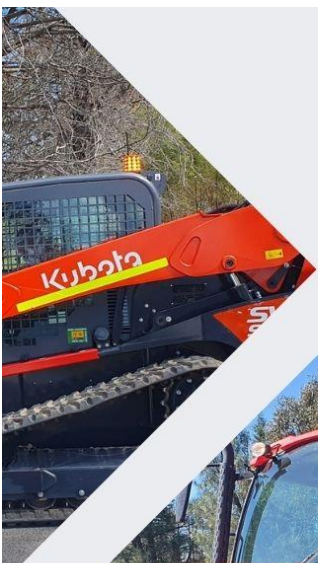


# 18fifty3



## TENDER RESPONSE

BUSHFIRE MITIGATION SINSW-25-27786



# 1. Weighted Non Price

## Executive Summary

18fifty3 Group is an Indigenous-controlled and certified supplier, accredited by Supply Nation and pre-approved for NSW Government procurement under the Buy NSW \$1 million SCM0256 program. Our commitment to excellence is demonstrated through our ISO certifications: ISO 9001 for Quality Management, ISO 14001 for Environmental Management, and ISO 45001 for Occupational Health and Safety.

With over 160 years of combined expertise in civil construction, landscaping, building, and environmental services, our key personnel have successfully managed contracts with various ACT, NSW, and Commonwealth Government departments. Notably, we have delivered over \$17 million in contract services during the past two financial years.

Our proficiency in large-scale bushfire mitigation APZ works is evidenced by our extensive experience in asset protection zone management, vegetation clearance, and fire risk reduction. We have maintained over 120 schools' bushfire mitigation Asset Protection Zones across NSW for the Department of Education, utilizing our mobile equipment and highly trained staff. Additionally, as part of the ACT Government's arterial road amenity works panel (PITC 0003901), we have delivered vegetation management and fuel reduction works throughout the ACT, including verge and vacant block clearing for the ACT Suburban Land Agency.

To ensure safety and efficiency, we have invested in specialised equipment such as the Green Climber remote-controlled flail mower, ideal for managing steep slopes and sensitive environments while minimizing physical and environmental impacts. Our fleet also includes a 110hp tractor equipped with a 2.1m offset flail, enabling us to manage roadside slopes and rough cuts effectively.

At 18fifty3 Group, we prioritize effective communication and robust complaints handling to ensure the successful delivery of our services. Our ISO 9001-certified Quality Assurance system includes comprehensive procedures for corrective and preventative actions, as well as complaints and conflict resolution. Clients receive consistent progress reports and updates, fostering transparency and prompt issue resolution.

Our commitment to sustainability is reflected in our investment in advanced technologies and equipment, such as remote-controlled mowers and battery-powered hand tools, to reduce environmental impact and noise. We also focus on community engagement, including hiring veterans and partnering with Indigenous communities.

Furthermore, our Registered Training Organisation (RTO Code 45707), 18fifty3 Training, offers accredited courses in sectors including civil construction, land management, information technology, and construction. This ensures we maintain a highly skilled workforce and contribute to employment opportunities, particularly within Indigenous communities.

In summary, 18fifty3 Group's extensive experience, certified quality and safety systems, specialised equipment, effective communication protocols, and commitment to sustainability position us as a reliable partner for large-scale bushfire mitigation APZ works

Ben Surawski

General Manager 18fifty3 Group

[Ben.surawski@18fifty3.com.au](mailto:Ben.surawski@18fifty3.com.au)

0477778641

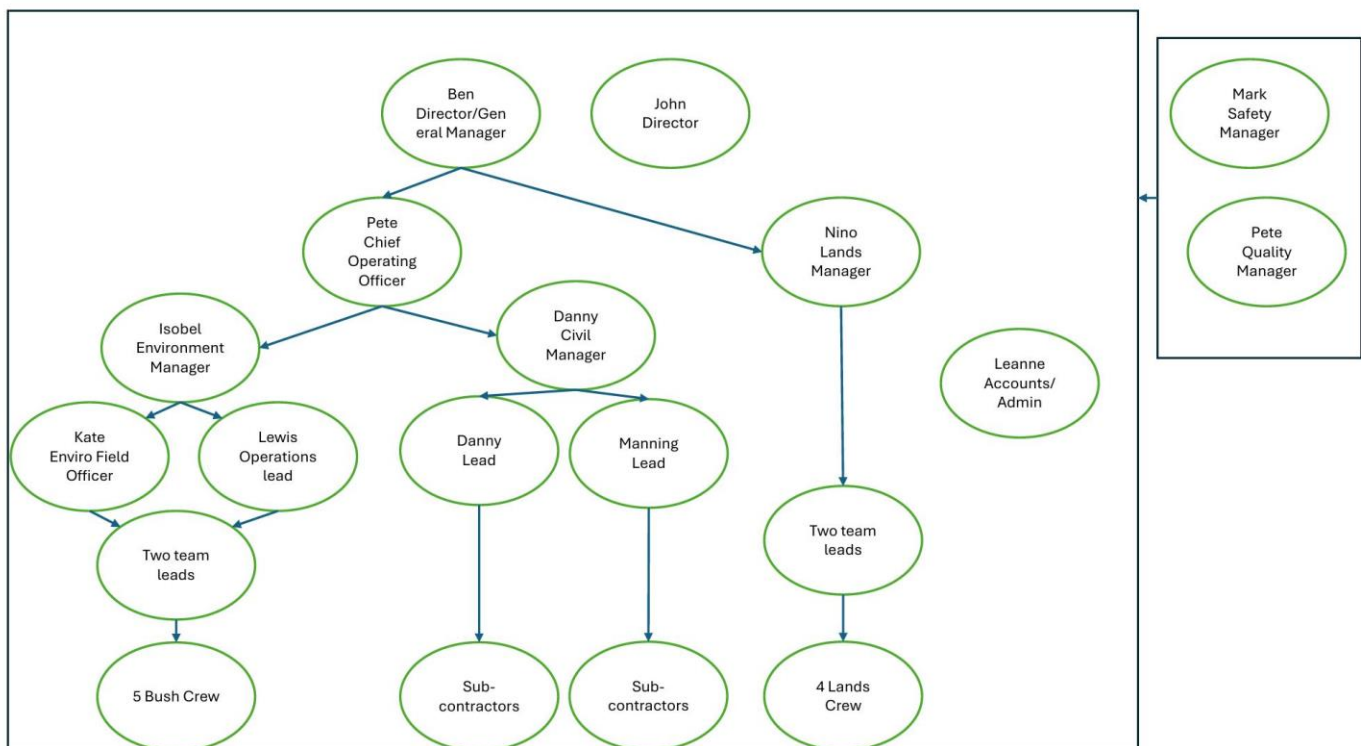
### 1. General Overview:

- **Indigenous-Controlled and Certified Supplier:** Certified by Supply Nation and pre-approved for NSW Government procurement under the Buy NSW \$1 million SCM0256 program.
- **ISO Certifications:** ISO 9001 (Quality), 14001 (Environment), and 45001 (Occupational Health and Safety).
- **Extensive Experience:** Key personnel bring over 160 years of combined expertise in civil construction, landscaping, building, and environmental services.

### Government Projects:

- Regularly manages contracts with various ACT, NSW and Commonwealth Government departments, such as the Department of Planning and Environment, Regional NSW, Department of Education, Defence establishments, and local Aboriginal Land Councils.
- Delivered over \$17 million in contract services during the past two financial years.

### 18fifty3 Group Organisational structure as per our ISO certification



At 18fifty3 Group, we have dedicated the past five years to delivering comprehensive bushfire mitigation and asset protection services across New South Wales (NSW) and the Australian Capital Territory (ACT). Our extensive experience encompasses collaborations with various government agencies, focusing on vegetation management, fire trail maintenance, and the implementation of strategic bushfire management plans.

### NSW Department of Education:

We have partnered with the NSW Department of Education to enhance bushfire safety in schools located within high-risk areas. Our team has successfully maintained over 120 Asset Protection Zones (APZs) across the state, utilizing specialized equipment and skilled personnel to manage vegetation and reduce potential fire hazards effectively.



### **ACT Government:**

Our engagement with the ACT Government includes being part of the Transport Canberra and City Services arterial road amenity works panel (PITC 0003901). Through this collaboration, we have executed extensive mowing and brush cutting operations throughout the ACT, contributing to the upkeep of verges and vacant blocks in partnership with the Suburban Land Agency (SLA).

### **NSW Crown Lands:**

Recognizing the importance of proactive land management, we have worked alongside NSW Crown Lands to implement bushfire mitigation strategies on public lands. Our services encompass vegetation control, fire trail maintenance, and the development of comprehensive bushfire management plans, all aimed at safeguarding communities and preserving natural habitats.

### **Department of Defence:**

Our collaboration with the Department of Defence involves managing extensive land holdings to mitigate bushfire risks. We provide services such as maintaining clear zones around critical facilities, conducting controlled burns, and ensuring compliance with stringent safety standards to protect both assets and personnel.

### **Our Expertise:**

Our team comprises professionals with over 17 years of experience in civil works and land management across NSW and the ACT. We specialize in urban landscape maintenance, including mowing and slope mowing on inclines up to 60 degrees, operating in diverse environments such as urban parks, conservation areas, and public infrastructure. Our commitment to safety, efficiency, and high-quality outcomes positions us as a trusted partner in bushfire mitigation efforts.

Through these collaborative endeavours, 18fifty3 Group continues to play a pivotal role in enhancing bushfire resilience and asset protection for communities across NSW and the ACT.

### **Innovation:**

At 18fifty3 Group, we continually integrate cutting-edge technology to enhance the efficiency and safety of our bushfire mitigation and asset protection services. A prime example is our deployment of the Green Climber LV600, a remote-controlled slope mower engineered to operate on inclines up to 60 degrees. This advanced machinery allows our operators to manage dense vegetation from a safe distance, significantly reducing the risk of accidents associated with steep or hazardous terrains. The Green Climber's design not only ensures operator safety but also enhances productivity, enabling us to maintain challenging landscapes with precision and care.



## Communication protocols

18fifty3 Group is certified ISO 9001 Quality Assurance audited by JAS'ANZ

The following documents from our Quality System are utilised for complaints handling and communication procedures.

**PRO026\_Corrective\_and\_Preventative\_Actions\_V2**

**POL0023 Complaints and conflict resolution Policy and Procedure**

At 18fifty3 Group, we prioritise effective communication and robust complaints handling to ensure the successful delivery of our services.

### Communication Protocols:

- **Clear Communication Channels:** We establish transparent and accessible communication pathways between clients, stakeholders, and our team members to facilitate seamless information flow and collaboration.
- **Regular Updates:** Clients receive consistent progress reports and updates, ensuring they are informed about project developments and any potential issues promptly.

**See attached Delivery of task report**

- **Responsive Interaction:** Our team is committed to promptly addressing inquiries and feedback, fostering a responsive and supportive environment.

### Complaints Handling Processes and Procedures:

- **Accessible Complaint Mechanisms:** We provide multiple channels for lodging complaints, ensuring accessibility for all clients and stakeholders.
- **Timely Acknowledgment and Resolution:** Complaints are acknowledged promptly, with a commitment to resolving issues efficiently and fairly, adhering to established timelines.
- **Transparent Procedures:** Our complaints handling process is clearly documented and communicated, ensuring clients understand the steps involved and what to expect.
- **Continuous Improvement:** Feedback from complaints is utilized to enhance our services and processes, demonstrating our commitment to quality and client satisfaction.

By implementing these communication protocols and complaints handling procedures, 18fifty3 Group ensures effective service delivery, client satisfaction, and continuous improvement in all our operations.

## 18fifty3 Training RTO Training Services:

**Our RTO training company ensures we can provide and maintain a quality training product and workforce.**

The RTO is currently providing training to the ACT government in Conservation Ecosystem management Cert 2/3.

18fifty3 Training is an Indigenous-owned Registered Training Organisation (RTO Code 45707) operating in the Australian Capital Territory (ACT) and New South Wales (NSW). The institution offers a diverse range of accredited courses and qualifications across several sectors, including:

- **Civil:** Training programs designed to equip students with the necessary skills for the civil construction industry.
- **On Country Management:** Courses focused on land management and conservation.
- **Information Technology:** Programs aimed at developing competencies in various IT disciplines to meet the demands of the digital economy.
- **Construction:** Qualifications that prepare individuals for roles within the building and construction sector.

As part of the 18fifty3 Group, the training arm is committed to delivering quality education that fosters employment opportunities, particularly within Indigenous communities. The organisation emphasizes the integration of modern technology with Aboriginal culture to create sustainable employment pathways in remote areas.

**Commitment to Sustainability:**

- Invests in advanced technologies and equipment like remote-controlled mowers and battery-powered hand tools to reduce environmental impact and noise.
- Focus on community engagement, including hiring veterans and partnering with indigenous communities.

**2. List of Machinery and support equipment**

**Please see Attachment 18fifty3 Group Supporting documentation / Equipment 18fifty3 Jan 2025**

**3. Details of personnel over page,**

# 18FIFTY3 GROUP



18fifty3 Group is an Integrated Service provider. We can bring a cultural perspective to the projects we deliver for public and private sector clients.

Our team's extensive experience and capability allows the 18fifty3 Group to undertake a variety of projects, no matter what the size and scale, across multiple industry sectors. We build trust with our clients by delivering superior outcomes based on value for money, efficiency, and safety.

18fifty3 Group prides itself on its quality and safety standards and continually strives to be leaders in technology, training and products. The company takes WHS seriously and operates programs internally to meet national standards.



## INDIGENOUS & VETERAN OWNED

The 18fifty3 Group is a certified Supply Nation and NSW Indigenous Chamber of Commerce assured, Indigenous owned and operated Integrated Service Delivery provider that has been established to provide services to Government, Defence and the Private sector.

18fifty3 Group's founder and director, John Sayers, is a descendant from the Bundawang (Yuin) Mob. He is passionate about indigenous employment and training, creating jobs for those in remote areas across Australia. (See page 3)



Director Ben Surawski served with the Australian Army operating in an Armoured Recon unit before before training in helicopters an aeroplanes and working across Australia where he used his skills in the Qld floods and NSW fires and managed large operations of assets in high pressure situations. Ben has worked closely with Aboriginal communities upskilling and training.

## Our People

We pride ourselves on our people and the diverse skills they bring to our projects. Our strong safety and training together with our innovation and people allow our customers to get great results.

Our team come from varied backgrounds and service sectors including defence, private and government.



# John Sayers - Director



## Budawang Elder from the Yuin Nation

John Sayers is 18fifty3 Group's Founder and Director. He is a local Canberra and Southern New South Wales resident and has an extensive list of business achievements over the last 30 years in major multi million dollar projects that have required technical skill, project management and strong client relationships to achieve large project success. Johns Projects include:

- *Over 630 Townhouse and Unit Developments in Canberra*
- *Started a land development company due to the lack of available land in the ACT and developed four of Canberra's Suburbs, one being over 1700 blocks of land*
  - *Owned and operated an independent civil company reducing development costs*
  - *Over \$50 million turnover a year in development*
- *Grew from Sub Division to Public Roads and infrastructure projects for the Government. Some of these were highly sensitive projects such as the upgrade of the Commonwealth Avenue Bridge in the Parliamentary Triangle and various upgrades in and around Parliament House*
  - *Large civil packages at Canberra International Airport*
- *Purchased and redeveloped a farm in the suburb of Truganina 19 kms from Melbourne CBD, which had the potential for up to 1600 blocks. This was taken to a DA and during the GFC on sold to Stockland group for over \$50 million*
- *In 2004 became a member of a Consortium involved in the resurrection of the Ansett, Hazleton and Kendell Group of companies. It became an airline called Rex airlines or Regional Express. With challenging conditions, the consortium was reasonably successful as we took this company to IPO on the stock market*
  - *John is a qualified helicopter pilot and has operated 5 helicopters*
- *John owns and operates a Flight School called 'Learn 2 Fly' in Canberra and Bathurst New South Wales. Conducting flight training and Charter Operations*
- *John's passion for music and aviation have created philanthropic projects to train indigenous men and women to fly 'barefoot pilot program' as well as donate and teach Ukulele to Indigenous kids across Australia*
  - *Investing in hydrogen and renewable energy projects, delivering remote housing off grid.*

John Sayers is a descendant from the Bundawang (Yuin) Mob. Yuin is the name for the Aboriginal Tribal group occupying the coastal area between Jervis Bay and Twofold Bay.





# People -



## Ben Surawski - General Manager



Aside from 10 years working in Land and Environmental Management, Ben's business and commercial management career has led him to learn the finer points of networking, stakeholder engagement and contract management in various locations and industries throughout Australia and internationally. He is proficient in delivering value and operational efficiency through designing and implementing comprehensive people practices, strategies that drive engagement, and tools to keep costs in check. His background includes 5 years in the Australian Army and 23 years (5000hrs) as a commercial pilot. He has significant experience operating in high-paced environments, including aerial firefighting and rescue operations, most notably, conducting multiple rescues during the Queensland floods in 2012 and over 350 hours of flying in the 2019/20 fires. Ben's aviation experience is invaluable as the driver behind the company's quality and safety programmes.

## Peter Chia - CEO



Peter Chia has working within the construction, civil and landscape sector over a 32 year career, working across NSW. Key projects include the Sydney Olympics, Eastern Distributor Upgrade, Sydney Airport Domestic Terminal Upgrade, Sydney Ports Corporation, Garden Island remediation, Sydney Harbour Foreshore Authority, Sydney Zoo Construction, Western Sydney Parklands, National Parks and Wildlife Service, NSW Dept Education Building Education Revolution (BER) Program, Penrith Lakes Development Corporation mine closure amongst others. Peter advised on the Aboriginal Procurement Policy (APP) with Office of Prime and Cabinet in 2012 to 2013 and launched the policy with Prime Minister's Office, as CEO from Muru Mittigar Western Sydney resulting in over 75 FTE jobs for local Aboriginal community over a 9 year tenure. An additional \$6M of APP reportable spend at Eather Group, employing 8 x FTE staff and subcontracts for Aboriginal-owned subcontractors, \$12.7M spend at RandC Civil Group, including NSW Bushfire Recovery 2019/2020.



# People -



## Nino Sturgeon - Lands Manager



Niño has over 25 years of experience in Landcare projects. He has worked all across Australia for clients such as Defence, NT Government, and Rio Tinto on a wide range of grounds management and Landcare projects. Niño specialises in weed control and land management, and has planned, implemented, and delivered multiple high-quality projects including weed control, weed eradication, Indigenous flora & bush regeneration, and various other holistic Landcare management projects. His dedication to delivering high- quality, efficient, and safe outcomes, makes Niño a valuable asset to the 18fifty3 team.

## Danny McClelland - Civil Manager



With over 17 years' experience in universal civil works ranging from QLD to regional NSW & ACT. Operating and managing contracts in the high millions, Danny's extensive experience has shaped his professional path in the civil industry.

Danny leads his projects with a distinctive approach to success while keeping client satisfaction and safety as a top priority.

## Mark Radford - Safety/Project Manager



Mark is a Veteran having served in the Australian Army including in the SAS Regiment. He is a qualified ships captain and served for 20 years managing large fleets of survey vessels around the world. Mark leads the training and safety of 18fifty3 Groups projects and is a project lead when required. Mark has managed projects over \$50m and maintains the company safety app and reporting systems.



# People -



## Andrew Scheiffers - General Manager Aviation



Andrew's military background gives him the ability to have a long story about everything aviation and beyond – while wearing sunglasses.

Andrew flies everything from Bristells to Blackhawks and can't wait to bring you into the Aviation community.

Andrew went solo in an Aeroplane before he had a drivers licence. He served 20 years in the Army flying Blackhawks and Kiowa Warriors in Pakistan, East Timor, Afghanistan, PNG and throughout Australia. He is a CFI for RAAus as well as having CASA instructor ratings for Airplanes and Helicopters including at night, Night Vision Goggles and instruments. He has an extensive aviation experience in helicopters and planes that covers SAR, Medevac, charter, fire, instructing, aerobatics and formation. He has been the Chief Pilot of a charter operator so he knows what skills you need for your first job.

## 18ifty3 Groups aviation team at Learn 2 Fly were the winners of a 2024 Telstra business award



## Isobel Bender - Country & Environment Lead



Isobel Bender, a distinguished environmental specialist with a comprehensive background in policy analysis, science communication, and on-ground conservation. Educated at the Australian National University, Isobel holds a degree majoring in Environmental Studies and Biodiversity Conservation Management, complemented by a Certificate 3 in Conservation and Ecosystem Management. Her academic contributions, particularly in water policy and biodiversity offset policy, are well-regarded, with several published papers to her name. Isobel's practical experience is equally notable, with over four years dedicated to riparian restoration and regenerative agriculture projects. Her involvement in the carbon market from an industry perspective and her collaborative work with the Ngannawal peoples underscore her commitment to inclusive and sustainable environmental practices. She brings a unique blend of academic research and field expertise to our team.



# Projects -



## EOS Defence, aviation support



Value: **\$1.0M**

Date/Duration: 12 mths  
over 2021/2022

### PROJECT SCOPE:

Provide 24 hr aviation support to Defence project Land 400 for EOS. Project manage all aviation assets and provide aircraft for the testing phase through NSW and interstate. Provide charter and support to other Defence subcontractors.

### Key Services:

- Supply of 24hr Flights to support Defence industry
- Aviation Project Management



## 18fifty3 team delivery helicopter support

### Track building, aviation support



Value: **\$68 000.00**

### PROJECT SCOPE:

Provide helicopter lifting support for track building in the ACT and aerial construction of 30 A/C units on bunnings.

### Key Services:

- Aircraft operations and lifting
- Aviation Project Management



# Projects -



## NSW Department of Education, bushfire mitigation school APZ



### PROJECT SCOPE:

Management and implementation of clearing over 100 school Asset Protection Zones (APZ) across NSW. Using specialised remote controlled flail equipment, low noise battery tools to reduce vegetation and increase the fire safety to school infrastructure. 18fifty3 Group mobile teams are able to manage multiple sites quickly and meet the short timeframes required to achieve the project. Projects have run in short 8 to 12 week bursts.

### Key Services:

- Property management and assessment
- Bushfire Mitigation

Value: **\$2.0M** Date/Duration: 3yrs  
multiple contracts  
over 2020/2022

## Flight training operations



### PROJECT SCOPE:

Deliver flight training across multiple bases. Flight training in basic and advanced operations, day, night and Instrument Flight Rules. We operate 13 aircraft in the fleet.

### Key Services:

- Flight Training
- Helicopter
- Turbine
- Multi Engine/ Instrument
- ANVIS Training/operation
- Private/PPL/CPL

Value: **\$3.5M** Date/Duration:  
2020/Current



# Projects -



## NSW Government Jerrinja Aboriginal community works



### PROJECT SCOPE:

Road and gutter replacement. Footpath and stormwater build from new. Community planning and liaison.

### Key Services:

- Project Manage task
- Build road and gutter
- Stormwater replacement
- Landscaping

Value: **\$350,000.00**

Date/Duration: 2023, 8 weeks

## NSW Government Flood Recovery Toomelah LALC



### PROJECT SCOPE:

Civil roadworks, landscape and footpath project across Toomelah Aboriginal community. Build footpaths, repair flood damaged road. Replace and upgrade playground. Repair football oval and rebuild clubhouse. Engage local community to work on the site.

### Key Services:

- Road and gutter
- Footpaths
- Landscaping
- Playground
- Sports oval replace
- Culverts

Value: **\$1.1M** Date/Duration: 2023, 6 moths ongoing





# Projects -



## NSW Government, Merrimans LALC Roads 2 Home



Value: **\$250,000.00**

Date/Duration: 2023, 4 months ongoing

### PROJECT SCOPE:

Installing Colourbond fencing, removing waste and vegetation. to over 40 houses in the Merrimans Aboriginal community on the south coast of NSW. Our project team managed community planning and liaison and service location.

### Key Services:

- Project manage task
- Construction of fencing to residential properties
- Reporting

## Department of Defence, Downer Defence EMOS, ACT/Riverina training areas fire mitigation works



Value: **\$2.5m** Date/Duration: 2020/23,

### PROJECT SCOPE:

Conduct bushfire mitigation across multiple Defence sites in the ACT/SNSW area. Manage grounds on behalf of defence at multiple sites, maintaining grounds within security controlled areas and on live ranges. Coordinating with defence to allow our works not to interfere with defence training requirements.

### Key Services:

- Track and trail maintenance
- Slashing boundary of airfield
- Slashing bushfire risk areas behind shooting range
- APZ establishment of Defence Heritage Assets
- Reporting



# Projects -



## Defence site ADFA Duntroon



### PROJECT SCOPE:

Civil roadworks, landscape and footpath project across defence site ADFA and Duntroon ACT. Footpath build and remove and replace 1.8km. Roadworks and gutter replace and upgrade. Stormwater improvements and landscaping.

### Key Services:

- Road and gutter
- Footpaths
- Landscaping
- Carpark
- Reporting

Value: **\$2.1M** Date/Duration:  
2022,4 months

## National Parks NSW Beowa NP Camp Ground



### PROJECT SCOPE:

Full construction of Mowarry Camp Ground, Beowa National Park South Coast NSW. Multiple hardwood campbeds, track construction, tank and toilet construction in remote areas.

### Key Services:

- Project manage task
- Remote logistics
- Construction of all structures
- Reporting

Value: **\$170,000.00**

Date/Duration: Dec 2023,





18 October 2021

Ben Surawski  
PJ Moodie Dr,  
Bathurst  
NSW 2795

18fifty3

To whom it may concern

It is with much enthusiasm that I am writing to recommend the services of 18fifty3.

Downer has been using 18fifty3 for the past 3 years and have always been completely satisfied with the standard of their work, to a value of approx.\$1.3M. They do an excellent job with clear communication, very high safety standards, great punctuality and value for money workmanship.

18fifty3 were hired specifically on the Shoalhaven Defence Estate to remove and mitigate bushfire and invasive weed risks to highly valued Defence infrastructure. To a value \$100,000. They always deliver, without fail, the scope of works that had been requested of them and regularly use excellent initiative, were required, to deliver above and beyond product than what was originally requested.

I am more than happy to endorse 18fifty3's standard of works, systems of business and intend to use their services into the future. Please do not hesitate to contact myself if you have any questions.

Yours sincerely,



**Joshua Jones**  
Shoalhaven Environment Supervisor

M 0408 156 769

[joshua.jones@spotless.com.au](mailto:joshua.jones@spotless.com.au)

## 5.3 WC 3 Work Health and Safety

### Work Health and Safety

#### Risk Identification and Management

18fifty3 Group is ISO accredited with certifications in ISO 9001 (Quality), ISO 14001 (Environment), and ISO 45001 (Occupational Health and Safety) as of December 2024. Our Safety Management System is modern, functional, and up-to-date, encompassing comprehensive safety policies, procedures, and practices. Key components include:

- **Site Risk Assessments**
- **Safe Work Method Statements (SWMS)**
- **Safe Work Standards and Operating Procedures**
- **Site, Equipment, and Safety Training**
- **Modern, Well-Maintained Equipment**
- **Detailed Reporting:** Daily, weekly, and final reports accessible to all stakeholders.
- **Dedicated Safety Management Team**

We take pride in maintaining an excellent safety record, having successfully partnered with organizations such as ACT Government, National Parks, Defence, Crown Lands, NSW Department of Works, and NSW Department of Education.

#### Comprehensive Monitoring and Reporting

Our safety practices are enhanced by **Qin Safe**, an online, real-time Work Health and Safety (WHS) reporting app. Accessible to all employees, subcontractors, and stakeholders, it supports:

- Daily toolbox meetings
- Safety alerts
- Hazard and incident reporting
- Pre- and post-site evaluations
- Machinery and maintenance logs
- Emergency response tracking
- Weed/herbicide reporting

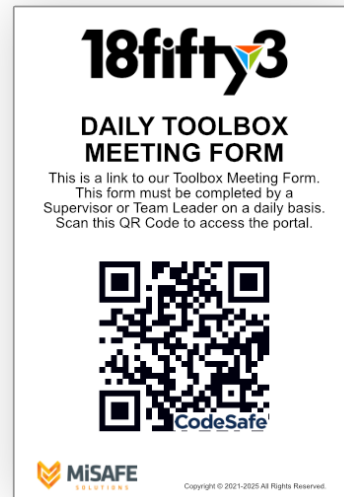
#### Our Hands on safety tool, anywhere anytime - Qin Safe

Qin Safe is a comprehensive tool for delivering and managing quality information across various industries, enhancing communication, training, and compliance processes. It is accessible via a mobile app or QR code, providing quick and easy access for all users.

18fifty3 Group utilizes the QIN Safe app to enhance safety and quality, protect staff and clients, and improve overall efficiency. The app serves as a central hub for quality, safety, training, and communication, allowing workers to access everything they need to perform their roles successfully and safely from a single location. By providing crucial information, instructions, and micro-learning videos accessible anytime and anywhere via a mobile device, QIN Safe empowers the workforce to prevent safety incidents and improve quality outcomes.

Additionally, the app's offline capabilities ensure that workers can download valuable information when in range and seamlessly access and submit content in remote areas, maintaining consistent work processes and enhancing overall efficiency

Scan the QR Codes to access a sample of 18fifty3 Groups QIn Safe safety management tool.



### Training and Education

18fifty3 Group operates its own Registered Training Organisation (RTO), formerly Goanna Education, offering internal and external training programs. Courses include:

- First Aid
- Driver's license upgrades
- Chemical handling
- Chainsaw operation
- Rail corridor safety
- Land management

### Induction Process

All new employees undergo a comprehensive induction process before entering the field, including training tailored to equipment, machinery, and specific roles.

### Site Management

Each project site is managed by a dedicated Safety Manager, a site-specific Project Manager, and an experienced Supervisor or Team Leader. Responsibilities include conducting daily toolbox meetings, SWMS reviews, and ensuring adherence to safe work practices.

### Continuous Improvement

The Safety Team, Safety Committee, and dedicated Safety Manager regularly review and update all policies and procedures to maintain compliance with ISO accreditation standards. Audits are undertaken regularly both random and scheduled to ensure ongoing compliance and ensure standards are kept. **Please see Attachment 18fifty3 Group Supporting documentation**

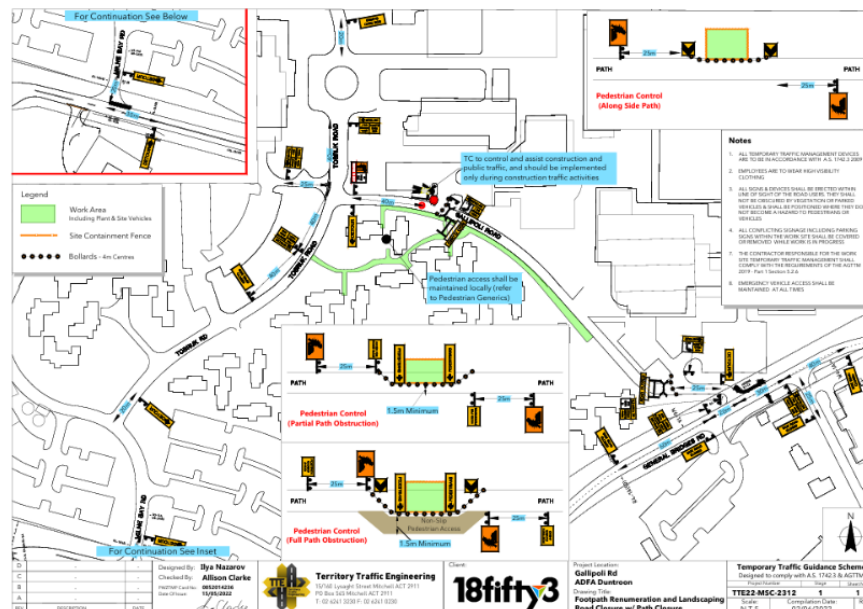
### Compliance Record

18fifty3 Group has never incurred penalties or fines from ACT Workcover or any other state agency.

## Traffic Control

18fifty3 Group has successfully implemented or subcontracted professional traffic control for various projects, such as the ACT Government's mowing surge contract and ADFA College footpath upgrades. . **Please see Attachment 18fifty3 Group Supporting documentation**

### Sample of Traffic Control Plan (TCB)



## 5.3 WC 4 Procurement Values

### Procurement Panels

#### Supply Nation Certification

18fifty3 Group is committed to increasing the participation of Aboriginal and Torres Strait Islander enterprises and employment within our business. As an Indigenous-owned company, we prioritize providing work opportunities and job outcomes to Indigenous Australians.

Our diverse team, led by an Aboriginal director and Defence veterans, is dedicated to creating employment pathways for Indigenous communities. We actively engage in projects that not only deliver quality services but also foster economic growth and skill development among Aboriginal and Torres Strait Islander peoples. By integrating cultural heritage with modern industry practices, we aim to build a workforce that reflects Australia's rich diversity and promotes inclusivity. **Please see Attachment 18fifty3 Group Supporting documentation**

#### Australian Defence Veterans

18fifty3 Group is proud to employ multiple Australian Defence Force veterans, integrating their valuable skills and experiences into our operations. This commitment not only honours their service but also enriches our team with leadership, discipline, and a strong work ethic. By providing meaningful employment opportunities, we support veterans' transition to civilian life and enhance our company's capabilities.

#### Building Capacity

18fifty3 Group is committed to fostering a diverse and inclusive workplace by actively employing women, including multiple Aboriginal women who bring invaluable cultural perspectives to our organization. These women serve as leaders within our team, enriching our operations with their unique insights and experiences. Their contributions not only enhance our cultural competency but also drive innovation and community engagement. By embracing the



strengths of Aboriginal women, we honour their heritage and promote a more inclusive and dynamic business environment.

18fifty3 Group actively engage older workers. We recognize that these individuals bring a wealth of experience, leadership, and mentorship capabilities that are invaluable to our organisation. Their extensive knowledge and seasoned perspectives enhance our decision-making processes and contribute to a more dynamic and effective team environment. By valuing and integrating the skills of older employees, we not only promote age diversity but also strengthen our company's overall performance and cultural richness.



### **18fifty3 Training, Registered Training Organisation (RTO Code 45707)**

**Our RTO training company ensures we can provide and maintain a quality training product and workforce.** The RTO is currently providing training to the ACT government in Conservation Ecosystem management Cert 2/3.

18fifty3 Training is an Indigenous-owned Registered Training Organisation (RTO Code 45707) operating in the Australian Capital Territory (ACT) and New South Wales (NSW). The institution offers a diverse range of accredited courses and qualifications across several sectors, including:

- **Civil:** Training programs designed to equip students with the necessary skills for the civil construction industry.
- **On Country Management:** Courses focused on land management and conservation.
- **Information Technology:** Programs aimed at developing competencies in various IT disciplines to meet the demands of the digital economy.
- **Construction:** Qualifications that prepare individuals for roles within the building and construction sector.

As part of the 18fifty3 Group, the training arm is committed to delivering quality education that fosters employment opportunities, particularly within Indigenous communities. The organisation emphasizes the integration of modern technology with Aboriginal culture to create sustainable employment pathways in remote areas.

## Environmental Commitment

18fifty3 Group offers a comprehensive suite of environmental management services, leveraging our extensive experience in both on-ground operations and environmental consultancy. Our capabilities include:

**Holistic Weed Management:** We develop integrated weed management plans to control invasive plant species. Our approach employs a variety of natural, mechanical, and chemical control methods, such as introducing competition with native plantings, composting, slashing, mowing, controlled burns, and chemical applications. Our trained professionals are adept at identifying and targeting specific weeds, utilizing environmentally friendly techniques to minimize impact on native flora and fauna. We have significant experience managing weeds within threatened ecosystems, including Native Temperate Grasslands and Box Gum Grassy Woodlands.

**Environmental and Carbon Markets:** We collaborate with Local Aboriginal Land Corporations to facilitate their participation in environmental and carbon markets. Our services encompass conducting feasibility studies, delivering training and educational programs, liaising with key partners, organizing market registrations, facilitating credit sales, developing management plans compliant with relevant legislation, and assisting in plan implementation. We regularly partner with accredited BAM assessors to ensure Indigenous communities are involved at every stage.

**Environmental Restoration:** Our team has extensive experience in managing and implementing ecological programs, including biodiversity condition assessments and organizing tubestock plantings. We handle all aspects of planting projects, from site preparation and plant selection to ordering, planting, and ongoing maintenance.

**Environmental Reporting and Monitoring:** We are well-versed in planning and reporting requirements under the NSW Environmental Planning & Assessment Act and routinely develop Review of Environmental Factors reports. Recognizing the importance of regular monitoring and maintenance to sustain restoration and weed management efforts, we design rigorous monitoring plans with clear objectives and criteria to assess each project, allowing for adjustments in response to evolving issues or changes.

By integrating these services, 18fifty3 Group ensures the effective and sustainable management of environmental projects, delivering optimal outcomes for our clients and the communities we serve.

