



Brix Projects

2018 CAPABILITY STATEMENT
QUALITY PEOPLE, UNRIVALLED SERVICE

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To maintain transparency and efficiency across the business, we employ **integrated management systems** across all our departments.



All policies are reviewed annually by our HSEQT manager and audited annually by an independent third party, to ensure compliance with the following International standards:

Quality Management – AS/NZS ISO 9001:2015
Work Health and Safety Management – AS/NZS ISO 4801:2001
Environmental Management – AS/NZS ISO 14001:2015



Brix Projects are a **code compliant company** and fulfil all industry level obligations specified in the **Building Code 2016**.

As the standards stipulated in the code are of a governmental standard, enlisting a code-compliant company ensures the highest quality in all aspects of conduct, procedure and practices.

Vision

We aspire to be recognised as Australia's number ONE business partner for all construction recruitment requirements.

Mission

Our mission is to provide an unrivalled, cost-effective and high-quality service that will surpass our client's expectations. We will accomplish this by hiring and retaining first class employees, and by approaching the recruiting process with honesty and integrity. This will provide the foundation for long term customer relations and growth. We are committed to the success of our clients, our business partners and our employees.

About Brix Projects

Sourcing quality workers. Delivering professional results. First time. Every time.

Specialising in skilled labour hire and white collar recruitment, Brix Projects has an impressive track record in locating exceptional professionals for its clients. Our approach combines a first class understanding of the demands of this industry, with access to high-quality candidates and an unwavering commitment to our customers.

For us, it's all about you. Working in partnership with you for the long term. Treating your business like it's ours. Speaking your language. Delivering quality workers, every time. And offering a level of personalised, responsive service that you're yet to experience.

Servicing clients across Australia since 2004, our specialist consultants focus on a broad range of roles across the building and construction, civil, engineering, electrical, rail and office support sectors.

With the support of our team, you'll have peace of mind so you can get on with running your business and delivering your project on time and on budget, leaving the job of sourcing and delivering the most experienced skilled tradespeople and construction personnel to us.

Why Brix Projects

When we work with clients, like you, it's a true partnership. We treat your business like it's ours, and work together as a team so you're completely satisfied with every person we source for you. At Brix Projects we focus on quality, professionalism, safety and responsiveness. And we focus on you. We listen to what you say. We think about your needs and we apply our expertise and knowledge to deliver tailored labour hire and recruitment solutions that save you time and money, and increase productivity and safety on your worksite. And that's not all.

- *Over 30 year's experience in labour hire and recruitment*
- *Fully Licensed*
- *Code Compliant with building code 2016*
- *Compliant with International Standards:*
 - Quality Management – AS/NZS ISO 9001:2015*
 - Work Health and Safety Management – AS/NZS ISO 4801:2001*
 - Environmental Management – AS/NZS ISO 14001:2015*
- *Member of the Master Builders Association*
- *Member of the Green Building Council Australia*
- *NECA Member*

Core Values



Clients at the heart of everything



Quality Service



Honesty and Integrity



Flexible 'can do approach'



Safety is our priority



Passionate about our people



Health & Safety

At Brix Projects, we're serious about safety. We hold safety as a core value and continually reinforce this through all our people and activities. Our OH&S system also ensures that we enforce safe work practices vigorously across all our offices and sites.

Providing a safe workplace for our staff is our ultimate goal. Our commitment is uncompromising and whilst our staff are exposed to a wide range of potential hazards, Brix Projects preaches prevention and protection and provides continuous stringent training to ensure everyone's safety.

Environment

Brix Projects is committed to environmental best practice, and to the continual improvement of its environmental performance. We believe the successful future of our organisation depends on sustainability of the local communities and surroundings in which we provide services within. For this reason, It is our policy to actively pursue methods of minimising our cost to the environment and building them into our daily practices.

Quality

To ensure we met our objectives and our commitment to excellence is continually upheld we ensure our quality system is implemented on every project site. This demonstrates our promise of continuous improvement, provides peace of mind to existing clients and helps guarantee that future clients receive the highest quality service during every interaction with us.



Corporate Social Responsibility

We are committed to conducting business in a responsible way at all times and to supporting the communities in which we live and work through a range of programs and activities.

Our team shares a genuine commitment to investing in programs which benefit and support the communities in which we work and belong. Sydney Children's Hospital is BriX Projects charity of choice, and we support the hospital and its fundraising whenever we can.

BriX Projects believes in equality and giving people a 'fair go'. Our workforce is diverse, with a number of nationalities represented. We are proud to have worked alongside prominent Indigenous organisations in the past to assist placing over 100 Indigenous jobseekers into a range of jobs across NSW, Sydney Metro and Western Sydney. Organisations we have partnered with include:

- **Aboriginal Employment Strategy**
- **Max Solutions**



Key Personnel

Managing Directors

With over 50 years' extensive experience in the construction industry, they have played an integral role both in the establishment and growth of Brix Projects. Highly regarded as effective leaders, they are committed to working with the team to ensure that an unsurpassed level of service is provided to all clients.

Senior Management Team

Together they are responsible for developing and implementing the strategy which delivers the high level of service to our clients. The strength of our Senior Management team is regularly reviewed to ensure we have the right mix of skills to meet our objectives.

Operations Team

Your central contact point and go to person, each member of our operations team is designated to a specific sector and responsible for both resourcing and allocation of labour. This allows us to provide you with a tailored and efficient service that covers all your specific requirements.

HSEQT Manager

Responsible for the wellbeing and safety of all of our staff and contractors and was intimately involved in the upgrade and implementation of our management system in line with Australian standards for quality, environmental and health and safety management.

Our Finance and Accounts

With strong backgrounds in customer service, a passion for technology and attention to detail, they make sure our workers are paid on time, and that we deliver our invoices to you simply, accurately and on time every week.

Resourcing

At Brix Projects our people are our best asset. So we not only search for a strong work ethic, proven skills and experience, but also a close alignment with our values.

Our team have been sourcing and selecting construction workers for the majority of their careers. Their expertise and wide candidate network enables us to deliver the best solution for your workforce needs.

These networks are both worldwide and local and have strategically grown via long term relationships with people in those industries expanding through professional referrals, recommendations and word of mouth.

All candidates are carefully screened and analysed before they are added to our database. Our Operations Team ensure each candidate successfully completes each stage of our strict vetting process, and only once they are satisfied they meet the requirements needed to be able to work in the construction industry are we prepared to represent a candidate.



Building and Construction

With a reputation for providing a broad range of experienced construction personnel from tradespeople to site supervisors, Brix Projects delivers a total solution to clients.

Our track record of delivering for the biggest names in construction has seen our inclusion on their preferred supplier lists (PSLs). This privileged position provides our team with access to the best construction roles on the highest profile and most exciting projects in the country.

Blue Collar roles:

- ✓ *Carpenters and Joiners*
- ✓ *Electricians*
- ✓ *Bricklayers*
- ✓ *Plumbers*
- ✓ *Concreters*
- ✓ *Formworker*
- ✓ *Steel fixers*
- ✓ *Trade assistants*
- ✓ *General labourers*
- ✓ *Demolition labourers*
- ✓ *Remedial workers*
- ✓ *Ticketed/skilled labourers (hoist operators, dogman, forklift drivers)*
- ✓ *Scaffolders*
- ✓ *Crane operators and riggers*

Past Projects

- ✓ *Bricklayers - Parramatta Stadium – Western Sydney*
- ✓ *Bricklayers and Scaffolders - North West Rail Link Project*
- ✓ *Bricklayers and Carpenter - Hi-rise Apartments – Haymarket*
- ✓ *Dogman and Excavator Operators - Westmead Hospital upgrade – Sydney*
- ✓ *Excavator Operator - Sydney Light Rail*
- ✓ *Bricklayers - Hi-rise Apartments - Chatswood, Wentworth Point*
- ✓ *Bricklayers – Hi-rise Apartments – Summer Hill*



Civil Engineering and Construction

We have over a decades experience working with the most respected civil engineering contractors in Australia. Our experienced consultants have access to a variety of civil construction workers with specialist skills to provide staffing solutions across work areas such as civil engineering, civil construction, rail, roads, tunnelling, bridges and large scale landscaping.

- ✓ Civil labourers
- ✓ Asphalt workers
- ✓ Road workers
- ✓ Pipe layers and drainer
- ✓ Pipe fitters
- ✓ Poly welders
- ✓ Plant operators
- ✓ Spotters
- ✓ Specialist ticketed labourers (EWP, underground services, confined space)
- ✓ Ticketed traffic controllers
- ✓ MR-HR and HC –MC truck drivers
- ✓ RIW labourers

Past Projects

- ✓ Civil labourers, excavator operators, crane operator and dogman – North shore Hospital – St Leonards
- ✓ Civil labourers and excavator operators - Moorebank Intermodal Precinct – Moorebank
- ✓ Civil Labourers – Warringah Mall Car Park Upgrade – Warringah
- ✓ Operators – West Connex – M4 and M5
- ✓ Civil Labourers and Formworkers – Sydney Light Rail
- ✓ Civil Labourers and Operators – Wynard Station Upgrade



Electrical, Data and Communications

We have strong working relationships with leading electrical contractors within in Australia, consistently providing talented and highly skilled electrical and data technicians for their projects. Brix Projects operate within commercial, industrial, rail and infrastructure sectors making sure our workers have all relevant tickets and licenses to meet project requirements.

Our work bank has included (but not limited to):

- ✓ ASP Level 1 & 2 Capability
- ✓ Rail Station Upgrades
- ✓ Automation and control
- ✓ Communications
- ✓ Testing and certification
- ✓ Exit and emergency lighting
- ✓ Fire Services
- ✓ Smart homes
- ✓ Tailored cabling systems
- ✓ Electrical installation and maintenance

Our electrical trade's people include but are not limited to:

- ✓ Licensed
- ✓ Unlicensed
- ✓ RIW
- ✓ Level 1 & 2 ASP
- ✓ Lines person / cable jointers
- ✓ Signalling Electricians
- ✓ Instrumentation and process control tech
- ✓ Electrical trade assistants
- ✓ Cable pullers

Our data and communication specialists include but are not limited to:

- ✓ Data Technicians
- ✓ Communication Technicians
- ✓ Fire Technicians
- ✓ Alarm and Security Technicians
- ✓ Splicers



Infrastructure and Rail

We've increasingly developed a reputation as a supplier of choice for delivering contingent skilled track labour, electrical signalling staff and tradesman to some of Australia's largest participants in rail infrastructure. Not only do we supply specific rail workers, but we can also provide a reliable workforce of skilled tradesman on short or long term rail projects. All personnel are required to hold a valid RIW Card and we can even host specialised rail training courses from our Head Office in Sydney.

Trades include but are not limited to:

- ✓ *Electricians*
- ✓ *Carpenters*
- ✓ *Formworkers*
- ✓ *Skilled Labourers*

Our work bank has included (but not limited to):

- ✓ *Track Re-cons*
- ✓ *Trackside landscaping*
- ✓ *Turnout work*
- ✓ *Welding and Inspection*
- ✓ *Track Monitoring*
- ✓ *Station refurbishment and track side construction*
- ✓ *Re-railing-sleepering*
- ✓ *Scrap Removal*
- ✓ *Track drainage install*



White Collar

Our white collar division partners with clients across 3 key industry sectors:

• *Building and Construction*



• *Civil*



• *Office Support*



Our teams provide a specialised service for each industry allowing us to present you with a tailored and efficient service to help drive your business forward by finding bespoke talent.

Whether you find yourself in need of hiring on a contract or permanent basis, we have the tools to respond quickly and competently.

White collar construction and civil roles we regularly recruit for include and not limited to:

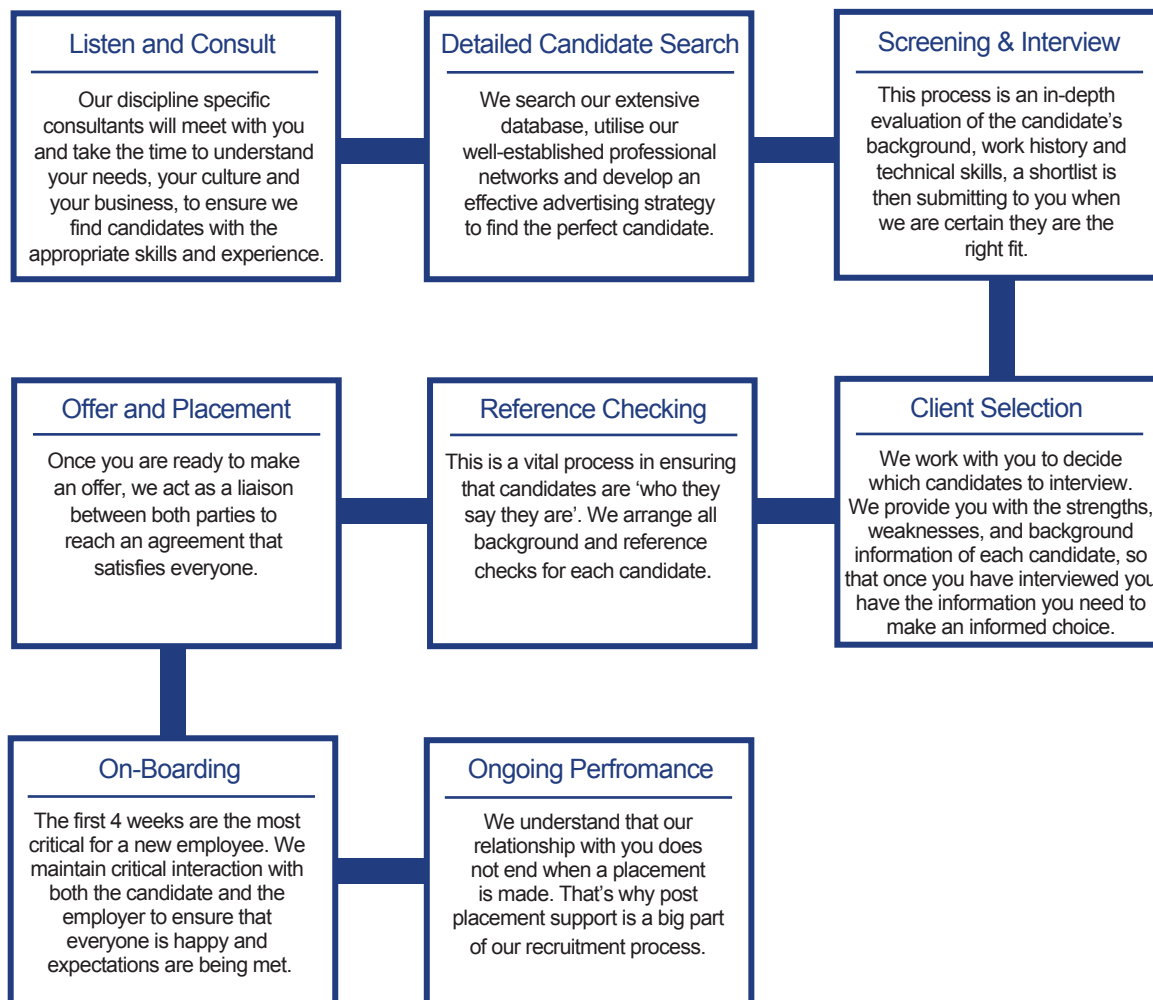
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|----------------------------------|---------------------------|--------------------------|
| ✓ National Manager | ✓ Regional Manager | ✓ Senior Superintendent |
| ✓ Superintendent | ✓ Construction Manager | ✓ Senior Project Manager |
| ✓ Project Manager | ✓ Plant Manager | ✓ Operations Manager |
| ✓ Proposal Coordinator | ✓ Quantity Surveyor | ✓ Estimating Manager |
| ✓ Estimator | ✓ Safety Manager | ✓ Safety officer |
| ✓ HSEQ Roles | ✓ Civil Engineer | ✓ Site Engineer |
| ✓ Senior Contracts Administrator | ✓ Contracts Administrator | ✓ Environmental Engineer |
| ✓ Site Manager | ✓ Foreman | ✓ Leading Hand |
| ✓ Architect | | |

Office support roles we regularly recruit for include but are not limited to:

- ✓ *Office Managers*
- ✓ *Personal and Executive Assistants*
- ✓ *Receptionists*
- ✓ *Admin Assistants*
- ✓ *Sales Support*
- ✓ *Data Entry*
- ✓ *Call Centre – Inbound, Outbound, Retention, Telemarketing, Customer Service, Sales– Field Sales, Sales Coordinators, Sales Managers, BDM, Account Managers, Sales Directors, GMIT – Technical support, Technical Analyst*

Our Recruiting Process

We pride ourselves on bringing you a personal and specialised recruitment service which can be broken down into the following 8 key stages:



Testimonials

"We have used Brix Projects for a range of positions and they always take on board our requirements and match candidates accordingly. What we really love about the team is that they are both professional and approachable, and truly understand and take an interest in our business"

Anita Lloyd - HR Manager – Tier 2 contractor – NSW

"We have been working with Brix Projects for over 3 years now and appreciate their honesty, reliability and quality service at every stage of the recruitment process"

Alex Nichols – Electrical Contractor – NSW

"We have developed a strong and reliable working relationship with Brix Projects, which has supported our business greatly through our recent growth. They are also an excellent company to do business with, they are always available at the end of a phone and more than willing to go the extra mile"

Brett Thomas - Civil Contractor – NSW



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