



COMPANY CAPABILITY STATEMENT



**Construction.
Engineering.
Accommodation Services.**

MAKE IT.

**“ We create high performing teams that
are aligned to our vision and values. ”**



Vision and Values

At the heart of Decmil's philosophy is our strong, values-based culture that focuses less on what we do, and more on how we do it.

It's no surprise then that our Decmil vision and values are incredibly important to each and every one of us.

Vision

To be the market leader in project delivery, achieving sustainable growth through the quality of our people and the strength of our relationships.

Values

Safety: Safety and health are what matter most.

People: The people we have are the strength of our business.

Leadership: We take ownership and lead by example at all levels.

Teamwork: We work together and support each other to achieve success.

Client Relationships: We have trusting relationships with our clients.

Community: We show respect for the community, Indigenous Australians and the environment.

Shared Success

At Decmil we strive for Shared Success. This is achieved by developing high performing teams that are aligned to our vision and values.

Shared success is dependent upon strong professional relationships and having genuine conversations.

We know that if we succeed, then all our valued clients, partners and shareholders also succeed. This integrated approach begins with our people and the belief that together we can develop trusting relationships with all stakeholders to achieve long term mutual goals.



Commitment to Delivery

As a respected leader in project delivery, Decmil offers a diversified range of services to the mining, oil & gas, infrastructure and government sectors in Australia and overseas.

Established in 1979, Decmil's remarkable growth is underlined by 35 years of experience delivering integrated solutions to our blue-chip clients. Our success is based on our ability to build strong relationships and produce positive outcomes for our clients.

Capabilities within our Group specialise in design, engineering, construction, mechanical fabrication, maintenance and accommodation services. We operate and deliver these services largely in regional and remote locations, often with challenging logistics.

The Group operates two strong business units; Construction and Engineering and Accommodation Services.

Decmil is listed on the Australian Securities Exchange (ASX Code: DCG) and our goal is to maximise returns from our operations to deliver value to our clients, shareholders and stakeholders.

Expertise and Enterprise

Our business operates across Australasia, ensuring that Decmil can offer a robust combination of national expertise with local knowledge.

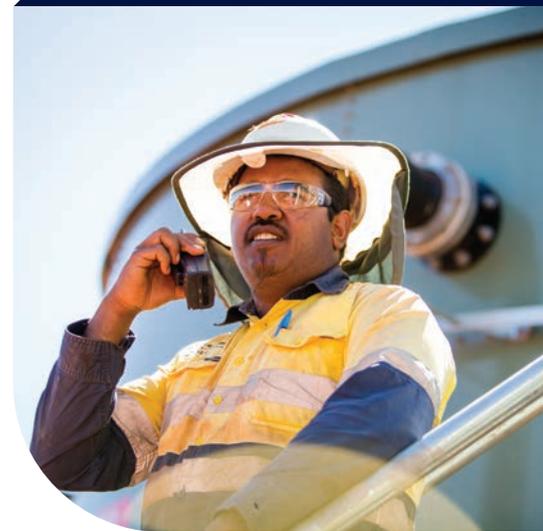
Our national footprint enables depth of capability and our reach allows us to provide more complex and diversified offerings.

We are committed to outstanding project management and delivery regardless of the scale or the intricacy of the work.

Our partners in success include companies such as BHP Billiton, BMA, Chevron Australia, Department of Immigration and Border Protection, Origin Energy, South Pacific Oil, Caltex, Woodside, Atlas, Fortescue Metals Group, QGC, Rio Tinto, Shell, Main Roads WA and the Department of Transport and Main Roads QLD.

Decmil's reputation is founded on a culture of safety, people, leadership, client relationships, teamwork and community. These principles are firmly embedded in all our processes and systems, and embodied in the way we conduct all aspects of our business.

Our people have the expertise and enterprise to deliver large scale, complex projects in construction, engineering and accommodation services.





Construction

Decmil has successfully delivered large-scale construction projects to the oil & gas, resources and government infrastructure sectors.

For more than 35 years, across Australia, and often in remote and challenging locations, we have collaborated with clients to provide exceptional value in projects of all size and complexity.

Within the wide range of construction projects we specialise in, Decmil has the capability and experience to deliver your next Non Process Infrastructure, Social Infrastructure, Health, Defence, Accommodation, Education, Commercial or Industrial project.

We work closely with our valued clients to achieve unique, innovative and cost-effective solutions. We pride ourselves on delivering outstanding results on time, on budget and with the highest degree of professionalism.



“Built on knowledge and professionalism.”





Engineering

From as far back as 1979, Decmil has been delivering complex engineering projects for clients in the mining, oil & gas, infrastructure and government infrastructure sectors.

Recognised as strong and reliable, Decmil's specialities include Civil, Fuel and Tanks, Oil & Gas, Structural, Mechanical and Piping, Fabrication and Maintenance.

At Decmil, we enjoy long standing and respected relationships with almost all major mining and energy companies. We have links to many of the major resource projects and have a strong client focus, understanding the priorities and drivers of clients in these sectors.

“Thinking. Innovating. Leading.”



Accommodation Services

Decmil is proud to offer full turnkey accommodation solutions for our valued clients.

We understand the unique and immediate needs of our accommodation clients better than most as we own our BOO (Build Own Operate) accommodation village.

Known as Homeground Villages, this accommodation service demonstrates our innovation in a responsive and value-for-money solution for a wide range of clients. Homeground Gladstone is our flagship property, and it is located in Queensland's fast-growing Gladstone region.

Our team brings its in-depth knowledge and expertise to assist you to deliver functional, stylish and affordable accommodation solutions whether your requirement be BOO (Build Own Operate), BOOT (Build Own Operate Transfer) or BO (Build Own).

“If you can't be at home be at Homeground.”

Relationships

Our focus at Decmil has always been on building long-term relationships with our valued clients.

From our beginnings, we have worked to establish and strengthen our relationships. We are proud that over time, these have developed through mutual trust, expertise and our proven success.

As a result, Decmil enjoys positive, worthwhile and longstanding relationships with our clients in the mining, oil & gas, infrastructure and government sectors. We understand the needs and drivers of our clients and deliver on their expectations.

Because we are proactive, solutions-focused and active listeners, we firmly believe our clients find us easy to work with, and enjoy collaborating on successful projects.

Overall, we highly value the ongoing, strong links we share with our subcontractors, suppliers and consultants. At Decmil we understand the vital importance of good people who contribute to the success of our business.

“ We have trusting relationships with our clients. ”



People

When it comes to Decmil's real strength, it is our people who make this business. They are the clear and leading reason for our ongoing success.

While our people bring expertise and knowledge, Decmil is dedicated to providing opportunities.

We also aim to build strong, meaningful and lasting relationships with all of our employees. This makes for a committed and positive team that is supported to achieve great things, personally and professionally.

Our Decmil recruitment strategy is to attract, retain and develop the right people, and those whose beliefs and values align with 'the Decmil Way'. We believe in working as a team and supporting each other to understand and achieve our common goals.

Decmil has offices in Western Australia and Queensland, making us extremely well-placed to deliver projects across Australia and internationally. With a balanced mix of FIFO and locally based workforces, our labour management is second to none.

We offer flexible rosters, competitive salaries and real opportunities to grow with the company. This unique strength means Decmil is able to provide stable, motivated and productive workforces that our clients can rely on.

Decmil also fosters strong relationships with subcontractors, suppliers and consultants. Long term, meaningful relationships are integral to our business. As well as regular communication with our subcontractors, suppliers and contractors we have designed our very own online portal called SSC. SSC allows prequalified suppliers to be notified of current and future opportunities within the business.

**“With pride in their work,
our people have the drive
to make your project
a success.”**





Safety

Keeping our people and our projects safe is central to everything we do at Decmil.

Our dedicated safety program, SHIELD, is designed to empower every person in the organisation to ensure their work practices are focussed on ZERO harm.

SHIELD drives behaviours, attitudes, decisions and actions within the business to achieve a working environment that is free from injury or incident.

Decmil's six elements of SHIELD are:

- 1) Personal commitment and cultural alignment**
- 2) Leadership commitment and mentoring**
- 3) Employee health and welfare**
- 4) Reward and recognition**
- 5) Training and development**
- 6) Consultation, communication and empowerment**

Since it was implemented four years ago, the SHIELD program has assisted significantly in reducing the Total Recordable Incident Frequency Rates (TRIFR) across all projects.

Our people recognise the importance of safety and the entire Decmil team is strongly aligned to our values. Safety and health are what matter most, and our safety value is instilled and supported in our people from day one.



Environment

At Decmil we all take the time to understand the importance of managing the environments in which we operate.

Decmil has notable experience in operating within stringent quarantine regulations, and in managing environmental guidelines such as nature reserves.

We are acutely aware of our carbon footprint, working with Carbon Neutral to quantify our carbon footprint so we can look at ways of reducing it.

Decmil people are all trained to recognise how critical it is to protect native vegetation and indigenous animals.

We are highly sensitive to the overriding need to consider and protect our natural environments, so that we can preserve the land for future generations to enjoy.

“Managing our environment comes naturally.”





Innovation

At Decmil we are innovative in our approach and have the expertise to create whole-of-project solutions. Companies choose to work with us as we are holistic and collaborative in our approach and we engineer the best design and construct solutions for our clients.

From design through to construction and commissioning, we deliver high quality, innovative, and best for project outcomes. Our reputation is built on forming strong relationships with our clients and working with them to achieve unique, cost-effective results whilst maintaining quality and safety.

However, innovation isn't just about ground breaking capabilities and engineering new ways of doing things, it's about improving what we did yesterday, learning from the past and making it better today. It's working smarter, continually improving and executing tasks in the best way possible.

“ We are holistic, collaborative and innovative in our approach. ”

Decmil in the Community

Decmil is a responsible business, and that means we are responsible for all our actions – socially, ethically and environmentally.

As well as providing local employment and service opportunities, we support a range of ongoing initiatives that help create healthy, vibrant and cohesive communities.

We believe the best way that Decmil can make a broad and meaningful contribution to the communities in which we operate is through engagement. We do this in a number of ways, such as: charity events, corporate friendships, charity partnerships, volunteering and donating.

Decmil's longstanding Corporate Social Responsibility program is all about giving back, helping people in need, encouraging social cohesion, and supporting local communities.

We see ourselves as part of the communities in which we operate, and as such we strive to be positive, active and contributing participants in community life.





Live the Dream

Live the Dream is a once-in-a-lifetime opportunity for 16 young Australians each year to be immersed in the culture of The Fremantle Dockers Football Club. Here they live the life of an AFL player for five days.

The Fremantle Dockers, in conjunction with Decmil, are thrilled to offer this program to the community. Live the Dream offers participants a rare chance to develop skills and behaviours which can deliver long-term benefits to the individuals and their local community.

Project Based Initiatives

At the outset of every project, Decmil looks for ways to engage with and improve the communities in which we operate.

Our social responsibility mandate ensures that every project we undertake has a core component that focuses on giving back to local communities. This may be by way of volunteering by our people, and/or donating.

To date, Decmil people have undertaken a range of activities and initiatives such as: upgrading infrastructure, improving community and social infrastructure, donating sporting equipment and educational supplies.

Staff Charity Events

At Decmil we encourage our people to participate in company organised charity events such as Australia's Biggest Morning Tea (Cancer Council), World's Greatest Shave (Leukaemia Foundation) and City to Surf (Activ Foundation).

We also encourage staff-driven events and activities along with volunteering opportunities, and Decmil supports them by contributing or donating dollar matching funds.

Starlight Children's Foundation

Decmil is working with the Starlight Children's Foundation on a national partnership arrangement. To date this has involved raising money for the foundation as well as donating 'experiences' to seriously ill children. In the future we will be proudly sponsoring the Five Chefs Dinner in WA and QLD.

While health professionals focus on treating the illness, Starlight is there to lift the spirits of the child, giving them the opportunity to laugh, play and be a child. Starlight is a wonderful organisation, and Decmil looks forward to building a long-term relationship with the foundation.

beyondblue

Decmil is extremely pleased to have entered into a corporate friendship with beyondblue. This means we actively fundraise for the organisation.

beyondblue is an independent, not-for-profit organisation working to increase awareness and understanding of anxiety and depression in Australia and to reduce the associated social stigma.





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