



Projence Profile

Providing integrated project management and commercial services to leading companies across a range of industries.

Director's Welcome



Gavin Heydon
Managing Director

Quarter 4 of 2023 saw us carry out and complete our Employee Value Proposition (EVP), and in addition to all of our existing benefits we are excited roll out new benefits to our team including our extended family leave policy, providing 10 weeks of paid maternity leave and 2 weeks of paid paternity leave for full-time and part-time employees, and our new employee referral bonus scheme which offers a generous financial incentive to staff referring quality applicants to the company. Our aim is to create a supportive and rewarding work environment that empowers every team member to thrive both personally and professionally.

As a testament to the hard work and dedication of our team, I am incredibly proud that we are continuing to deliver for our clients and have maintained a financial result of 30% above budget.

In addition to our strong financial performance, we have made significant progress in expanding our team and our geographic reach. We have hired 10 new staff members, and have recently established our operations in the Upper Hunter and New England, and Central West and Orana regions, headed up by Managers, Brenden Bates and Randall Medd respectively.

This expansion will not only allow us to offer our comprehensive project management and project controls solutions to even more clients in the region, it will also provide job opportunities with a reputable Hunter based business, backed by a large international company offering competitive salaries and benefits to those living in regional areas.

On the operational front, we are working hard to bring our systems and processes into line with our level of growth. We have 2 staff members currently dedicated to finalising our Integrated Management System for quality, environment, and safety, which will soon go through certification with the International Organisation for Standardisation to ensure we are operating and continuously improving at an optimum level for our clients and staff. Additionally we are in the process of updating our capability statement to reflect our expanding services and market presence, and underscore our unwavering commitment to excellence in every project we undertake.

In mid-June I attended a 3 day conference for RSK Executive Management at Keele University in the UK. The event is an annual conference and provided a unique opportunity for networking, knowledge sharing, and professional development between a broad and diverse group of international industry leaders.

A positive first half of the year has established a strong foundation for our continued success and has fuelled determination to build upon our achievements and push the boundaries of what Projence can accomplish. As our one year anniversary with RSK Group approaches, we are excited to reflect on the opportunities we have unlocked and look forward to future possibilities.

We have a strong team, a clear vision, and a commitment to excellence and I am confident that Projence is well-positioned for the remainder of the year.

- Gavin.

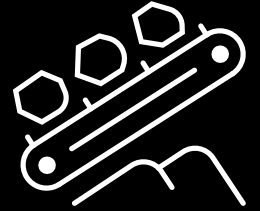
Recent Wins

Northern Rivers Joint Organisation - Business Case Support

Projence has been selected by the Northern Rivers Joint Organisation to assist with the development of key inputs for a business case examining the currently unfunded section of the Northern Rivers Rail Trail between Lismore and Crabbes Creek.

The business case will inform decision-makers and funding bodies around the feasibility of further developing the Northern Rivers Rail Trail.

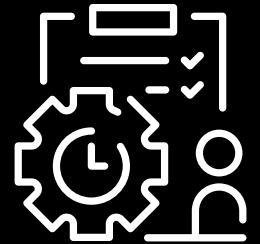
The completed rail trail would be a shared recreational and nature trail connecting the Tweed Valley with Byron Shire, Lismore and Casino.



Newcrest - Enabling Works Project Engineer

Projence is providing Project Engineering support to Newcrest Mining on the Cadia Gold Tailings Project in regional NSW.

Cadia is one of Australia's largest gold mining operations.



ARTC - Site Supervision

Projence is provided site supervision support to ARTC for the May 2023 Hunter Valley Major Possession.

Projence's scope included site supervision and monitoring services, safety documentation review, ensuring compliance, and resolving safety, quality and delivery issues.



South 32 - Scheduling Support

Projence is providing scheduling support services to various South 32 Illawarra Coal operations including:

- Appin Mine Ventilation Shafts (VS 7 & 8) - Scheduling
- PSR05 Longwall replacement project - Project Scheduling Support
- Appin Mine Bulk Coal Winder - Scheduling Support

Project Spotlight

Brewarrina Shire Council - Economic Development Projects

After recently establishing a dedicated presence in the Central West and Orana region, Projence will be providing project management support and advisory services for Brewarrina Shire Council's economic development projects including:

- Brewarrina Main Place Planning and Development
- Project Scope Development
- Renewable Energy Background Research and Response
- Support for Major Funding Proposals.



Project Spotlight

Tweed Shire Council - Flood Recovery Works

Projence will be assisting in the Tweed Shire region flood restoration, following significant damage to the road network caused by the 2022 floods. The flood restoration program is a circa \$120 million package of works aimed at restoring essential road, building, and water assets.

The flood restoration program will involve a number of key activities, including:

- repairing and rebuilding damaged roads
- upgrading drainage systems
- improving flood resilience of buildings
- protecting water assets.



Adding to the team



Dean Pannell
Project Engineer

Dean joined the Projence team in May as a Project Engineer.

Dean has 12 years' experience as a project engineer and 5 years' experience in mechanical engineering.

Dean is working on the Newcrest Cadia Tailing Mine Infrastructure Area – Workshop and Office Precinct.



Clarke Coleman
People and Pipeline Manager

Clark joined Projence in June as our People and Pipeline Manager.

Clark has over 12 years' experience in talent acquisition across a wide range of industries including mining, oil & gas, transport, construction, and government.

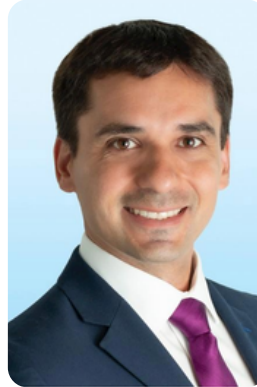
Clark is developing Projence's systems to support employee growth and working on all areas of talent acquisition from sourcing to onboarding.



Randall Medd
Central West and Orana Manager

Randall joined Projence in July as our Manager for the Central West and Orana Region.

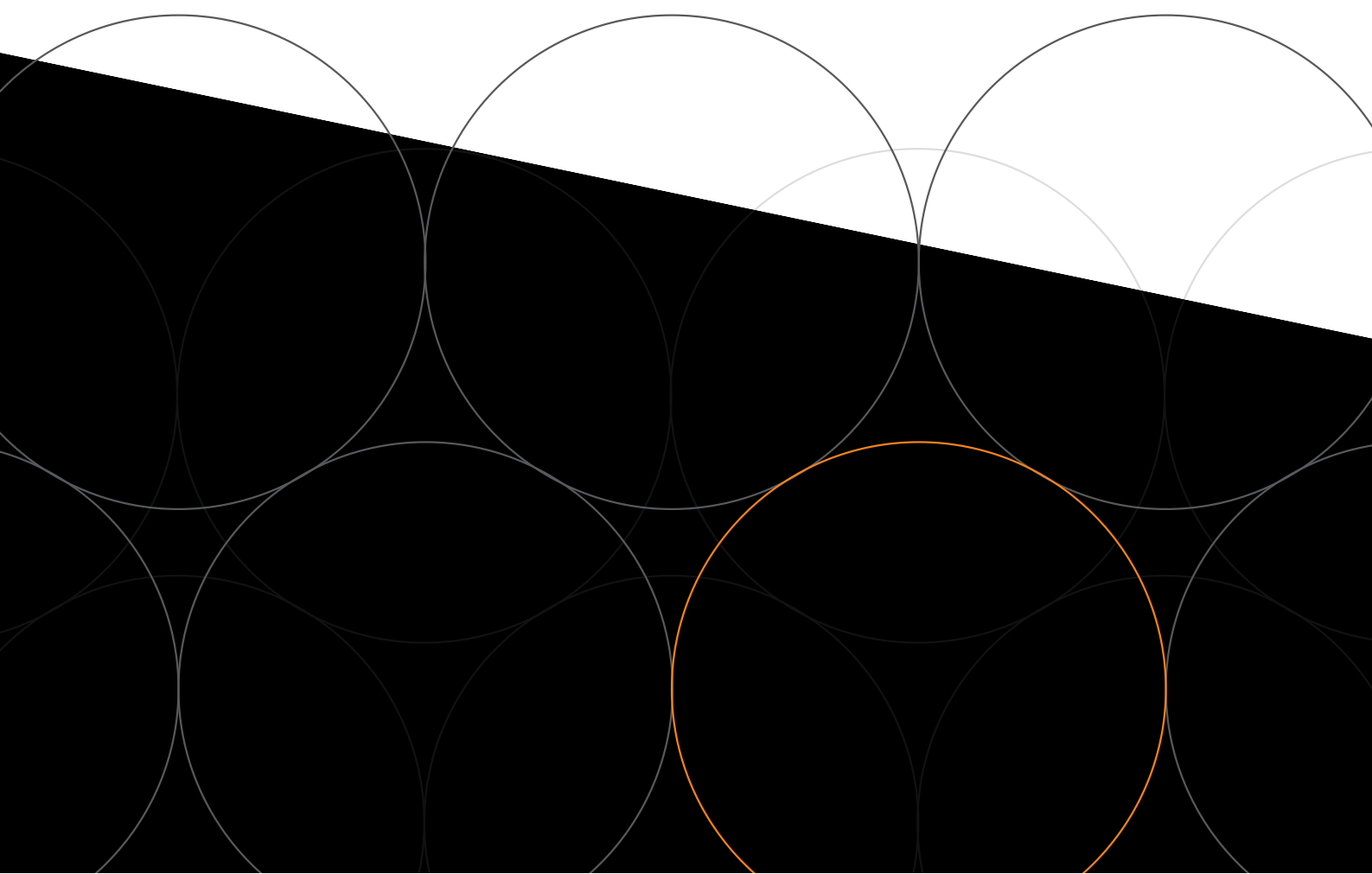
Randall has 20 years' experience in local government and economic development, marketing and comms, community engagement, community strategic planning, project funding, development and implementation.



Marcio Falho
Project Manager

Marcio joined Projence in July as a Senior Projence Manager working on business development and infrastructure project management.

Marcio has over 15 years' experience in civil engineering and project management across several construction sectors including main roads and highways, urban development, water and wastewater, residential and institutional real estate.



Living the values

Nathan Bourne

Congratulations to Nathan Bourne, who has been named Projence's Employee of the Quarter for Q4 2023.

In his role as the Northern Rivers and Tablelands Manager, Nathan leads our Ballina office and has established himself as an outstanding presence in the region.

Nathan is a true embodiment of Projence's values, consistently representing the company in a positive and impactful manner. He has wholeheartedly embraced Projence's integration with RSK Group and has set an exceptional standard for our regional presence.



Projence happenings



World Blood Donor Day

Projence is proud to have rolled up our sleeves and donated to the Australian Red Cross Lifeblood during National Blood Donor Week 2023.

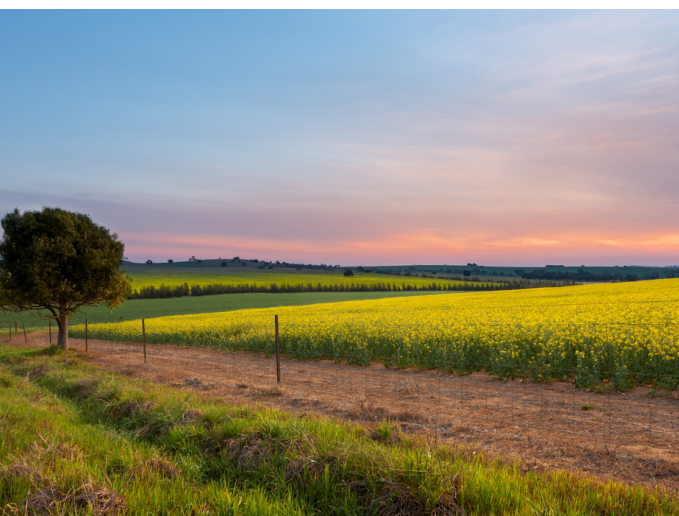
In Australia, only 1 in 30 people donate blood, but 1 in 3 of us will need it during our lives. Thank you to our team members who donated, your generosity is greatly appreciated and your impact is significant.



RSK Leaders Conference

Gavin recently joined a group of RSK Executives from over 200 businesses in the United Kingdom.

This impactful three-day conference provided a unique opportunity for knowledge sharing, relationship building and professional development between a broad and diverse group of international industry leaders.



Projence Grows West

We are thrilled to announce the exciting expansion of Projence into the Upper Hunter and New England, and the Central West and Orana Regions.

With our newly established presence, enhanced capabilities and our accomplished managers, Brenden Bates and Randall Medd, we look forward to delivering even greater value to our clients and partners in the regions.



PROJENCETM
Delivering excellence. Driving results.

Gavin Heydon

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