

BUILDING MEANINGFUL CAREERS

Buildcorp















SCAN HERE TO READ
MORE ABOUT BUILDCORP
AND WHAT WE DO



PATHWAYS IN THE CONSTRUCTION AND PROPERTY INDUSTRY

For over 35 years we have been building a strong, safe, sustainable business you can trust to make a measurable impact in the Buildcorp way. As we encourage the next generation to join our workforce, we also open doors to a myriad of opportunities. From STEM-focused careers like engineering and design, to pivotal roles in project management, sustainable development, finance, people and culture, and beyond, there's a place for everyone with passion and drive.

The careers and training of some of the roles of the people who work at Buildcorp include:

ROLE	KEY ACTIVITIES	TYPICAL EDUCATION AND TRAINING
 General Manager	High level client relationship management Overall commercial decision making Business performance and management	<ul style="list-style-type: none"> ▼ MBA in Business Management ▼ Bachelor degree in Engineering
 Operations Manager	Drive operational performance across all key aspects of delivery, including safety, program, quality and financial performance	<ul style="list-style-type: none"> ▼ Bachelor degree in Project Management ▼ Bachelor degree in Engineering
 Construction Manager	Lead and support the project team to ensure success, providing experience and guidance to the specific challenge of each project	<ul style="list-style-type: none"> ▼ Bachelor degree in Project Management ▼ Bachelor degree in Engineering
 Project Manager	Lead the project team, manage the client relationship and overall project delivery	<ul style="list-style-type: none"> ▼ Bachelor degree in Project Management
 Design Management	Work with the design team and subcontractors to detail exactly what is to be built Oversee the installation Commission and certify that the building works as designed	<ul style="list-style-type: none"> ▼ Bachelor degree in Engineering ▼ Trade experience in mechanical, electrical or hydraulics
 Site Management	Manage all subcontractors onsite Plan and program the works	<ul style="list-style-type: none"> ▼ Commercial construction experience ▼ Trade experience
 Contracts Management	Administer the contractual arrangement between client, Buildcorp and the various subcontractors and suppliers Process the administration and payment for suppliers and subcontractors Forecast progress and financial outcome	<ul style="list-style-type: none"> ▼ Bachelor degree in Project Management
 Safety Management	Oversee the implementation of our safety system Train and lead everyone to proactively ensure the safety of others	<ul style="list-style-type: none"> ▼ Commercial construction experience ▼ Speciality HSE certification
 Quality Management	Audit the quality and implementation of our systems	<ul style="list-style-type: none"> ▼ Commercial construction experience ▼ Trade experience ▼ Speciality Quality certification
 Administration	Process the thousand of payments required to the various companies on a monthly basis	<ul style="list-style-type: none"> ▼ Bachelor of Accounting
 People & Performance	Support the recruitment, training and culture of the Buildcorp team to ensure the project is a great place to work	<ul style="list-style-type: none"> ▼ Bachelor of Business ▼ Bachelor of Psychology
 CSR Manager	Support the team to have broader impact with conscious procurement or environmental initiatives	<ul style="list-style-type: none"> ▼ Bachelor of Sustainability and Social impact
 Marketing Manager	Promote the partnership between project clients and Buildcorp with events, capturing via photography and videos and communication on social media channels	<ul style="list-style-type: none"> ▼ Bachelor degree in Business Marketing ▼ Bachelor degree in Communications and Digital Marketing
 New Business Manager	Work with their industry network to uncover project opportunities and support the tendering or negotiation of work to secure projects for the team	<ul style="list-style-type: none"> ▼ Bachelor of Business ▼ Related property sector qualifications ▼ Long term industry connections

THE BUILDCORP WAY

CAPABILITY STATEMENT

THE BUILDCORP WAY

Construction has been Buildcorp's core business for over 35 years, however the **evolution** of our family-owned business has differentiated us beyond just what we do.

Our difference comes from who we are and what we stand for; how we treat our people, partners and community matters to each of us.

The collective, collaborative attitude of our people is our real difference, and our reward is three decades of success: passionate staff, loyal customers, industry leading systems, award winning projects, supportive suppliers and a reputation to be proud of.

“

On every project, in every relationship, across everything we do, our focus is on having a **positive impact together.**



WHO WE ARE

For over 35 years, we have committed to being a **safe, sustainable, trusted, impactful partner.**

SAFE

- ▼ FSC, MBA, iCare safety benchmarked
- ▼ LTIFR: 60% lower than industry average
- ▼ Strong debt-free balance sheets

SUSTAINABLE

- ▼ Ecovadis platinum sustainability rating: top 1% of companies globally
- ▼ 100% renewable energy across buildcorp's offices
- ▼ Committed to carbon neutral by 2040

TRUSTED

- ▼ 17% long term compound growth
- ▼ ATO Top 500 private companies
- ▼ Gold iCIRT rating

IMPACTFUL


- ▼ 130+ MBA awards
- ▼ Buildcorp Foundation: \$5.7M for mental health
- ▼ 35+ years sponsoring grassroots rugby

PARTNER

- ▼ 69% repeat business
- ▼ Excellent NPS score
- ▼ 6 x Employer of choice award


WHAT WE DO

We provide commercial construction solutions across three Australian states, six core services and twelve sectors of expertise.




35+

YEARS IN BUSINESS




\$9B

PROJECTS DELIVERED



550+

STAFF



\$900M+

TURNOVER (FY25)



3 STATES. 6 SERVICES. 12 SECTORS.

LEADERSHIP

Combining two generations of proudly family-owned business with robust project leaders has helped to **shape our culture** and **evolve our business** from strength to strength.

At the heart of Buildcorp’s success is our ability to attract and retain the best people. Each of our executive managers have contributed to Buildcorp’s success by representing the qualities of leadership, integrity and commitment to excellence Buildcorp is renowned for.

Executive Team



Tony Sukkar AM
Group Managing Director



Josephine Sukkar AM
Principal



Jordan Sukkar
Chief Operating Officer



Donna Hoblos
Chief People Officer



Jeff Jones
Chief Financial Officer

Senior Leadership Team



Stephen Surjan
General Manager
New Build
NSW



Matthew Ball
General Manager
Remedial & Façade
NSW



Bruce Jones
General Manager
Fit-out & Refurbishment
NSW



Martin Smith
General Manager
Euroline



Mike Currie
General Manager
QLD



Tim Lowrie
Joint General Manager
VIC



Jason Folino
Joint General Manager
VIC

HISTORY

Since 1990, Buildcorp has grown to include **six areas of expertise**, bringing great diversity, knowledge and stability to our business model.

Each business has the capacity to deliver projects, while drawing on centralised group support systems and services. These central systems provide quality, safety and environmental management frameworks, which ensure the same high standard of project management.

Year	Milestone
1990	Buildcorp is established.
1996	Buildcorp Fit-out & Refurbishment commenced operations.
2002	Sydney Building Services (now Buildcorp Remedial & Facade) is bought.
2004	Buildcorp revenue exceed \$100m.
2006	Built Foxtel (\$50m), Toll (\$35m) and Metcash (\$35m) buildings.
2007	Won 6+ MBA awards, more than any other builder that year, bringing total awards to 30.
2008	Built Workplace 6 (\$50m), NSWs first six Green Star building at Pyrmont.
2009	Corporate restructure takes place to bring all specialities into one entity - Buildcorp Group Pty Ltd.
2009	Completes Workplace 6 Darling Island, NSW's first 6 Star Green Star commercial building.
2010	Buildcorp's Intranet is a finalist of the ISO Systems Awards.
2010	Buildcorp delivers Australian Red Cross Blood Service and over \$200m in D&C projects.
2011	Buildcorp opens a Queensland office.
2011	Sydney Adventist Hospital Master Plan begins. Buildcorp's largest health project \$200m+.
2012	Buildcorp is the first builder to win Silver in the Sustainability Advantage program.
2012	Buildcorp receives the City Switch Award.
2013	Buildcorp opens a Victorian office.
2014	Completion of our largest project to date, the \$175m Seventh Day Adventist Hospital.
2016	Won 3 MBAs for outstanding efforts in challenging live environment projects and innovative approach to safety management.
2018	Buildcorp was awarded the iCare CASE Award for Excellence in Injury Prevention.
2018	Won Employer of Choice award for the first time.
2019	Commencement of largest residential remedial project to date - Illawong Ave, Tamarama \$38.5m.
2020	Won Employer of Choice award for the third year in a row.
2021	Completion of Santa Sophia College new school campus \$150m.
2021	Recognition as FSC benchmark for safety.
2022	Received Deloitte Best Managed Company recognition.
2022	Awarded 100th MBA award.
2022	Won Employer of Choice award for the fifth year in a row.
2023	Construction Industry Rating Tool (iCIRT) Gold Star Rating.
2023	Justified Trust ATO Top 500 private companies assurance review.
2023	EcoVadis Platinum sustainability rating.
2023	Finalist for Supply Nation Corporate Member of the Year 2023.
2023	Awarded 120th MBA award.
2024	Won Employer of Choice award for the six time.
2024	Our total MBA award wins clocks over 130+.
2025	Buildcorp celebrates 35 years of operation, and have a forecasted FY25 revenue of \$900m.

OUR VALUES



Working with Buildcorp is **seeing
our values in actions**. They form
the basis of every project we deliver.



Teamwork

Together Everyone
Achieves More.



Preparedness

Measure twice,
but cut once.



Creative Thinking

Challenging ourselves to do
what hasn't been done before.



Continual Learning

If you're not learning,
you're going backwards.



Passion

Passion is the fuel that
drives what we do.



Social Responsibility

The best thing we can do is do
something for others.



Fair Play

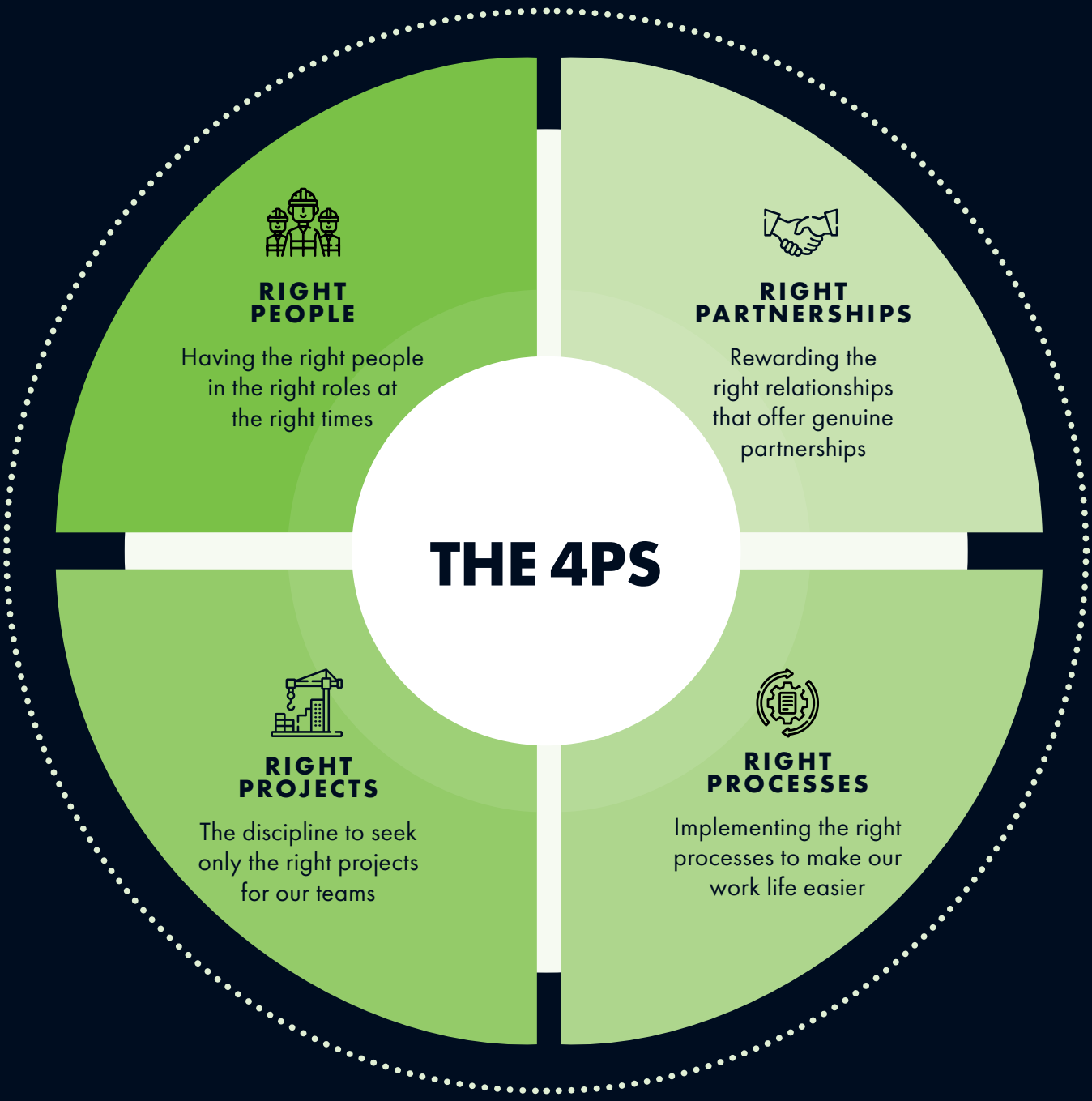
Treat others how
you'd like to be treated.

OUR STRATEGY

RIGHT

PEOPLE PROJECTS PARTNERSHIPS PROCESSES

Years of lessons learned, and system insights have given us a deep understanding of our skills, values, strengths, and expertise, as well as the types of projects where these shine brightest.



NEW SOUTH WALES

35+
YEARS IN BUSINESS

400+
STAFF

500+
PROJECTS DELIVERED

“

A sincere thank you to Buildcorp for their efforts towards the fit-out of W Sydney. One of the most ambitious and complex new developments in Sydney in recent times, we were glad to have partnered with the team at Buildcorp – finding them to be reliable, knowledgeable, and committed to excellence across our years of working together.”

ZHONGWEI TENG | GREATON DEVELOPMENTS



QUEENSLAND

20+
YEARS IN BUSINESS

.....

90+
STAFF

.....

150+
PROJECTS DELIVERED



As partners throughout the construction process, Buildcorp have worked collaboratively to successfully execute the project from start to finish... Buildcorp delivered a world-class high-performance training facility – the quality of the finished project is exceptional and has exceeded our expectations.”

**DAVID HANHAM | QUEENSLAND
RUGBY UNION**



VICTORIA

10+
YEARS IN BUSINESS

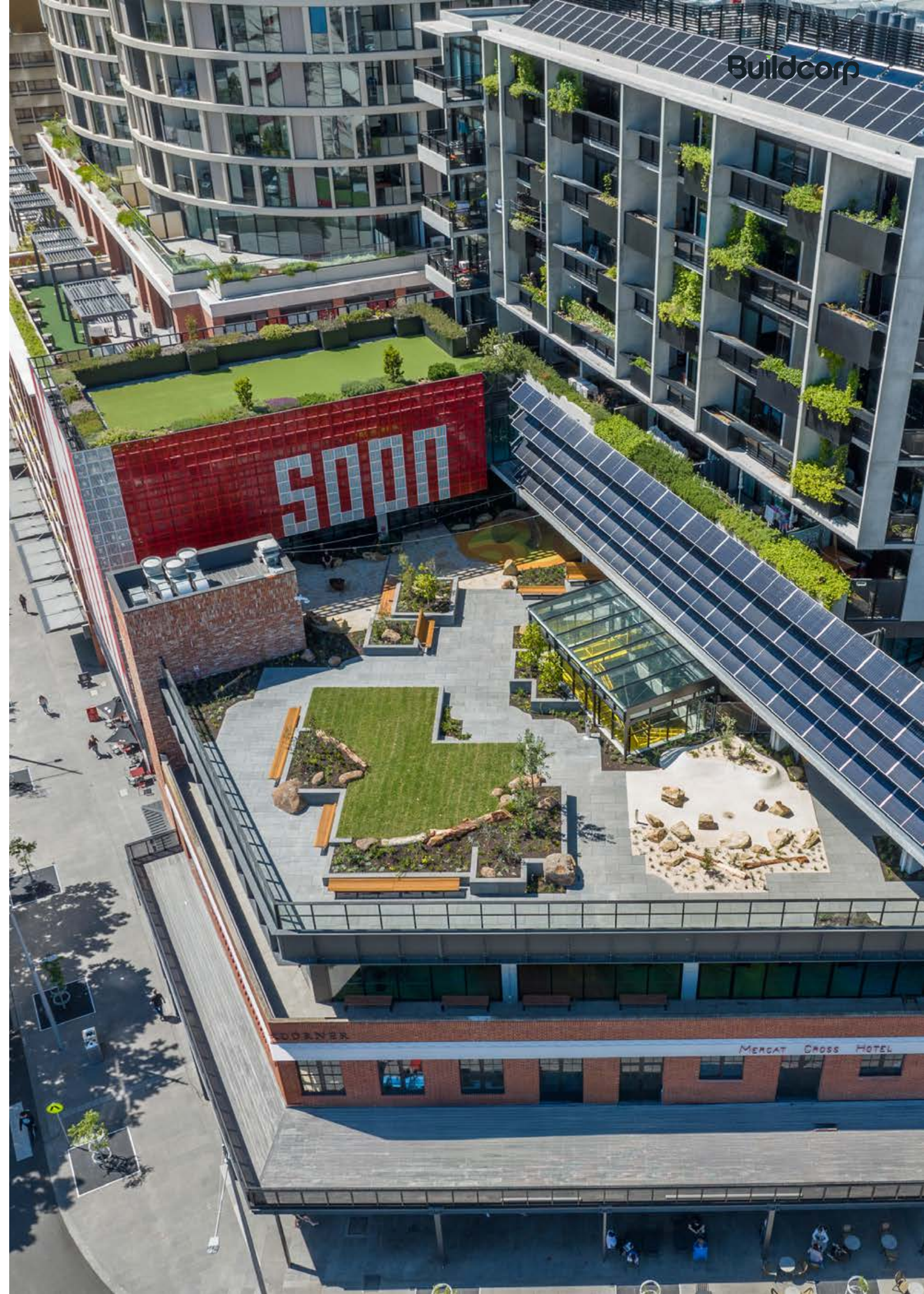
70+
STAFF

130+
PROJECTS DELIVERED

“

Buildcorp's communication was outstanding from start to finish, and their proactive approach to value management and buildability ensured the design intent was never compromised. Despite the complexities of crane lifts and road closures, everything was managed safely and seamlessly.”

MANOJ SHARMA | CITY OF MELBOURNE



OUR SERVICES



Our team carry rich experience across six services, bringing **tailored solutions** to meet your needs with precision and innovation at the forefront.



Fit-out

Leveraging strategic programming, tailored solutions, and strong market relationships to deliver Australia's leading workplaces and venues.



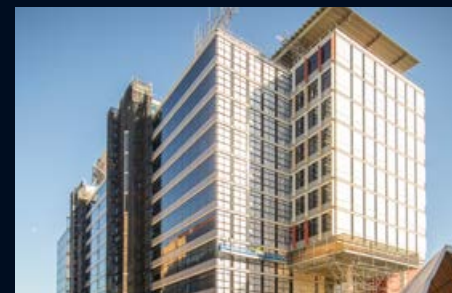
Refurbishment

Complex live environment refurbishments require tested solutions that minimise on-site disruption.



New Build

Over 30 years, we've developed a reputation for complex new builds that leave a legacy long after completion.



Remedial

Two decades of executing some of the most complex remediation scopes, we've earned our reputation mastering the balance between "what" we deliver and "how" we deliver it.



Façade

Whether upgrading your façade for safety, to modernise or to future-proof your building, our specialist team bring experience and tailored solutions to every asset.



Joinery

Our joinery arm, Euroline is a leading architectural joinery and acoustic solutions provider across the east coast.

FIT-OUT

NSW QLD VIC

Form and function from **day one**

The world's best fit-outs reflect the brand that occupies their space. From future workplaces to cutting-edge fine dining restaurants, our goal is to make the journey worthwhile.

Certainty in delivery is vital, and we understand that a great project relies on the sum of its small details. We pride ourselves on getting the little things right the first time so that it 'just works,' allowing your people to settle seamlessly into a space that functions, operates, and exceeds your initial vision.



Our working relationship with the Buildcorp team was excellent, with clear and frequent communication including helpful information and options to streamline our internal decision processes. The work quality of the fit-out met our expectations in every respect and contributed to the outstanding success of the new Corrs workplace meeting the needs of our people, our clients and our guests."

PETER CALOV | CORRS CHAMBERS WESTGARTH



260+

FIT-OUTS DELIVERED



35+

MBA FIT-OUT AWARDS



\$1M-\$75M+

TYPICAL SIZE

REFURBISHMENT

NSW QLD VIC

Old today, new **tomorrow**

Like magic, transforming outdated buildings into new functional spaces requires the sleight of hand where the outcome can be enjoyed and the process not seen.

Buildcorp understands live environment and complex refurbishments and has a range of proven solutions that minimise on-site disruption. Working in and around thousands of people in live operating buildings requires a focus on safety unique to refurbishment projects. Our greatest success comes when we are only noticed onsite once the construction work is completed.



The solution focussed Buildcorp team has successfully and collaboratively delivered a complex full-building upgrade including lobby refurbishment, façade replacement, end of trip facility, two-level roof top extension and rooftop terrace of 73 Miller Street, North Sydney. Open and clear communication showed evidence that Buildcorp's team and systems deal successfully in safely delivering business-as-usual for building users and stakeholders. I would have no hesitation recommending them to any prospective landlord or tenant for their upcoming project."

ROBERT EWING | ESR AUSTRALIA

Buildcorp

> **180+**
REFURBISHMENTS

> **30+**
MBA REFURBISHMENTS

> **\$1M-\$100M+**
TYPICAL SIZE

NEW BUILD

NSW QLD VIC

○ Balancing **form**, **function** and **feasibility**

Our ability to craft the right design and construction solutions are what underpin our long-term partnerships with Australia's largest developers and asset owners.

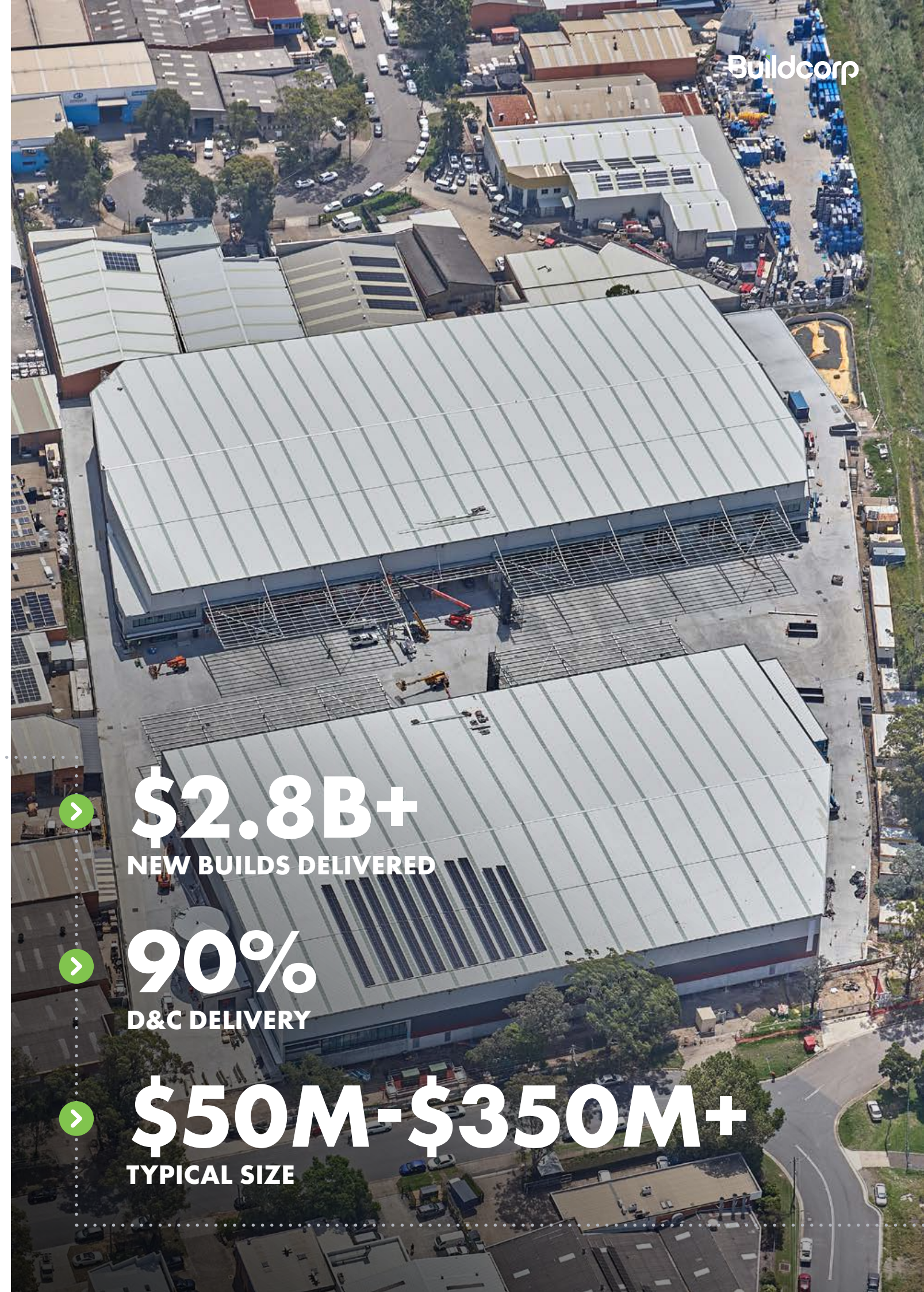
No matter the build, we rise to the challenge of creating lateral solutions that deliver value, mitigate risk, guarantee compliance and achieve your vision – on time, on budget and safely.

Our smart planning, value-add design alternatives and trusted project partners will help you find the best way.



In many ways, the Buildcorp team have become an extension of our business and without them this project would still just be a great idea on paper. This project is not just about what we all create – it's also about people coming together and hopefully enjoying the journey."

ANDY STUBBS | PITTWATER INDUSTRIAL



\$2.8B+
NEW BUILDS DELIVERED



90%
D&C DELIVERY



\$50M-\$350M+
TYPICAL SIZE

REMEDIAL

NSW QLD VIC

Protecting **assets** and **people**

Expertise and a deep understanding of critical building element repairs such as concrete remediation, waterproofing and steelwork remediation is expected from an industry leading expert with over 20 years in the market. Our key differentiator lies in “How” these services are delivered, ensuring a seamless and efficient process tailored to each project’s bespoke scope of works and unique live environment context.

Our team can also transform the challenge of an aging or failing building into an opportunity for asset owners. By exploring all options upfront, we empower clients to make informed decisions about the solutions that will add the most value, while mitigating the risk of cost blowouts and disruptions.

This approach has consistently positioned us as the preferred construction partner for multiple complex projects.



The professionalism of Buildcorp’s delivery team, supported by clear communication and a proactive approach to finding solutions, resulted in a very satisfactory result for a complex live environment remediation project. A high level of focus from the project delivery team has ensured safe delivery of the works with minimal impact to tenants in a high-profile commercial building and I am more than happy to recommend the Buildcorp team.”

NICK PRITCHETT | CENTURIA PROPERTY

Buildcorp

> **365+**
REMEDIAL PROJECTS DELIVERED

> **90%**
LIVE ENVIRONMENT

> **\$1M-\$50M+**
TYPICAL SIZE

FAÇADE

NSW QLD VIC

Safe installation **without** disruption

Over time, we have established ourselves as industry leaders in façade remediation, replacement and upgrades. This reputation has lead us to deliver an industry leading portfolio of aluminium composite paneling replacement projects for owners corporations and commercial property owners alike.

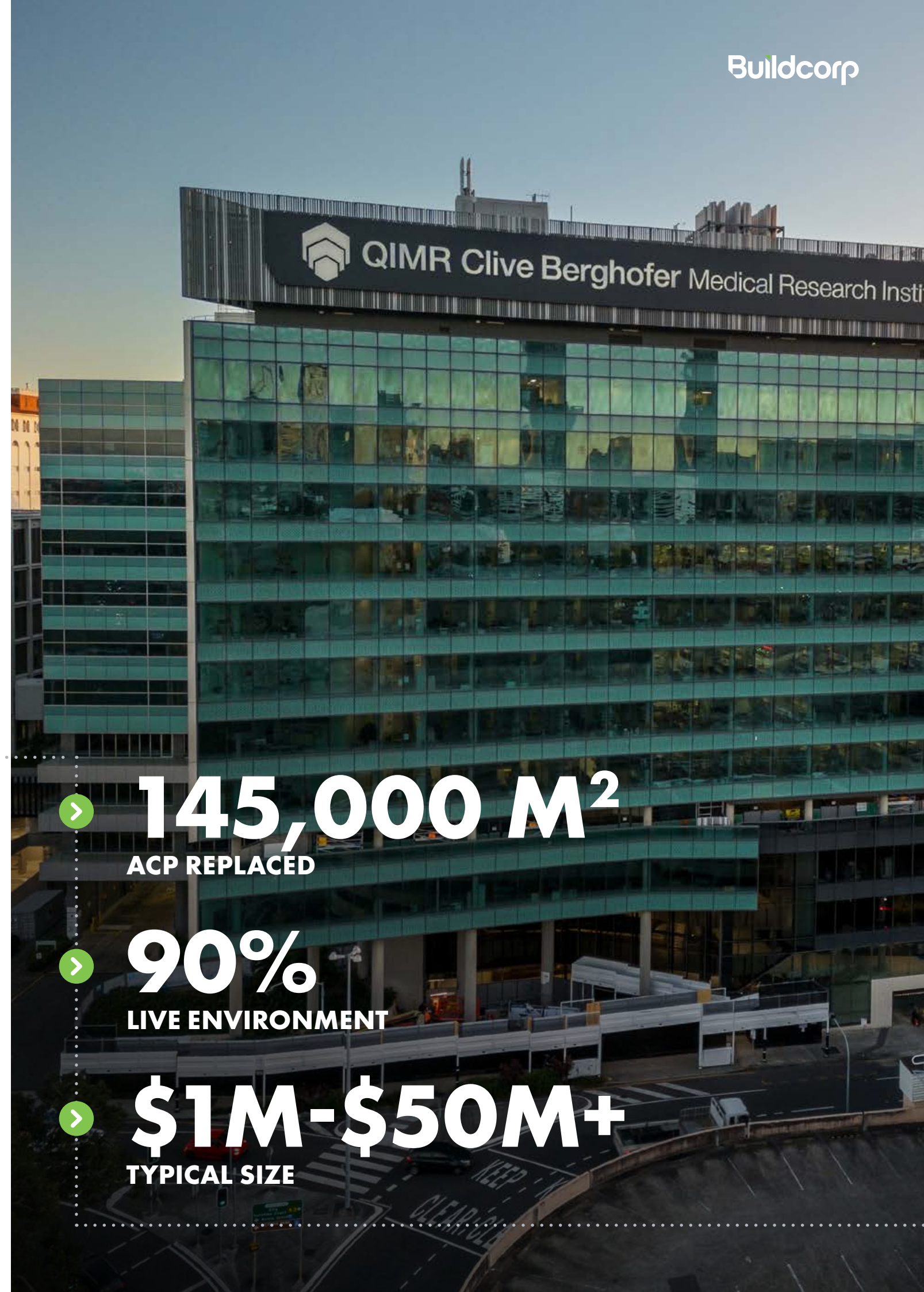
We have also uplifted numerous aging buildings by replacing or uplifting their facades to give a more modern look, whilst adding further benefits for occupants such as new balconies, greater access to natural light and improved thermal performance.

By aligning our specialist expertise with our award-winning safety & quality systems, we ensure a focus on what matters most to you: delivering high quality outcomes quickly, seamlessly and safely.



As we close out this successful cladding replacement project, I would like to express my sincere gratitude and admiration for the exceptional work your team has delivered on the project. The team brought both expertise and a dedication to quality that made it one of the most enjoyable projects that I have worked on in my 15 years with the Institute."

JONATHAN DAVIES | QIMR BERGHOFFER MEDICAL RESEARCH INSTITUTE



> **145,000 M²**
ACP REPLACED

> **90%**
LIVE ENVIRONMENT

> **\$1M-\$50M+**
TYPICAL SIZE

JOINERY

NSW QLD VIC

Our **competitive** advantage

Our joinery arm, Euroline, is one of Sydney's leading architectural joinery companies. In addition, Europanel, our acoustic solutions products offer six core product lines – for spaces that sound just as good as they look.

With a vast networking of long-standing relationships with tier one contractors, Euroline manufactures all the critical facets of joinery under one roof. Our 4,000m² factory enables us to service packages from \$200K, to over \$10M across Australian's east coast.



We could not have had a better partner than Euroline, great design translated into truly wonderful built form takes skill, persistence and patience.”

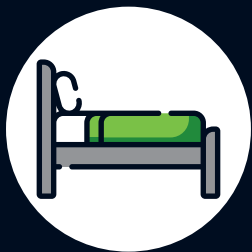
TIMOTHY DUGAN | CHRIS O'BRIEN LIFEHOUSE

> **UP TO \$10M**
IN VALUE

> **100%**
AUSTRALIAN MADE & MANUFACTURED

> **6**
VERSATILE WALL & CEILING PRODUCTS

OUR 12 SECTORS



ACCOMMODATION



COMMERCIAL



COMMUNITY



DEFENCE



EDUCATION



HEALTH, CLINICAL
AND LIFE SCIENCES



HERITAGE



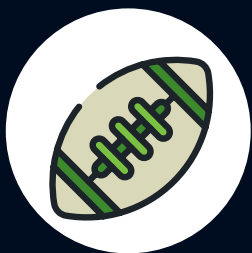
HOSPITALITY



INDUSTRIAL



RETAIL



SPORTING

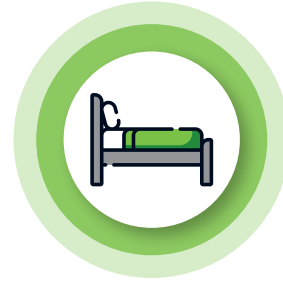


WORKPLACE

Nothing beats experience earned and learned. Over time, our diverse service offerings have honed our expertise across **twelve core sectors**.

Our year-on-year sustainable growth is due in part to this breadth of opportunities, which ensures our stability is less vulnerable to trends, economic cycles, and fluctuating trading conditions.

ACCOMMODATION



Places to **live**, **work** and **play**

From luxury 5-star getaways to functional student crash pads, our expertise in creating spaces that people love has earned us the trust of Australia's leading accommodation developers.

The quiet enjoyment of your guests is our ultimate measure of success. With thousands of beds and countless hotel keys delivered, we specialise in delivering high-quality accommodation facilities with seamless execution.



COMMERCIAL



We treat your **asset** as our own

In the realm of complex commercial development, our clients tell us we excel at finding viable solutions to any challenge.

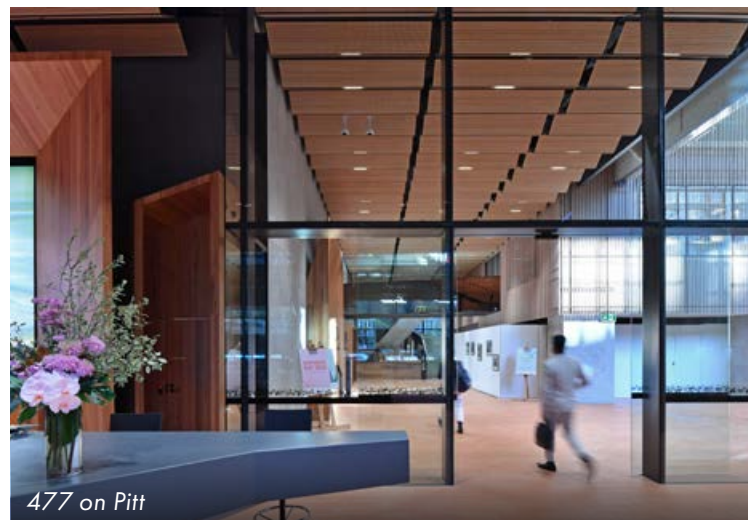
With methods tailored to suit your building's needs, our expertise spans foyer and podium extensions, upgrades in operational towers, end-of-trip facilities, services enhancements, façade uplifts, through to greenfield developments.



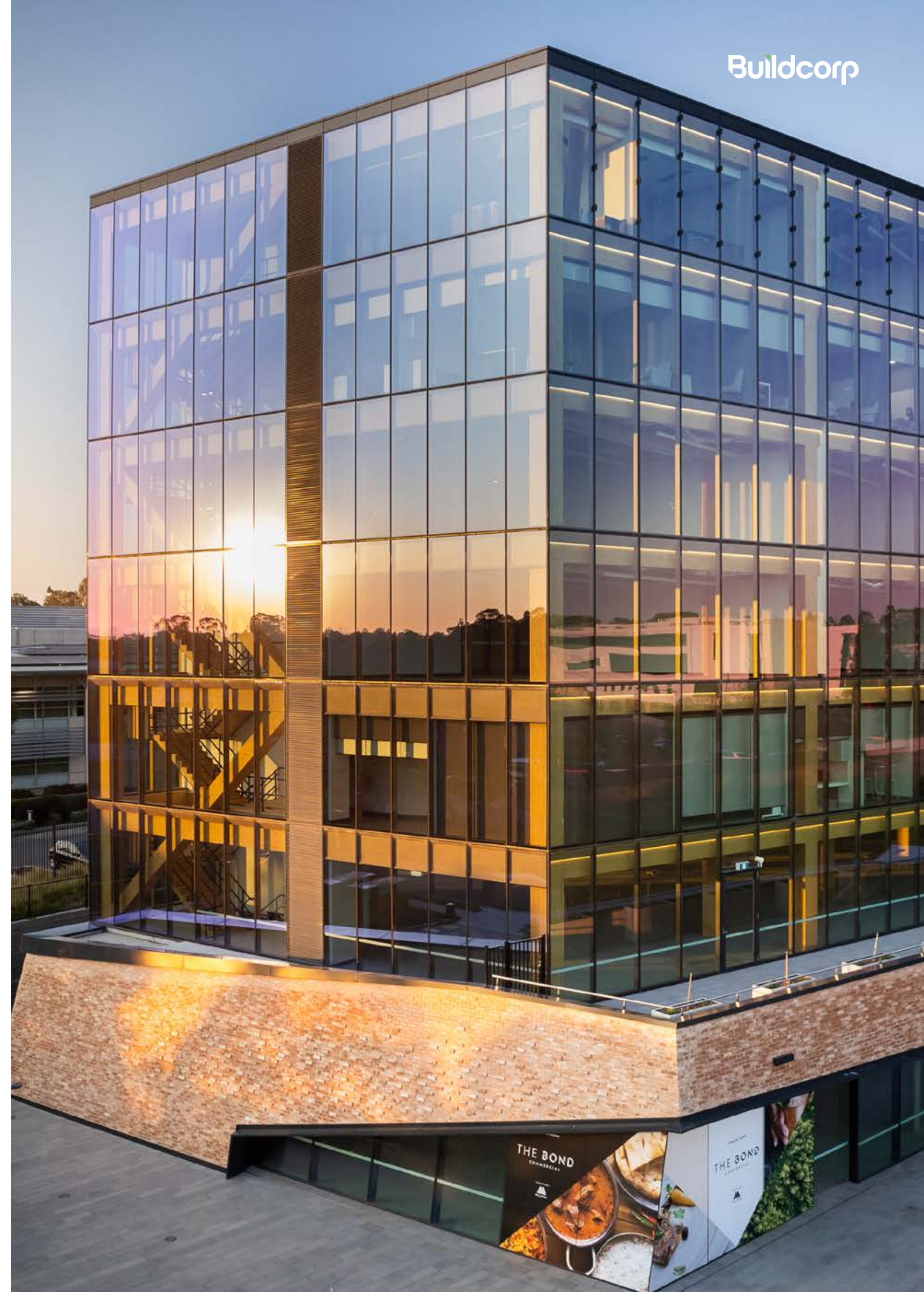
123 Albert Street



121 Exhibition Street



477 on Pitt

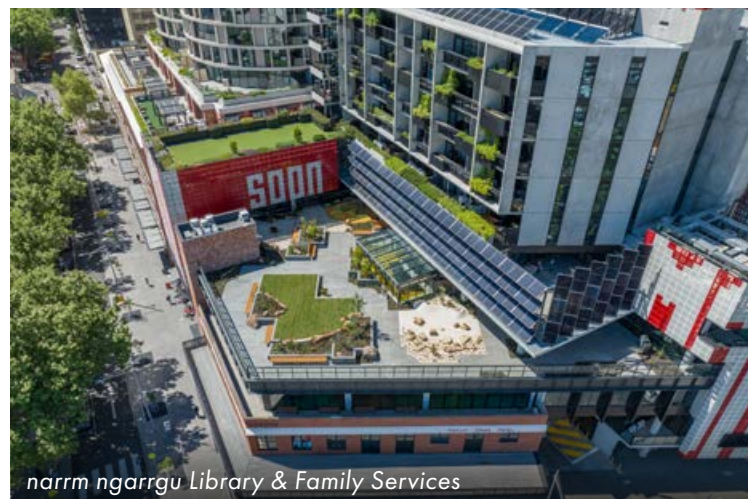


COMMUNITY

Making a **difference**
through maximum benefits

Each communities' needs are unique, making each facility an opportunity for us to exceed expectation.

Our approach to community projects is one of total collaboration, and our transparency and innovation are skillsets our repeat clients commend us on.



EDUCATION

Creating spaces for our **future leaders** to excel

Managing a construction site amidst curious minds presents unique challenges. Our 30+ years of experience have refined our expertise in safety, security, traffic coordination, stakeholder communication, deliveries, and material handling.

From new facilities to state-of-the-art precincts, and upgrades to older buildings with limited documentation, our insights shape our construction approach, ensuring minimal disruption to staff, students, and daily operations.



Barker College Senior School Hub



University of Queensland Goddard Building



Monash College Learning Village



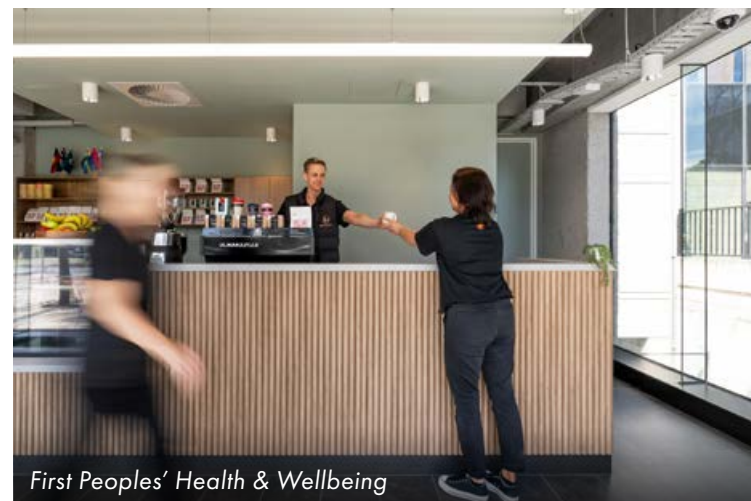
HEALTH, CLINICAL AND LIFE SCIENCES



Diligently working to safe-guard
our **essential services**

In a live hospital environment, we know we simply can't afford to interrupt the flow of activity. Our extensive experience has taught us that in this dynamic live environment, construction activities must be tailored to fit your facility, rather than requiring your facility to adapt to us.

We've worked with some of the nation's leading healthcare providers, who tell us our communication skills are what allow them to maintain optimal services.



First Peoples' Health & Wellbeing



St Vincent's Private Hospital



QIMR Berghofer Medical Research Institute



The Bond



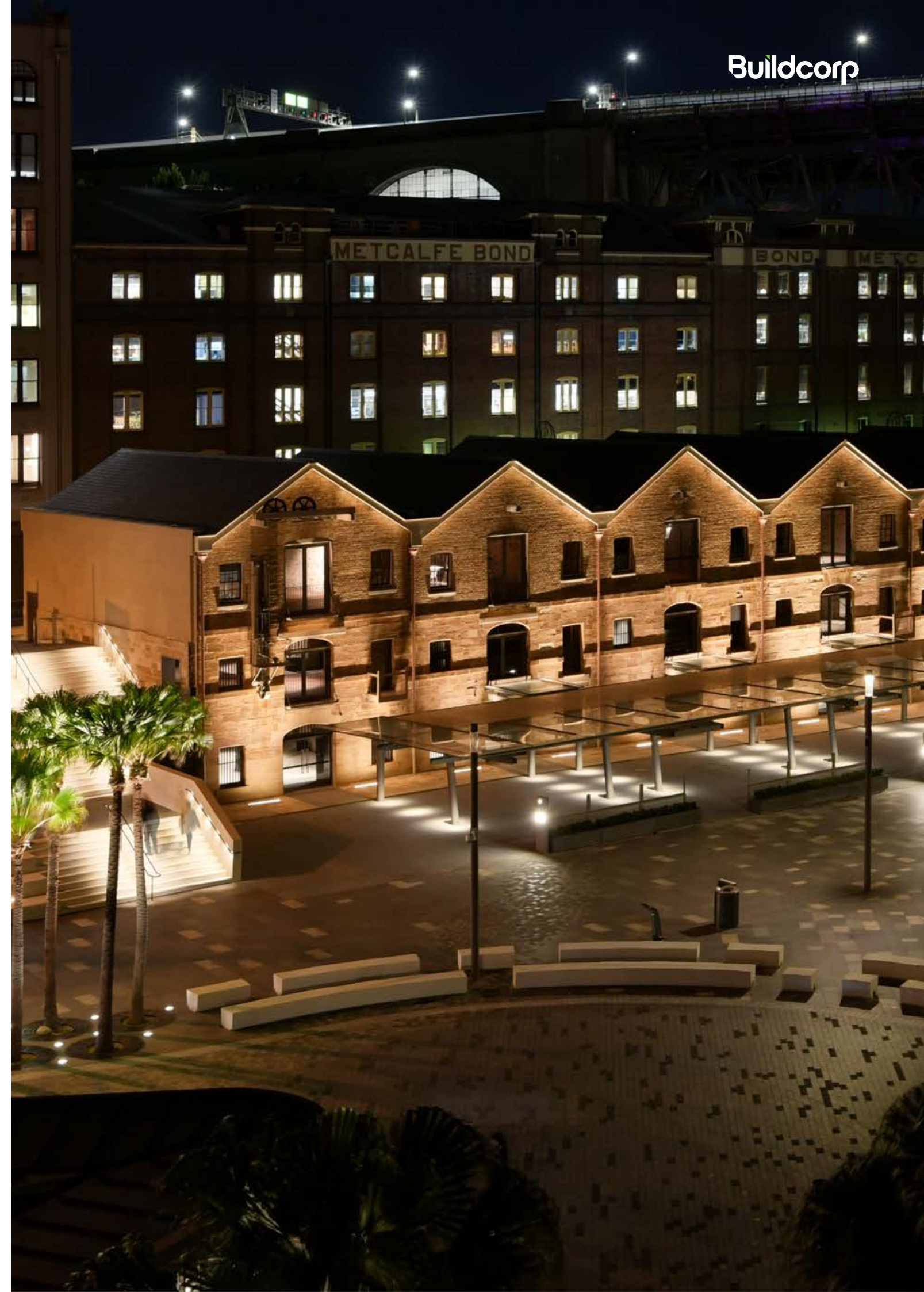
HERITAGE



A contemporary approach to **reviving the past**

Working with heritage has been no exception to our rich portfolio of works. These intricate builds are often set within challenging site environments, and our team understand the meticulous approach necessary in delicate restorations.

Each bespoke heritage project is supported by tailored methodologies and innovative solutions, enabling us to preserve the unique character and integrity of every building.



HOSPITALITY



In a world where precision is paramount,
we understand that “near enough”
simply isn’t good enough

Making spaces that evoke a sense of luxury doesn’t happen by chance. In today’s highly competitive restaurant landscape, we believe a truly memorable experience is found all in the detail.

Through experience, we understand our role in creating the ultimate memorable experience – and we’ve had the pleasure of delivering some of Australia’s most ambitious venues.



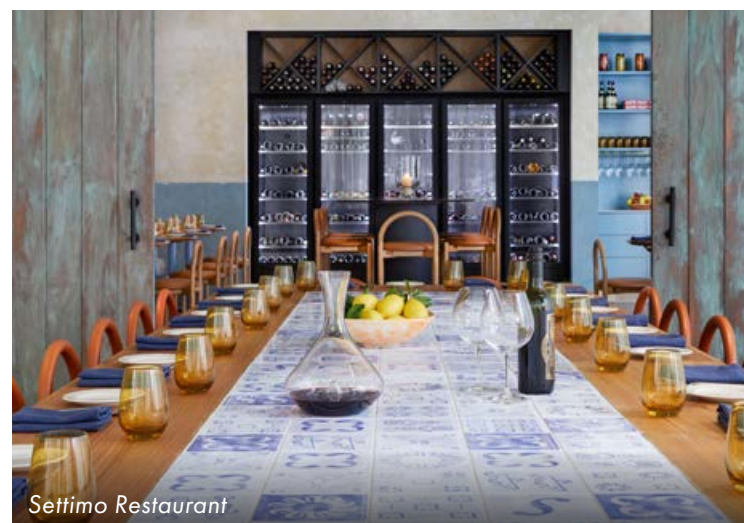
Shell House



Prefecture 48



Shell House



Settimo Restaurant



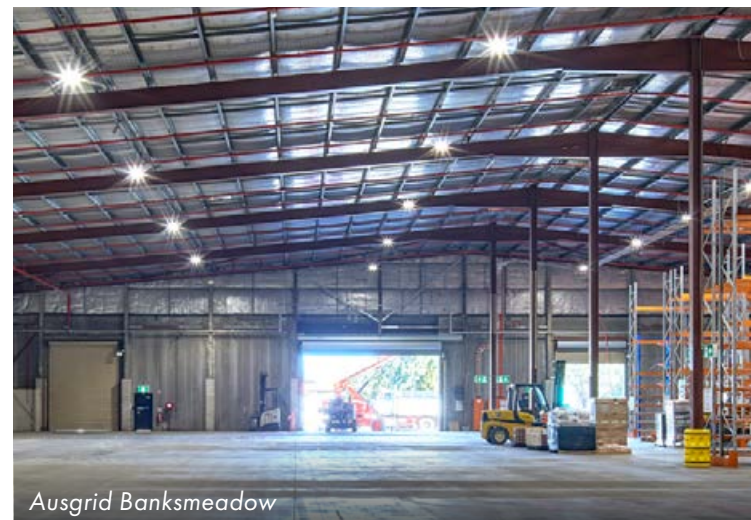
INDUSTRIAL



Fit-for-purpose for the modern business

The information age has reshaped consumer demands. Our innovations in large-scale industrial projects equip us with the expertise to support your industry effectively.

From robotic installations and data centres to integrated racking and storage solutions, as well as high-speed sorting and handling facilities, our team is ready to collaborate with you to enhance your business operations.



RETAIL



The ever-changing demand of your customers requires a space that can continue to **change with you**

From high volume to high-end, we partner with developers and asset owners to create retail experiences that genuinely enhance their brands.

Our expertise spans greenfield shopping centres in Australia's growing regions to fast-tracked fit-outs delivered on time and within budget.



Event Cinemas - Kawana



Toombul Shopping Centre Entertainment & Dining Precinct



QIC Logan Hyperdome



MECCA Bourke Street



SPORTING



Upgrading some of Australia's **most iconic venues**

High-performance sports teams require world-class infrastructure – spaces designed for training, recovery, and peak performance. Achieving that requires a construction partner you can rely on.

Throughout our history, Australia's leading sports entities, from public bodies to private organisations, have relied on us to deliver on our commitments, whether in-time for the next season or to meet international codes and standards.

Buildcorp



Sydney FC Centre of Excellence



National Rugby Training Centre, Ballymore



Suncorp Stadium Members Area



Sleeman Complex Aerial Ski Ramp

A Genuine Sports Partnership

Our approach to the sporting sector is built on genuine partnerships, with a reach extending well beyond our construction work.

Since 1992, we've proudly supported grassroots rugby, making ours one of the longest-running grassroots sponsorships nationwide. Just as we strive in our business, we aim to help nurture a pipeline of well-rounded team players who develop transferable skills, becoming leaders and role models both on and off the field.

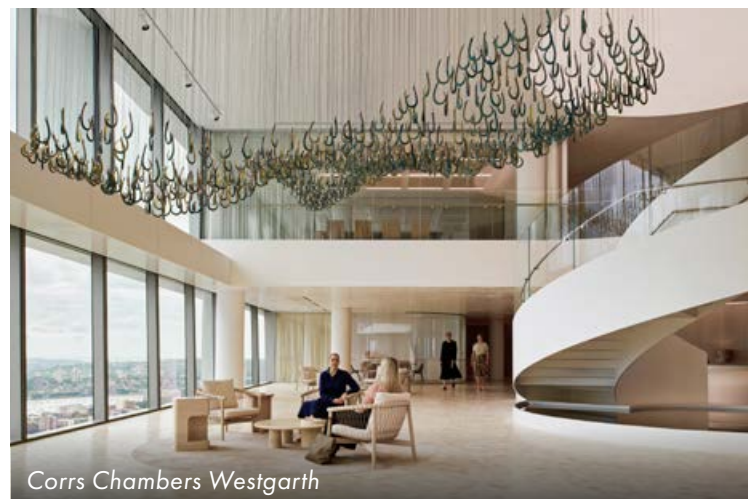
WORKPLACE



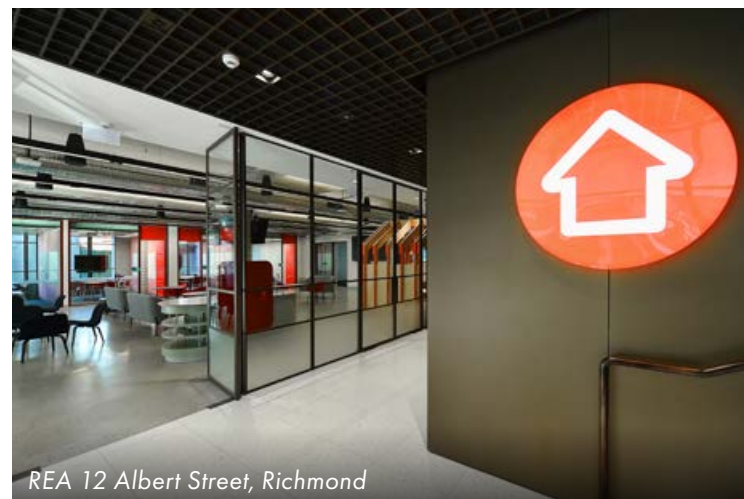
Trusted to build for Australia's
largest employers

Creating great places to work is more important than ever. Earning the commute of your workforce begins with a functional, seamless office.

Our workplace projects are fast-paced and large-scale, often presenting unique challenges. With three decades of experience delivering for Australia's leading workforces—and over 120 awards—our teams have continually evolved, gaining strength in their ability to craft the workplaces of the future.



Corrs Chambers Westgarth



REA 12 Albert Street, Richmond



Australian Retirement Trust



Australia Post



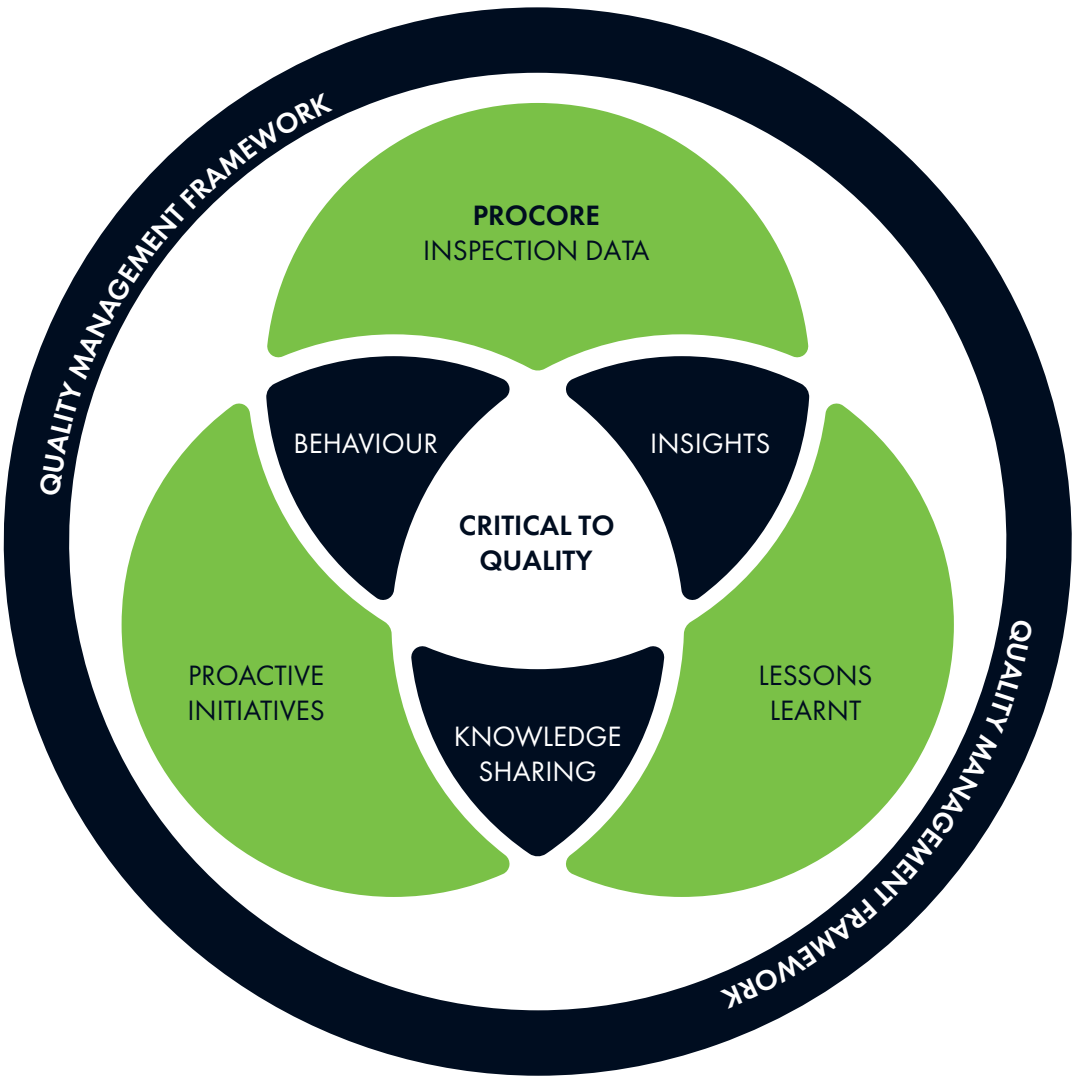
QUALITY



The right thing today,
for a **defect-free tomorrow**

When producing a quality outcome, we make every action count. Our quality management framework (QMF) is based on continual improvement and rich data insights, with clear processes and tools to help our teams define, manage, and deliver superior results.

At its core, our system’s proactive approach ensures seamless knowledge sharing across the business. Every project team benefits from a lifetime of lessons, making our daily commitment to ‘doing the right thing’ simple.



Quality Management In Action

The integration of Procore across all our projects has played a key role in gathering and developing construction data, filtering this back into our overall operations, leveraging lesson learnt reports and eliminating errors being made twice – lifting quality standards, meeting benchmarks and exceeding client expectations. Today, Procore is our trusted platform for all project correspondence, issuing notices upstream and downstream, RFI management and document control, and the use of Quality tools.

ENVIRONMENT



WE SUPPORT



UN Global Impact

As an early adopter of the UN Global Compact initiative, we are committed to its principles on governance, human rights, labour, environment and anti-corruption.

EcoVadis Platinum: The Top 1%

In 2023, our sustainability management system received a platinum medal from EcoVadis, the world's largest sustainability ratings provider. Out of over 100,000 companies assessed, this certification places Buildcorp in the top 1% globally in environment, labor and human rights, ethics, and sustainable procurement.



Net Zero by 2040

Our Environment Plan outlines our bold vision to become a certified carbon-neutral business by 2040. Some efforts are already underway; our offices and Euroline factory now run on 100% renewable energy, and our sites reuse or recycle over 90% of their materials nationwide.



Industry "Firsts"

We are long-standing members of the Green Building Council of Australia and have partnered with several leading sustainability innovators. To date, we have delivered over five industry 'firsts' in sustainable building targets:

- First Gold WELL Project in Australia: Wilkhahn Sydney Showroom
- First 6-Star Green Star Commercial Building in NSW: Darling Island 6
- First 6-Star Green Star Fit-out in NSW: GPT Workspace, MLC Centre
- First 5-Star Green Star (Design, As Built & Interiors) in NSW: Australia Post, Strawberry Hills
- First 5-Star NABERS (Energy, Base Building) Rating in Australia: Australia Post, Strawberry Hills

Buildcorp's Principal, Josephine Sukkar AM, has also serves on the Green Building Council of Australia Board since 2021.



1, 2, 3 - IT'S ON ME

Proactive safety in action >

Just like our **Why?** initiative, our **1, 2, 3 – It's On Me** aims to instil a personal sense of accountability in fostering a safe working culture. It emphasises the three layers of control that Buildcorp requires for ensuring safety when working at heights, reinforcing the importance of individual responsibility in every safety measure.

All our site personnel receive safety systems, training, and inductions to ensure that the three layers of control are established before any work activities at heights commence. More importantly, the importance of individual responsibility in implementing and maintaining these layers is continuously reinforced through pre-start meetings, toolbox talks, and site signage. Compliance is further supported by the installation of cameras in all swing stages and mast climbers, with some sites offering prize draws as incentives for workers to adhere to safety protocols.

- 1

Secure
Our primary defence against falling objects is to prevent falls from occurring. This involves using two-person handling when necessary, lanyards, and maintaining strict housekeeping to keep objects secure.
- 2

Enclose
Our secondary measure ensures that if the first layer fails, falling objects cannot drop far. This includes safety nets and adjustable work platforms to enclose work areas.
- 3

Exclude
To complement the first two safety measures, we will implement overhead protection and no-access zones to keep people away from potentially high-risk areas.



CORPORATE SOCIAL RESPONSIBILITY

✓ As a values-led business, our core purpose is to have a **positive impact together**, uniting to make a difference in everything we do.

Since 2021, Buildcorp has proudly participated in the UN Global Compact program - the world's largest corporate sustainability initiative. This multi-year strategy aims to raise awareness and inspire action toward achieving the UN Sustainable Development Goals (SDGs) by 2030.

This commitment is reflected by the tangible impact of our initiatives and the dedication of our people – it's truly in our DNA.



Environment



Ecovadis Platinum Sustainability Rating



"Firsts" in WELL, NABERS, LEED and Green Star Projects



Committed to be Carbon Neutral by 2040



ZERO significant environmental events in 34 years



100% renewable energy in Buildcorp tenancies

Diversity & Inclusion



We aim for an intake of **50%** female representation in our Cadet Program



6x Employer of Choice (Australian Business Awards)



WGEA Certification



Targeting **3%** addressable spend through Supply Nation



An inclusive resourcing process to attract and retain diverse skillsets



26% overall female participation

19% women in operational roles

Social Responsibility



30+ YEARS of rugby sponsorships



2x staff wellbeing days per annum



UN Global Compact signatory

Buildcorp FOUNDATION

\$5.7m

raised for mental health

CRISIS

\$2m donated

PREVENTATIVE

\$1.25m donated



FIRST NATIONS PARTICIPATION

- Our vision for reconciliation is to deepen our acknowledgment and understanding of the past while **moving forward together** with First Nations people.

We are committed to building relationships that create pathways, partnerships, and opportunities for greater equity within the industry.

Our journey with the Reflect Reconciliation Action Plan (2021-23) began with a strong commitment to securing accreditation and ensuring its actions had maximum impact.

Since then, our procurement in this area has grown significantly, with over \$10.2 million spent on First Nations businesses through our Supply Nation membership and through fostering relationships with new and existing suppliers.

In September 2022, we hosted our first First Nations Supplier event, which led to over 25 new supplier connections and provided a formal face-to-face opportunity to engage with our existing suppliers.

In 2023, we were named a finalist for Corporate Member of the Year at the Supply Nation Supplier Diversity Awards. This recognition reflects our workforce's dedicated efforts to engage and partner with First Nations businesses.

Our Innovate RAP (2023-25) builds on these achievements, with commitments to encourage First Nations employment within Buildcorp and implement systems that measure and track our progress in meeting targets for First Nations participation.



Since 2022...

> **\$18M**
ADDRESSABLE SPEND

> **97%**
CULTURAL WORKPLACE TRAINING

> **58**
FIRST NATIONS SUBCONTRACTORS

IN-HOUSE JOINERY

Our Not-So-Secret **Weapon** >

Our Tier 1 joinery arm, Euroline, puts Buildcorp in an enviable position by providing high-quality products and certainty in delivery within an unpredictable global market.

Both Euroline (Architectural Joinery) and Europanel (Acoustic Product Solutions) operate out of an expansive factory in Sydney, with products in high demand across the industry. Renowned for style and precision, Euroline also works closely with our project teams to drive innovation and enhance client service.



Euroline

Euroline is one of the largest bespoke joinery contractors in the country. With a factory size of over 5,000m², Euroline has the capacity and structures in place to handle projects ranging from \$200k to in excess of \$10M. Euroline is known for its attention to detail, can-do attitude and ability to work with designers/architects and builders to deliver projects on time and on budget.



europanel acoustic solutions

Stylish. Contemporary. Functional. europanel are passionate about providing bespoke acoustic solutions with precision-crafted panelling, custom made and fitted to enable architects and designers to realise their visions of truly unique and sensory spaces. Custom Solutions. Sound Results. Quality Assured.



europanel & frames eurodoors

Open up to the possibilities Specialising in commercial doors, frames and hardware. Acoustic, hollow core, solid core, laminate, veneer and fire doors. The team at Eurodoors can assist your team with hardware scheduling, budgets and install management.

IN-HOUSE JOINERY

Sustainability

In line with our ongoing commitment to reducing our carbon footprint, approximately 25% of Euroline’s electricity needs are provided by our 100kW rooftop solar array, which supplements the balance provided by GreenPower from accredited renewable sources



AUTOMATED FABRICATION SYSTEMS

Optimises cutting patterns to maximise material yield and reduce offcuts.



MATERIAL REUSE

Offcuts used for packing & protection, nothing is wasted



MATERIAL RECYCLING

Final waste materials further recycled for the manufacture of particleboard.



AIR QUALITY

Euroline’s state-of-the-art Dust Extraction System effectively eliminate airborne dust particles being released into the atmosphere during manufacturing processes



Environmentally Sustainable Development (ESD)

Environmentally Sustainable Development (ESD) is paramount to responsible architecture. With products that are 100% Australian made, Euroline understands the design and procurement process of projects and can positively contribute to achieving desired sustainability objectives.

Euroline are committed to supporting Indigenous suppliers and fostering diversity within our workforce and proudly run an apprentice program, helping to create a more inclusive and equitable industry.

Euroline embrace innovation and partnering to reduce our environmental impact, as we walk the talk with our own workspaces and support our clients to deliver ambitious environmental outcomes.



The quality of workmanship was excellent and we appreciate the way in which Euroline assisted us to find solutions that enhanced the finish of the final outcome. We always found there was constant communication and the key personnel involved in putting together the fit-out, including the tradesmen you used, were supportive and understanding.”

MICHAEL O’DONNELL | PANASONIC AUSTRALIA

RUGBY SPONSORSHIPS

Changing the **Game**

For over 30 years, our support of grassroots rugby has grown to provide opportunity pathways for all backgrounds and abilities. Like our business aims, we seek to build a pipeline of well-rounded players who become leaders and role models on and off the field.

Our Sponsorship History

- ▼ Buildcorp Super W (2018-2024)
- ▼ Buildcorp Wallaroos (2016-2023)
- ▼ Buildcorp National Rugby Championship (2014-2017)
- ▼ Queensland Rugby Union (QRU)
 - Buildcorp Reds Academy
 - Buildcorp Emerging Reds Cup
- ▼ International Rugby Academy Australia (2020-2024)
- ▼ The Rugby Union Player's Association (RUPA)
- ▼ Sydney University Football Club (SUFC)
- ▼ University of Queensland Rugby (UQ)
- ▼ Melbourne University Football Club (MUFC)
- ▼ University of Newcastle Rugby Union Club (2014-2024)



Buildcorp has been a loyal, long-term investor in Australian rugby... Their investment has helped grow the game and the community, from grassroots clubs to the pathway programs of the NRC and Buildcorp Super W.

PETER SCIBERRAS | (FORMER) RUGBY AUSTRALIA



Buildcorp Academy and Buildcorp Emerging Reds Cup



Buildcorp Super W



Wheelchair Rugby



Sydney University Football Club (SUFC)



Buildcorp Wallaroos



International Rugby Academy Australia (IRAA)

BUILDCORP FOUNDATION

○ **Tackling the spectrum** of the mental health crisis

Established in 2014, the Buildcorp Foundation is committed to raising funds to help tackle Australia's mental health crisis. Over the years, the Foundation has raised over \$5.7 million and funded initiatives from Lifeline Australia and the NSW Department of Education, targeted at improving the mental health outcomes for all Australians.

The Buildcorp Foundation is a public ancillary fund, employs no staff and is governed by an independent board of directors. Our Patron is General the Honourable Sir Peter Cosgrove AK CVO MC (Retd).

In Australia, every second day a male construction worker dies by suicide. The staff at Buildcorp are driven to raise awareness, support and funds to reverse this trend, not just for construction workers but for all Australians. Therefore, the Foundation funds both crisis support (through Lifeline) and proactive preventative programs (through the Department of Education).

The Buildcorp Foundation is Lifeline Australia's longest serving corporate partner and has donated over \$2 million to date.

Between 2019 and 2021 the Foundation partnered with the NSW Department of Education to jointly fund the "Smiling Mind" program for \$2.4 million. This was delivered to 150,000 primary school students and 10,000 teachers, spanning 445 primary schools across New South Wales, Queensland and Victoria.



Keen to continue investing in preventative programs in schools, by the end of 2024 the Foundation entered into an agreement to fund "Second Step", a program identified by the Department of Education that also included training of the parents of students (as well as students and staff).

Second Step's social-emotional learning (SEL) programs empower preschoolers, teens and all ages in-between to build skills for success. It offers a cohesive family of research-based programs that work together to provide SEL throughout students' developmental stage.

Currently reaching more than 26 million children across the United States, the program has been implemented in 700 schools in Australia (through the organisation "Positive Pieces" who hold the license for Second Step in Australia).

With an initial investment of \$1 million, the Buildcorp Foundation will continue to raise funds and invest, with the goal of equipping the maximum number of Australian schoolchildren with the tools to establish and maintain good mental health.



Buildcorp Foundation Lifeline Giving Day 2024

Over the last decade, the Buildcorp Foundation has raised over \$2 million for Lifeline Australia exclusively. This equates to:



> **52,000+**
CALLS FOR HELP ANSWERED

> **81,600+**
TEXTS AND WEB CHATS

> **4,000+**
LIFELINE CRISIS SUPPORT VOLUNTEERS RECEIVE CRITICAL TRAINING



There is hope that comes from our collective action. While the need for crisis support is ongoing, the Buildcorp Foundation is also committed to investing in programs that help the next generation strengthen their resilience and emotional well-being. These bookends of the support spectrum will give us the best chance of imagining a future free from suicide."

**GENERAL THE HONOURABLE
SIR PETER COSGROVE AK CVO MC (RETD)
BUILDCORP FOUNDATION PATRON**

CIRCLE OF TRUST

How we use a 360-degree feedback model to maintain our reputation as one of the country’s most trusted businesses, project partners, and employers.

Over the years, several endorsements of our practices have highlighted the importance of our purpose, culture, and governance in supporting our people and partners long-term. We are proud to use this feedback loop to monitor Buildcorp’s overall health and provide assurance and confidence to our partners.



NEW SOUTH WALES

Buildcorp

Level 4, 10 Mallett Street
Camperdown NSW 2050

02 9565 0000

Euroline

108 Adderley Street West
Auburn NSW 2144

02 9748 0344

QUEENSLAND

Level 8, 189 Grey Street,
South Brisbane QLD 4101

07 3139 0800

VICTORIA

Level 18, 627 Chapel Street
South Yarra VIC 3141

03 9975 8800