



SUSTAINABILITY REPORT 2018

Our environmental, social and governance (ESG) performance



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On site at Cape Lambert,
Pilbara, Western Australia



ABOUT THIS REPORT

Scope

The purpose of this report is to enable key stakeholders to understand Civmec's sustainability approach, actions, performance and key material issues for the financial year ended 30 June 2018 (FY18). This report was approved by the Civmec Board of Directors (the 'Board') on 31 May 2019.

Civmec Limited (Company Registration Number 201011837H) is the ultimate holding company of the Civmec group of companies. In this report, unless otherwise stated,

references to 'Civmec', the 'company' and the 'group' refer to Civmec Limited and its controlled entities. The information in this report covers all operational activities undertaken by Civmec. Our share of operations from joint venture projects is reported on a proportionately consolidated basis, unless otherwise stated.

Reporting Approach

Civmec's Sustainability Report 2018 links our sustainability principles to our mission, vision and values. The report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2016 core-level reporting, which focuses on identifying and reporting on topics that are material to our business and key stakeholders, in relation to environmental, social and governance (ESG) performance.

The GRI Standards create a common language for organisations and stakeholders, with which the economic, environmental, and social impacts of organisations can be communicated and understood. The Standards are designed to enhance the global comparability and quality of information on these impacts, thereby enabling greater transparency and accountability of organisations.¹

This document represents Civmec's inaugural Sustainability Report. Going forward, we will continue to report our sustainability performance annually. To support this commitment, we will evolve and refine how we collect information to ensure quality data and insights are available in order to drive improvement in our sustainability performance. This process will include undertaking an internal audit of this report and the reporting process. For ease of reference, a GRI Standard Content Index is located on page 47 of this report.

1. Consolidated Set of GRI Sustainability Reporting Standards 2016 – GRI 101: Foundation 2016

MESSAGE FROM THE BOARD

The primary role of the Board is to deliver mutually beneficial outcomes to all stakeholders and to ensure that the company is managed in accordance with best international corporate governance practices, meeting all obligations of the Singapore Exchange (SGX) and the Australian Securities Exchange (ASX).

Central to Civmec's approach to sustainability is its *Never Assume* philosophy, which underpins the company's culture and drives behaviour, attitudes, decisions and actions.

The sustainability of our business is intrinsically linked to the successful management of our environmental, social and governance (ESG) risks, obligations and opportunities. Proactively identifying and understanding the current material risks faced by the business and adopting sustainable practices to mitigate these, and capitalising on identified opportunities, will further strengthen Civmec's position in the market and generate better long-term outcomes for all stakeholders.

This report outlines Civmec's management approach and performance across the key material risk areas identified, as a fundamental component of future strategy to drive sustainable growth. As part of its strategic formulation, the Board has carefully considered the material ESG factors that present the greatest risk and opportunity to the business and oversees the management and monitoring of these factors.

Ultimately, Civmec's sustainability agenda is focused on:

- continuing to operate with integrity;
- actively contributing to the success and welfare of our people and the communities in which we operate;
- ensuring our operations have minimal environmental impact, and
- achieving our people, health, safety, environment, and financial targets.

Overwhelmingly, the company's success relies on its ability to foster positive, meaningful and productive relationships with its key stakeholders, including employees, clients and partners, all of which play an integral role in our future success.

Yours sincerely

**The Board
Civmec Limited**

Aerial view of west coast facility, Henderson, Western Australia



ABOUT CIVMEC

Civmec is an integrated, multi-disciplinary construction and engineering services provider to the Oil & Gas, Metals & Minerals, Infrastructure and Marine & Defence sectors.

Established in 2009, Civmec is one of Australia's leading providers of turnkey solutions across a range of core capabilities.

Civmec has been listed on the Singapore Exchange (SGX) since 2012, achieving dual listing on both the SGX and the Australian Securities Exchange (ASX) in June 2018.

During FY18, the company had more than 2,500 direct employees, and over 3,400 people working across our sites at any one time. Our vast self-performance capability enables us to adapt to our clients' needs and our commitment to innovation and technology enables us to work smarter, providing value-driven solutions. Our vertically integrated operating model enables us to effectively deliver across all stages of project delivery, from earthworks through to commissioning, including offsite fabrication and modularisation of key project components.

Focused on establishing long-term partnerships and working collaboratively with clients and delivery partners, we have played a significant role in the delivery of some of Australia's

most complex projects, including in remote, logistically challenging environments.

Our strategically located facilities in Western Australia and New South Wales support our vertically integrated model. Our state-of-the-art west coast facility in Henderson is set on 200,000 sqm of land at the Australian Marine Complex, with direct waterfront access. It is the largest modern fabrication facility of its kind in Australia and will be further enhanced by the addition of a 53,000 sqm (usable floor area) shipbuilding facility currently under construction. When complete, this will be one of the most efficient and innovative shipbuilding facilities in the world and the largest undercover modularisation and maintenance facility in Australia.

On the east coast, Civmec's facility in New South Wales is located on 227,000 sqm of land, with riverfront access, just 14 kilometres from the port of Newcastle. Other operations around Australia include in Broome (WA) and Gladstone (QLD), with projects located across the country.



- HEAVY ENGINEERING
- SHIPBUILDING
- MODULARISATION
- STRUCTURAL, MECHANICAL & PIPING
- ELECTRICAL, INSTRUMENTATION & CONTROL
- SITE CIVIL WORKS
- PRECAST & PRESTRESSED CONCRETE
- REFRACTORY
- INDUSTRIAL INSULATION
- MAINTENANCE & MINOR WORKS
- ACCESS SOLUTIONS
- OFFSHORE LOGISTICS
- REGISTERED TRAINING ORGANISATION

Our Values

Our culture, the way we think and operate, is underpinned by our values.

Our commitment to achieving our targets; our focus on continual improvement and innovation; our performance driven attitude and pursuit of excellence; our confidence to influence and challenge; and our commitment to working together collaboratively with our people, partners and clients, guides our future success.



COMMITMENT

Our individual commitment facilitates our success



INNOVATION

Our innovative approach drives continuous improvement



VALUE DRIVEN

Our performance-driven culture delivers value



MAKE A DIFFERENCE

Our ability to influence and challenge drives sustainability



EXCELLENCE

Our pursuit of excellence makes us a world-class service provider



COLLABORATION

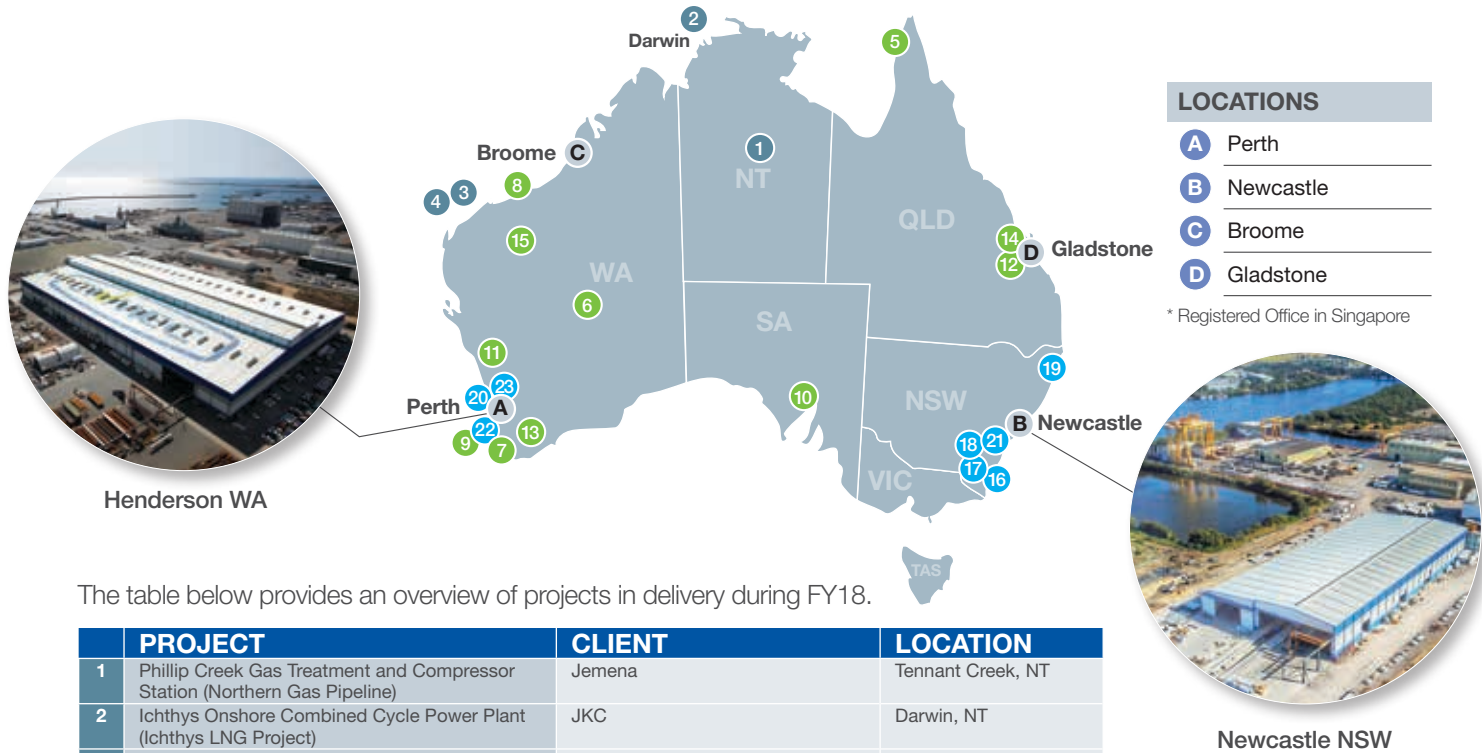
Our focus on working together drives sustainable partnerships



Our Locations & Projects

Civmec’s facilities are strategically located around Australia to support our vertically integrated delivery model and drive efficiencies in our onsite activities.

Headquartered in Henderson, Western Australia, we also have extensive office and manufacturing facilities in Newcastle (New South Wales), with a regional presence in Gladstone (Queensland) and Broome (Western Australia). Our operations are predominately undertaken in Australia, however we do have minor subsidiaries operating in Papua New Guinea and Uganda, which did not make any material contribution to revenue for the group in FY18.



The table below provides an overview of projects in delivery during FY18.

PROJECT	CLIENT	LOCATION
1 Phillip Creek Gas Treatment and Compressor Station (Northern Gas Pipeline)	Jemena	Tennant Creek, NT
2 Ichthys Onshore Combined Cycle Power Plant (Ichthys LNG Project)	JKC	Darwin, NT
3 Varanus Island Sustaining Capital Works	Quadrant Energy	Varanus Island, WA
4 Greater East Spar Offshore Installation Works	Fugro – TSM Pty Ltd	Northwest, WA
5 Amrun Project	Rio Tinto Amrun (RTA and Sandvik Mining and Construction)	Weipa, QLD
6 Gruyere Gold Project	Gold Roads Resources Limited & Gold Fields Limited	Yamarna, WA
7 Pinjarra Alumina Refinery Expansion	Alcoa Australia Ltd	Pinjarra, WA
8 Pilgangoora Lithium Project	Altura Mining	Port Hedland, WA
9 Tianqi Lithium Processing Plant	MSP Engineering	Kwinana, WA
10 Plant & Equipment Shutdowns and Maintenance	Liberty OneSteel	Whyalla, SA
11 Plant & Equipment Shutdowns and Maintenance	CBH	Regional WA (various)
12 Plant & Equipment Shutdowns and Maintenance	Queensland Alumina Limited	Gladstone, QLD
13 Plant & Equipment Shutdowns and Maintenance	Alcoa Australia Ltd	Regional WA (various)
14 Plant & Equipment Shutdowns and Maintenance	Rio Tinto	Yarwun, QLD
15 Plant & Equipment Shutdowns and Maintenance	FMG	Regional WA (various)
16 Sydney Metro Northwest	Northwest Rapid Transit	Sydney, NSW
17 Sydney Light Rail	Acciona Infrastructure	Sydney, NSW
18 WestConnex	CPB Contractors Dragados Samsung Joint Venture	Sydney, NSW
19 Grafton Correctional Centre	John Holland	Grafton, NSW
20 Matagarup Bridge	Government of Western Australia	Perth, WA
21 Nepean River Bridge	Seymour Whyte	Sydney, NSW
22 Woodman Point Wastewater Treatment Plant Upgrade	Water Corporation	Woodman Point, WA
23 Ashton Avenue Bridge	Coleman Rail	Perth, WA

OIL & GAS
 METALS & MINERALS
 INFRASTRUCTURE

Our Operating Sectors

OIL & GAS



Gorgon LNG Project,
Greater Gorgon
Gas Fields, Western
Australia

Providing tailored solutions for upstream and downstream Oil & Gas projects, we can deliver in remote, highly challenging environments, offering innovative logistical solutions to enable the fundamental project metrics of time and cost to be achieved.

Our experience and expertise include the fabrication and assembly, surface treatment and testing of high integrity structural steel, carbon and exotic stainless/duplex/inconel steel piping, subsea manifolds, PLET, PLEM, offshore jackets and topsides, suction piles, process modules, vessels and propane and LNG spheres.

Through our involvement on some of the largest Oil & Gas projects undertaken in Australia, our capability extends to the provision of multi-disciplined, in-house construction services, including Structural, Mechanical, Piping and Electrical Instrumentation (SMP&EI); precast concrete solutions; thermal, acoustic and cryogenic insulation installation; refractory; maintenance; and site civil works.

With our multi-disciplinary capability, we have delivered subsea equipment, and supported onshore processing facility requirements, both on site, and from our Henderson facility. Our robust systems enable us to deliver quality products and services to the exacting standards required by the Oil & Gas industry.

We specialise in delivering projects across the sector, including, but not limited to:

- Process and non-process infrastructure
- Fuel stations
- Materials handling
- Oil and gas plants (LNG)
- Offshore jackets and topsides
- Subsea spools and manifolds
- Wharfs and caissons
- Offshore marine structures
- Tank farms



Phillip Creek Gas Treatment & Compressor Station (Northern Gas Pipeline), Tennant Creek, Northern Territory

Our Operating Sectors

METALS & MINERALS



Amrun Project,
Weipa, North Queensland

Our vertically integrated model supports the delivery of projects in the Metals & Minerals sector. Providing a full turnkey solution, we leverage the synergies of our multi-disciplinary capability to provide our clients with cost and schedule efficiencies.

Our vast knowledge and experience includes fabrication and assembly; surface treatment; testing of structural steel; materials handling equipment; modularised structures; piping; rail car dumpers and tunnels; tanks and platework; storage tanks; and conveyor systems.

Through our involvement in some of the largest Metals & Minerals projects undertaken in Australia, our capabilities extend to the supply of multi-disciplined construction services such as Structural, Mechanical, Piping and Electrical Instrumentation (SMP&E); insulation installation; refractory; bulk and detailed earthworks; precast concrete works; site and in-situ concrete; and trenching works.

We specialise in delivering projects across the sector, including, but not limited to:

- Process plants
- Materials handling
- Non-process infrastructure
- Power stations
- Dewatering
- Tailings facilities
- Wharfs
- Tank building
- Fuel storage and refuelling stations
- Refractory

We also provide reliable and competitive maintenance and shutdown support as a single, multi-disciplinary solution. Working with our clients to optimise operations, whilst minimising the impact of maintenance works on ongoing operations, our capability extends to major and modular shutdowns; sustaining capital works; optimisation and equipment upgrade projects; minor works; emergency repair and replacement; and routine maintenance.



Gruyere Golds Project,
Goldfields, Western Australia

Our Operating Sectors

INFRASTRUCTURE

Optus Stadium & Matagarup Bridge,
Perth, Western Australia



Our expertise and diverse range of integrated services and capabilities has been instrumental in the successful delivery of some of the most significant infrastructure projects undertaken in Australia.

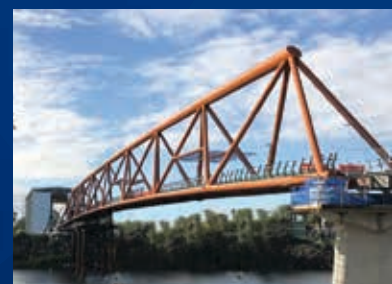
Our state-of-the-art fabrication facilities in Western Australia and New South Wales enable us to reduce project risk, by precasting and modularising scope elements in a controlled environment, providing significant advantages including reduced site working hours, optimum quality control, and weather-proofing critical schedule elements.

Our significant experience in the delivery of process and non-process infrastructure extends to fabrication and assembly; surface treatment; manufacture and installation of precast concrete structures; in-situ concrete; and civil and bulk earthworks.

Delivering multi-disciplinary vertical packages to the water, wastewater and energy industries, we provide services including planning; project management; earthworks; civil; mechanical; structural, mechanical & piping (SMP); electrical; fabrication; construction and commissioning.

We specialise in delivering projects across the sector, including, but not limited to:

- Roads and bridges
- Stadiums
- Airports
- Ports and harbours
- Water and wastewater infrastructure
- Renewable energy – wind, solar and wave
- Conventional power stations



Nepean River Bridge,
Penrith, New South Wales

Our Operating Sectors

MARINE & DEFENCE

Luerssen Offshore Patrol Vessel



Award of the Royal Australian Navy's Offshore Patrol Vessel (OPV) program, in contract with Luerssen Australia, will enable us to unlock the value of local steel shipbuilding, investing in skills and transfer of knowledge with local subcontractors and suppliers to support the establishment of a competitive Australian shipbuilding industry and supply chain that can eventually export to the global market.

Our substantial investment in the construction of a state-of-the-art shipbuilding and maintenance facility in Henderson, designed to be one of the most efficient and innovative in the world, will deliver a new world-class resource to the Australian maritime landscape and significantly enhance the capability available at the Australian Marine Complex in Western Australia. The 53,000sqm (usable floor area), 18-storey high, purpose-built facility will be the largest undercover modularisation and maintenance facility in Australia. It will be large enough to house complete Air Warfare Destroyers or Frigates and OPVs, for construction or maintenance, as well as large integrated modules for the Oil & Gas and Metals & Minerals sectors. We commenced construction in April 2017, with completion expected by the end of 2019.

Civmec has partnered with Luerssen to form a new company, Australian Maritime Shipbuilding and Export Group (AMSEG). It combines our specialist steel manufacturing capability and infrastructure with the shipbuilding and design expertise of Luerssen, to develop a new world-class sovereign shipbuilding capability for Australia. The new company is chaired by former Chief of the Royal Australian Navy and former Chairman of major shipbuilder ASC Shipbuilding, Vice Admiral (retired) Chris Ritchie.



New shipbuilding and maintenance facility currently under construction, Henderson, Western Australia

Our Sustainability Approach

Our vision is to sustainably grow the business, delivering mutually beneficial outcomes for all stakeholders.



Planet Ark Tree Planting Day, Henderson

This means:

- managing the health and safety of our people;
- working collaboratively with our customers and partners to deliver a product or service that meets their needs across the spectrum of safety, quality, environment, value and time;
- achieving a diverse workforce and inclusive workplace;
- positively contributing to the communities in which we operate; and
- delivering financial growth and value for our shareholders.

Our culture is built on our *Never Assume* program, where we train and encourage individuals to equally look out for themselves and for those around them. Our commitment to continual improvement means we are always seeking opportunities to innovate and learn from our experience.

We understand that driving sustainable business practices is fundamental to our future success and our commitment to sustainability is reinforced in our operating policies.

NEVER ASSUME



[Click to view Policies](#)

Amrun modules, Henderson, Western Australia



PERFORMANCE HIGHLIGHTS

Financial

Reporting Currency S\$'000	FY18	FY17	Change %
Sales Revenue	738,741	345,955	114
EBITDA	48,995	22,863	114
NPAT	25,504	8,220	210
Work in Hand	706,602	627,177	13
Operating Currency A\$'000	FY18	FY17	Change %
Sales Revenue	712,850	330,266	116
EBITDA	47,371	21,893	116
NPAT	24,723	7,927	212
Work in Hand	699,972	600,118	17

NPAT – Net Profit After Tax; EBITDA – Earnings Before Interest, Tax, Depreciation and Amortisation

People

Metric	FY19 Target	FY18
Women employed (as total % of head office based employees)	Sustain FY18 result*	42%
Women employed (as total % of all employees)	Sustain FY18 result*	6%
Women in management roles (as total % of head office based employees)	Sustain FY18 result*	7%
ATSI representation (as total % of blue collar employees)	Sustain FY18 result*	3%
ATSI representation (as total % of all employees)	Sustain FY18 result*	3%
Apprentices and trainees employed (as total % of blue collar employees)	20% increase on FY18 result	3%

ATSI – Aboriginal and Torres Strait Islander

* Note: Strategy is to maintain current levels as a minimum.

Safety

Metric	FY19 Target	FY18	FY17
LTIFR per million hours worked	0.0	0.38	0.33
TRIFR per million hours worked	3.5	4.91	6.56
Fatalities	0	1	0
Fines and prosecutions	0	0	0

LTIFR – Lost Time Injury Frequency Rate; TRIFR – Total Recordable Injury Frequency Rate

Environmental

Metric	FY19 Target	FY18	FY17
Significant Environmental Incidents (≥ Level 4)	0	0	0
Prosecutions	0	0	0
Infringement Notices (number of fines)	0	0	0
Infringement Notices (A\$)	0	0	0
Energy Intensity (TJ/\$m AUD)	Year on year reduction	0.24	0.29
Emissions Intensity (tCO ₂ -e/\$m AUD)	Year on year reduction	30.99	37.80
Recycling Participation Rate* (co-mingled v general waste)	Year on year improvement	5%	3%

* Note: Rate derived from the amount of co-mingled recycling compared to the general waste stream (it measures how good we are at recycling our day-to-day waste and does not include bulk recycled materials like concrete, steel and timber etc).

STAKEHOLDER ENGAGEMENT & MATERIALITY

The material issues addressed in this report reflect the priorities identified by our key stakeholders.

A materiality assessment was undertaken consistent with Global Reporting Initiative (GRI) Standards requirements and included an extensive consultation process with key stakeholders via group workshops, written surveys and face-to-face meetings.

In agreeing the material environmental, social and governance (ESG) factors selected, their relevance to the business, including our strategy, business model and key stakeholders, was considered.

In 2015, the United Nations agreed on 17 Sustainable Development Goals (SDGs)

as part of its 2030 Agenda for Sustainable Development. The interrelated SDGs are a blueprint to achieve a better and more sustainable future for everyone across the planet. They address the global challenges we face, including those related to poverty, inequality, climate, environmental degradation, prosperity, and peace and justice. As a supporter of the SDGs Civmec understands it can positively contribute towards these goals through its own sustainable business practices. The table following highlights the correlation between our ESG focus areas and the SDGs.

United Nations Sustainable Development Goals (SDG)



Material ESG Factors

		Topic	Related United Nations Sustainable Development Goal (SDG)
E	Environment	<ul style="list-style-type: none"> Environmental Compliance Energy Effluents and Waste Emissions 	6. Clean Water and Sanitation 7. Affordable and Clean Energy 13. Climate Action 14. Life Below Water 15. Life on Land
	People	<ul style="list-style-type: none"> Employment Training and Education Diversity and Equal Opportunity Labour Management Relations Non Discrimination 	1. No Poverty 4. Quality Education 5. Gender Equality 10. Reduced Inequalities
S	Community	<ul style="list-style-type: none"> Local Communities Socio Economic Compliance 	1. No Poverty 11. Sustainable Cities and Communities 12. Responsible Consumption and Production
	Health & Safety	<ul style="list-style-type: none"> Occupational Health and Safety 	3. Good Health and Well-Being
G	Financial	<ul style="list-style-type: none"> Economic Performance 	1. No Poverty 8. Decent Work and Economic Growth 9. Industry, Innovation and Infrastructure 11. Sustainable Cities and Communities 17. Partnerships for the Goals
	Governance	<ul style="list-style-type: none"> Anti Corruption Anti Competitive Behaviour Procurement Practices 	16. Peace, Justice and Strong Institutions 17. Partnerships for the Goals

Stakeholder Engagement

Maintaining open lines of communication with our key stakeholders, both internal and external, is an ongoing priority for the business. This extends well beyond the formal consultation process undertaken to determine the business' material issues.

The table below highlights our key stakeholders and how we engage with them on an ongoing basis to drive our long-term sustainability.

Stakeholder	How we engage
Directly impacted	
Employees	Day-to-day operational interaction; internal communications; intranet; meetings; surveys; social media; community and social events
Partners	Day-to-day operational interaction; joint venture boards and operating committees; meetings; workshops; social media; community and social events; industry associations and events; facility tours
Subcontractors and suppliers	Day-to-day operational interaction; meetings; inductions and training; social media; industry associations and events
Clients	Day-to-day operational interaction; meetings; surveys; social media; community and social events; industry associations and events; facility tours
Board	Reporting; meetings
Communities	Project-specific community engagement plans; local media; social media; local industry associations and events; community events; employment opportunities; local supply arrangements
Shareholders and investor community	Annual General Meeting; Annual Report; Sustainability Report; ASX/SGX releases; quarterly, half-year and full-year results presentations; media; website; social media; facility tours
Actively interested	
Government and regulators	Reporting; meetings
Media	Media releases; briefings and interviews; website; social media; facility tours
Industry associations	Memberships; representation on boards and committees; meetings; industry events
Unions	Meetings
Non-government organisations	Participation in forums; meetings; industry associations and events

Henderson staff



OUR PEOPLE

Our people underpin our success. Offering sustainable career pathways is critical in enabling us to retain and grow capability across our specialised disciplines.

Our focus is on developing and enhancing employee skills and capability, fostering the organic growth of talent across the business, right up to the senior management level. Continuing to build expertise in our key areas of operation and diversifying into new markets provides ongoing opportunities to attract and retain the best available talent. The retention of talent is a key identified risk, particularly given the sometimes cyclical nature of the industry in which we operate.

Data included in this section has been captured through the COINS payroll and HR system. Early in 2018, the decision was made to implement new recruitment/human resources software, Success Factors, in order to facilitate a streamlined approach. Success Factors went live in June 2018, with the system providing an interface that simplifies processes and reduces administrative and manual paperwork, enabling

improved efficiency in people management. The benefits derived from this new system will flow through during FY19 and beyond, as we continue to evolve and refine its function and capability to meet the specific demands of our business.



Employment

Over the past 12 months, Civmec has created employment opportunities for almost 3,500 people, including direct employment for more than 2,500. In addition to this, a significant number of people are indirectly employed through our supply chain. This includes in regional areas where our projects are delivered, with local employment providing direct economic benefits to these regional communities.

Civmec had 2,551 employees located across Australia at financial year end 2018. Temporary

personnel are not included in this statistic.

Our drive towards success in project delivery can only be achieved through high productivity; the ability to deliver to exacting quality standards; strong leadership and innovative management; and a highly proficient, multi-skilled workforce. Multi-skilling our workforce provides a significant competitive advantage, with employees adaptable and able to be mobile across jobs, sites and locations.

New Employee Hires & Employee Turnover

The attraction and retention of skilled employees is a critical focus, and also an identified risk, for our business. The tables below illustrate new employee hires and employee turnover during FY18, by age group and gender. The statistical pattern illustrated is typical of our industry, where cyclical/short-term project contracts are awarded, and therefore these numbers represent the on-hire/off-hire process.

Metric	Under 30 years	30 to 50 years	Over 50 years
Total number and percent of new employee hires during the reporting period by age group	450 20%	1,290 57%	529 23%
Total number and percent of employee turnover during the reporting period by age group	347 20%	1,061 58%	408 22%

Metric	Male	Female
Total number and percent of new employee hires during the reporting period by gender	2,194 97%	75 3%
Total number and percent of employee turnover during the reporting period by gender	1,740 96%	76 4%



3,400
PEOPLE

employed on our projects



4,471
ENROLMENTS FOR TRAINING

Training & Education

Our core value of *Collaboration* means we work in partnership with our people to identify their individual training and development needs. We recognise the importance of continually investing in the training and development of our people, providing progressive career pathways, as a fundamental component of our retention strategy.

Registered Training Organisation

We have invested in facilities and training programmes and are a recognised Registered Training Organisation (RTO code 52645). Our RTO is registered nationally with the Australian Skills Quality Authority (ASQA) and delivers skills and competency-based training in every state across Australia. At financial year end 2018, 4,471 enrolments were processed for training courses delivered by the Civmec RTO. The role of the RTO is to create a skilled and diverse workforce that drives our high-performance culture and supports the growth and retention of our people.

The RTO currently offers 29 units of competency, specialising in high risk training including crane operations, rigging, scaffolding, forklift and elevated work platform operations.

It has expertise in mobile plant operations such as excavator, backhoe and roller operations, and offers specialised training for tilt up panel works. It has also developed a program of management training for supervisors that covers leadership, team management, project management and health and safety.

We partner with local high schools to provide outreach programs to mentor high school students to take science and engineering pathways, and to further support this we are an industry partner in the P-TECH and Subs in School programs.

Civmec was recognised in 2016 for its investment in training and workforce development, winning the Western Australian Employer of the Year category of the WA State Training Awards.



CLICK TO VIEW:
Access & Equity Policy

Apprentices & Trainees

Our commitment to supporting the future of our industry is reflected in the more than 50 apprentices we have learning and working across the spectrum of our operations, including fabrication (boilermakers and welders), carpenters, and electrical. This focus on apprenticeships is facilitating the organic growth of our self-performance capability. Additionally, we have a number of trainees working across the business, providing functional support in business administration, human resources and logistics.

Our apprenticeship program incorporates advanced technical capability, modern facilities, and individualised training and development opportunities. We provide apprentices with unparalleled opportunities to work across a diverse range of specialist capabilities and sectors, including heavy engineering, fabrication and construction, in the resources, infrastructure and defence markets.

Apprenticeship trades offered include:

- **Boilermaker** - Certificate III in Engineering - Fabrication Trade (Heavy/Welding)
- **Carpenter** - Certificate III in Carpentry and Joinery
- **Electrician** - Certificate III in Electrotechnology Electrician or Certificate III in Engineering - Electrical/ Electronic Trade
- **Welder** - Certificate III in Engineering - Fabrication Trade First Class Welder

Isiah's Story



I have been employed by Civmec since January 2016 as an electrical apprentice. I'm currently two years into my apprenticeship and have been involved in projects that have given me the opportunity to work FIFO, including on the Gruyere Gold project in the Goldfields.

I have learned a variety of skills and knowledge during my apprenticeship, including cable pulls, cable dressing, electrical equipment, reading various drawings, cable terminations and much more.

Along the way I have met great work colleagues and supervisors that have been easily approachable with any questions I've asked to help further my understanding. I have two years left in my apprenticeship and cannot wait to see the future opportunities Civmec has to offer me.



Isiah Brown
Electrical Apprentice



Apprentices & Trainees (continued)

We also offer a comprehensive traineeship program that provides trainees with insight across all operational aspects of our business. Trainees are guided and mentored by our highly experienced team of technical and management specialists, making Civmec traineeships an excellent way to start a career.

Traineeship qualifications offered include:

- Human Resources
- Business Administration
- Logistics / Warehousing
- Non-certified construction skills such as concreting and steel-fixing

Civmec apprenticeships and traineeships are recognised nationally and are highly regarded in the industry. We encourage applications from people with diverse backgrounds including women, and Aboriginal and Torres Strait Islanders.

Civmec supports the Southern Perth P-TECH pilot program with Cecil Andrews College, Seville Grove. A P-TECH styled learning program involves an introductory phase to enable young people to connect and engage with the school's industry partners and build the foundation skills students will need to succeed in the increasingly rigorous latter years of their study. Following the introductory phase, and with support from an industry mentor and the school's industry partners, secondary students undertake more formal STEM training as part of a nationally recognised VET qualification. These certificates put students on a pathway to post-school studies that will further strengthen their prospects for employment.

Kayla's Story

As a Year 12 Cert III Engineering – Technical student at Cecil Andrews College, Kayla Roemer-Hanisch undertook work experience with Civmec in 2018, as part of the P-TECH program.

With the award of the contract to build Offshore Patrol Vessels for the Royal Australian Navy, Civmec has partnered with Luerssen Australia and ASC to launch the Shipbuilding Education and Apprenticeship (SEA) program, which will help build the skills needed for Australia's multibillion-dollar naval shipbuilding industry. Having enjoyed her work experience with Civmec, Kayla successfully applied for one of ten inaugural scholarships under the SEA program. She was also chosen as one of three to be involved in an internship under the program, with Civmec selecting her as their intern.

As a student who in Year 10 thought she would go into primary school teaching, Kayla has been shown a world of opportunity in the Defence industry through her experience with Civmec and she will no doubt make a fantastic Design Engineer one day.





Offshore Patrol Vessel team

Performance & Career Development

In addition to encouraging regular, informal, performance discussions between employees and their managers, a formal Performance and Career Appraisal process is undertaken annually at the beginning of each year. This process requires employees to review their previous year's performance, meet with their manager to discuss this assessment, and set goals and targets for the coming 12 months. Learning, development and career opportunities are identified through this process and monitored and progressed throughout the year.

Through the process, a number of employees were identified and encouraged to expand their current skillset to support the further development of our shipbuilding capacity and capability, with the delivery of the Offshore Patrol Vessel program for the Royal Australian Navy.

Brendan's Story



I joined Civmec in June 2016 as a Graduate Engineer to work in the remeasure department. I immediately felt part of the team and received a lot of support from management and staff. I also worked closely with Civmec's proposals department and learned to estimate tenders of a structural and piping nature.

In January 2017, I was part of the Civmec and Luerssen team that successfully bid for the construction of 12 OPVs as part of the Royal Australian Navy's SEA 1180 project.

In May 2018, I was given the opportunity to further develop my career by moving to the OPV project as a Project Engineer. Here I have been able to contribute to creating new procedures and processes to ensure the OPV project is delivered effectively. I feel proud to be part of the team helping to build Civmec's capabilities in the shipbuilding sector and I look forward to continuing to grow with the company in this new and exciting chapter.



Brendan D'Cruz
Project Engineer – OPV Project



David's Story

“

I joined Civmec in February 2011 as a Boilermaker. Through the performance and development process, I was able to articulate my career aspirations and longer-term goals, which lead to the opportunity to move into the management side of the business, with a role as Junior Project Engineer.

For the next few years I learnt many aspects of Civmec's business, from fabrication through to mechanical assembly, being involved in a number of successful projects including the Rio Tinto Cape Lambert Car Dumpers and Positioners and TKISA and Sandvik Stackers, Reclaimers and Ship Loaders, as well as Civmec workshop upgrades and installations.

In September 2018, my career with Civmec took another exciting turn, joining the OPV team as a Senior Project Engineer. I am very proud to be part of the business' expansion into the shipbuilding sector and it is very exciting to come to work every day seeing the progress on our new facility. It is a great achievement to be part of a project which will help protect our great country.”

David Morgan
Senior Project Engineer – OPV Project



The table below demonstrates employee participation in the Performance and Career Appraisal process by gender and employee category.

Gender	Clerical & Administration	Executive/ Group Manager	Professional	Senior Manager	Technical	Total
Male	1%	9%	36%	5%	27%	78%
Female	7%	1%	13%	0%	1%	22%
Total	8%	10%	49%	5%	28%	100%

Diversity & Equal Opportunity

Gender Diversity

Civmec is committed to driving gender diversity in the workplace and facilitating an environment that is fair and inclusive for all employees. We believe the benefits provided by a balanced workforce, including in relation to culture and management style, make us a more attractive place to work for all employees.

As we continue to strive for a supportive and inclusive workplace for all people, we are focused on actively capitalising on the diversity of skills, talents and perspectives of our people to harness an organisation where everyone works better together and feels valued and able to contribute.

Across our entire operations, 5% of all employees are female. As is typical of organisations in our industry, the ability to

achieve a diverse workforce in the corporate environment is much easier than achieving this balance in operations and project delivery, particularly given our vast self-performance capability in traditionally male-dominated disciplines. From a head office perspective, we have a much higher female participation rate, at 42%. Therefore, our focus over the past 12 months has been at the grass-roots level, encouraging female apprentices to grow their career with us. This strategy has been successful, with three female apprentices now in the business. Going forward, we will continue to identify and support suitable candidates to join us in trade and operations roles onsite and in our manufacturing facilities. Earlier this year, a Civmec apprentice, Candace Smith, was awarded the 'Women in Trades' Scholarship.



Candace's Story

“

When I first started my apprenticeship with another employer, I was told so many times that women don't belong in this environment that I eventually gave it up.

However my passion for my trade was stronger than one person's opinion, and I went on to continue my apprenticeship with Civmec and feel really valued here. ”

Candace Smith
Boilermaker



Diversity & Equal Opportunity (continued)

Gender Diversity (continued)

There is an opportunity and commitment to improve the composition of our Board, with the future appointment of a female member. It is noted that there is regular participation at Board meetings of other senior managers from across the business, including a number of women. At the Key Management Personnel level, 100% of employees are women and at the Other Executives/General Manager/Group Manager level, women hold 29% of positions.

The following tables demonstrate the breakdown of our employee categories by gender and age, reflecting the Australian Government's Workplace Gender Equality Agency (WGEA) reporting categories.

White Collar

Chief Executive Officer & Board			
Gender	Under 30 years	30 to 50 years	Over 50 years
Male	0%	33%	67%
Female	0%	0%	0%

Key Management Personnel/General Managers/Group Managers			
Gender	Under 30 years	30 to 50 years	Over 50 years
Male	0%	37%	25%
Female	0%	38%	0%

Senior Managers			
Gender	Under 30 years	30 to 50 years	Over 50 years
Male	0%	80%	20%
Female	0%	0%	0%

Other Managers			
Gender	Under 30 years	30 to 50 years	Over 50 years
Male	0%	57%	40%
Female	0%	2%	1%

Professionals			
Gender	Under 30 years	30 to 50 years	Over 50 years
Male	19%	43%	21%
Female	3%	10%	4%

Technicians & Trade			
Gender	Under 30 years	30 to 50 years	Over 50 years
Male	17%	59%	22%
Female	0%	1%	1%

Clerical & Administrative			
Gender	Under 30 years	30 to 50 years	Over 50 years
Male	6%	14%	5%
Female	28%	35%	12%

Diversity & Equal Opportunity (continued)



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Diversity Policy](#)

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Equal Opportunity Policy](#)

Gender Diversity (continued)

Blue Collar

Technicians & Trade			
Gender	Under 30 years	30 to 50 years	Over 50 years
Male	17%	59%	22%
Female	0%	1%	1%

Machinery Operators & Drivers			
Gender	Under 30 years	30 to 50 years	Over 50 years
Male	7%	51%	37%
Female	1%	3%	1%

Labourers			
Gender	Under 30 years	30 to 50 years	Over 50 years
Male	24%	56%	19%
Female	0%	1%	0%

Clerical & Administrative			
Gender	Under 30 years	30 to 50 years	Over 50 years
Male	3%	31%	28%
Female	13%	10%	15%

Note: Apprentices are not included in the above statistics.

The company is committed to ensuring women and men receive equal pay for equal work and this is reinforced within our remuneration principles. A future focus is to ensure we undertake an annual review of pay discrepancies by gender. If there are any apparent gaps, they will be analysed to ensure that such gaps can be explained with reference to market forces which may include, for example, different rates of pay in different industries; location and the relative supply and demand for different qualifications; individual performance; experience; and capacity of hours able to work.

The company lodges its compliance reports with the Workplace Gender Equality Agency (WGEA) annually. A copy of these reports may be obtained via the WGEA website.

Diversity & Equal Opportunity (continued)

Aboriginal Engagement

In November 2017, we launched our inaugural Reconciliation Action Plan (RAP), developed in partnership with Reconciliation Australia. Endorsement of the RAP represents a significant step towards building positive, sustainable relationships with Aboriginal and Torres Strait Islander (ATSI) people and their communities. During the year, 3% of total employees were of ATSI heritage.

The RAP identifies practical actions based on the three pillars of Relationships, Respect and Opportunities. Its intent is to provide employment, training and commercial partnership opportunities for Aboriginal and Torres Strait Islander people, businesses and community organisations and to develop a better understanding of cross-cultural sensitivities to improve relationships across the organisation, through participation in events

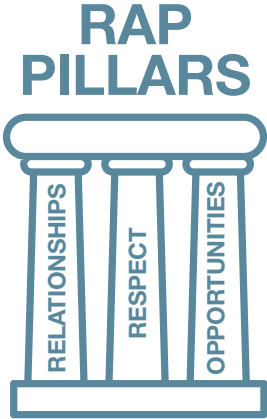
including National Reconciliation Week and NAIDOC Week.

As a testament to our commitment to the RAP, approximately 15% of our current apprentices, including two females, are of Aboriginal and Torres Strait Islander descent. Furthermore, we have engaged Aboriginal subcontractors during the year on projects in Western Australia, including the Pilgangoora Lithium project in the Pilbara and the Gruyere Gold project in the Goldfields.

Civmec became a member of Supply Nation during the year, to further develop our supplier diversity footprint and incorporate Aboriginal and Torres Strait Islander businesses into our supply chain. Supply Nation connects Australian buyers with verified Indigenous businesses to build a prosperous, vibrant and sustainable Indigenous enterprise sector.



Reconciliation Action Week at Woodman Point Wastewater Treatment Plant, Western Australia



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[Aboriginal People Policy](#)

Non Discrimination

We monitor the number of filed, addressed and resolved grievances regarding labour practices. Civmec's confidential whistleblowing line is available to all employees and external stakeholders for raising concerns.

During the year, nil incidents of discrimination were filed through formal grievance mechanisms within the company.



CLICK TO VIEW:
[Equal Opportunity Policy](#)

CLICK TO VIEW:
[Workplace Behaviour Policy](#)

OUR FUTURE FOCUS

We will continue to drive best-practice in the way we manage our people going forward, with future focus on:

- The rollout of further Success Factors modules to create a fully integrated platform incorporating recruitment, leave, online inductions and learning, and other areas, including redesign of our approach to recruitment and onboarding.
- Reviewing the effectiveness of the reward and recognition strategy.
- Continued focus on leadership training, including identification of high potential individuals and succession planning.

Initiatives specifically focused on increasing female participation, include:

- Gender pay review
 - remuneration philosophy to include gender remuneration review; and
 - identification and correction of like-for-like gaps.
- Flexible work practices.
- Focused recruitment campaigns.
- CEO to become a WGEA pay equity ambassador.

OUR COMMUNITY

Contributing to Local Communities

Our value of *Make a Difference* empowers our people to positively impact the communities in which we live and work. In addition to providing local employment opportunities, Civmec is also committed to making a difference through our various partnerships, sponsorships and donations.

Our support during FY18 saw us work with numerous charities and community groups, including:

Cancer Council

Sadly, in 2017, we lost one of our own to a rare form of cervical cancer. During October, we hosted a morning tea fundraiser across the company, to donate funds on behalf of our employee and her family. We presented a cheque for A\$10,000 to the Cancer Council in support of their mission to work with the community to reduce the incidence and impact of cancer.

Clean Up Australia Day

In February 2018, teams of Civmec staff took to the streets near their facility or site to help clean up the nation, as part of Clean Up Australia Day.

2018 PCNT Bluewater Classic

Civmec sponsored several employees from the Ichthys CAPP project to participate in the 2018 Petroleum Club, Northern Territory (PCNT) Bluewater Classic in March. The Bluewater Classic provides a unique opportunity to enjoy some friendly competition among colleagues and peers and is a significant community event on the Oil & Gas calendar in the Territory.

Morning Tea for a Cause

Our participation in the International Women's Day Morning Tea in March raised funds for the Women's Council for Domestic & Family Violence Services and our support of Australia's Biggest Morning Tea in May raised funds for the Cancer Council.

CEO Sleepout

In June 2018, our CEO Pat Tallon braved the cold to help the homeless, raising over A\$16,000 as part of the Vinnies CEO Sleepout, providing much needed funds for those around the nation finding themselves without a home. According to St Vincent de Paul, the A\$16,000 raised is equivalent to providing 52 individual support programs, 138 beds and 553 meals.

2018 Shadforth Financial Group Step Up For MSA

Continuing our ongoing support of MSA, on a Sunday morning in June, some of our people took to one of Perth's tallest buildings, Central Park, to climb the 1,103 steps to the building's peak. The team raised much needed funds for Western Australians living with neurological conditions.

Variety Club

We continued our support of Variety Club during the year, providing funding for their 2018 Variety Heart Scholarships, designed to help special needs children with unique talent to reach their full potential in their chosen field of sport, the arts or education.

Supporting the Cancer Council





Working with the Hunter Mountain Bike Association, Newcastle

Newcastle Connections

Committed to engaging with the local Newcastle community, partnerships initiated during the year included sponsorship of the University of Newcastle Rugby Union Club and working with the Hunter Mountain Bike Association (HMBA). Civmec supplied a new shipping container at the finish line of the Awaba Mountain Bike Park as a storage facility for biking and emergency equipment for the HMBA.

ATSI Engagement

Our commitment to building positive, sustainable relationships with Aboriginal and Torres Strait Islander (ATSI) people and their communities continued during the year, with our participation in National Reconciliation Week and NAIDOC Week and our ongoing relationship with the Wirrpanda Foundation, offering free training for Aboriginal job seekers. This commitment was further strengthened with the launch of our Reconciliation Action Plan (RAP) in November.

Sponsored Concerts and Events

We regularly make a corporate suite at Perth Arena available for charities to host families and children that benefit from them, for events including the basketball and netball, Disney on Ice, The Wiggles and other stage shows. Recipient charities during the year included the PMH and Perth Children’s Hospital Foundations, Wirrpanda Foundation, Variety Club, Anglicare, Success Blazers Netball and Friends of the Cancer Council.

Project Initiatives

Throughout the year, our projects and staff around Australia participated in fundraising events for a variety of charities, including Movember and R U OK? Day.

Contributing to Industry

Civmec is an active member of a variety of industry bodies and associations which have the ability to influence policies on sustainability, including:

- Australian Steel Institute
- Chamber of Commerce and Industry WA (CCIWA)
- Mining & Energy Services Council of Australia (MESCA)
- WA Mining Club
- Petroleum Club of WA
- Subsea Energy Australia
- Rockingham Kwinana Chamber of Commerce
- Industry Capability Network
- Hunter Connect

Supporting R U OK? Day



Socio Economic Compliance

Civmec operates in a number of different geographical regions and in differing market sectors. This involves dealing with customers, competitors, suppliers, and various other stakeholders. It is integral to Civmec's business operations that we capture and report on Civmec's significant positive influences at the macro socio-economic level in the regions in which we operate through to the direct impacts of our business activities in the communities which surround our operations.

Socio-economic compliance is a precondition for successful operations. Known legal requirements shall always be met. Legislative compliance is critical for Civmec since it ensures our business legitimacy.

We also continuously identify the ways in which we have responded to issues of concern raised through engagement with our stakeholders and which influence their assessment of the company. These include initiatives, both within and outside the company, including the continuous review of our Code of Conduct, policies and procedures, in relation to human rights issues, ethical supply chain relations, our contribution to the local economies and capacity development at community level.

We try at all times to understand and respond to our stakeholders' interests. Doing so helps

us be a good neighbour, an effective partner and a sustainable operator.

Civmec is committed to conducting its operations with integrity and in a manner, that is consistent with laws and business practices that are aimed at fostering an open, competitive and fair market environment and which will best serve the long-term interests of our customers, our stakeholders and the wider community.

Civmec impacts a wide range of stakeholders in the countries in which it operates, both in the local communities and wider national economies.

We engage with communities, employees, stakeholders and clients and seek to understand the social, cultural, environmental and economic implications of our activities so that we can respond to concerns, reduce negative impacts and optimise benefits for the local community and the overall economy.

Civmec has not received any significant fines or major non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area within Civmec Construction & Engineering during 2018.

OUR FUTURE FOCUS

The enthusiasm of our people in supporting the community is an enduring quality we are very proud of. It says a lot about Civmec and the company we are. Going forward, we will continue to support our people to make a difference in the communities in which we operate.

Our future focus includes:

- continuing to grow employee participation in community engagement initiatives, by providing them with the vehicles and opportunities to contribute (year on year increase); and
- continuing to maximise relevant opportunities for community engagement.

HEALTH & SAFETY

Civmec’s health and safety performance is critical to our business success and growth opportunities. We are committed to achieving a sustainably high level of safety compliance to support our greatest asset, our people.

We encourage our people to lead by example, looking out for those around them and for themselves. Our commitment to continual improvement means we are always seeking opportunities to innovate and learn from our experience. We will continue to drive our safety culture, systems, planning and risk management to deliver improved health and safety outcomes for our people, clients and delivery partners.

Systemic Approach

Our commitment to health and safety is built on robust processes and a strong culture. Our systems are certified to OHSAS 18001, the internationally recognised standard for health and safety management. Our management system is based around the principles of risk management and the system provides a broad set of requirements to support our wide-ranging scope of business activities. Civmec’s executive and senior management remain committed to continually enhancing safety performance throughout the company’s operations.

Our *Never Assume* program, incorporating our core values, provides a framework for the behavioural expectations of our people across the business, in order to build a strong and sustainable safety culture. The program is designed to empower every person in the company to ensure their work practices are focused on achieving zero harm. It is supported by our on-site fitness-for-work health centre and our status as a Registered Training Organisation (RTO), with extensive training undertaken specific to safety processes, procedures, awareness and improving proficiency. Our commitment to continual improvement means we are always seeking opportunities to innovate and learn from our experience.

NEVER ASSUME



Ichthys LNG Project, Darwin, Northern Territory





On site at Yandicoogina Sustaining Project, Pilbara, Western Australia

TRIFR
reduced by
26%

Safety Performance

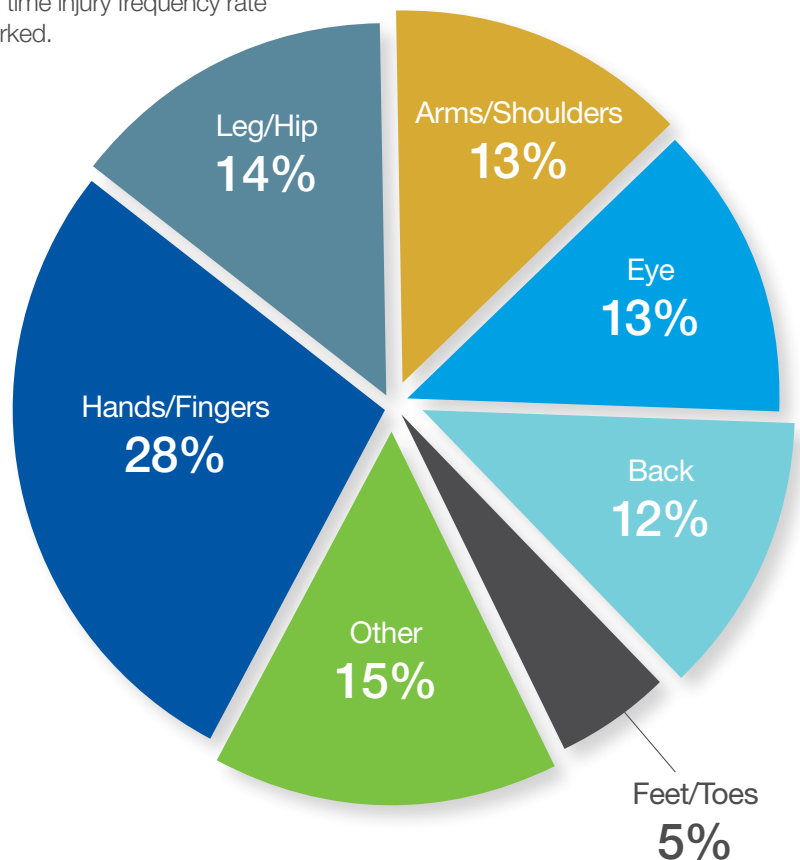
As an evolving and diversified business, we strive for best practice health and safety systems, sharing learnings and ideas across projects and throughout the organisation. Our company operates under a continuous improvement model and an increased focus on HSE and field leadership across the business has led to improvements in our risk management approach in a dynamic and constantly changing environment.

FY18 was a busy year for Civmec, having worked just over 5,300,000 hours (including contractors) with the majority of hours accumulated in environments of work considered to be of higher risk. With consideration to the number of exposure hours, we had a reduction in our total recordable injury frequency rate (TRIFR), which was reduced by 26% to 4.91, based on one million hours worked. We also noted a slight reduction in our lost time injury frequency rate (LTIFR) to 0.38, also based on one million hours worked.

Over the reporting period for all injuries, the most common injured body parts were hand/fingers which equated to 28% of all injuries, followed by leg/hip at 13.7%, arms/shoulders at 13%, eye injuries at 12.7% and back injuries at 11.5%.

Our business believes that a strong focus on proactive leading indicators such as hazard reporting, workplace inspections and behavioural safety observations, lead by strong field leadership, will have a direct positive impact on reducing injury rates and other lagging indicators. This is a major focus for the business and this approach will assist with a continued reduction in recordable injuries across the business.

Whilst we acknowledge the positive progress made to date, it is noted that in April 2018, we were devastated by the loss of an alliance team member through an industrial accident at one of our joint venture projects in Western Australia. This incident has further reinforced our absolute commitment to managing critical risks in the workplace and further developing our strong leadership and safety culture through our *Never Assume* program.



Safety Performance (continued)

There were several key areas of progress during FY18, including:



Increased focus on change and risk management, incorporating an amended change management procedure and incorporating the change management principles into our risk management process.



Introduction of scheduled senior management site visits with an increased focus on health and safety and a formal record of health and safety activities performed whilst on sites, safety conversations held and identification of areas for improvement, supported by strong field leadership.

NEVER ASSUME

Improved focus on health and safety into the *Never Assume* program, specifically targeting our critical risks and increasing training related to the principles of *Never Assume* at an operational level.

East Coast Facility, Newcastle, New South Wales



Safety Performance (continued)

Our safety performance across key metrics is articulated in the table below:

Safety Performance	FY18	FY17
LTIFR per million hours worked	0.38	0.33
TRIFR per million hours worked	4.91	6.56
Fatalities	1*	0
Fines and prosecutions	0	0

Detailed Safety Performance FY18	Gender	Total
Percentage of total recordable injuries by gender	Male	96%
	Female	4%
Severity rate (lost days per million hours worked)	Male	48.34*
	Female	0.00
Fatalities	Male	1
	Female	0

* Note: For statistical purposes, an allocation of 220 lost days is assigned to this event which has a direct impact on the severity rate figure (fatality of an alliance team member on one of our joint venture projects).

The principal area of recordable injuries were strains/sprains which is consistent with industry trends for predominantly manual and physical work undertaken in the engineering and construction environment. We are continuing to review trends and implement proactive initiatives aimed at reducing the incident and severity of these types of injuries.

The severity rate metric (lost days per million hours worked) has been calculated by gender and based on our Australian work locations. The gender comparison in the number of total recordable injuries and severity rate is significantly higher for males than it is for females within our workforce. This is consistent with the type of work more typically performed by these workers and the higher percentage of employment of males in the workforce. It should be noted that 12% of recordable injuries were from contractor employees. The severity rate metric has been impacted by the fatality of an alliance team member on one of our joint venture projects, resulting in 220 lost days being assigned to this event for statistical purposes.

There were no fines or prosecutions reported during FY18.



On site at Yandicoogina Sustaining Project, Pilbara, Western Australia

Health & Wellbeing



Health and wellbeing have a significant impact on an employee's safety at work. We understand injury prevention is a critical part of improving overall wellbeing. Given the nature of the work we do, many employees engage in manual or repetitive tasks, and as such these people may be at risk of degenerative injuries over time. The development of a strategy for the pre-emptive management of musculoskeletal injuries will set a target of a 25% reduction in recorded incidences over the next two years.

The health and wellbeing of our employees is supported in various ways across the business, with key initiatives including:

- an onsite medical facility, promoting active lifestyle programs on a range of contemporary public health topics;
- an injury management service to assist employees with both work-related and non-work-related injuries and illnesses to enable their return to work;
- prevention programs including health assessments and pre-employment screening;
- an Employee Assistance Program (EAP) available to employees and their families, providing confidential counselling as well as access to dieticians and financial counselling specialists;
- access to education programs specifically developed to support those with supervisory, or leadership responsibilities;
- early intervention programs such as drug and alcohol testing, and a zero tolerance to the presence of these substances at work;
- participation in health promotion events such as Movember and R U OK? Day;
- provision of comfortable amenities to take a break, including an onsite café now available at our Henderson facility; and
- benefits such as discounts on gym membership, health insurance, financial advisory services and travel.

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[Health & Safety Policy](#)

CLICK TO VIEW:
[Risk Management Policy](#)

CLICK TO VIEW:
[Drug and Alcohol Policy](#)

CLICK TO VIEW:
[Smoke Free Workplace Policy](#)



OUR FUTURE FOCUS

Building on the improvements achieved in FY18, we will continue to adopt a strong, proactive approach in FY19, driving our Safety Management System towards a best-practice model. In order to achieve this, we will focus on the following key areas:

- build on solid safety leadership foundations by ensuring all leaders have completed an advanced HSE Culture and Leadership Training Program;
- utilise advanced modern technological platforms for recording of hazards, behavioural safety observations and workplace inspections; and
- develop a strategy for the pre-emptive management of musculoskeletal injuries.

Civmec will continue to maintain a strong focus on safety as part of an ongoing business improvement model being applied throughout the business.

ENVIRONMENT

Strong environmental performance is fundamental to the ongoing success, growth and sustainability of our company. Part of our key business strategy and operating method is to promote an environmentally aware culture through training and communication; demonstrate leadership and commitment; and continually improve our environmental performance and efficiency across the business.

By delivering a strong environmental performance we in turn benefit our clients, the communities we operate in and the environment. Our environmental commitments are articulated in our Environmental Policy.



[CLICK TO VIEW:
Environmental Policy](#)

Environmental Compliance

Operating within our industry, we are required to adhere to a wide variety of local, state and federal rules and regulations along with relevant Australian and international standards which have been developed over time to protect and respect the environment and the communities we operate and live in.

Civmec has in place a robust Health Safety and Environmental Management System (HSEMS) that is certified by Lloyds Register in accordance with ISO 14001:2015 Environmental Management System. Our management system provides a sound platform to drive conformity in the way we identify, understand and manage environmental issues across the various jurisdictions and operational environments we operate in.

Environmental Compliance (continued)

To maintain legal compliance, all of our facilities and projects sites are required to identify, document and monitor all legal and other requirements that are relevant to the works being conducted. Project and facility legal compliance, along with our internal standards and expectations, is further measured as part of our scheduled corporate auditing program.

During FY18, we received no environmental fines/breaches and/or notices in relation to state or federal laws and regulations.



Gruyere Gold Project, Goldfields, Western Australia

Energy, Emissions and our Changing Climate

Heavy engineering and construction requires high energy inputs and therefore it is imperative we have access to a reliable, affordable and efficient energy supply.

Civmec recognises the scientific consensus on climate change and accepts it has a part in contributing to reducing Greenhouse Gas (GHG) emissions in line with the Paris Agreement, as signed by Australia and its fellow signatories.

Climate uncertainty presents many known, and many still unknown, challenges to the global environment, its communities and our business, which need to be identified and understood. We will continue to include these factors in our risk profile, ensuring any material impacts and opportunities are continually assessed and mitigated accordingly. For our industry, a changing climate may also present

opportunities, such as the likely investment required to improve and build climate change related infrastructure around the world.

Our Energy

At present 100% of our electricity consumption at our manufacturing/production facilities is sourced from local electricity networks in WA and NSW. Energy consumed at our projects is difficult to accurately measure due to the various project arrangements in often remote locations, and therefore it is not included in this report.

Most of the energy usage at our facilities is attributed to electricity consumed through the fabrication process, comprising; handling, cutting, bending, welding, drilling, assembling and coating our products. In addition to this, electricity is consumed to heat, cool, light and

Energy, Emissions and our Changing Climate (continued)

provide general power to our corporate and manufacturing facilities. We also consume fuels and gases to power machinery and equipment, with some gases consumed through the welding and cutting processes.

To allow us to measure and compare the energy intensity of our fabrication facilities over time, we measure our total energy input in Terajoules (TJ) per million dollars of turnover (\$M AUD). During FY18, Civmec facilities consumed a total of 47.26 TJ, which is an increase of 17% when compared to 2017 levels, this is primarily due to increased steel processing by weight of 20%.

Our main driver has always been to focus on efficiency through innovation. With reduced manual and material handling, materials tracking and traceability, advanced automation, increased in-house modularisation and commissioning and with an ongoing focus on training our local workforce, we believe we can further improve our efficiency over time.

In the coming years we look forward to reporting on the successful implementation and outcomes of our energy efficiency initiatives, delivering continuous improvement. With continued focus on innovation, and by applying our core values, we believe we can achieve excellent outcomes.

Our Emissions

During FY18, Civmec facilities had an increase in Scope 1 and Scope 2 emissions of 27% and

17% respectively, due to the increase in steel processing by weight, as noted previously.

To allow us to measure and compare the emissions intensity of our facilities over time, we measure the CO₂ emitted in tonnes (tCO₂e) per million dollars of turnover (\$M AUD). In FY18 Civmec emissions intensity decreased by 18% when compared to 2017 levels.

We have continued to invest in and develop both our Henderson and Newcastle facilities. Once the development of these facilities is complete and they are fully operational, we will collect energy data for at least 12 months to understand what our energy profile looks like. This data will then guide us in determining the most suitable renewable energy system to invest in to meet our future requirements.

Civmec's ongoing strategy with respect to reducing our overall GHG emissions and emissions intensity shall be delivered through our investment in and implementation of our efficiency programs.

The table below illustrates our facilities' energy and emissions data (Henderson and Newcastle), including:

- energy data which includes diesel, petrol, electricity, LPG and welding gas;
- **Scope 1** emissions comprising diesel, petrol, LPG and acetylene;
- **Scope 2** emissions comprising our purchased electricity; and
- emissions intensity comprising Scope 1 and Scope 2 against turnover.

Metric	FY18	FY17	% Change
Total Energy	47.26 TJ	39.07 TJ	17*
Energy Intensity	0.24 TJ/\$m AUD	0.29 TJ/\$m AUD	-17
Scope 1	1,705 tCO ₂ -e	1,341 tCO ₂ -e	21*
Scope 2	4,309 tCO ₂ -e	3,687 tCO ₂ -e	14*
Emissions Intensity (normalised)	30.99 tCO ₂ -e/\$m AUD	37.80 tCO ₂ -e/\$m AUD	-18

* Note: Increases recorded are primarily due to increased steel processing by weight of approximately 20%.



Matagarup Bridge, Perth, Western Australia

CASE STUDY

New Facility – Sustainability in Design

Our substantial investment in the construction of a state-of-the-art shipbuilding, production and maintenance facility in Henderson, designed to be one of the most efficient and innovative in the world, will deliver a new world-class resource to the Australian maritime landscape and significantly enhance the capability available nationally. When complete in late 2019, the 53,000 sqm (usable floor area), 18-storey high, purpose-built facility will be the largest undercover modularisation and maintenance facility in Australia.

Working closely with our design partner, GHDWoodhead, a number of opportunities to integrate sustainable design principles were identified, to reduce life-cycle costs and drive operational efficiency.

To this end, materials and fittings have been selected based on adopting a sustainable approach, with a focus on energy and water efficiency, robustness, low VOC and good Indoor Environment Quality (IEQ).

Materials and Equipment

The mechanical services design and control philosophy aims to balance the comfort of occupants with energy efficiency, with careful consideration of equipment used providing significant life-cycle cost savings in the longer-term. Key considerations included:

- Building fabric – affects mechanical services thermal modelling and insulation finishes of the building and services in general.
- Glass and glazing type – more efficient glass and higher glazing reduces the load on the mechanical plant, reduces the capacity of the mechanical plant required up front and saves energy in the long-term.
- Building sealing – a well-sealed building reduces air infiltration and reduces the load on the mechanical plant.

Planting Design and Selection

Our design applies water sensitive and sustainable landscape principles that

promote water conservation and local habitat diversity. Locally native plants will be used in all planting designs to promote water conservation, local vernacular character and local habitat.

Planting design incorporates hydrozoning techniques to group plants with similar water needs together in an effort to be more water efficient. These hydrozones inform the irrigation design, creating different stations with different watering requirements.

The design also incorporates use of planting to create screens to protect against prevailing winds and dust, a significant issue for our exposed location on Cockburn Sound. Given the harsh environment, the design will incorporate use of planting to maximise shading to walls, windows and external areas.

Lighting

LED luminaires will be installed throughout the buildings to ensure a sustainable and energy efficient lighting system, incorporating the following energy efficient lighting controls:

- motion detection;
- dimming;
- time switch switching; and
- photoelectric cell control.

Mobility

A fundamental design element of the new facilities was to enable optimum operating efficiency in functionally separate areas. To achieve this, the design concentrated on the centralisation and communal use of like amenities wherever feasible. The efficient movement of Assembly Hall employees to and from the work front was a key consideration, from accessing the building from the carpark, shift sign in, tea breaks and lunch, through to sign out. The outcome of applying these considerations to the facility design is that employees will be able to park their car, and using strategically located access escalators and lifts, be at their work front in just five minutes.

New shipbuilding and maintenance facility currently under construction, Henderson, Western Australia



Effluents & Waste

Global waste pollution has become a major environmental problem, and as an automatic waste producer as a function of the industry in which we operate, we accept that we have a role to play in addressing this issue. Our waste management strategy consists of the following:

- to continually raise awareness across the business and improve the culture of how we view waste management and recycling;
- to reduce our own waste and waste within the supply chain with a focus on packaging; and
- to capture all recyclable materials and reduce waste going to landfill.

The waste data included in the table below relates to our two manufacturing facilities in Henderson and Newcastle. Obtaining accurate waste management data for projects is currently difficult due to some projects having their waste managed by the client or owner.

Civmec facilities do not discharge any waste materials to the environment. All waste materials are contained and removed from site for further processing.

All waste data included in this report has been provided by the relevant waste service providers.

Non-Hazardous Waste (t)	FY18	FY17	%
Recycled – co-mingled recycling, wood, green waste, steel and concrete	3,218	3,842	-16
Landfill – general waste and construction and demolition waste	675	994	-32
Hazardous Waste (t)	FY18	FY17	%
Treated – sewage and oily water	1,188	1,186	0
Landfill – spent garnet	776	366	112*
Energy Recovery – waste paint and thinners and waste oil	32.3	22.6	43*
Incineration – mixed chemicals and oily materials	7.9	7.8	2

* Note: Increases recorded are primarily due to increased steel processing by weight of approximately 20%.

Trade Waste License

We utilise a trade waste license to discharge quantities of treated wash water into the sewerage network from the Henderson maintenance and logistics workshop. Wastewater is created from the washing down of equipment using a high-pressure washer that may contain oils and grease. This water is passed through an oily water separator and then discharged into the sewerage network for further treatment. As per the license conditions, treated wastewater is tested annually for Total Petroleum Hydrocarbons, with results for FY18 below the acceptance criteria.

Spills

Due to the nature of our work and the type of equipment we operate, occasionally minor hydrocarbon and chemical spills do occur.

Hydrocarbon and chemical spills affect the environment in different ways depending on the type and volume of material spilt and the receiving environment. If a spill clean-up is managed effectively, the exposure to personnel and environmental damage is minimised.

We believe the best form of spill management is spill prevention and it is the responsibility of all Civmec personnel to ensure they are aware of and comply with all company and regulatory requirements.

We have not had any reportable and significant spills to land or water to date.

To minimise the risk of impacting the surrounding environment we shall continue to implement our operational controls, with a particular focus on waste management and hazardous materials spill management and prevention.

An example of our proactive approach is the regular spill training sessions we undertake at our Newcastle facility in NSW. Due to this facility being located adjacent to the Hunter River, it is imperative we train our people in spill response regularly.



Beneficiation modules being shipped to Amrun project in Queensland

OUR FUTURE FOCUS

To drive continual improvement in our performance, we shall continue to implement our environmental programs across the business, focusing on the following key areas:

- continue to promote an environmentally aware culture through ongoing training and communication to all levels of the business;
- continually improve the Civmec Environmental Management systems and achieve ongoing compliance with our legal and other commitments across all Civmec facilities and projects sites, to be verified through our scheduled corporate auditing program;
- continue to focus on improving efficiency through innovation, this shall be measured via efficiency indicators such as energy intensity (TJ/\$m AUD) and emissions intensity (tCO₂-e/\$m AUD); and
- further develop and implement our waste management strategy, with the aim of increasing year on year the proportion of co-mingled and wood recyclable waste streams compared to the general waste stream.

We believe that by delivering on the above key focus areas, Civmec will achieve its long-term sustainability goals, delivering valuable outcomes for the environment, and our stakeholders.

GOVERNANCE

Civmec's Board and management are committed to maintaining a high standard of governance and ethics. They recognise the importance of good governance in ensuring transparency and protecting the interests of shareholders, as well as strengthening investors' confidence in the management of all aspects of the company's operations.

The Board and Executive promote high standards of corporate behaviour and, as a dual listed company, endorse both the SGX Principles of the Code of Corporate Governance and the ASX Corporate Governance Principles and Recommendations. Civmec's Report on Corporate Governance for the year ending 30 June 2018 (in which we report against these principles) is included in our **2018 Annual Report** — available on our website.

To assist in the execution of its responsibilities, the Board has established several Board Committees, including an Audit Committee, Nominating Committee, Remuneration

Committee and Risks and Conflicts Committee. These Committees function within clearly defined terms of reference and operating procedures, which are reviewed on a regular basis.

Our Code of Conduct sets the standard of behaviour which guides how we act when performing our work, how we make decisions and against which we can measure our performance and hold ourselves accountable. The Code comprises principles that apply in various aspects of our working environment, including how we interact with colleagues and how we engage third parties to perform work for us or to represent us.



**CLICK TO VIEW:
2018 Annual Report**

Pilgangoora Lithium Project, Pilbara, Western Australia



Anti-Corruption

Assessment Processes

All of the company's legal entities have been assessed by their management teams regarding the implementation of anti-corruption practices and incidents of corruption.

All new major suppliers are required to comply with the Supplier Code of Conduct, committing to respect our zero-tolerance policy concerning bribery and corruption. Suppliers must have systems in place to ensure the proper instruction, training, and auditing of personnel and subcontractors to ensure compliance. Civmec performs supplier audits and evaluations to monitor and assess compliance with the company's requirements and the Code of Conduct. Suppliers are obliged to immediately inform us of any known violations of the Code of Conduct.

Corruption risks are investigated as part of the ongoing internal auditing of the company. If corruption is suspected, the HR Business Unit together with Executive Management and possibly other business units, will carry out an investigation, with the help of specialised third parties, if necessary. The Risks and Conflicts Committee assesses the findings of the investigation and orders disciplinary or other measures against culpable employees, which may also lead to the termination of employment and/or the termination of contracts with business partners, or to such contracts not being extended or changed for precautionary reasons. To prevent corruption risks, we undertake business reviews of high-risk business in high-risk environments with high-risk customers.

Communication & Training

Our approach to anti-corruption is based on the Code of Conduct, which clearly prohibits bribery and corruption. Compliance with the Code of Conduct, as an integral part of the employment contract and the onboarding program, is the personal responsibility of each Civmec employee. In addition, employees are trained at least once a year. Corporate Legal, Internal Audit and Corporate Compliance teams regularly conduct training sessions and audits. Executive General Managers and Business Unit Managers are responsible for the compliance of their departments with applicable laws, internal regulation, including the Code of Conduct, and for the information and training of their staff.

In FY18 we have continued training, in proactive avoidance of possible violations against the Code of Conduct, both with e-learnings and with classroom-based (face-to-face) courses. Training is group-specific, based on cases, and modern training tools are used (multi media). Participation is mandatory for all employees in relevant roles. In 2018, we undertook an internal assessment with regards to a compliance review, which covered the areas of antitrust law, media law and data protection, as well as corruption risks.

Recorded Incidents

Adoption of and compliance with the Code of Conduct by the General Managers and their management teams was reviewed in 2018.

Our employees are the most effective channel to detect violation, underlining transparency as a key value at Civmec which must be supported and preserved.

In FY18 there were no formal allegations in relation to bribery, corruption, and kickbacks brought forward. There were also no legal proceedings against Civmec or its employees for alleged corruption during FY18.



CLICK TO VIEW:
Anti-Bribery and Corruption Policy

Anti-Competitive Behaviour

Purpose

We operate in a number of different geographical regions and in differing market sectors. This involves dealing with customers, competitors, suppliers, and various other stakeholders. It is critical for our ongoing sustainability that the company conducts its operations in compliance with laws and business practices including but not limited to those related to anti-competitive behaviours.

We are committed to conducting our operations with integrity and in a manner that is consistent with laws and business practices that are aimed at fostering an open, competitive and fair market environment and

which will best serve the long-term interests of our customers, our stakeholders and the wider community.

Civmec is committed to dealing fairly and honestly with our customers, suppliers, competitors and any other business partners and the community (collectively 'stakeholders'), and observing relevant legislation, regulation, contractual obligations and our corporate policies – in particular the provisions of the Competition and Consumer Act ('CCA'), and the Australian Consumer Law ('ACL').

Civmec had zero legal actions pending or completed in FY18 in relation to anti-competitive behaviour and violations of anti-trust and monopoly legislation.

Furthermore, to date, Civmec has never received or been the subject of any legal action in relation to anti-competitive behaviour and violations of anti-trust and monopoly legislation.

Principles

The key principles which guide our approach to anti-competitive behaviour are as follows:

1. The CCA governs anti-competitive and unfair behaviours. It is regulated by the Australian Competition & Consumer Commission ('ACCC').
2. Our corporate policies prohibit entry by any person representing Civmec into any arrangements which are illegal under the CCA, have the purpose or (in some cases) the effect of substantially lessening competition, or breach the ACL.
3. We predominantly operate under the provisions of the CCA and ensure compliance with this Act (amongst others). This includes the prohibition of behaviours such as:
 - a) agreements between competitors to fix, maintain or control prices;
 - b) agreements between competitors to split up a market or customers agreements between competitors not to deal with particular suppliers, customers or other competitors;
 - c) conduct that is prohibited if it has the purpose or effect of substantially lessening competition as defined under the CCA, which may include, depending on circumstances, exclusive dealing and other restrictive arrangements;
 - d) the supply of goods or services on condition that the customer purchases goods or services from a third party; and
 - e) inducing resellers to not sell products below a specified price.
4. We also prohibit agreements, arrangements or understandings that have the purpose, effect or likely effect of substantially lessening competition in a market.

Policy Compliance

Failure to comply with the policy in relation to anti-competitive behaviour may result in substantial fines and penalties being imposed upon Civmec and may expose the company and/or its employees to civil or criminal liability or other financial or reputational damage. It may put our business licences at risk. Employees who breach the policy may face disciplinary action including dismissal.

The Executive General Manager Commercial & Risk is responsible for implementation of Civmec's competition law compliance. This is critical to the business for a number of reasons:

- failure to comply with competition rules can have an extremely high financial cost with regards to fines from the Australian Government;
- any agreement that infringes competition law may be wholly or partially invalid which means that the company cannot enforce it;
- third parties who suffer loss as a result of anti-competitive behaviour may be able to claim damages from Civmec for their loss;
- investigations into the company and findings of infringements attract adverse press comment; and
- investigations and possible legal proceedings resulting from infringements can take years to resolve, leading to high cost and taking up management time that should be devoted to more profitable projects.

We encourage our staff to be vigilant and proactive in circumstances where they have concerns about conduct that may breach the CCA, and encourage employees to escalate any such concerns they might have to their line manager or the Executive General Manager, Commercial & Risk.

Procurement Practices – Local Industry Participation

Civmec provides full, fair and reasonable opportunity for local industry to take part in all its activities. This maximises participation where subcontractors and suppliers are capable and competitive on the basis of OHS, environment, quality, delivery and value-for-money standards.

Our Local Industry Participation (LIP) Policy articulates our approach to driving opportunities for local participation, including:

- developing project specific LIP plans;
- providing early and fair opportunities to all local industries;
- developing a communications strategy for local industry so that they are informed at the earliest opportunity of upcoming subcontractor/supply opportunities;
- ensuring local capabilities are considered when planning work scope to optimise opportunities for local businesses;
- providing training and development opportunities for local providers in order to enhance their sustainability;
- giving preference to tenderers that use the greatest local content in labour and materials; and
- working with government, industry bodies and communities to improve local industry participation, capability and competitiveness.

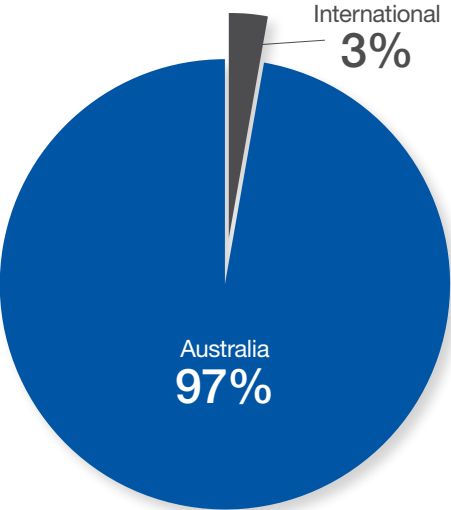
In FY18, 97% of Civmec's procurement spend was in Australia, with only 3% spent internationally.



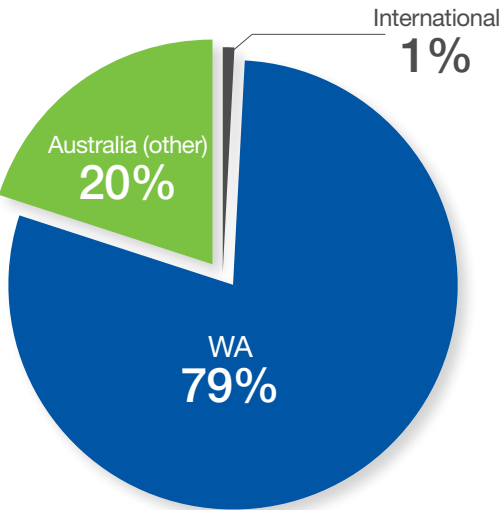
CLICK TO VIEW:
**Local Industry Participation
Policy**

The following graphs illustrate procurement spend per state, based on percentage of spend in the state of project delivery; percentage of spend outside the state of delivery but within Australia; and percentage of spend outside of Australia.

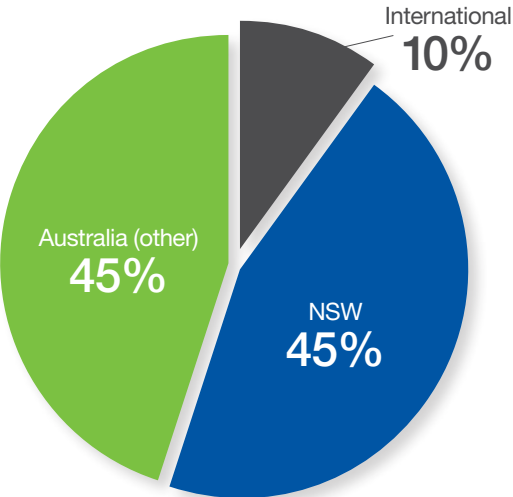
FY18 Overall Procurement



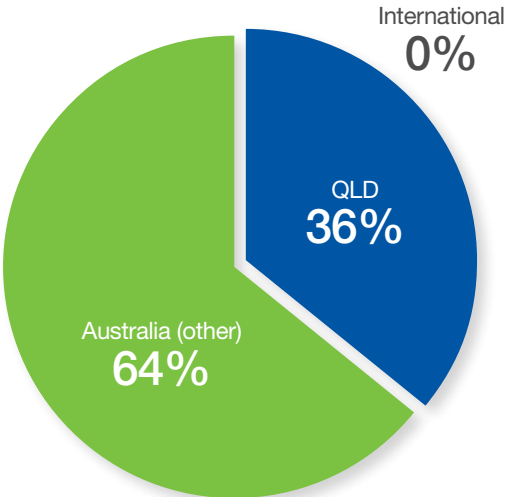
FY18 WA



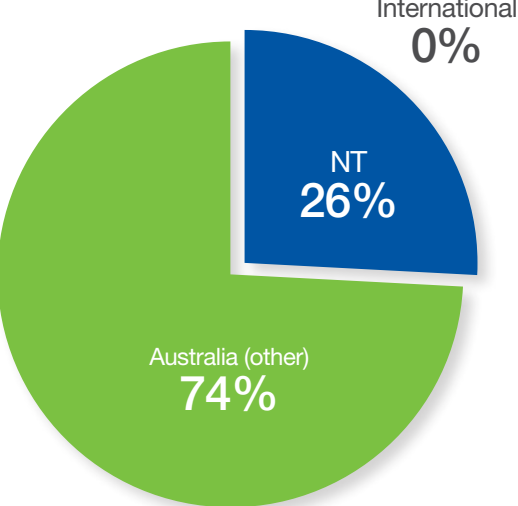
FY18 NSW



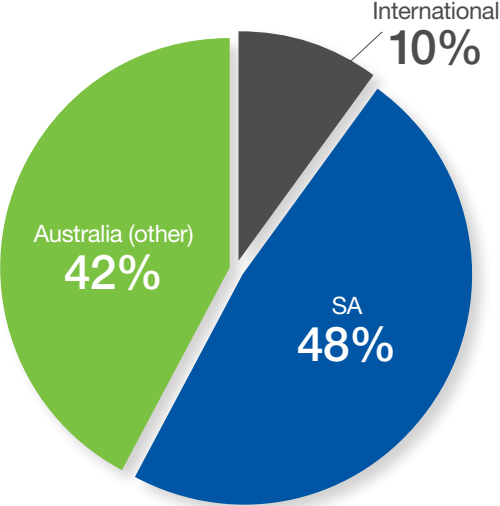
FY18 QLD



FY18 NT



FY18 SA





Nepean River Bridge, Penrith, New South Wales

OUR FUTURE FOCUS

Going forward we will continue to advocate good governance and high standards of integrity and ethics across our operations, driven by the actions and behaviours of our people. This is underpinned by our Code of Conduct, which will continue to be reviewed and evolved going forward, to meet the expectations of our business, our stakeholders and the communities in which we operate.

GRI STANDARD CONTENT INDEX

Indicator	Description	Location of Information
GRI 102: GENERAL DISCLOSURES		
1. Organisational Profile		
102-1	Name of the organisation	About This Report PAGE 3
102-2	Activities, brands, products, and services	About Civmec PAGES 5 to 11
102-3	Location of headquarters	Back Cover
102-4	Location of operations	About Civmec/Our Locations & Projects PAGE 7
102-5	Ownership and legal form	Annual Report: Notes to the Financial Statements/15. PAGE 109
102-6	Markets served	About Civmec PAGES 8 to 11 Annual Report: Our Operating Sectors PAGES 18 to 29 Notes to the Financial Statements/27 PAGES 122 to 124
102-7	Scale of the organisation	About Civmec PAGES 5 to 11 Annual Report: Our Operating Sectors PAGES 18 to 29 Consolidated Statements PAGES 76 to 82 Notes to the Financial Statements/27 PAGES 122 to 124
102-8	Information on employees and other workers	Our People PAGES 16 to 26
102-9	Supply chain	About Civmec PAGES 5 to 11 Annual Report: Our Operating Sectors PAGES 18 to 29
102-10	Significant changes to the organisation and its supply chain	Annual Report: Notes to the Financial Statements/15 to 27 PAGES 109 to 124
102-11	Precautionary Principle or approach	About Civmec/Our Sustainability Approach PAGE 12 Governance PAGES 41 to 46 Annual Report: Report on Corporate Governance/Principle 11 PAGES 64 to 65
102-12	External initiatives	Annual Report: Report on Corporate Governance PAGES 52 to 70
102-13	Membership of associations	Our Community/Contributing to Industry PAGE 28
2. Strategy		
102-14	Statement from senior decision-maker	Message from the Board PAGE 4
3. Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	About Civmec/Our Values PAGE 6 Governance PAGES 41 to 46 Annual Report: Report on Corporate Governance/Principle 11 PAGES 64 to 65
4. Governance		
102-18	Governance structure	Annual Report: Report on Corporate Governance PAGES 52 to 70
5. Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement and Materiality/ Stakeholder Engagement PAGE 15

Indicator	Description	Location of Information
102-41	Collective bargaining agreements	We have a wide variety of employment arrangements across the company, including individual contracts of employment and collective agreements. More than 75% of our workforce is covered by collective agreements.
102-42	Identifying and selecting stakeholders	Stakeholder Engagement and Materiality/ Stakeholder Engagement PAGE 15
102-43	Approach to stakeholder engagement	Stakeholder Engagement and Materiality PAGES 14 to 15
102-44	Key topics and concerns raised	Stakeholder Engagement and Materiality/ Material ESG Factors PAGE 14

6. Reporting Practice

102-45	Entities included in the consolidated financial statements	About This Report PAGE 3 Annual Report: Notes to the Financial Statements/15 PAGE 109
102-46	Defining report content and topic Boundaries	About This Report PAGE 3 About Civmec PAGES 5 to 11
102-47	List of material topics	Stakeholder Engagement and Materiality/ Material ESG Factors PAGE 14
102-48	Restatements of information	No restatements
102-49	Changes in reporting	N/A (inaugural report)
102-50	Reporting period	About This Report PAGE 3
102-51	Date of most recent report	N/A (inaugural report)
102-52	Reporting cycle	Annual (based on financial year)
102-53	Contact point for questions regarding the report	Back Cover
102-54	Claims of reporting in accordance with GRI Standards	About This Report PAGE 3
102-55	GRI content index	GRI Standard Content Index PAGES 47 to 51
102-56	External assurance	Not undertaken – inaugural report, therefore for initial years, only internal assurance will be undertaken

SPECIFIC STANDARD DISCLOSURES

200 Economic Topics

GRI 201: Economic Performance

103-1	Explanation of the material topic and its Boundary	Annual Report: Financial Highlights PAGES 10 and 11 Executive Chairman’s Statement PAGES 12 and 13 Independent Auditor’s Report PAGES 72 to 75
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
201-1	Direct economic value generated and distributed	Performance Highlights – PAGE 13 Annual Report: Financial Highlights PAGES 10 and 11 Executive Chairman’s Statement PAGES 12 and 13 Directors’ Statement PAGES 48 to 51 Consolidated Statements PAGES 76 to 82

GRI 204: Procurement Practices

103-1	Explanation of the material topic and its Boundary	Governance/Procurement Practices PAGE 44
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
204-1	Proportion of spending on local suppliers	Governance/Procurement Practices PAGE 45

Indicator	Description	Location of Information
GRI 205: Anti-Corruption		
103-1	Explanation of the material topic and its Boundary	Governance/Anti-Corruption PAGE 42
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
205-1	Operations assessed for risks related to corruption	
205-2	Communication and training about anti-corruption policies and procedures	
205-3	Confirmed incidents of corruption and actions taken	
GRI 205: Anti-Competitive Behaviour		
103-1	Explanation of the material topic and its Boundary	Governance/Anti-Competitive Behaviour PAGES 43 to 44
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	
300 Environmental Topics		
GRI 302: Energy		
103-1	Explanation of the material topic and its Boundary	Environment PAGES 35 to 40
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
302-1	Energy consumption within the organisation	Environment/Energy, Emissions and our Changing Climate PAGES 36 to 37
302-3	Energy intensity	
302-4	Reduction of energy consumption	
GRI 305: Emissions		
103-1	Explanation of the material topic and its Boundary	Environment PAGES 35 to 40
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
305-1	Direct (Scope 1) GHG emissions	Environment/Energy, Emissions and our Changing Climate PAGES 36 to 37
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG emissions intensity	
305-5	Reduction of GHG emissions	
GRI 306: Effluents and Waste		
103-1	Explanation of the material topic and its Boundary	Environment PAGES 35 to 40
103-2	The management approach and its components	
103-3	Evaluation of the management approach	

Indicator	Description	Location of Information
GRI 306: Effluents and Waste		
306-1	Water discharge by quality and destination	Environment/Effluents and Waste PAGE 39
306-2	Waste by type and disposal method	
306-3	Significant spills	
306-5	Water bodies affected by water discharges and/or runoff	
GRI 307: Environmental Compliance		
103-1	Explanation of the material topic and its Boundary	Environment PAGES 35 to 40
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
307-1	Non-compliance with environmental laws and regulations	Environment/Environmental Compliance PAGES 35 to 36
400 Social Topics		
GRI 401: Employment		
103-1	Explanation of the material topic and its Boundary	Our People PAGES 16 to 26
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
401-1	New employee hires and employee turnover	Our People/Employment PAGE 17
GRI 403: Occupational Health and Safety		
103-1	Explanation of the material topic and its Boundary	Health and Safety PAGES 30 to 34
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health and Safety/Safety Performance PAGES 31 to 33
GRI 404: Training and Education		
103-1	Explanation of the material topic and its Boundary	Our People PAGES 16 to 26
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
404-3	Percentage of employees receiving regular performance and career development reviews	Our People/Training and Education PAGES 17 to 21

Indicator	Description	Location of Information
GRI 405: Diversity and Equal Opportunity		
103-1	Explanation of the material topic and its Boundary	Our People PAGES 16 to 26
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
405-1	Diversity of governance bodies and employees	Our People/Diversity and Equal Opportunity PAGES 22 to 25
405-2	Ratio of basic salary and remuneration of women to men	Our People/Diversity and Equal Opportunity PAGE 24
GRI 406: Non-Discrimination		
103-1	Explanation of the material topic and its Boundary	Our People PAGES 16 to 26
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
406-1	Incidents of discrimination and corrective actions taken	Our People/Non-Discrimination PAGE 26
GRI 413: Local Communities		
103-1	Explanation of the material topic and its Boundary	Our Community PAGES 27 to 29
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
413-1	Operations with local community engagement, impact assessments, and development programs	Our Community/Contributing to Local Communities PAGES 27 to 28
GRI 419: Socioeconomic Compliance		
103-1	Explanation of the material topic and its Boundary	Our Community PAGES 27 to 29
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
419-1	Non-compliance with laws and regulations in the social and economic area	Our Community/Socio Economic Compliance PAGE 29



SUSTAINABILITY REPORT **2018**

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