
- Rivermount College education block and amenities



Aviation



Domestic Common User Terminal Upgrade

Smarter, faster check-in.

Nature of Work:

The redevelopment of the Common User Terminal at the Domestic Terminal in Brisbane provided a substantial upgrade to the current facilities.

The airlines (Jetstar, Tiger and Rex) required full operational capacity while construction was underway. Construction services affected various departments including Ramp Services, Customer Services, Safety, Engineering and Port Control. To ensure there were no disruptions to operations within the terminal, CamPak facilitated a regular working group committee with nominated airline department managers.

“CamPak successfully completed this project on time and on budget with minimum disruption to the public and client operation.”

Client: Brisbane Airport Corporation (BAC)

Project Length: 12 months

Contract Type: Lump Sum Contract

Budget: \$7,000,000

Architect: Mode Design

The Project Scope Required:

- Alterations and an expansion of the ‘back of house’ baggage system
- A new carousel and CBS system contained within a new bag hall structure
- Replacement of check-in counters and self-help kiosks in the Departures Hall with new fixtures and fittings
- The provision of a new IT and communications room
- All ‘back of house’ tenancy alterations over level 1 of the terminal building

Other projects we’ve successfully completed in the aviation industry include:

- BAC International Terminal Building Common User Self Service & Automatic Bag Drop Project
- BAC Escalator Safety Upgrade
- Qantas Next Generation Check-In Brisbane Domestic Terminal
- BAC Domestic Terminal Building HVAC Upgrade
- Qantas QLink Lounge Gates 5 and 6 Brisbane Domestic Terminal



Residential & Development



Client: The Builders Trust

Project Length: 12 months

Completion: November 2017

Contract Type: Design and Construct

Budget: \$5,000,000

Architect: Mode Design

18 Unit Development

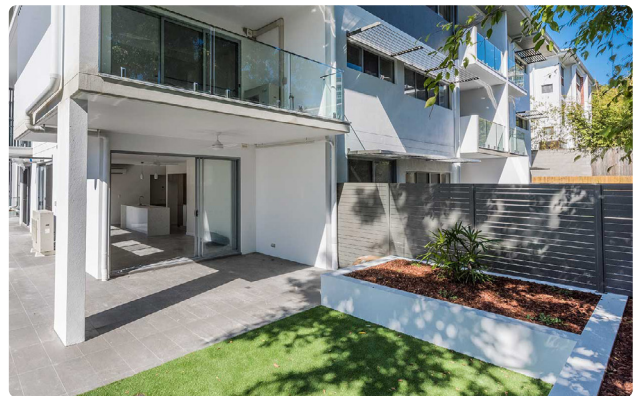
18 Unit Development 31
Brasted Street, Taringa

Nature of Work:

This contemporary design in Taringa was a complete design and construct development.

This project required asbestos removal, demolition of the existing dwelling and bulk earthworks prior to construction commencing. CamPak delivered the completed four-storey, 18-unit development with an internal lift, on time and within budget.





Commercial & Retail



Montague Corporate Park

Cutting Edge Design.

Nature of Work:

A complex building, Montague Corporate Park is constructed of block with a suspended concrete slab and structural steel roof with metal decking. The roof's granite façade displays intricate awnings that are clad with copper tiles.

The individual units in the Corporate Park vary in size and number of storeys. They are all air-conditioned with individual amenities.

Client: Anthony John Group

Project Length: 7 months

Contract Type: Lump Sum Tender

Budget: \$3,000,000

Architect: Ceccato and Associates Architects Pty Ltd

Other projects we've successfully completed in the commercial and retail space include:

- John Deere Atrium Walls
- Smashcare Geebung Refurbishment
- John Deere Hardstand Works
- John Deere Carpark Upgrades
- John Deere Administration Building Expansion



Defence



Deployable Joint Force HQ

Leading the nation

Nature of Work:

The refurbishment of this very important facility was undertaken on all three floors of the existing building.

Major structural work included:

- The atrium infill
- The installation of a new lift shaft
- The construction of a bridge and new retaining wall

Key aspects of the refurbishment included:

- Communications and data systems
- Special security requirements
- Extensive workstations and seating

Major additions to the project scope included:

- A complete refurbishment of the building exterior
- External works
- An increase in the ground floor area

Client: Department of Defence

Project Length: 9 months

Contract Type: Lump Sum Tender

Budget: \$3,000,000

Other projects we've successfully completed in the defence industry include:

- K016 Retaining Wall
- Wallangarra Electrical Upgrades
- 6 Squadron RAAF Upgrades
- Facility 816 – Hydrotherapy Upgrades
- RAAF Base Birdproofing Remediation
- Fire Conformance Canungra
- Outdoor Training Facility Canungra
- RAAF POD Case Storage & Crew Facility

This facility was awarded the Regional Winner – Office Accommodation (\$1M TO \$5M) in the 1998 Housing & Construction Awards hosted by Queensland Master Builders Association.

Health



Lowood Medical Centre

New medical facility

Nature of Work:

The new Lowood Medical Centre was constructed of concrete tilt panels with a large section of structural steel to allow clear spans in the pharmacy retail areas, the doctors' waiting room and surgery.

The project site also required a large cut and retaining wall to be constructed to the rear of the property.

Client: Owen Pharmacy Group

Project Length: 9 months

Contract Type: Design and Construct

Budget: \$1,500,000

Architect: Ceccato and Associates Architects Pty Ltd

Delivering a successful build within nine months.



[07] Client Partnerships

We value our client partnerships.



Brisbane Airport Corporation



Spotless Services



Qantas Limited



DMA Partners



AMP Capital



John Deere



Department of Defence

[08] A Team That Works With You To Achieve Your Goals

With extensive construction experience, we partner with you to ensure the most successful outcomes are achieved for your project.

Starting with the decision to tender through to the development of the project finalisation plan, we build a process framework around the project. We formally consider risks and opportunities for innovation and value adds.

We engage deeply with you to ensure there is an accurate and thorough knowledge of expectations. Undertaking extensive planning, we make certain we cover all aspects of the project. In consultation with our nominated construction team, we determine resource requirements to ensure the best fit of skill set for your project.

All our plans and arrangements are documented to ensure transparency and ease of access through our internet platform. A well understood and consulted set of plans is then taken to site for operational implementation. Progress is monitored and audited to ensure the systems that provide quality assurance and safety management are in place and operating effectively. From tender through to product realisation, our team provides a fully integrated solution.

Accommodating a flexible workforce, we are able to specifically assign key personnel to your project, ensuring you have the right expertise tailored for your job.

[09] Meet The Team

Our organisational direction is clear to all in our team and everything we do supports the achievement of our goals.



Craig Witherspoon
Director

As a director at CamPak, Craig has over 40 years of industry experience in construction. Responsible for design, contracts and administration, Craig has worked on a range of different projects and has an exceptional track-record for construction excellence.

Craig holds both general and house building licences. He has a Bachelor of Commerce and an Associate Diploma in Business Management.



James Howden (B.J.)
Operations Manager

As the Operations Manager at CamPak, B.J. is responsible for ensuring all business processes and systems are streamlined and functioning at optimal capacity. B.J. also undertakes a project management role within the business, overseeing construction and providing a valuable connection between on-site and head office operations. B.J. holds a Bachelor of Urban Development (Construction Management).



Phil Howden
Director

Responsible for construction management, Phil is a Director at CamPak. Having worked in the construction industry for over 40 years, Phil's knowledge and experience span an extensive range of projects, varying in both size and complexity.

Phil holds a general licence and house building licence. He also holds Demolition and Asbestos Removal Certification, a Diploma in Applied Science Building and is a former president of the Asbestos Industry Association.

**Glen Martin**

Project Manager, Estimator,
Contracts Administrator

With considerable construction experience, Glen has a multi-faceted role at CamPak, managing projects on site, quantifying costs and ensuring that all contractual requirements are met. Ensuring each project is delivered within budget and to the highest standard, Glen makes certain that each build, refit or refurb is seamless. Glen holds a Carpentry Trade Licence.

**Terry Draney**

Estimator, Contracts Administrator

An integral part of the CamPak team, Terry is responsible for preparing project costings and budgets, auditing projects and managing overall construction expenses. With over 35 years of experience, Terry works closely with contractors and consultants to negotiate the best prices and rates, while also managing contract obligations from the beginning of each project through to completion.

Terry holds a Bachelor of Applied Science (Construction Management).

**Mario Medrano**

Estimator, Contracts Administrator

Mario is a key member of our estimating team, negotiating prices and providing the most cost-effective project budgets without sacrificing safety or quality. Also responsible for contracts administration, Mario manages contractual requirements both before building commences and during the construction process, ensuring that each job runs smoothly.

Mario holds a Bachelor in Administrative Civil Engineering.

**Elizabeth Davidson**

Systems Manager

With risk management experience in multiple operational contexts over 20 years, Elizabeth is responsible for developing and maintaining tailor-made management systems and processes for CamPak and for implementation management across our project sites. Taking a hands-on approach to workplace safety, Elizabeth also provides exceptional leadership to support our ongoing commitment to safety and quality.

Elizabeth holds graduate and postgraduate degrees and Certificate IV Occupational Health and Safety.



Lincoln Garth
Site Supervisor

Lincoln's background as a construction supervisor is extensive, having been responsible for managing a broad range of multi-million dollar projects. These include the \$11 million Walsh Street Apartments in Milton and the \$15 million Griffith Street development. Before joining CamPak, Lincoln owned and operated his own company for 12 years.



Brendon Brady
Site Supervisor

Combining his expert knowledge, skills and management techniques, Brendon is responsible for the project supervision of staff and contractors. Ensuring site activities meet project requirements, Brendon is committed to delivering each project in accordance with CamPak safety requirements and client specifications within the agreed timeframe.



Donna Harvey
Office Manager, Accounts

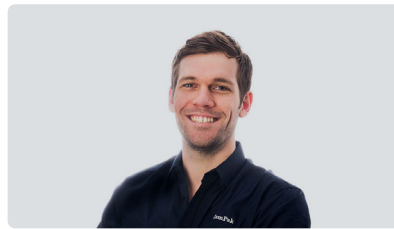
Joining CamPak in 2004, Donna oversees the office operations and procedures, managing our accounts, business systems, supplies, correspondence and administrative staff.



Andy Attwell
Site Supervisor

Andy is responsible for supervising our highly skilled staff and contractors while maintaining a safe work environment. He has worked on medium and large projects for over 40 years and is dedicated to ensuring all stakeholders work cohesively to meet the goals of each project.

Andy holds a Carpentry Trade Licence, Open Supervisors Licence and Certificate IV in Building.



Scotty Laidler
Site Supervisor

With over 10 years experience in the construction industry, Scott manages our tradespeople on-site, ensuring all work is completed safely and to the highest quality and within the agreed timeframe. Focused on safety, Scott is also adept at short and long term project planning.

Scott holds an NVQ Level 6 Diploma in Construction Operations Management. Scott also holds an open Supervisors Licence, Carpentry Trade Licence and an Advanced Diploma in Construction Management.

[10] What Our Clients Say About Us

Your support means the world to us!
We love and value our clients.

"I have known the Directors of CamPak, Phil Howden and Craig Witherspoon, since 2001. Over this period, we have worked with CamPak on defence, aviation, education and multi-residential projects throughout South East Queensland.

The organisation has always been professional and responsive in all aspects of their operations. The quality of their deliverables has been of the highest calibre and importantly has also been on program. CamPak is a proactive business with a genuine interest in the development of their organisation, rather than growth for just an increase in revenue.

The integrity of the group is beyond reproach and I have no hesitation in recommending them for any project they are prepared to undertake."

Rhonan O'Brien,
Managing Principal
MODE DESIGN Corp. Pty Ltd

"Acting as the Project Manager for AMP Capital, DMA Partners have engaged CamPak on three projects at Indooroopilly Shopping Centre. Given the works were within a live retail environment it is essential to customers, tenants and staff that as little impact as possible is seen or heard when undertaking construction activity.

CamPak quickly adapted to the shopping centre's requirements and that of the development team. Their proactive approach to the contracted works provided faith in the stakeholders that no adverse impact would be felt by anyone using the centre.

All night work carried out was done without interference to the centre operations. Pleasingly, CamPak were fastidious with the quality of work they produced particularly given each morning the work is visible to all users. We also had CamPak complete some office refurbishment work.

We as the Project Manager and AMP as the client were extremely pleased with the outcome, attention to detail and maintaining of program. We would have no hesitation in using CamPak again and in fact look to CamPak as a preferred provider."

David Valentine
Associate
DMA Partners

"Our business is required to deliver a range of comprehensive maintenance services and project construction services to our customer for sites ranging from Mackay to Evans Head and west to Roma

Our contract responsibilities require all project and asbestos-related activities be delivered by contractors and we have several preferred suppliers. CamPak has been working with our business from contract commencement in 2004 and continues to be one of our preferred contractors.

CamPak provides a number of services from small simple "do and charge" reactive maintenance, through to large and complex construction and asbestos remediation services with values exceeding \$1M. These construction services include a range of diverse works, from asbestos remediation and civil construction through to building construction and refurbishments. Most works involve substantial co-ordination of a large base of subcontractors and suppliers to achieve the contract outcomes. CamPak has proven to be a well organised, reliable, safe and value for money company that always meets or exceeds our expectations.

I have no hesitation in recommending CamPak to support your business and meet and exceed your expectations."

Perry Barker
Estate Development National Manager
Spotless Defence

[11] Our Credentials, Licences & Accreditations

CamPak is dedicated to meeting international standards of best practice.

CamPak Construction (QLD) Pty Ltd holds the following licences:

- Builder – Open
- Builder – Medium Rise
- Demolition
- CamPak Construction (QLD) Pty Ltd
– QBCC Licence: 15063037

CamPak Asbestos and Building Services Pty Ltd holds the following licences:

- Class A Asbestos Removal
- Builder - Medium Rise
- CamPak Asbestos and Building Services Pty Ltd – QBCC Licence: 15127034

CamPak holds a PQC Level 3, enabling our business to tender for government building projects. CamPak is a prequalified preferred contractor for Queensland Rail, Qantas and Department of Defence.

Certifications



Insurance, policies & procedures

CamPak is dedicated to meeting international standards of best practice. Committed to continuous improvement, we have developed and continually review our Quality Management System and Work Health and Safety Management System.

Our Quality Management System is externally accredited, compliant and ISO9001:2015 certified.

Our Work Health and Safety Management System is externally accredited, compliant and AS/NZS 4801:2001 certified as well as OHSAS 18001:2007 certified.

Our professional associations

CamPak are proud Master Builders members and Asbestos Industry of Australia members.

CamPak

Get in touch with our team

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