

Downer

Issue 10 July 2017

news



PAGE
3

Sunshine Coast Lightning claim Super Netball title



2

One of Australia's most sought after workplaces



4

Downer and Microsoft form alliance



5

Downer joins forces with start-ups



AWARDS

Downer
TOP COMPANIES
 Where Australia wants to work now
 ■ ■ 2017 ■ ■

Downer on LinkedIn's Top 20 most sought after workplaces list

LinkedIn has released this year's Top Companies in Australia list and we are pleased to announce that Downer comes in at No.14!

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

The methodology takes into consideration three main pillars to uncover the companies its members are most interested in: job applications, both views and applications on postings; engagement with employees as well as with the company directly; and retention (how many employees are sticking around for a year or longer).

Clare Hudson, Group Manager Recruitment said,

"We are delighted to again be included on the 20 Top Companies in Australia list. We continue to work very hard to strengthen our employer brand through many sourcing channels including LinkedIn. Through the Downer Resourcing Alliance, which includes representatives from every sector across the Group, we are starting to take a more integrated approach to resourcing solutions whilst ensuring they are client focused, cost effective, diverse and innovative. As we continue with this approach, I believe we'll see our employee engagement scores improve and our position on the Top Companies list sustained."

At Downer we are committed to the safety, diversity and growth of our staff, and strive to foster an environment of collaboration and shared success. Our company has been built by bringing together teams of great people to deliver excellent work for our customers and we look forward to growing the strength of our brand as an employer of choice.





Sunshine Coast Lightning make sporting history

The Sunshine Coast Lightning has become the inaugural Super Netball champions, defeating the Giants 65-48 at the grand final in Brisbane.

A total of 9,000 fans attended the game, including many Downer employees from the local Brisbane and Sunshine Coast region.

Star shooter Caitlin Bassett's 49 out of 51 shots, combined with the team's faultless defence tactics resulted in a comprehensive victory. The following day, crowds gathered at Kings Beach in Caloundra to celebrate, awarding the team the key to the city.

Downer signed on as the major partner for Sunshine Coast Lightning earlier this year. Downer saw this as a great opportunity to support such a widely loved Australian sport as well as the Queensland community. Downer employs over 3,500 people in Queensland across 40 sites and projects.

Congratulations to Sunshine Coast Lightning from everyone at Downer.





INNOVATION



Ken Boal (Cisco Vice President Australia & New Zealand) addressing some of Downer's senior leaders at the workshop.



Driving change through technology and innovation

30 of Downer and Cisco's senior leadership members attended an innovation workshop at Cisco's office in North Sydney.

In June, Cisco hosted Downer at its fifth Technology and Innovation workshop at its North Sydney innovation centre. Thirty Downer and Cisco senior leaders attended the workshop, which aimed to bring the two businesses together to connect and collaborate around emerging technologies and work practices that will enhance Downer's service capabilities.

Integral to the session was forging relationships with other leading technology partners and organisations, to understand possible strategic partnerships and business improvement initiatives.

Guest speakers included Ken Boal (Cisco Vice President Australia & New Zealand), Craig Lambert (Founder of Slingshot Accelerator), Shaun Mitchell (CEO of Altus International Ltd) and Tim Head (Business Development Manager at CSIRO).



Downer and Microsoft join forces



Downer and Microsoft have entered into a strategic alliance that will catapult the development and transformation of cross-industry cloud-based technology solutions.

Downer and Microsoft have entered into a strategic alliance to develop and market cloud-based solutions and services that will digitally enhance their current markets and allow for entry into new markets. Both companies will make mutual investments in technology, solution development and go-to-market efforts.

Downer CEO, Grant Fenn, said Downer is excited to be working with Microsoft.

"I believe the strategic alliance will provide Downer with unique capabilities to grow offerings in both new and existing markets."

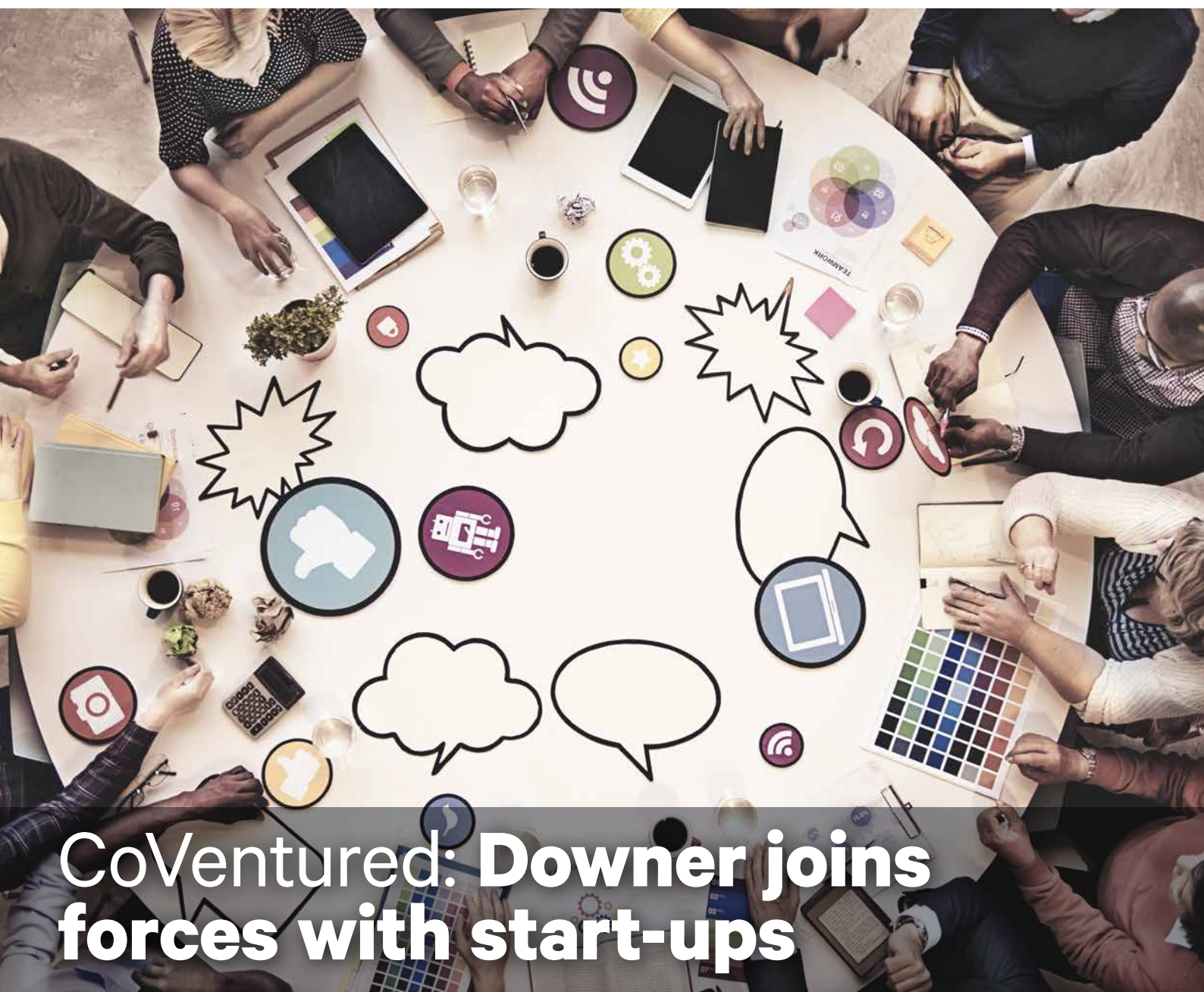
Under the alliance, Microsoft will invest resources and funding to help accelerate time-to-market for targeted Azure-based cloud services, whilst Downer will offer these solutions as a part of its current portfolio.

Microsoft Australia Managing Director, Steven Worrall, said: "This will accelerate the pace at which Downer and Microsoft can innovate on our customers' behalf. We do not underestimate the value that this will unlock – our collaboration will deliver fresh perspectives and deep technical understanding to address the specific challenges and opportunities facing the industries we serve.

"Microsoft is pleased to collaborate with a respected business leader such as Downer – assured in the value that we can deliver as a result of this relationship."

The alliance between the companies is expected to deliver a continuous stream of new cloud-based solutions and service offerings over the next 18 months, with the first wave of offerings expected to be released during the second half of 2017.

Pictured is Downer CEO, Grant Fenn with Microsoft Australia MD, Steven Worrall.



CoVentured: Downer joins forces with start-ups

Downer has joined 24 other large corporations including Optus, Westpac, Woolworths and Lend Lease in signing up to a new portal called CoVentured, which will allow us to post problems, which start-ups compete to solve.

Following the launch of CoVentured a few weeks ago, Downer already has almost 400 start-ups following our profile.

Downer will soon begin to post futuristic business challenges and start-ups can respond with their proposed solutions. Downer will then choose to engage with those that show promise.

Jeff Sharp, Group Manager, Technology & Innovation at Downer said:

“The start-up community shows us new ways of looking at old problems, helping us to drive change across multiple sectors. Essentially, this will enable Downer to leverage out-of-the box thinking, which we will combine with our proven systems and know-how, to provide innovative solutions for our customers.”

CoVentured was developed by Slingshot Accelerator, which is well-known to entrepreneurs as the organiser of corporate-sponsored start-up “bootcamps” for the likes of Qantas, UTS and SEEK.





Newcastle Transport: start of a new journey



July marked the start of a new journey for public transport in Newcastle with Keolis Downer commencing as the operator of Newcastle Transport.

The first Newcastle Transport buses departed Hamilton and Belmont depots sporting the new colourful logo.

Chief Executive Officer of Keolis Downer Hunter, Campbell Mason, said while this was an exciting milestone, it is just the first step in the journey.

“We want to hear from locals as we work to overhaul the current network to provide the transport service improvements that locals want,” Mr Mason said.

“Buses and ferries will continue to operate on the existing timetable and network plan until the new network is rolled out in January 2018.”

“Together with our dedicated workforce, we are excited to be working toward an enhanced service for residents and visitors alike.”

It also marked the start of the Voice of Newcastle engagement program.

Members of the community can have their say on the future of transport services in Newcastle and eastern Lake Macquarie through the digital tool Social Pinpoint on the new Newcastle Transport website, and at the Newcastle Transport Hub in the heart of the city.

Keolis Downer’s focus from day one is on customers and improving customer service by listening to feedback to understand customer needs.

“By understanding what locals want we will be able to design a world-class network for Novocastrians”.

Newcastle Transport covers the Newcastle local government area, Newcastle harbour, and the eastern part of Lake Macquarie between Adamstown Heights and Swansea Heads. Find out more at

www.newcastletransport.info





Downer awarded contract for water recycling plant

Downer has been awarded a \$27 million contract to construct a Recycled Water Treatment Works (RWTW) plant in Muswellbrook, located in the Upper Hunter Region of New South Wales. The plant will cater for the projected population as well as industrial and commercial growth up to the year 2046.

The plant is designed to produce roughly 3.2 mega-litres of high quality recycled water per day, and will offer leading solutions for noise and odour controls. The plant will replace the aging Muswellbrook sewage treatment plant and will be located further away from residential areas.

“We are pleased to partner with Muswellbrook Shire Council to construct a world-leading recycle water treatment solution that will see long term economical and sustainable benefits for the local community,”

said Trevor Cohen, Executive Director of Utilities, Downer.

The plant has been of priority to the Council over the past couple of years, given the great increase in demand for water recycling in the area. Muswellbrook Shire Council Mayor, Martin Rush, said: “Council recently awarded the tender to Downer to construct the new RWTW to replace the antiquated sewage treatment works on Skellatar Stock Route, which have been operating since the early 1930s. The new RWTW will employ best practice technologies, to control noise and odour, and improve the quality of recycled water available for non-drinking purposes, such as the irrigation of the local golf course or for use in the mining industry.”

Construction will commence shortly, and is expected to finish in August 2018.





CONTRACTS



Milford Road Alliance

The Milford Road Alliance has received an innovative safety boost, with new, expanded weather services from the MetService.

Downer has been looking after the Milford Road and the Homer Tunnel since the 1930s. The impacts of weather on the high altitude Milford Road can be severe – until the late 1970s the road used to close altogether each winter.

We partner with the NZ Transport Agency to form the Milford Road Alliance, ensuring safe management and maintenance of this iconic route including incident response, and an avalanche control program which is critical in the winter season (May to November) when snow, ice and risk of avalanches can make safe driving difficult and cause road closures.

The MetService now also provides our Milford Road Alliance team with several new and enhanced forecast services, including severe weather threat matrices covering the threat of snow, strong winds, and heavy rain with Free Air Freezing Level (FAFL). New animated rainfall, snow and cloud ceiling forecast maps also help with effective and efficient road management planning.

We've been looking after this area of New Zealand for nearly 100 years – where will technology innovations continue to take us in the next century?

To keep the road safely open as much as possible, we utilise specialised weather and environmental data gathered by devices on the road and mountains, and then interpreted by experts at the MetService.



Carmichael Coal Mine

Downer recently announced it had received an updated Letter of Award from Adani Mining Pty Ltd (Adani) in relation to the mining services component of the Carmichael Coal Mine project.

What does this mean for Downer?

As most readers will be aware, Adani plans to build the Carmichael Coal Mine in Central Queensland. In late 2014, Downer signed Letters of Award in relation to the provision of mining services and the construction of mine infrastructure at the mine. The updated Letter of Award clarifies certain aspects of the proposed mining services work.

Downer does not yet have a binding contract for any work at the Carmichael Coal Mine.

If the mine goes ahead and Downer signs binding contracts, then Downer will play an important role in delivering this project.

The Carmichael Coal Mine will create new jobs and boost the local economy which is why Downer believes it is good for our company, Queensland and the country. This is also why the project is supported by the Federal Government, the Queensland Government and several major Unions.

Some people are opposed to the mine for environmental reasons. It is important to stress that, like every project Downer works on, the Carmichael Mine must obtain all necessary regulatory, legislative and environmental approvals – and Australia has one of the most rigorous environmental management frameworks of any developed country in the world.

Downer takes very seriously its responsibility to minimise the environmental impacts of its operations, particularly those within carbon-intensive industries. In the 2016 financial year, we implemented 40 new projects that contributed to significant reductions in both our energy consumption and GHG emissions.

Downer is also a leader in the renewable energy sector in Australia. We have been involved in the construction of about half of the wind turbines built in this country and have recently diversified into solar including the Sunshine Coast, Clare and Ross River solar farms.



Supporting Our Community

Pictured is Jake Barry accepting his award.

Downer is a Major Sponsor of the TAFE NSW Central Coast and Hunter Excellence Awards.

Downer continues to build strong relationships with NSW TAFE in the Hunter Valley. This year Downer sponsored the Central Coast and Hunter Excellence Awards in May. The awards, as judged by TAFE, are a celebration to honour and recognise the outstanding achievements of students, through their exceptional commitment to their studies and their contribution to industry and the community.

In 2015 Downer established a Strategic Education Alliance with Hunter TAFE to train our Rail apprentices at the new Kurri Kurri Campus. The 2016 and 2017 new Downer Rail Apprentice Program groups study a rail specific Certificate III Mechanic Trade at Kurri Kurri.

Kurri Kurri Campus is also assisting Downer with upskilling and re-training our existing Cardiff Depot workforce. Downer and TAFE recently signed a Licence agreement for Downer to use part of the Kurri Kurri TAFE facility, for the delivery of Downer Rail's internal technical training programs and other Downer specific staff training.

Jake Barry wins TAFE Apprentice of the Year, Kevin Fletcher Memorial Award

Jake Barry, EC&M Electrical Technician, was recognised for his dedication to his Diploma of Electrical Engineering studies at the TAFE Excellence Awards, winning the TAFE Apprentice of the Year, Kevin Fletcher Memorial Award, sponsored by Downer. Kevin Fletcher was Downer's Chief Financial Officer from 2010 to 2016. Dave Wilson, Downer Rail Executive Manager HR, NSW, presented the award to Jake.

Jake completed his apprenticeship with Origin Energy and was employed by Downer's EC&M division on completion of his apprenticeship. Jake studied the TAFE Certificate III Electrotechnology and the TAFE Certificate IV Industrial Electronics and Control, before completing the Diploma of Electrical Engineering. Jake said:

"The thing I liked about TAFE was how well the theory and practical training related to my workplace, it meshed together really well".

For further information on Downer and the NSW TAFE Central Coast and Hunter Excellence Awards, please go to:

www.hunter.tafensw.edu.au/about-us/pages/awards.aspx



Downer supports National Youth Mental Health Foundation



Downer has teamed up with the National Youth Mental Health Foundation to support its *headspace* program. *headspace* aims to promote, support and improve the wellbeing of young people in areas of mental health, physical health, work and study support.

Downer's goal with *headspace* is to provide young adults with work experience and teach important skills in areas such as computer processing, team work, problem-solving and critical thinking. Downer achieves this by giving jobs to young people from the program, bringing them into the Downer community and providing training and guidance.

Joseph Sfeir, from the Technology and Communication Services team, has been working at Downer for over a year and is enjoying the Downer culture and learning important skills he will take with him throughout his career. "I love what I do at Downer. I'm a Land Access Representative for the telecommunications business and I work on the nbn contracts."

An important objective of the Downer *headspace* program is to provide support to the individuals to ensure they are maximising their learning and enjoying their work. "My group leader Mitchell has been really supportive, we have a great team. They answer any questions that I have and always help me with my work if I need it."

Not only does Downer assist in teaching important business skills, we also promote career progression and provide the necessary tools to be able to move into management roles. "In five years I'd like to be a permanent employee at Downer and get a post graduate degree in finance. The management team are really supportive of my career goals. I love being here and I'm excited for what I can achieve in the years to come."

To learn more about the *headspace* program and how you can get involved, visit www.headspace.org.au





Running for charity



Downer's New Zealand project teams participated in the annual Round the Bays run to fundraise for the Starship foundation.

The Round the Bays run is New Zealand's largest fun run and walk, taking place every year in Auckland. The fun run attracts more than 30,000 participants and contributes over \$50,000 to charity.



This year, the Downer team chose to support the Starship Foundation. The Starship Foundation is an organisation that raises funds for the Starship Child Health service – a paediatric healthcare service and teaching centre dedicated to providing centred care for young children throughout New Zealand.

The Downer team had a great turn out and achieved some great running times. Well done to everyone involved.

Downer employees save life of man at Homebush train station

Two Downer employees, Edward Kim and Nick De Palma have been hailed as heroes after saving the life of an elderly man who collapsed at Homebush train station.

Edward, Senior Project Engineer and Nick, Site Supervisor, both work on the Transport for New South Wales Homebush train station upgrade.

They were working onsite when a member of the public started CPR on the man, who was without a pulse. The man had been in the process of taking his granddaughter to school nearby.

Recognising the urgency of the situation, Edward and Nick immediately retrieved the Downer site office defibrillator and calmly took over CPR. Once the defibrillator was connected they delivered a shock to the man and soon after a pulse was detected.

"Their quick thinking and calmness under immense pressure returned a pulse to the gentleman before the paramedics arrived and took over," said Greg Barnes, Program Director, Infrastructure Projects.

"They are lifesavers, and their actions are truly commendable."



Focus on...



Luke Rowlands,
General Manager,
Network Construction
and Maintenance

What roles have you previously held at Downer?

I have had a fantastic range of roles over the last 14 years at Downer including Supervisor and then Construction Manager on the Cross City Tunnel, then a Project Manager in our Legacy Projects Division looking after a couple of mechanical jobs. I also worked in the Downer Infrastructure business as a Strategic Project Manager looking after change management projects and systems implementations. My last role before this one was Divisional Risk Manager, which involved major bids and project reviews with the PMO across the country.

What do you believe has contributed to your career progression within Downer?

Working hard and making the most of every opportunity that has been put in front of me. The Downer culture has contributed to me pushing for success.

Additionally, I have been supported by some really great leaders who have stretched me to achieve.

How has the NC&M business changed over the last year?

It's gotten big! We now have a \$300 million business with over 450 employees and around 2000 construction partners. We have also begun to diversify our revenue bases into minor works and service contracts such as Telstra Wideband, that will see us continue to grow post the nbn rollout. Additionally, we have really started to nail down some great future proofing initiatives such as Service Key (Workforce Management), our Lean Construction Methodology and creating stronger partnerships with our construction partners to help them grow along with us.

What do you see for the future of NC&M?

The rollout of wireless networks and connection of devices over the next 10 years will see us being able to continue to provide great solutions to our existing customers – and we have our eye on a few new ones also!

You're happiest when?

I'm happiest when I'm on the South Coast with my wife and my dog. A great day is when I have got an early morning surf in, a walk on the beach, a ride of the bike, another surf (maybe) and then another walk, or something else. My wife is happiest when I sit still.



OUR COMMUNITY

National Reconciliation Week Celebrations

Downer held a series of events to celebrate National Reconciliation Week in June. Some of the highlights are captured below.

Hexham

In line with Downer's commitment to building on existing relationships with Aboriginal and Torres Strait Islander peoples, their communities and organisations, local Awabakal tribal elder Uncle Bill Smith was invited to visit our office in Hexham, NSW. Uncle Bill, along with his sons, grandsons, and great grandsons, treated the team to a traditional smoking ceremony, coupled with dancing and storytelling, and a wonderful Welcome to Country ceremony on behalf of the Awabakal people.



Our employees were kept entertained by Bill's stories, and enthralled by his insights on what "taking the next steps" means to him.

Rod Harle from our Engineering, Construction & Maintenance sector responded to the Awabakal Welcome to Country ceremony with an Acknowledgement of Country ceremony on behalf of Downer and reaffirmed our commitment to "taking the next steps together" towards full reconciliation.

Melbourne

Collins Street employees were welcomed to the new office in Collins Street by elder, Uncle Colin Hunter from the local Wurundjeri Tribe, the traditional land owners, with a Welcome to Country ceremony and treated to a bush tucker morning tea.

Canning Vale

Our team in Canning Vale, WA, hosted a morning tea which included an Acknowledgment of Noongar Country led by Bevan Whitby, Downer's Indigenous Affairs Superintendent. Janine Dureau, a Nyikina woman, born and bred in Derby, West Kimberley and CEO of Aarnja, Downer's Kimberley Jawun partner was a guest speaker at the event.

Janine has a strong track record of working with Aboriginal people in the West Kimberley as well as working within Government and the community. Janine continues to mentor young Aboriginal people to attain higher education and employment. Many of these people have gone onto leadership roles at a regional level.



Wall of Hands 2017

Downer is supporting The Australian Literacy & Numeracy Foundation (ALNF)'s Wall of Hands campaign to help close the Indigenous literacy gap.

Currently, only 1/5 Indigenous kids living in very remote NT communities are able to read at the minimum standard. ALNF is working tirelessly with Indigenous children and communities across Australia and won't stop until 5/5 kids can write their own bright futures. Together, we can achieve this! To find out more or to donate to Wall of Hands, head to <https://wallofhands.com.au/downer>.

Raise your hand to close the Indigenous literacy gap. We won't stop until 5/5 kids can read.

Let's give every child the chance to write their own bright future.

**Many hands make literacy work!
THANK YOU!**

**Have you got a story idea?
Know how we can make Downer News better?**

Send your suggestions to: Corporate.Affairs@downergroup.com

Over 70kg of carbon (CO₂) were neutralised using Bite Visual Communications Group for this project. www.bitevisual.com.au

