

STOWE AUSTRALIA PTY LIMITED

ESTABLISHED 1910

ABN 27 002 556 603



Sydney International Convention Centre



Stowe Australia Pty Limited

Capability Statement 2019

Delivering Complete Electrical & Communication Skills



Australia's leading privately owned electrical & communication contractor

Celebrated 100 Years of Excellence in 2010



Company Overview



Stowe celebrated 100 years of Excellence in 2010

Stowe Australia is the leading Australian privately owned electrical & communications contractor

Stowe Australia is a leading electrical and communications installation and service contractor with a pre-eminent industry reputation for performance, quality and reliability.

Stowe celebrated 100 years of continual service excellence in September 2010.

The company's origins date back to the advent of the electricity industry in Australia when Francis Bell and George T Stowe incorporated the company in 1910. The company was purchased by two senior foremen Bert Madson and Sam Bogen in 1934.

Today Stowe Australia is Australia's leading privately owned electrical and communications contracting organisation with forecast revenues over \$500mil in 2019/20 and currently employing over 1,550 people.

The ownership and helm of the company has been retained through three generations (over 85 years) of the Madson family with David Madson the current Executive Chairman and Chris Madson the current Managing Director.

Underpinning and driving the success of the company over this time are two fundamental business objectives:

"To build and maintain a satisfied customer base through superior quality service with fair dealings based on trust and respect."

"To create long term relationships with customers, suppliers and most importantly its employees."

These primary objectives have instilled a company team culture and loyalty amongst the company's long serving employees and established a solid long-term customer base built on repeat business.

The company operates from 15 offices covering mainly the eastern seaboard of Australia and delivers specialist electrical and communications services to the following market sectors:

- Private and Public Building
- Defence
- Urban Infrastructure
- Mining and Industrial

Stowe Australia's capability includes design & engineering, installation, construction projects, maintenance, 24 hour service and national rollouts.

With the continued dynamic leadership, investment in its employees, dedication to be the industry's best and to be proactive and innovatively responsive to its customer's needs Stowe Australia will remain a leader in the electrical and communications industry for many years to come.



Organisation



Extensive network
of local offices
across NSW,
Queensland,
Victoria and ACT

Stowe Australia delivers complete electrical and communications skills as an integrated service and has established an extensive network of local offices across NSW, Queensland, Victoria, ACT and WA.

Permanent offices are located at Sydney, Penrith, Newcastle, Wollongong, Nowra, Taree, Port Macquarie, Canberra, Melbourne, Hobart, Brisbane, Gold Coast and Perth.

The company's head office is located in Sydney NSW at Rydalmere.

Company Executive Management

David Madson Executive Chairman
Chris Madson Managing Director

Barry Hore Chief Financial Officer/Company Secretary

Michael Pawelko Chief Operating Officer

Scott Gandy General Manager NSW, ACT, WA

Owen Davy General Manager Qld

Peter Lagos General Manager Victoria & Tasmania

Divisional Management

Darren Galea Sydney Service Manager

Steve Mitchell Sydney Construction Manager

Adam Ingleton Sydney West & Cumberland Manager

Danny Atkinson Hunter Region Manager
Kyll Goodsell Northern NSW Manager
David Bradshaw Southern NSW Manager
Paul Braid Victorian Service Manager

Ian McKenzie Victorian Construction Manager

Anthony Sheppard Tasmanian Manager
Aaron Gregg Qld Service Manager

Les McMahon Gold Coast Manager
Trent Seymour Canberra Manager



People



The company's culture is clearly evident and built on loyalty and trust and the empowerment of self directed teams and individuals

Stowe Australia recognises that its main asset is its people and therefore invests heavily in the development and retention of employees.

Stowe Australia is considered by the industry as an employer of choice. This is evident from Stowe's continued ability to attract and retain quality people in the business. The company has over 100 employees with more than 15 years of continued service with the company.

Stowe Australia retains quality employees by providing in-house and external training and development programs so that employees are continually up-skilled in their respective fields of expertise.

The development of employees has allowed the company to provide career planning, opportunities and promotion from within the organization resulting in a skilled, high performing, cohesive and loyal team culture and stable workforce industrial relations. Stowe Australia is leading the industry in workplace reform and industrial relations.

Stowe Australia encourages this culture through its day to day activities and leadership style and underpins this by rewarding its employees with a profit share arrangement that returns 30% of company profits to its employees at all levels of the organisation. The company's culture is clearly evident and built on loyalty and trust and the empowerment of self directed teams and individuals.

Stowe Australia makes significant investment in the training of apprentices and currently employs approximately 250 apprentices throughout the operation.

A good proportion of the company apprentices have established life time careers and have attained senior positions with the organisation.





Management Systems



We must have a proven systematic safety system, committed management and a pro-active workforce

Workplace Health & Safety Management

Stowe Australia is fully committed to:

- ensuring a safe work place for its employees
- continually striving to improve safety performance
- instilling a cultural mindset in the company to achieve a ZEROHARM work environment

This is achieved by identifying and rectifying any unsafe work conditions and or practices, as well as promoting safe working environment.

Our team recognise that in order to achieve an outstanding safety performance and best practice, we must have a proven systematic safety system, committed management and a pro-active workforce.

Stowe Australia has implemented a comprehensive safety system across the business in full compliance with Workplace Health and Safety legislation.

All employees and sub-contractors are fully engaged in the system and are made aware of their responsibilities through company and project inductions, toolbox meetings, Safe Work Methods (SWM's) and / or Job Safety and Environment Assessments (JSEA).

Safety audits/inspections are conducted at Stowe's workplaces and independent third party audits of our Safety Management Systems are conducted to ensure ongoing compliance and continuous improvement.

Our safety system is certified to Australian Standard AS/NZS 4801:2001. Certificate No: OHS20286





Management Systems



Stowe Australia
works with its
stakeholders to
accomplish
project planning
to identify the
significant
aspects and
potential impacts
and risks.

Environmental Management

Stowe Australia understands the potential and actual significant aspects of our company facilities and project locations and the effect that these impacts have on the local environment and the communities.

Our team recognise that this is a social responsibility as well as a legal requirement therefore at its company facilities and operations it will foster positive aspects of no incidents and a culture for resource management.

Stowe Australia works with its stakeholders to accomplish project planning to specifically identify our significant aspects and their potential impacts, risks and compliance requirements to achieve zero incidences and compliance with ISO14001 and the specific conditions of the project approvals and requirements.

Our environment system is certified to ISO 14001:2015. Certificate No: CEM22046





Management Systems



Stowe Australia is the proud recipient of over ten NECA National Industry Excellence Awards over the past 7-8 years

Quality Assurance

Stowe Australia is registered as a quality endorsed company with SAI Global. Our quality system and procedures are accredited across Australia to ISO 9001:2015. Certificate No: QEC4657.

Independent third party audits are conducted across our system and structured internal audits are performed to ensure ongoing compliance and continuous improvement to our systems and procedures.

A specific quality plan is developed for each of our projects and covers all aspects of administration and management, work methods, document control, inspection and test and compliance check sheets.

Our Quality System and the system instructions are subject to continual review and all users are able to electronically submit change proposals to the System Manager who distributes such requests to other users for review/comment/approval prior to any subsequent implementation.

The company prides itself on delivery of quality projects as evidenced by the recognition through numerous excellence awards and customer testimonials

Stowe Australia is the proud recipient of over ten NECA National Industry Excellence Awards over the past number of years.

These awards showcase the nation's most prestigious electrical and communications contracting projects. These awards demonstrate excellence in technical service, innovation, quality, management and Workplace Health and Safety.

Stowe Australia approaches its management system holistically to cover Workplace Health and Safety, Environmental and Quality Assurance Management with all systems and information being available to all our employees via our IT system covered by Stowe Connect (Company Intranet), desktop and notebook computers.



Value Engineering



The earlier our involvement, the greater the ability to influence design outcomes through our proven ability to reduce project costs by working with our customers and technology partners

As Australia's largest privately owned electrical contracting organisation Stowe Australia has a long history (1910) of large and successful electrical installation projects, including many with design and construction responsibilities.

Strategically Stowe Australia seeks opportunities to become involved in projects as early as possible during the concept and design development phases.

The earlier our involvement the greater the ability to influence design outcomes through our proven ability to reduce project costs and reduce delivery time through value engineering and constructability analysis.

Maximum results are achieved through early involvement addressing issues such as:

- Design and Specification Critique
- Materials Selection
- Standardisation in selection and sizing of equipment
- Off Site Prefabrication
- Automation of Install Process
- Cable selection and cable management
- Quality and Commissioning System
- Constructability
- Programming and Scheduling Refinements
- Commissioning Process



Addressing these issues early in the project cycle, working with our customers and technology partners, and drawing on the best available resources to form an integrated team will provide the best outcomes and opportunity for breakthrough solutions and outstanding results.



Financial



Sharing the rewards of success with all employees is a key component of Stowe Australia's culture

The continued successful growth of Stowe Australia is reflective in the financial performance of the organisation and the success of the company's ability to consistently deliver a strong financial outcome over a long period of time. This is illustrated in the accompanying graph showing company revenue growth over a period of 10 years.

An integral part of Stowe Australia's culture is recognition of the contribution made by each and every employee to its success. Financially this is demonstrated through the annual distribution of over 30% of the company's pre-tax profit to all employees from field staff up.

In an industry with a reputation for undercapitalisation of businesses, Stowe Australia places importance on providing suppliers, customers and employees with a financially sound partner.

The Net Asset position of the company at 30 June 2019 was \$36.3M, with minimal intangible assets, significant cash reserves, no borrowings and a policy of purchasing rather than leasing required fixed assets and plant. This prudent fiscal position has stood the organisation well through the many business cycles encountered during the 100 year history.

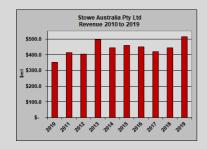
Key Statistics



Bankers Westpac, Underwood Qld.

Deloitte Touche Tohmatsu,

Auditors Sydney



Revenue Growth (10 years)

Forecast Financial Highlights 2019/20

Revenue Forecast 2019/20 \$533mil Employee Forecast 2019/20 1,600

Insurance

Public Liability	Insured Limit	\$50,000,000
Contract Works	Insured Limit	\$70,000,000
Professional Indemnity	Insured Limit	\$20,000,000
Motor Vehicle	Liability Limit	Market Value

Liability Limit **Compensation Benefits** Workers Compensation

& Common Law Liability





Stowe Australia is committed to provide value solutions for its customers and to provide reduced delivery times and cost savings

Stowe Australia is recognised as an industry leader in the design, installation, and maintenance of electrical and communications systems. These services are provided to a broad customer base primarily in the following market sectors:

- Private and Public Building,
- Urban Infrastructure,
- Mining and Industrial,
- Defence Facilities.

Design

Stowe Australia provides full detail design and drafting services and / or supplement owner / consultant designs to identify value opportunities through engineering and constructability reviews.

Our engineering staff are long standing industry experts with vast technical competence and experience who engage with our specialist technology partners to ensure appropriate value solutions are identified and implemented on our projects.

This technical competence is demonstrated by our commitment to serving the industry on various external committees and associations. Stowe Australia's employees currently hold the following external positions:

- Chair Committee EL-001 AS/NZS 3000 Wiring Rules Standard
- Member Committee CT001, AS 3080 Communications Cabling Standard
- Chair NECA Group Training
- Corporate Member BICSI's RCDD
- Member Committee EL-042 Renewable Energy Power Supply Systems
 & Equipment

Stowe Australia is committed to provide value solutions for its customers and to provide reduced deliver time, cost savings, enhanced functionality, safer and with minimal environmental impact.



Infrared Thermo-graphic Scanning

Thermo-graphic scanning detects potential trouble spots in your electrical, industrial and mechanical apparatus saving you money by preventing costly breakdowns and repair bills. Find the potential problems in a fast accurate way before breakdowns and lost production time or irate tenants.



Specialist services include small capital works, preventative routine and breakdown maintenance and energy management

Client Services / Maintenance

Stowe Australia support our customers through our specialist services covering small capital works, preventative, routine and breakdown maintenance and energy management.

Our services include:

- Building maintenance (electrical & communications)
- Help desk and 24 hour emergency call-out
- Infra-red scanning
- Cryogenic Tankers
- Test and tag appliances
- Energy usage analysis
- Power Factor correction

Projects

Our large in-house resource base is multi-disciplined and able to provide integrated services covering electrical, voice and data, instrument, process control and automation to an extensive range of large scale projects as outlined in our list of reference projects attached.

Our services include all facets of electrical and communications installations:

- Commercial and Industrial facilities
- Road transport systems and tunnel fit-out
- Port facilities and Material Handling
- Water & Sewerage treatment and Water pumping stations
- Fuel Storage systems
- High Voltage and Medium Voltage supply systems and Substations
- Shopping Centres and Retail Outlets
- Building refurbishments and fit-outs
- Defence Industrial Security Program
- Defence recognised supplier
- Greenfield commercial building projects
- Electrical refurbishments and upgrades
- UPS systems
- Standby generator installations
- Power Factor correction installations SCADA systems







Provide integrated services covering electrical, voice & data, instrument process control and automation

Communications

Stowe Australia offer our customers multi disciplined cabling installations.

A brief description of our communication services utilised by carriers and customers includes:

- Design, supply, installation and testing of structured cabling systems
- Fibre Optic cabling
- Carrier lead ins for building sites
- Installation and infrastructure for GSM sites (Rooftop and Greenfield sites)
- Wireless Access Points
- Power Over Ethernet
- Blown Fibre
- Data Centres / Disaster Recovery Centres
- Patch By Exception
- Infrastructure Audits
- Voice Over Internet Protocol VOIP



Industrial Projects

Stowe Australia is recognised as an industry leader in the design, engineering, installation and maintenance of HV/MV/LV power reticulation and PLC/SCADA process control systems.

These services are provided to a broad customer base and primarily in the following market sectors. The company has the depth of experience and financial capacity to undertake major projects throughout Australia.

- Mining and Minerals
- Industrial
- Water Recycling and Filtration Plants
- Infrastructure Road/Rail
- Oil and Gas/Petrochemical
- Manufacturing
- Conveyor Systems







Stowe recognises
the need for
a specialist
approach to the
coordination of a
roll out and is
structured to meet
this demand

National Roll-out Services

Stowe Australia has established an extensive network of local offices across NSW, Queensland, Victoria, Tasmania and the ACT and has accredited partners operating in SA and WA and is ideally suited to provide a national roll-out of electrical, communications or other service to customers with a national footprint.

A Roll Out is a project which involves the installation of services into sites which may be scattered across a city, a State or across the whole country.

The critical factors are:

- Resources
- Programming
- Consistent Workmanship
- Proven Experience
- Value for Money
- Client Focussed Project Management

Stowe recognised the need for a specialist approach to the coordination of a roll out and is structured to meet this demand.

These services are successfully provided to national customers including McDonalds, Fujitsu, Aristocrat and Preparatory Schools.



HV & LV Infrastructure Construction

Stowe Australia participates in the construction of HV and LV electrical infrastructure to the extent permitted by the Regulatory environment in each State.

In NSW apart from being authorised and accredited as a Level 3 Service Provider capable of designing HV & LV networks for both Supply Authorities and private customers, Stowe is also certified as a Grade A Level 1 Service Provider allowing us to construct and commission electrical infrastructure assets for any size project.

Projects have been delivered for Defence facilities, Educational institutions, Developers, Hospitals, Utilities and other end users.





In 2010 Stowe won the ATRAA Award for Grid Connect solar systems over 20kW for the Sydney Town Hall



Energy Management Services

Stowe has been active in Energy Conservation Services since 1996.

Energy management services and solutions offered:

- Energy audits
- Power analysis and data logging
- Electricity tariff selection
- On-going energy monitoring
- Energy management systems (Ecoview)
- Remote on/off switching Light & Power and equipment with Power Line Carriers
- Energy saving timers and movement sensors
- · Lighting efficiency analysis and upgrades
- Power Factor correction
- Solar Power grid connected systems
- Design, supply & install, commissioning and maintenance
- Infrared heat tracing & Thermo-graphic scanning

Ecoview

Ecoview, a division of Stowe Australia, is an intuitive, green platform, allowing building owners and operators to easily monitor, review and control a buildings energy, gas and water consumption in real time.

Ecoview has been developed and designed to service the emergence of the sustainability buildings practices underpinning the principles set down by bodies such as Green Building Council, National Australian Built Environment Rating System and building Code of Australia (Section J).

Using open architecture, none license approach hardware is installed in a building which then reports data back to a software interface.

The Ecoview product can easily be installed in a Greenfield site and or retrofitted into an existing property and can be integrated with existing Building Management Systems (BMS), gas and water supplies, all of which can be monitored, measured and managed according to specific site configurations and requirements.

Ecoview current customer base includes:

- Financial Institution Data Centres
- Property & Building Managers

The fundamental principle of Ecoview's success is the system's truly unique and real time solution providing monitoring, control and innovative functionality delivered using open architecture methodology.

The Ecoview website contains further details: www.eco-view.com.au





Westpac Place

Stowe was honoured for its commitment and ingenuity on the KENS project with multiple National industry excellence awards

Following is a sample project listing and reference projects that demonstrates Stowe Australia's extensive experience. Further details and references are available on request.

Private and Public Building

Project	Customer	Value \$ m.
ABC Accommodation Project – Ultimo	Leighton	\$19.0
Westpac Place Sydney	Leighton	\$41.5
Pyrmont Luxury Units	Bovis Lend Lease	\$2.6
Freshwater North Tower Melbourne	Multiplex	\$11.0
Optus Corporate Headquarters North Ryde	Baulderstone	\$29.0
Brisbane Square	Baulderstone	\$27.9
Gold Coast Convention Centre	Multiplex	\$5.0
Correctional Centre Kempsey	Lahey / John Holland	\$7.5
Arthur Gorrie Correctional Centre Brisbane	Bovis Lend Lease	\$10.0
Westfield Hornsby, Kotara, Doncaster, Tuggerah.	Westfield	\$45.0
Ikea Superstore Springwood Qld	Laing O'Rourke	\$4.6
Noosa Civic	Stockwell	\$7.5
Coffs Harbour Hospital	Bovis Lend Lease	\$3.0
Remand Centre Raven Hall Vic.	Baulderstone	\$12.3
Skilled Park & Carrara Stadium, Gold Coast Qld	Watpac	\$20.0
Riparian Plaza Brisbane	Multiplex	\$6.7
Rural NSW Hospitals Project	Thiess	\$5.0
NIB Private Hospital Newcastle	John Holland	\$2.2
Star City Casino upgrade	Tabcorp	\$35.0
Sydney Aquatic Centre	Bovis Lend Lease	\$5.0
Commonwealth Bank Building A	John Holland	\$12.0
Citibank Sydney	Multiplex	\$18.0
Fox Studios	Bovis Lend Lease	\$15.0
Westpac Ryde Data Centre	FDC	\$40.0
The Oracle Apartments, Broadbeach	Grocon	\$20.0
Hilton Surfers Paradise	Brookfield Multiplex	\$10.5





Optus Headquarters

Stowe delivered an integrated fit-out including lighting design and control solutions, including 16,000 category 6 outlets

Industrial, Mining and Infrastructure

Project	Customer	Value \$ m.
Ampol Botany Bay Terminal	Walter Constructions	\$2.5
Dalrymple Bay Coal Terminal	Various Construction	\$12.0
Brisbane Inner Northern Busway Tunnel	Leighton	\$22.0
Dawson Mine Infrastructure Qld.	Thomas & Coffey	\$4.5
Tasman Cable Company	Bovis Lend Lease	\$3.0
Winmalee Sewerage Treatment Plant	Allied Constructions	\$3.8
Fairfax Print Mill	Bovis Lend Lease	\$3.4
Prospect Water Filtration Plant	Bovis Lend Lease	\$8.0
RAAF Williamtown Fuel Storage	Infinity Constructions	\$2.1
RAAF Richmond Liquid Oxygen Storage	Infinity Constructions	\$1.0
Sydney Harbour Tunnel	GEC Alstom	\$2.5
Saizeriya Foods Distribution Centre Vic.	Bovis Lend Lease	\$2.4
Brismeat Abattoir	Spaceframe & Inghams	\$1.0
Inghams Thomastown Plant	Badge Constructions	\$1.2
Patricks Wharf Automation	Patricks Logistics	\$4.5
Telstra Service Tunnel Sydney	ABB	\$1.5
Woolworths Regional Distribution Centre Wyong	John Holland	\$5.5
Gazelle Foods Plant Relocation	Gazelle Foods	\$0.7
Sewerfix Pump Stations	Bovis Lend Lease	\$4.0
Malabar STP	Bovis Lend Lease	\$2.0
BMA Peak Downs Mine Infrastructure	BMA	\$3.0
Dalby Bio Fuel Ethanol Refinery	Leighton Contractors	\$3.2
Condamine Power Station	Austrian Energy	\$10.6
Sunstate Cement CM4 Expansion	Sunstate Cement	\$7.0
Patricks Wharf Automation	Patricks	\$5.0
Malabar STP	Bovis Lend Lease	\$2.0



Defence Projects





INB – Inner Northern Busway

Stowe Australia actively worked with the alliance to develop and implement design innovations to improve the overall constructability of the project

Communications (Voice & Data)

Project	Customer	Value \$ m.
Westpac Plaza Sydney	Leighton / Westpac	\$8.0
Optus Campus North Ryde	Baulderstone / Optus	\$6.0
UBS (Sydney) UBS (Melbourne)	Bovis Lend Lease	\$7.2
Norwest Processing Centre	Bovis Lend Lease	\$5.0
Perpetual Trustees	Built	\$1.8
Suncorp	Buildcorp	\$4.2
KPMG voice/data (Sydney & Melbourne)	Multiplex & Built	\$2.0
CBA Computer Centre	EDS	\$10.0
UCMS (Collins Street)	DBG Interior	\$1.6
AGL	Built	\$1.4
Brisbane City Council (Qld)	Baulderstone	\$4.0
Suncorp Metway (Qld)	Baulderstone	\$3.0
Queensland Health Data Centre (Qld)	Abigroup	\$1.7
Royal Brisbane Hospital Block 7 (Qld)	Abigroup	\$1.2
ANZ Headquarters (Vic)	Bovis Lend Lease	\$10.0



Customer

Fujitsu / Coles - Claude Neon illuminated sign rollout

Aristocrat Poker Machine Cabling

Preparatory Schools Classrooms

McDonalds Restaurants

National & Regional Roll-out

Industry

Entertainment

Restaurants

Education

Retail



Bungendore Defence Centre

Emergency Services SES NSW **Telecommunications** Powertel, Visionstream

Leighton contractors selected Stowe Australia as their exclusive electrical partner

Client Services / Maintenance

Industry	Customer
Retail	Woolworths, Coles Myer Group of Companies, ALDI, Stocklands
Entertainment	Star City Casino, Panthers World of Entertainment (NSW), Greater Union & Hoyts Cinemas, NSW Pubs and Clubs
Data Centres	EDS, CBA, Westpac, Optus, Brisbane City Council, Cumberland Hospital, UBS Warburg, Woolworths, Suncorp, St George Bank.
Industrial	BOC Gases, Fairfax, Sunstate Cement, Container Packaging, Terminals - Port Botany, Diageo, Australian Water Services, Hanson, Pioneer Road Services, Corrugated Carton Products (CCP), Rocla, PGH, Fort Dodge, CLM Excavations.
Commercial Building	Multiple Facility Managers & Building Owners, Dept. of Commerce, Westfarmers, Centrelink
Defence	Defence Maintenance Management DMM NSW and Victoria
Arts	National Gallery of Australia, Capitol Theatre Sydney.
Research	CSIRO, NSW Health
Finance	Suncorp, Westpac, Hong Kong Bank, CBA, UBS
Education	Macquarie University, University of Western Sydney, Werrington, Penrith, Kingswood, Nepean, Parramatta, NSW Dept. of Education
Health	Auburn, Westmead, Nepean, Campbelltown Private and Concord Hospital



STOWE AUSTRALIA PTY LIMITED

Delivering Complete Electrical & Communication Skills since 1910



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NORTHERN NSW TAREE

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