

Downer news

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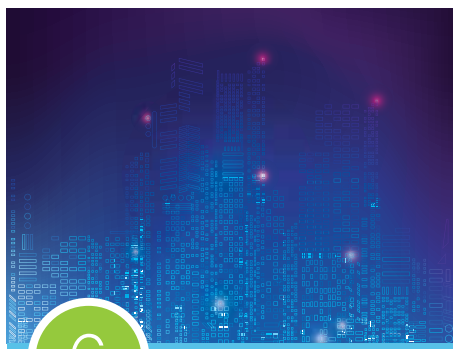
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We are one
of LinkedIn's
TOP COMPANIES
WHERE AUSTRALIA WANTS TO WORK NOW
■ ■ 2018 ■ ■

We are a **LinkedIn Top Company** for a second year

LinkedIn has revealed this year's Top 25 Companies in Australia list and we are pleased to announce that Downer comes in at number 12.

Steve Schofield, Downer's Group Head of Human Resources and Industrial Relations, said: "We are proud to be in LinkedIn's Top 25 Companies in Australia list for another year. At Downer, we recognise that recruiting and retaining the right people is critical to our success. Having the best and brightest people on our team means we can deliver the best solutions for our customers and deliver on our promises.

"Through our specialised recruitment team, the Downer Resourcing Alliance, we are working hard to strengthen our employer brand through various sourcing channels, including LinkedIn."

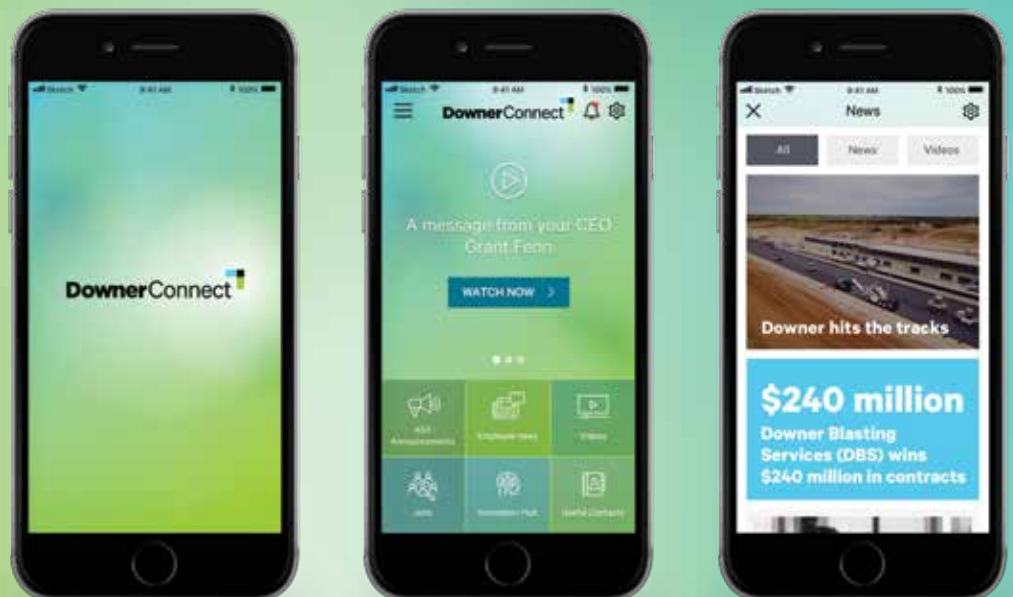
The Top Companies list is based on the actions taken by LinkedIn's 500+ million members. LinkedIn's data team analyses these actions to come up with a blended score ranking of the winners in each country.

The new **Downer App** is coming

We're making it easier for you to find out what's going on at Downer.

The new and improved Downer Connect will allow you to:

- like and comment on news stories and engage with peers and managers;
- view video messages;
- get alerts for important company announcements; and
- access the Innovation Hub.



The launch is not far away – stay tuned!



Spotless creates food stall extravaganza at **Sydney's Vivid light festival**

Colourful doughnuts and ice cream, light-up fairy floss, hot chocolate in waffle cones and glow-in-the-dark cupcakes had guests spellbound at Taronga Zoo's Vivid Festival.

EPICURE, a Spotless company and part of Downer, put together an imaginative carnival food stall extravaganza for the annual art, technology and commerce festival which ran from 25 May – 16 June.

In 2017 EPICURE signed a five-year contract with Taronga Zoo to provide high-quality catering and hospitality services at the Zoo and the Taronga Centre which is used for functions, weddings and corporate events.





EMPLOYEES



Farewell to David Overall

In August we will farewell David Overall, Chief Executive Officer of our Mining business, who is transitioning to retirement.

David has been with Downer since 2009 and has been integral to its growth over the past nine years, including securing one of Downer's biggest contracts to date: the \$3 billion Christmas Creek mining services contract.

David has had a long career in the mining sector. He worked for 20 years at BHP as a Project Director and then nine years at Thiess as Executive General Manager before joining Downer. The mining boom was heading to its peak at the time David became CEO and he was motivated to position Downer as a leading contractor in the sector.

"In my first few years as CEO the Mining division was bringing in more than 50 per cent of Downer's earnings. Some of our contracts, such as the Christmas Creek contract, really got us through the hard times we faced in 2010-11.

"We rode the mining boom up and down and I am extremely proud of what we were able to achieve," said David.

Spending time at mining sites and engaging with employees is the most important part of the job to David, who would spend three to four days in the field at a time.

"Working at a mine is a tough job. The shifts are long, the locations are remote, temperatures are harsh and people can go weeks without seeing their families. It's not for the faint hearted. They are solid people and as a leader it was critical for me to maintain a strong connection and get out in the field and talk to them."

Downer has transformed its service offerings and expanded its footprint since 2009 when David joined the business and he is proud to see how diverse it has become.



"Having worked for David for eight years I can say that he created a close, high-performing team that delivered truly outstanding results for Downer. His greatest quality, however, is his support and belief in his people. His approach is generally quiet and measured with a strong belief that the individual will do their best if supported and encouraged. I have learnt a different and less confrontational approach from David that I have taken into my working and private life."

Mike Sutton, Executive General Manager Mining

EMPLOYEES



“David has made a huge contribution to Downer since he joined us in 2009. He has been an excellent leader and I would like to thank him for his hard work and wish him all the best for the future.”

Grant Fenn, CEO of Downer

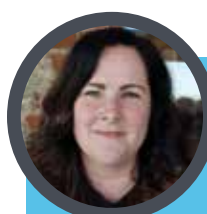
“I have seen Downer change dramatically. New Zealand has grown, the Renewables and Defence businesses were created, and now we are in the facilities management sector with Spotless. The Group has matured the way it goes about its work, including how it engages with subcontractors and suppliers. It has been very interesting to see the company transition into one of the leading integrated services providers in Australia,” said David.



“Over the last nine years, David has been instrumental in providing a stable leadership that has led to an unprecedented increase in revenue and profit for Downer’s Mining business. His ability to build internal and external relationships, lead and mentor staff and care about people are just some of his many strengths. David will be sorely missed by everyone at Downer.”

Hilton Hurst, Executive General Manager Human Resources, Mining

This photo, taken in 2011, is from the Inaugural Graduation ceremony for the first Indigenous cohort of graduates living in Fitzroy Crossing who were commencing work at Christmas Creek. This photo includes David, James Packer and Andrew Forrest (Chairman and former CEO of Fortescue Metals Group).



“I have had the honour of being mentored by David during my time at Downer. His passion for what we do as a business, and his willingness to invest his time and share his depth of experience, has shaped me as a leader and as a person. I cannot thank him enough for his support and I wish David all the best as he transitions to this next adventure.”

Phoebe Thompson, eLearning and Development Advisor, Mining

An important part of David's career has been his involvement with the Minerals Council of Australia (MCA) where he is a Board member. David has been with MCA for eight years and describes it as a rewarding experience and a “way to give something back”.

Upon retirement David plans to remain in Brisbane and support two of his sons through university, one of whom is following his steps in studying engineering and commerce.

“A big thank you to Downer for the opportunity. You don't get too many shots at a big role like this, and the ability to make an impact on a company.”





Downer and Spotless delivering contract for state-of-the-art Victoria Police Headquarters



Downer and Spotless are delivering an integrated mechanical and electrical solution for the new state-of-the-art Victoria Police Headquarters in Melbourne's CBD.

The 39-storey Victoria Police Centre building will house more than 2,500 Government employees, including staff from the Victoria Police Monitoring and Assessment Centre, Transit and Public Safety, Road Policing Command, Family Violence Command, State Emergencies and Security Command and the force's corporate departments.

Downer and Spotless have combined their mechanical and electrical expertise to successfully secure the contract which includes the design, supply, installation and commissioning of integrated HVAC and electrical services packages including backup generator supplies.

The contract was awarded by Probuild, who are the main contractor for the development, as appointed by Cbus Property. The project will reach a peak workforce of more than 100 Downer and Spotless employees.

"Both Downer and Spotless have decades of experience in delivering complex, large-scale projects in this industry and the combination of skills offers a fully integrated mechanical and electrical solution to the market," said Russell.

The contract is due for completion in October 2019.

Russell Houlahan, Executive General Manager Infrastructure and Construction at Spotless, said:

"It is pleasing to see the power of the collaboration between Downer and Spotless in securing this important contract as an integrated mechanical and electrical service offering. Our combined expertise means we can deliver unprecedented value to our customer and safe, reliable and quality work for the new Victoria Police Centre."



Downer opens new Detritus Processing Facility

More than 21,000 tonnes of waste can now be diverted from landfill, separated, cleaned and sorted for re-use thanks to Downer's new Detritus Processing Facility in Rosehill, New South Wales.

Downer's Executive General Manager Road Services, Dante Cremasco, said: "The Rosehill Detritus Processing Facility is capable of cost effectively processing, separating and cleaning upwards of 25,000 tonnes annually from everyday waste streams such as street sweepings or stormwater. Approximately 85 per cent of it is then converted into meaningful streams of use such as organic matter, sand, gravel, metals and plastic.

"The Facility is about pulling products, not pushing waste, as these products can be utilised in compost, asphalt for roads that Downer builds and building materials."

NSW Environment and Protection Authority (EPA) Director Resource Recovery Kathy Giunta said the EPA is committed to supporting research and the introduction of new technologies to boost recycling in the state.

"This project is one of several the government has supported through the Recycling Innovation Fund, a part of Waste Less Recycle More initiative, and is a good example of innovation in recycling."

The Detritus Processing Facility is a significant first step in the establishment of Downer's Reconomy business. The business focuses on the 'repurpose, reduce, reuse, recycle' concept of the circular economy where waste materials are sustainably (re) used as a valuable commodity. "Reconomy's philosophy is about taking a waste product and turning it into a valuable commodity that in turns creates environmental, social and economic benefits," said Jim Appleby, General Manager Reconomy. "Reconomy is all about pulling products, not pushing waste, and we are excited to be on the journey to become a market leader in sustainable resource recovery."



NEW ZEALAND



Downer delivering America's Cup infrastructure



The Downer and McConnell Dowell consortium has been selected as the preferred construction partner to develop infrastructure for the America's Cup yacht race in Auckland, New Zealand.

The scope of the project covers a wide variety of infrastructure development activities that include construction of wharf extensions, breakwaters, marine and port accessory structures and services, syndicate bases and public access ways.

Downer and McConnell Dowell will collaborate with the Project Alliance Designer under an Alliance model, initially developing preliminary conceptual design, consenting processes and cost preparation.

Ian Campbell, Project Director, says:

"We will be proud to deliver a legacy project and world-class infrastructure that delivers best value and benefit for Emirates Team New Zealand, Auckland, and our country."

The Alliance will be represented on the Project Alliance Board by Downer's John Burden, Executive General Manager Infrastructure Projects, and McConnell Dowell Managing Director Fraser Wyllie.

The consortium will work to a tight timeframe to deliver the infrastructure by late 2019. The race series begins in December 2020 and the Challenger and Cup series will be held in early 2021.



The America's Cup is an internationally renowned yacht race that occurs every four years. It follows a one-on-one match format whereby teams battle it out to determine who will face the Defender of the America's Cup. **The Royal New Zealand Yacht Squadron will defend the Cup at the 2021 race.**



Hawkins building a craft beer pub

A great construction project needs expert knowledge, technology and careful planning. The same is true of brewing craft beer.

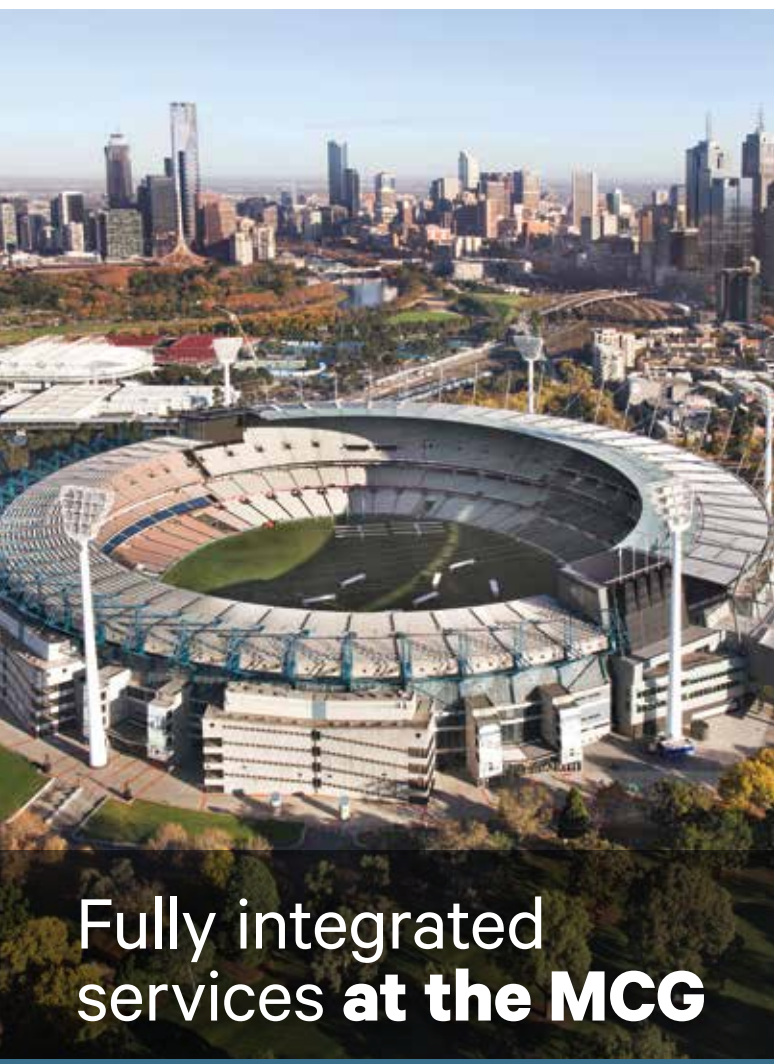
New Zealand-based brewery Good George has asked Hawkins to build its next venue in Rotorua in the North Island. This is the second time Hawkins has worked with Good George, who in 2016 refurbished an old pink church to become a pub called the Good Union.

Hawkins Central Region Manager, Peter McCaw, said: "Over the years we've developed a great working relationship with the Good George team, and we're really looking forward to this next project. It's early days but Good George are already thinking about what the design will look like and what the name of the new venue will be. We'll be planning the project so that the doors will be open before Christmas."

Good George Head of Hospitality, Kevin Flynn, says each venue is designed from scratch, taking inspiration from the local area and the customers they hope to attract.

"A major part of our company's focus is to appeal to the local community first. Although we are already ranged across New Zealand, we have a particularly strong following in the Waikato, Bay of Plenty and Coromandel region, and a lot of that has been built through people trying our beers and ciders in our bars."





Fully integrated services at the MCG

The Melbourne Cricket Ground (MCG) is a Spotless flagship venue where it provides fully integrated catering, mechanical and electrical services.

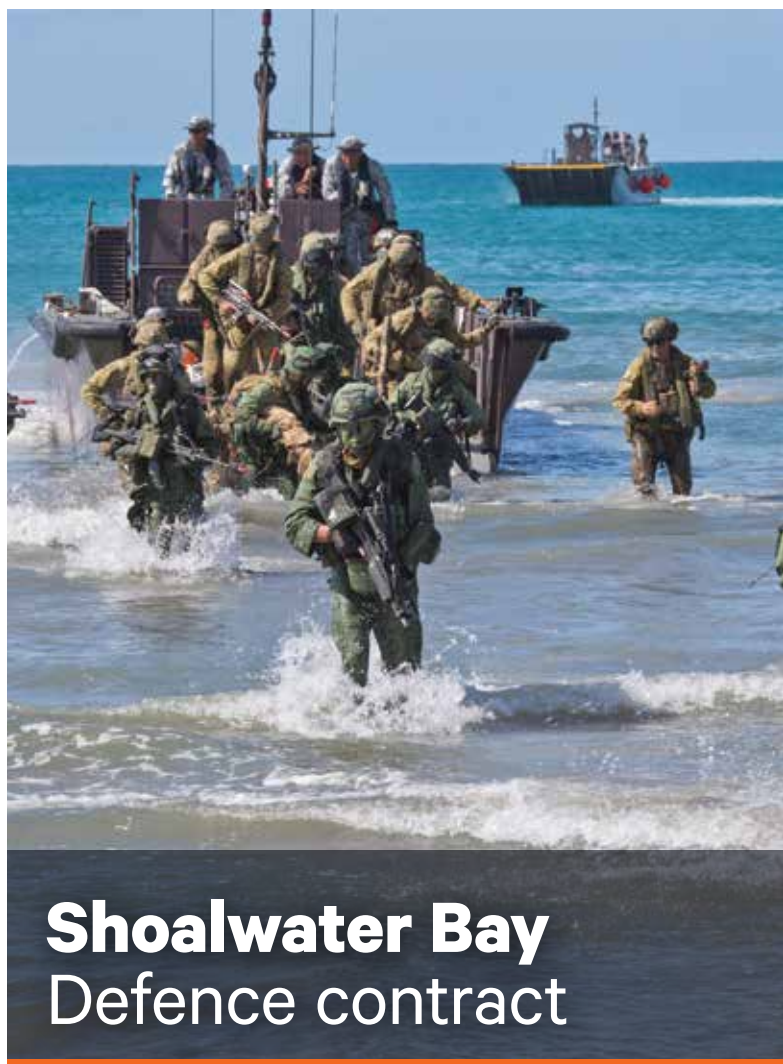
For over 40 years Spotless has provided catering services to the MCG under the EPICURE brand. In 2018 its contract involves delivering premium hospitality services to 110 corporate suites, 10 corporate rooms, and 250 retail outlets and cafes.

Through the AE Smith brand Spotless provides facility management and maintenance to the MCG's refrigeration and air-conditioning components. The 158 cool rooms and freezers are monitored around-the-clock and keep food and drink for the 100,000 spectators cool and fresh – a tremendous responsibility.

Nuovo has also delivered a \$2.2 million electrical upgrade to the MCG's exterior areas, transforming the MCG into an iconic landmark at night with visible themes and lighting.

Finally, Downer operates and maintains the Yarra Park Water Recycling Facility which sits just outside the stadium. Raw sewage from the Wellington Parade Sewer is extracted and treated to produce 600,000 litres of Class A recycled water a day, for irrigation, bathroom facilities and wash downs which reduces the reliance on potable water within the stadium.

The Spotless contract has been extended to 2022.



Shoalwater Bay Defence contract

Alongside joint venture partner FKG Group, the Department of Defence has appointed Downer as Managing Contractor of the Shoalwater Bay Training Area Remediation Project.

The scope of work includes:

- improvements to support increased training activities, including airfield and beach landing site upgrades; and
- improvement of training facilities to support increased usage, including camp, access road and creek crossing upgrades, and the construction of a new Urban Operations Training Facility.

This will be delivered within a highly sensitive environmental and cultural area, parts of which lie within the Great Barrier Reef Marine Park World Heritage Area.

Downer's Executive General Manager Defence, Brett Sangster, said:

“Downer is proud to be selected with FKG to deliver this important project which will play a critical role in boosting the existing and future training capacity for the Shoalwater Bay military training precinct.”

Design has commenced and site works are expected to start in mid-2019.



National Reconciliation Week



National Reconciliation Week is a time for Australians to acknowledge two important steps towards reconciliation: the 1967 referendum and the High Court Mabo decision.

Downer held events across Australia to recognise the week and educate on Aboriginal and Torres Strait Islander culture and history, aligning with this year's theme **"Don't keep history a mystery"**.

Some of the highlights are captured below.



Melbourne, Collins Street office

Over 100 people attended a toolbox talk hosted by Dante Cremasco, Executive General Manager Road Services, to inform employees about the importance of being active in the journey towards reconciliation. Three guest speakers from the Charcoal Lane restaurant attended and spoke about the social program they run from the restaurant, and provided their insights into Aboriginal and Torres Strait Islander culture and history.

Charcoal Lane is a Mission Australia social enterprise that provides an opportunity for 30 young Aboriginal and Torres Strait Islander students looking to start a new career in Hospitality and build their confidence, whilst being surrounded by culture through food. Find out more by visiting charcoallane.com.au.



Brisbane, Cordelia Street office

The Downer office in South Brisbane hosted two special guests: Aunty Flo Watson OAM, community elder and member of Reconciliation Queensland, and Jeanette Fabila, Indigenous contemporary dance specialist.

Both Aunty Flo and Jeanette shared their heritage and culture with the group, and Jeanette performed a contemporary Aboriginal dance which brought the audience to their feet to dance alongside her.

Employees were treated to a traditional Aboriginal morning tea, provided by First Food Co., an Aboriginal-owned business based in Brisbane.



Sydney, DM Roads Lane Cove office

DM Roads recognised National Reconciliation Week this year through a five-part educational email series that was delivered daily. Compiled by Business Improvement Analyst, Ashlee Renshaw, the series sought to share the history of National Reconciliation Week, why reconciliation is important and how the team can seek more information and be involved.

The week began with a morning tea across all DM Roads locations to acknowledge the commencement of the week, where team members enjoyed traditional Indigenous flavours sourced from a local Indigenous business.



CQ Uni scholarship

Senior leaders from Downer's Mining, Energy and Industrial business recently visited CQUniversity in Mackay, Queensland to meet some future female engineers.

CQUni students benefit from \$3,000 in funding from the Downer sponsored scholarship, which provides opportunities for vacation employment with Downer during their studies and two years of full-time employment after graduation.

David Videroni, General Manager for Oil and Gas and Leeanne Bond, Diversity and Inclusion, offered their advice to five students who are progressing with their studies in Engineering and Environmental Science.

Third-year engineering student and Downer scholar, Morgan Lewis, is undertaking a six-month work placement with Downer's Oil and Gas business. Morgan recently spent two months at Downer's LNG site in Gladstone following work experience at the Brisbane Head office, and is now based at Downer's Darwin LNG site.

David Videroni, General Manager Oil and Gas, said:

"The Downer scholarships aim to nurture vacation-based employees who can be converted to long-term graduate engineers within Downer's Oil and Gas business, while boosting our strategy of female participation in our workforce."

"Downer and CQUni have a nice synergy with the same footprint in terms of locations where we each operate," said David.

CQUni Vice-Chancellor Professor Scott Bowman said CQUni's partnership and growing affinity with Downer has already borne fruit on a number of levels.

"The partnership expanded through Downer's pledge to commit \$42,000 over a four-year period to provide scholarships for female students studying Engineering, Construction Management, Environmental Science or Science.

"This is an outstanding opportunity for CQUni students to be supported by Downer throughout their studies and then further into their first few years of employment."

Downer Group brochure

We are pleased to announce that there is a new Downer Group brochure.

This brochure incorporates information about Downer, including Spotless and other newly acquired businesses. It provides information about who we are and what we do, and has been developed to assist employees to educate customers and suppliers about the Downer brand.

Michael Sharp, Group Head of Corporate Affairs and Investor Relations, said:

"Downer has been through a lot of change over the past year and this new brochure reflects the breadth of services and expertise we provide to the market. I encourage employees to share it with their customers, suppliers and other stakeholders."

To order printed copies go to: mcdonaldprinting.com.au/downergroup/

Or to view an interactive PDF copy go to: downergroup.com/brochures



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