

Downer news

Issue 15 March 2019



PAGE
4

New era for Newcastle

How we used the combined power of Downer to deliver the Newcastle Light Rail



3

New Waratah Series 2 contract



7

Restoring Christchurch Town Hall



12

Celebrating International Women's Day



SPONSORSHIP

Taking the NRL to Christchurch

Downer partnered with NRL club Manly Warringah Sea Eagles to take one of their 'home' games to Christchurch, New Zealand.

Manly's round three match against the NZ Warriors on March 30 was moved from the Sea Eagles' usual home fortress at Brookvale Oval to Christchurch Stadium – and Downer was the Presenting Partner.

As Presenting Partner, Downer branding appeared around the ground, as well as across the top back of the Sea Eagles' special Māori jerseys worn for the game.

We were also involved with community events and engagement in Christchurch throughout the lead-up to the match. The match took on special significance as we paused to reflect on the tragic shootings in Christchurch two weeks earlier and pay our respects to those who lost their lives.

Downer has a long and proud history in New Zealand, which stretches back 150 years, and employs 12,000 people there including 1,300 in Christchurch.

We provided 100 free tickets for our people and their families to attend the game, and also provided additional tickets for the ambulance teams that have served the Christchurch community.



L-R: Rugby League International Federation CEO, Nigel Wood, Downer's Group Head of Corporate Affairs and Investor Relations, Michael Sharp, and NRL CEO, Todd Greenberg, at the official launch of the Rugby League World Cup 9s.



Downer to sponsor Rugby League World Cup 9s

Downer is the major sponsor of the inaugural Rugby League World Cup 9s, to be held at the new Bankwest Stadium in Parramatta on October 18-19, 2019.

The tournament will feature 12 nations in the men's competition and four teams in the women's tournament playing a total of 28 matches across 12 hours of action.

Downer sponsored the popular Auckland Nines tournament – contested by the 16 NRL club sides – in 2016 and 2017. The Downer World Cup 9s takes the nine-a-side concept one step further – an international event featuring the world's best players representing all the major rugby league nations. While final teams will be announced in the lead-up to the tournament, tier one nations like Australia, New Zealand and England are already assured of a place.

"The best players in the world will be on show in this completely unique concept over the course of two days at the brand new Western Sydney Stadium,"

NRL CEO, Todd Greenberg, says.

"The whole week will be a celebration of rugby league in Western Sydney, with a number of community initiatives planned."

The Downer World Cup 9s will be the Rugby League International Federation's marquee tournament in 2019 and will be shown live on Channel Nine and around the world. Our sponsorship will see the Downer brand across a range of ground signage (including in virtual form on television), on the goalpost pads and corner posts and in media and social media communication relating to the event.

Australia Kangaroos coach, Mal Meninga, believes the World Cup 9s will be an important concept to grow the game globally.

"I have no doubt that World Cup 9s will be a great way to expand the game at an international level," Meninga says. "I'm a real advocate for this concept based on what it can do for the international game."



NSW Government orders 17 more Waratah 2 trains

On February 6 we announced that the NSW Government has ordered 17 more Waratah Series 2 trains as part of the Sydney Growth Trains contract.

Between July 2011 and June 2014, 78 Waratah Series 1 trains entered passenger service on the Sydney network. In December 2016 the NSW Government ordered 24 Waratah Series 2 trains under its Sydney Growth Trains Project and all will be in passenger service by mid-year.

The new order of 17 more Waratah Series 2 trains comes as the Sydney train network experiences an unprecedented rate of patronage growth.

In announcing the new contract, NSW Minister for Transport and Infrastructure, Andrew Constance, praised Downer's work in successfully delivering the Waratah Series 1 and the first order of Series 2 trains.

"I acknowledge and thank Downer and their team – working around the clock to make sure the trains are delivered to meet the requirements of the regulator," Minister Constance said.

"They are doing an incredible amount of work to make sure we are meeting the needs of Sydney Trains customers across the board. We have just gone through one of the fastest procurements of trains in the world... they have been delivered professionally and delivered without any major problems."

The new contract for the additional 17 Waratah Series 2 trains is valued at approximately \$900 million, including maintenance of the trains.

Downer CEO, Grant Fenn, is delighted to build further on the proven success of the Waratah trains.

"The Waratahs are exceptionally reliable and very popular with commuters and train drivers," Grant says.

"We look forward to working closely with Transport for NSW to provide more outstanding trains for the Sydney network."

The 17 new Waratah Series 2 trains are expected to be in passenger service by 2022.

The new trains feature:

- Double deck carriages
- Air-conditioning with temperature control
- High definition customer information screens
- Internal and external CCTV and customer help points
- Priority seating, wheelchair spaces and hearing aid loops.



LIGHT RAIL



All aboard! Light rail launches in Newcastle

The sun wasn't up yet, but it was still the dawning of a new era in Newcastle.

At 5.05am on Monday, February 18, Newcastle's first tram officially entered service, with Downer's Newcastle Light Rail team delivering the project on-budget and ahead of schedule.

It was an historic moment for Newcastle, with the first shiny red tram farewelled from Newcastle Interchange by a small group of tram spotters, including a man who decided to dress up as Superman to mark the occasion.

There's no doubting it was a super moment for the people of Newcastle – one they have been awaiting since our Infrastructure Projects team kicked-off construction of the rail network in September 2017.

Since then, teams from a number of Downer businesses have combined to deliver a great outcome for our customer, Transport for NSW, and the people of Newcastle.

"This is a great example of bringing our customers the full benefits of a diverse company like Downer,"

Downer's Executive General Manager – Infrastructure Projects, Mark Mackay, says.

"Teams from Mining, Energy & Industrial (MEI), Roads Services, Utilities and Infrastructure Projects all played a part in the construction of the network. Now Keolis Downer will operate the transport network and our Rolling Stock Services business will service and maintain the fleet at our Cardiff facility.

"It's great to see how we have all come together to deliver a fantastic transport solution for the local community and create a lasting legacy here in Newcastle."

Our team worked tirelessly to get ready for an early launch, achieving a record 10,000km driven in just over four months during the testing phase, and training 14 drivers – the equivalent of 1,000 trips per vehicle.

Light rail is a key element of Newcastle's multi-modal network, which will be operated by Keolis Downer and provide Novocastrians with a new way to travel while efficiently connecting with existing bus and ferry services.

The Newcastle Light Rail will be an integral part of the revitalisation of Newcastle, providing a frequent and reliable travel option through the city centre, connecting key activity precincts, reinvigorating Hunter and Scott streets, and opening up great urban renewal opportunities.





Community Day

To celebrate the launch of Newcastle's tram network, Keolis Downer held a special Community Day on February 17. Crowds flocked to be the first to check out the world-class network and ride the new trams, with more than 20,000 passengers taking a trip on the day.



Parramatta Light Rail contract win

Following the successful delivery of the Newcastle Light Rail project, Downer has been selected by the NSW Government to build Stage 1 of the Parramatta Light Rail project in a 50:50 joint venture with CPB Contractors.

Our track record of delivering the successful Newcastle and Gold Coast Light Rail projects was noted by Minister for Transport and Infrastructure, Andrew Constance, when announcing the contract.

The design and construct Infrastructure Works contract will generate revenue to Downer of \$420 million.

Our CEO, Grant Fenn, says this contract will build on Downer's reputation as the leading provider of light rail services in Australia.

"We look forward to delivering this major project which will see the growing region of Parramatta become better connected through the improved accessibility that light rail brings," Grant says.

"Our population will continue to grow and our cities, including Parramatta, will become increasingly urbanised. Downer will continue to work closely with our customers, including the NSW Government, to deliver safe and reliable services that meet the future needs of our communities."

Stage 1 of the Parramatta Light Rail will commence construction this year and connect the Parramatta CBD to the Westmead Precinct, new Bankwest Stadium, the new Powerhouse Museum and cultural precinct on the Parramatta River, the Rosehill Gardens Racecourse and three Western Sydney University campuses at Westmead, Parramatta and Rydalmere. It will also traverse the Parramatta North Growth Centre, the Camellia Town Centre, and the private and social housing redevelopment at Telopea.

Parramatta Light Rail is expected to begin passenger services in 2023.

A great example of **cross-business collaboration**

Teams from across Downer combined to successfully deliver the Newcastle Light Rail project.

- Infrastructure Projects was the managing contractor and completed construction of the rail network
- Mining, Energy and Industrial completed electrical design, electrical and utilities works
- Roads Services completed asphalt and road surfacing work
- Utilities completed utility relocations/adjustments
- Intelligent Transport Solutions provided input on traffic control systems
- Keolis Downer will now manage and operate the network
- Rolling Stock Services will service and maintain the trams from our Cardiff facility
- The learnings from this project are now being shared across the business to assist with future bids.



EMPLOYEES



Meet Robert Regan

Group General Counsel and Company Secretary, Robert Regan, is new to Downer... but Downer is not new to Robert.

Robert joined the company on January 1, but he has been doing work with Downer for the past 15 years in his previous role as a partner at Corrs Chambers Westgarth, a premium commercial law firm.

Having observed Downer from the outside, he's thrilled to now be in-house.

"I have always been a fan of Downer," Robert says.

"I did a lot of work with Downer from the outside while I was at Corrs, and I have seen how the company has evolved and continued to prosper. Through that work, I knew a lot of people at Downer and that really gave me an appetite to come and join the team. It is a very exciting organisation to be part of. It's extremely well run and doing significant work."

There's also a strong alignment between Downer's values and his own.

"I think it is important to contribute to both business, and the community. That's what attracted me to law to begin with. When you apply that to Downer, many of the things we are doing is building the infrastructure to support the community and also the success of our customers."

He says "Building enduring relationships based on trust and integrity are also core elements of Downer's approach which resonate strongly"

Robert comes to Downer with over 30 years' experience at Corrs, having risen from a junior solicitor to Partner-In-Charge of their Sydney office. He has worked on some of the most complex projects in the region and brings a swag of industry accolades and achievements, including being a regular on the *Australian Financial*

Review's annual list of the Best Lawyers and being named on The Legal 500 Asia Pacific list.

He says his role at the head of our Legal team will be to maintain and develop an already very successful group.

"This is an outstanding Legal and Company Secretarial function," he enthuses. "It is already terrific, so I see my role as carrying forward all the achievements that have already been embedded and to enhance the function as a value creator for the business. I look forward to seeing people within the function continue to develop and help underpin the continued success of Downer."

Outside of Downer, Robert is also the Chairman of the national not for profit, Painaustralia. He is also a Trustee of the Centennial Park & Moore Park Trust.

"Painaustralia is the peak body for pain management in Australia and is focused on the implementation of the national pain strategy. This includes the development of good public policy to improve the lives of the 1 in 5 Australians who suffer from chronic pain.

"The Trust provides governance over the Centennial Park and Moore Park parklands. The Parklands has millions of visitors each year and represents an important part of the Sydney environment."

Group General Counsel, Chairman and Trustee are not Robert's only titles. He's also 'Dad' to 12-year-old Sophie, which also keeps him very busy.

"Sophie has just gone into high school and is very busy with all her activities – netball, touch football and swimming," he smiles. "I think one of my most important roles is as a father and I very much enjoy that."



Kaikōura Earthquake Rebuild awarded the 'prize of prizes'

On November 14, 2016, the coastal town of Kaikōura on New Zealand's South Island experienced a magnitude 7.8 earthquake which destroyed the town's coastal route, cutting off residents' major access ways.

The catastrophe caused damage to 194km of road and 150km of rail with large sections of the rail line pushed into the ocean.

A group called the North Canterbury Transport Infrastructure Recovery (NCTIR) Alliance was formed to repair and rebuild the damaged road and rail infrastructure. The Alliance included a Downer NZ crew, NZTA, KiwiRail, HEB Construction, Fulton Hogan and Higgins.

One year, one month and one day after the earthquake hit, State Highway 1 and the rail line re-opened. The project took 1,700 people and a total of 2 million work hours to complete.

It was a massive effort – and the Kaikōura earthquake rebuild has deservedly been awarded the 'prize of prizes', the Institution of Civil Engineers (ICE) 2018 People's Choice Award.

Previously only open to projects in the United Kingdom, the 2018 award included international projects for the first time to mark ICE's 200th anniversary.

The annual People's Choice Award recognised civil engineering projects that made a positive impact on their local communities, with the final winner decided by votes from the global public.

Roughly 70,000 people from around the world voted for their favourite civil engineering project, with the Kaikōura earthquake rebuild triumphing over its competitors by a total of eight per cent.

The \$1.1 billion dollar project was the only Southern Hemisphere finalist in the contest, and trumped major projects from Hong Kong, the United Kingdom, India and Nepal.

ICE's Director of Membership, Sean Harris, said the Kaikōura earthquake recovery project was a "worthy winner".

"More than just a reopening of road and rail systems, the project reconnected families and friends, and allowed businesses to welcome back tourism," he said.

"The project stands out globally as not only one of the finest examples of outstanding technical achievement, but also highlights the importance of civil engineering in enabling social and economic progress."

A huge "well done" to everyone from Downer NZ who was involved!

Restoring Christchurch Town Hall

In June 2015 the Hawkins Building Project team was appointed as the main contractor for the Christchurch Town Hall restoration project.

The building suffered significant damage in the earthquake of February 2011, due to liquefaction and ground displacement.

Christchurch City Council voted to repair the Town Hall but work involved was far from straightforward.

"I'm 64 and this is technically the most challenging project I've worked on," Hawkins Project Manager, Paul Youngman, says. "There were so many different facets – from ground improvement right through to new carpet."

"A huge amount of work – and a huge investment by the Council – has gone into this and a lot of it is underground. The ground improvement work took 11 months. We needed to create a more stable footprint, to stop the ground turning to liquid if a future earthquake were to happen."

"Despite the magnitude of the project, every stage went as we expected – that's because we spent so much time doing detailed planning, which meant we got each job right first time."

At its busiest, there were 260 people working on site and, four years after the project started the Town Hall opened its doors to the public again.

Christchurch

In light of the tragic events in Christchurch in March, if you would like to make a donation to support the victims and their families, we recommend: www.givealittle.co.nz/cause/christchurch-shooting-victims-fund



SPOTLESS

Spotless scores 40-year University of Melbourne contract

You're never going to stop university students from worrying about exams and assignment deadlines. But, thanks to Spotless, students staying at the University of Melbourne's Parkville campus over the next 40 years won't have to worry about the state of their accommodation.

The University of Melbourne has awarded Spotless a 40-year asset services contract for two student residences at the Parkville campus.

The arrangement comprises full building maintenance and replacement activities

covering a total of 954 beds at the refurbished 303 Royal Parade and new Little Hall dormitories.

Spotless' services will include routine inspections, replacement or repair of faulty/broken items, and structural, electrical and

plumbing system upkeep. Our role includes a direct interface with the University to ensure minimal disruption to the student accommodation while the assets are maintained.

"We are very pleased to partner with the University of Melbourne and AMP Capital on this exciting development in student accommodation,"

Spotless' Chief Executive Officer, Peter Tompkins, says.

"This complements our contract at the Australian National University, bringing the total number of student beds under contract to Spotless to close to 6,000. Spotless is now the largest provider of asset management and maintenance services to the Purpose Built Student Accommodation market."

The university acquired 303 Royal Parade from the Salvation Army four years ago and is currently redeveloping the site. Little Hall is a new residence, which is due for completion by the second semester in 2020. They are the first residences operated under the University of Melbourne's new accommodation offer, and will contribute significantly to the University's strategy to deliver a vibrant campus-based living environment.

The partnership comprises the University, who will retain ownership of both residences and have operational responsibility including marketing and day-to-day pastoral care to students, and AMP Capital, which is the investor through its AMP Capital Diversified Infrastructure Trust (ADIT).

Meal milestone at Bendigo Hospital

Our Spotless food services team at Bendigo Hospital has just celebrated its one millionth patient meal!

Since the new Bendigo Hospital facility opened in January 2017, our food services team has produced an average of 45,000 patient meals (breakfasts, lunches and dinners) each month to precinct and residential facilities.

"This is a proud moment for us and our partners, Bendigo Health and Exemplar Health, as well as the wider Bendigo Hospital team," Operations Manager, Mark White, says.

"Food and nutrition is a vital part of each patient's journey, and our menu options are planned

and reviewed in conjunction with the Bendigo Hospital Dietary and Speech Pathologist to ensure that our in-patient food standards meet the dietary and nutritional requirements of patients."

The team is dedicated to continually improving the quality and efficiency of their food services, including expanding menu options, enhancing food presentation, and improving delivery times, quality control, food safety, and listening and responding to patient feedback.



"We are extremely proud of this achievement," Mark says.

"We're looking forward to creating, serving and delivering many more meals in the future."

PARTNERSHIPS



Collaboration at Carrapateena

It's been one year since we merged the Mining division with the Engineering, Construction and Maintenance (EC&M) division to form Mining, Energy and Industrial (MEI).

A key factor in the merger was the opportunity to combine skills and capabilities across many common customers, allowing us to meet their needs efficiently and comprehensively.

The work we are doing at the Carrapateena copper gold project, located 160km north of Port Augusta in South Australia, is a shining example of how the merger is creating greater value for our customers.

Downer has two contracts with OZ Minerals at Carrapateena – an engineering, procurement and construction (EPC) contract with joint venture partner Ausenco, and an underground mining services contract.

"Having the Downer brothers and sisters here in the underground space has worked really well," Ausenco Downer Joint Venture Construction Manager, Wes Ross, says.

"It is a unique situation to be in, having us doing the constructing while they are actively mining.

"We bounce off each other well. If they need something to happen and don't have the capability or resources to do it, but we do, we lend them a hand and vice versa. If I need something from (Mining Project Manager) Ben McInerney, they come to our rescue and when they need something out of me, I return the favour.

"I think, with the recent merger of MEI, this proves that it is a good model and that it works. It is working for us here, that's for sure."

The collaboration between the two teams is helping both projects to progress well.

"To date, we have completed 4,577m of lateral development and are on track to meet our first milestone of first ore in April 2019," Mining Project Manager, Ben McInerney, says. "Our team has increased from 90 personnel on commencement in July 2018, to 162 at the end of February and we are forecast to ramp up to 300-plus personnel by commencement of production in Q4 2019.

"The highlight for me so far is definitely the calibre of people we have been able to attract. The project does have a certain X-factor about it, being a tier 1 orebody with a long mine life, an excellent customer and scope to implement new technology. That has helped us bring some really good people onto the project."

The construction contract includes engineering, procurement and construction of a new minerals processing plant, including the non-process infrastructure to support the operations, as well as site power distribution, bore fields development for regional water supply, and full communications and telemetry network.

"We are about halfway through the project and progressing well," Wes says. "The bulk earthworks and concrete package have been completed, and 50 per cent of the switch rooms have been installed. The ball mill and SAG mill installations have also commenced, which is another milestone."



L-R: Spotless' EGM – Hospitality & FM, Michelle Dixon; Director of Culinary Operations for EPICURE, Travis Dines; and CEO of RSPCA Australia, Heather Neil at the MCG, which proudly only serves cage-free eggs.

Spotless help free hens from cages

As one of Australia's largest food service providers, our Spotless business serves up around 6 million eggs a year.

This gives us a platform to help effect wide-reaching change.

Spotless has proudly joined the RSPCA's 'Cage Free and Proud' campaign to support the charity's goal to free hens from battery cages.

Some of the venues we cater for – like Victoria's iconic Melbourne Cricket Ground, which goes through 2,500 eggs per week and 5,000 eggs for large sporting events – are already serving only cage-free eggs. They will be joined by the rest of the venues catered for by Spotless by 2023.

"As a major egg purchaser, our cage-free egg commitment is a large undertaking and allows us to make a significant contribution to animal welfare across the country," Spotless' Executive General Manager, Hospitality and Facilities Management, Michelle Dixon, says.

RSPCA Australia is delighted to have Spotless joining a movement of major brands including McDonald's, Subway, Grill'd, Coles, Woolworths and ALDI who are all freeing hens from battery cages.



Medals, memories and mateship at the Downer NZ Masters Games

The 2019 Downer New Zealand Masters Games was held in Whanganui from February 1-10.

It was 10 days of hard work and dedication from our Downer, Hawkins and Spotless legends, who kept increasing our medal tally throughout the week. Our talented team brought home gold, silver and bronze medals, won across multiple events, and recorded a truck load of personal bests.

Beyond the medals, the Games continue to provide long term benefits to all involved. Whanganui was a hive of activity, injecting a huge boost to the local economy and community pride.

Downer was the naming rights sponsor of the Masters Games, which is New Zealand's largest multisport event, with around 5,000 athletes from over 20 countries participating in more than 50 summer and winter sports at 40 different Whanganui sporting facilities.

We were very proud to stand beside the New Zealand Masters Games and the town of Whanganui.

To everyone who took part in the Games, well done and thank you! More than 35 Downer people competed in events, while many of our people gave up their time to volunteer at the event.

A special shout out to the fantastic work of the New Zealand Masters Games Organising Committee, our Alliance Partner the Whanganui District Council and all the fantastic volunteers. You've done us proud.



Downer's HY19 results

On February 7 we announced our 2019 Half Year financial results, which were highlighted by good revenue growth with a strong increase in earnings.

Our CEO, Grant Fenn, says an increasing proportion of Downer's earnings are coming from our Urban Services businesses – Transport, Utilities and Facilities.

"These businesses have market leading positions and are leveraged to the long-term trends of increasing urbanisation, growing population, government outsourcing and technology proliferation," Grant says.

"Our Urban Services businesses are well positioned for growth, require modest capital expenditure and have a high proportion of long-term contracts with a diverse and high-quality customer base."

Key highlights:

- Net profit after tax and before amortisation of acquired intangible assets (NPATA) of \$163.4 million, up 23.8 per cent from underlying NPATA of \$132.0 million in the prior corresponding period
- Net profit after tax (NPAT) of \$141.4 million, compared with a statutory NPAT loss of \$15.9 million in the prior corresponding period
- FY19 NPATA target guidance increased from \$335 million to \$352 million, taking into account the fair value gain of \$17 million from acquiring the remaining 50% of the Downer Mouchel joint venture
- Total revenue of \$6.6 billion, up 8.6 per cent
- Work-in-hand of \$43.5 billion, up from \$42.0 billion at 30 June 2018
- Strong performance against key health and safety indicators, with a Lost Time Injury Frequency Rate of 0.68 per million hours worked and a Total Recordable Injury Frequency Rate of 3.09 per million hours worked.

Grant and some of our Divisional CEOs also presented an employee briefing to discuss the results on February 15.

The event was held at our Sydney Head Office and livestreamed via webcast, so employees at other offices and sites could watch and submit questions to the speakers.

Around 150 employees from North Ryde attended the event, with more than 1,000 tuning into the webcast.

TECHNOLOGY



Drones take off at the Meandu Mine

Downer has implemented the use of drone technology (UAVs) at Stanwell's Meandu Mine in Queensland as part of a strategy to reduce the time, cost and safety risks associated with surveying.

This new way of surveying is part of the Mining, Energy and Industrial (MEI) Division's digital technology program, and reduces the need for employees to be in the mine operating area, keeping them out of harm's way. Surveyors can now conduct their work in a far more effective, safe and efficient manner.

MEI's Head of Digital Technology and Innovation, Anthony Roe, says the use of drones is an exciting change for mining surveyors who are starting to use different techniques to do their job.

"This new way of surveying is important to Downer because it means we can reduce

the need for our employees to be exposed to safety risk situations and maintain our focus on Zero Harm," Anthony says.

"The surveyors still use the skills they would traditionally, but the introduction of drones means they upskill and as a result, deliver better data for our customer."

Anthony says work that would normally take weeks now takes a matter of hours. Not only that, the data being provided to the customer is far more accurate and leads to better decision making.

"Because we deliver this data in such a short period of time, we can use the drones for other purposes such as blast inspections, safety inspections, measuring mine boundaries, vegetation encroachment and more," he says.

"The drones have reduced time consuming techniques and in addition created added value for our customers."

The program is currently being extended from Meandu and implemented at the Commodore Mine in Queensland and will be available to roll out to other Downer mining sites across Australia.

"Mining and industrial jobs are rapidly evolving with the introduction of this new technology," Anthony adds.

"The drones are just one of many capability programs being provided to our customers, designed to complement our core skills and offer something different to the market."

DownerConnect upgrades

We've released a new version of our app, DownerConnect.

One of the main features of the upgrade is that all Spotless job vacancies are now available to view in the Jobs section. This means our employees, and anyone interested in working for our company, can explore all jobs across the Group in both Australia and New Zealand.

Simply update the app to access Spotless jobs. And if you haven't already downloaded DownerConnect, you're missing out!

As well as information on job vacancies, it is also a great way to view all the latest news from Downer, and access other features like the Innovation Hub and ASX Announcements. Go to the App Store or Google Play Store to download it.

There are some exciting additions planned for DownerConnect in 2019 – so keep an eye out for more details!

New Downer video

We've released a great new video to promote our range of services.

The two-minute video supports our brand positioning as the leading provider of integrated services in Australia and New Zealand, while delivering the key message that while we're not often seen in the limelight, we deliver valuable services for our customers to help them make people's lives better.

The video has been a big hit – it has been viewed almost 60,000 times on LinkedIn and YouTube.

Watch it on Downer's YouTube page.





How we celebrated International Women's Day

What will you do to create a #BalanceforBetter? That was the question we were asking on Friday, March 8, as we celebrated International Women's Day (IWD).

This year's IWD theme was **#BalanceforBetter**, encouraging everyone to help build a gender-balanced world.

Downer is committed to improving opportunities for women. We have diversity initiatives that focus on equal opportunities for women and we are successfully growing the representation of women across the business, particularly in non-traditional and leadership roles.

We all have women in our lives – wives, daughters, sisters, mothers, friends and work colleagues – and we want to see them reach their full potential.

Not only that, an inclusive culture helps makes us stronger as a business. Research shows a diverse workplace is a more successful and productive one.

On March 8, we held events across the globe to celebrate International Women's Day. Here's a few highlights:



From Wheatstone in WA to Meandu in Queensland to India, South Africa and Brazil – our MEI teams celebrated across the globe. There was a morning tea at each Mineral Technologies office location in Carrara, Adelaide, Brazil, India, South Africa and USA, focusing on the UN theme: "More Powerful Together". MEI teams at Wheatstone, Meandu and Milton also stopped to discuss their commitments to a #BalanceforBetter.



Our Maryborough Service Delivery Centre in Queensland ran a great initiative, inviting girls from local high schools to a morning tea onsite. The girls got an insight into the work we do at the Service Centre and spoke to some of our employees about what it is like working for Downer.



The team in Melbourne heard from special guest, 2018 Woman Manufacturer of the Year, Jill Walsh, who is a Partner and Director of Human Resources at Actco-Pickering and the General Manager of ARM Group Australia. They also heard from one of Downer's Cadet Engineers, Teba Mazin, who won the 2018 NAWIC Victoria Student Award. Pictured here are National Manager – Pavement Preservation, Paul Price; Jill Walsh; Teba Mazin; and Executive General Manager, Human Resources T&I, Lina De Zilva.



New Year, new digs!

Our team in Brisbane kicked off the new year by opening the doors to a new home at 135 Coronation Drive, Milton.

The first wave of employees from the Mining, Energy and Industrial Division relocated from our former offices at Woolloongabba and South Brisbane in early January. The remainder of our Brisbane team, including some Group and Transport and Infrastructure employees, will relocate from Woolloongabba to the new office in April.

The new Brisbane office, which is part of the Milton Green precinct, is the start of an exciting new chapter in Downer's history and signifies a fundamental shift in the way our people work. The new office is a modern, professional, diverse building that provides ample space for collaboration and teamwork.

"We wanted a larger building to consolidate the Queensland offices and bring Downer's teams together in one central location so we can share ideas and collaborate better," Downer's Group Head of Procurement, Property and Security, Derek Yen, says.

The team is impressed by their new surroundings.

"I'm very pleased with the new facility," Regional HV Superintendent, Elton Cousins, says.

"The business image has been stepped-up several notches, projecting the strength of our brand. Communication is disentangled, presenting opportunity via an open-style community atmosphere and cultivating collaboration between departments.

■ *"An awesome start to 2019."*

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