

Directors Update

Welcome to Intract Australia's inaugural newsletter.

Since the beginning of time, storytelling (the Dreaming) has played a vital role in Australian Aboriginal culture. Aboriginal children were told stories from a very early age; stories that helped them understand the air, the land, the universe, their people, their culture and their history.

Intract is focused on telling our story, capturing the important milestones of our journey as an Aboriginal business. This newsletter is a fantastic way for us to share our stories with you.

Since 2013, Intract has grown from a partnership model, to a stand-alone general building and civil contracting enterprise that continues to deliver on its vision to provide secure long-term economic independence for Indigenous people and their communities.

The rollout of the Commonwealth's Indigenous Procurement Policy (IPP) in July 2015 has been a step in the right direction for majority owned, managed and controlled Indigenous enterprises throughout Australia. As a direct result of the IPP, Intract Australia have won and delivered a number of small to medium works contracts with the Department of Defence in both South Australia and the Northern Territory.

These projects have given us the opportunity to prove ourselves and strengthen our presence in the construction industry as an Indigenous employer, as well as increase our capabilities and capacity. Intract's permanent workforce now consists of over 40 employees across blue and white collar positions. We are delivering on our commitment by maintaining over 90% Indigenous employment across the company.

With the Commonwealth's commitment to award contracts to Indigenous enterprise increasing from 0.5 per cent to 1.5 per cent in the upcoming financial year, Intract Australia is optimistic about the opportunities that lie ahead.

This newsletter is the first of what will be a long tradition of newsletters, sharing our journey and stories with you.

We thank you for taking the time to better understand what we are achieving and hope you enjoy the read.



John Briggs
General Manager
Southern Australia

Michael Rotumah
General Manager
Northern Australia



Batchelor Institute Visit



From Left to Right:
Andrew McLeod (Intract), Mick Laidler (McMahon Services), Associate Professor Robert Somerville (Batchelor Institute Chief Executive Officer), Naomi Bonson (Batchelor Institute Executive Director) and Michael Rotumah (Intract)

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Business Update

Intract Achieves Federal Safety Accreditation

Intract Australia has taken another huge step towards becoming Australia's leading Indigenous enterprise.

On Friday 4th March 2016, Intract Australia Pty Ltd was awarded Joint Accreditation with McMahon Services under the Australian Government Building and Construction WHS Accreditation Scheme (the Scheme).

Subject to certain financial thresholds, only builders who are accredited under the Scheme can enter into head contracts for building work that is funded directly or indirectly by the Australian Government.

What is directly funded building work?

Projects are considered to be directly funded where an Australian Government agency has responsibility for the project funding and development, for example a Defence facility, Medicare or Centrelink Office or a fit-out or refurbishment of existing Australian Government office accommodation.

The Scheme applies to projects that are directly funded by the Australian Government with a value of \$4 million or more.

What is indirectly funded building work?

Projects are considered indirectly funded where an Australian Government agency contributes funding to a third party recipient, such as a state government, through mechanisms such as funding agreements, grants and other programs, for example road construction projects funded by the Australian Government or a new school built by a state government using funding provided by the Australian Government.

The Scheme applies to projects that are indirectly funded by the Australian Government where:

- The value of the Australian Government contribution to the project is at least \$6 million and represents at least 50 per cent of the total construction project value; or
- The Australian Government contribution to a project is \$10 million or more, irrespective of the proportion of Australian Government funding; and
- The head contracts for building work are greater than \$4 million (GST inclusive).

This is a significant achievement for Intract as we continue to strive for excellence in the training and employment of Indigenous Australians.



Did you know?

John Briggs, General Manager of Intract Southern Australia is involved with the Governors Aboriginal Employment Infrastructure Cluster which meet every two months, to discuss ways to create more opportunities for Aboriginal school students and employees.

The Department of State Development manages the Aboriginal Employment Industry Clusters Program, providing strategic leadership and oversight as well as executive, project management and administrative support.

The program is employer-led with the purpose being to increase the number of Aboriginal people employed and retained in identified industries.

It facilitates systematic change in participating industries and employers, resulting in an increase in the recruitment and retention of Aboriginal people in employment.

For more information please visit
www.aboriginalemploymentsa.com.au



Prime Minister's Reception for Indigenous Innovators and Entrepreneurs

Intract Australia Director, Michael Rotumah was one of 21 young Indigenous entrepreneurs and innovators featured at the Prime Minister's reception for young Indigenous businesses and entrepreneurs earlier this year. The reception celebrated the achievements of Indigenous businesses and their contribution to economic development and the innovation agenda.

The event showcased young Indigenous entrepreneurs and connected them with influential business leaders and also encouraged corporate leaders to continue their efforts to increase Indigenous employment and supplier use.

Indigenous innovators and entrepreneurs, Indigenous Advisory Council members and senior Indigenous leaders were all brought together at the event, which also included representatives from the peak industry bodies and major corporations who have played a leading role in supporting Indigenous economic participation.

Prime Minister of Australia, the Hon Malcolm Turnbull MP and Minister for Indigenous Affairs, Senator Nigel Scullion were both present.



The 21 young Indigenous entrepreneurs with the Prime Minister.

Project Updates

Buley Rockhole Upgrade

Litchfield National Park, NT

Intract have completed works on the \$1.3 million Buley Rockhole upgrade, including the relocation and sealing of the carpark, and new shaded shelters and footpath.

The project forms part of the \$10.43 million investment by the Territory Government to improve facilities at various locations in the iconic Litchfield National Park.

Former Parks and Wildlife Minister Bess Price said \$1.3 million in upgrades had been completed to cater for increasing visitor numbers and protect the park's significant natural and cultural values.

"Buley Rockhole is a key drawcard for tourism to Litchfield National Park and is also favoured by Darwin locals," Minister Price said.

"With Buley Rockhole's rising popularity, overcrowding was a major issue so the redesign of this popular site was essential to meet the increased demand."

Ms Price said visitors are now able to picnic away from the rockholes themselves and enjoy the new day-use area which include five new shaded shelters, picnic tables and a new easily-accessible footpath.

"This will also enable visitors to easily and comfortably disperse across the site to enjoy the site's facilities," she said.

"The new and improved sealed carpark will service the new day-use area and rockholes, while minimising congestion. "I'm really excited that the public can now start to enjoy these upgrades."

Parks and Wildlife Commission of the NT Chief Executive Andrew Bridges said the upgrades will enhance the visitor experience.

"Litchfield National Park is one of the Territory's most popular tourist attractions and it plays a key role in supporting, building and enhancing the Territory's tourism industry and the Territory's reputation as a must see destination," he said.



Andrew McLeod visits the Intract construction crew at Buley Rockhole.

Project Updates

Department of Defence - Base and Facility Upgrades

Intract has recently been awarded several contracts for the Department of Defence, managed by JLL Augility, undertaking base and facility upgrades and spanning over several disciplines.

Metropolitan and Regional Sites (MARS)

Numerous Sites, SA

Intract was contracted to undertake extensive road reconstruction projects situated over three sites in South Australia - Port Wakefield, Cultana and Murray Bridge.

The projects consisted of the formation of over eight kilometres of dirt road, using site sourced material to obtain a specification set by the Department of Defence. The works included site preparation, grading of formation and construction of drainage swales and floodways.



Works being undertaken at the Cultana site.

The project achieved a 62% Indigenous Workforce

Woomera Building Maintenance Works

Woomera, SA

The works undertaken at Woomera Military Base were part of the 'Woomera Maintenance Works' projects and involved general maintenance and refurbishment works to various buildings.

The projects included the removal and disposal of existing floor coverings to seven self-contained units, replacement of the air conditioning systems in 25 accommodation units, and the supply and install new vinyl flooring.

Works were also undertaken to the on-site Medical Clinic, Theatre and Defence Operation Centre which included making good of existing surfaces ready for new paint finishes, replacing and repairing minor areas, minor stone and blockwork repairs and general carpentry works to replace the pergola on the Operation Centre.



The project achieved a 67% Indigenous Workforce

Carpentry works undertaken to replace the pergola to the Operation Centre.

DST Group Edinburgh Building Works

Edinburgh, SA

Intract were engaged on a design and construct basis, to undertake the refurbishment and upgrades to various buildings at the Defence Science and Technology Group, Edinburgh site. The project involved nine separate deliverables, each with individual specifications.

The works included refurbishments to several existing buildings, offices and lunch room, the supply and install of a materials hoist for an existing tower and the upgrade to an existing heritage storage building.

This scope of works saw numerous trades including the use of in-house carpentry, electrical, concreting and hydraulic services. Intract carried out the works with 27% Indigenous labour, including the full time employment of one Indigenous electrician and one Indigenous carpenter.



Supply and install of materials hoist, including concrete pad and removable bollards.

Project Updates

Sandy Creek Campground

Litchfield National Park, NT

Litchfield National Park is renowned for spectacular waterfalls, safe swimming and opportunities to experience the rugged landscapes of the top end.

Intract were thrilled to be a part of the expansion works at the Sandy Creek Campground. The re-design of the campground providing a more enhanced experience and more camping opportunities.

Covering from seven to 14 sites, the works consisted of a new access road through the camping area, widening of the day parking loop, replacement of the existing ablution block, installation of new water supply and waste water treatment system.

**The project
achieved a 67%
Indigenous
Workforce**



Mound Rectification Works

Edinburgh, SA

Intract recently undertook mound rectification works at the Defence Edinburgh Precinct.

These works required an innovative solution to provide longer term protection of the mounds from natural erosion, weeds and vermin.

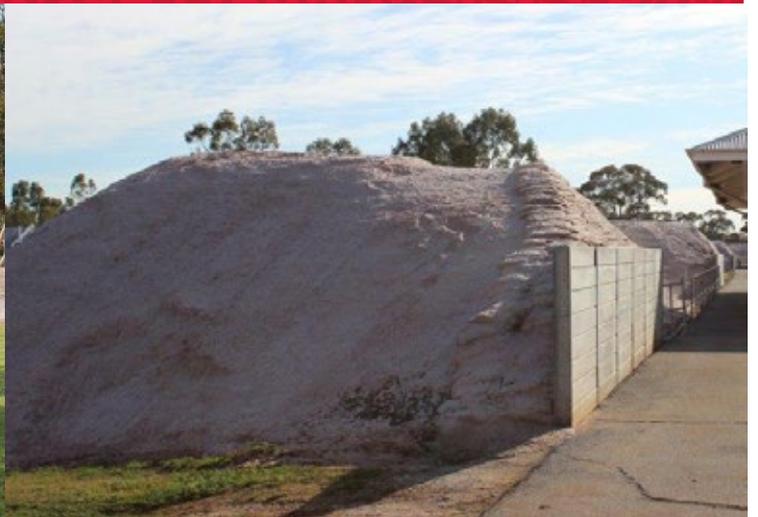
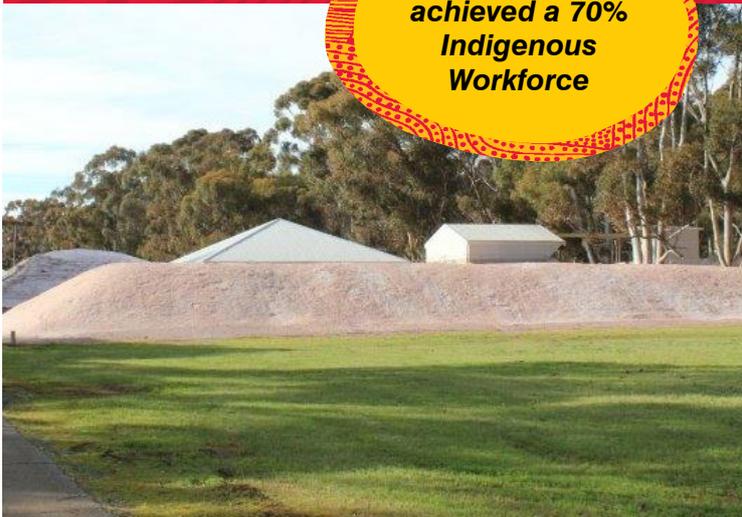
The pre-existing mounds contained remanence of asbestos debris meaning all weed removal, treatment and ground filling preparations had to occur under asbestos controlled conditions before being coated in an erosion controlling product known as Geospray.

The product is applied like a spray grass treatment, but it forms a solid ground cover which is tinted with a terracotta colour. This solution is a great result for Defence as it will ultimately reduce maintenance costs in the future, with the Geospray having a much lower maintenance regime and cost.

The Intract team was required to build up an existing bunker mound with Elcorock sand bags, weighing approximately 1.2 tonnes each.

Intract's ingenuity was applied when it came to the Elcorock bag placement, with the design and fabrication of an excavator attachment improving the efficiency and placement of the 1.2 tonne bags. This was used to increase the bunker girth at the facility within the precinct.

**The project
achieved a 70%
Indigenous
Workforce**



Project Updates

Northern Connector Early Works

Dry Creek, SA

Intract recently completed early works as part of the new Northern Connector project- a new non-stop motorway connecting the already completed Northern Expressway and South Road Superway, providing an unimpeded trip from Gawler to Regency Park.

The proposed road alignment intersects the Ridley Salt pans, providing complicated geotechnical conditions. Intract was contracted by Department Planning Transport and Infrastructure to construct three trial embankments along the proposed road alignments through the salt pans.

Housing Maintenance Coordination Services & Tenancy Management Services

Maningrida & Gunbalanya, NT

Intract Australia are halfway through the delivery of the Housing Maintenance Co-ordination Services and Tenancy Management Services contract with the Northern Territory Government.

The contract, which started in 2014 has seen Intract provide housing maintenance co-ordination services in the remote Indigenous communities of Maningrida and Gunbalanya.

For this contract Intract established offices in both Maningrida and Gunbalanya, and we currently employ five full time Housing Maintenance Officers to provide a first response for housing maintenance services, and five full time Tenancy Management Community Housing Officers, including carrying out necessary minor general repairs and maintenance to over 500 public and Government employee houses.

Over
200 monthly
maintenance
requests over the
two communities

50% of Intract
staff on the
contract are
women

Over 6,000
maintenance
requests over
the entirety of the
project to date

Over 80%
Indigenous
employment over
the entirety of the
contract

Project Updates

Batchelor Institute of Indigenous Tertiary Education Building Works

Batchelor, NT

Intract Australia were contracted by Batchelor Institute of Indigenous Tertiary Education (BIITE) to undertake various building works at the campus that included painting, carpeting, asbestos removal, wall demolition, structural steel erection, café renovation and entrance signage.

With Intract supplying Indigenous labour, these packages of work have been a great success story for Indigenous employment outcomes.

In late December, BIITE awarded Intract another contract to refurbish 18 Student Accommodation units in Batchelor. These works were completed with a leading team of Indigenous Employees, most of whom have been sourced through Karen Sheldon Training as job-ready trainees.

With 85% of the trainees being engaged by Intract on full time basis we are looking forward to continued success.



From Left to Right:
Michael Rotumah, Raphael Clarke, Daniel Parriman, Mick Laidler,
Aki Wasui, Andrew Presely, Andrew McLeod

Director Visits the Top End

Schools out – Kids Embrace Football

In early 2016, Intract Director Andrew McLeod joined Michael Rotumah in the Northern Territory to lead a number of football clinics at Batchelor Primary School and St John's Catholic College. Intract are always looking for opportunities to give back to the local community and for Andrew, he really enjoys the excitement and positive energy he gets from the kids.

"The kids are fantastic. They are always keen to listen and learn, but at the end of the day it's about staying active and having fun," said Andrew.

Andrew and Michael were particularly pleased to be getting back to St John's as former students of the school.

"It's great to be back here and relive a few memories of when Andrew and I were young boys, just like some of the students here today," said Michael.

Batchelor Primary School teacher, Jenny Mijota was overjoyed to have Intract come to the school located at the gateway to the Litchfield National Park.

"Even though we are only just two hours away from Darwin, it is hard for students to participate in sports. There aren't many sporting clubs locally and parents are faced with long distance travel, which makes it very hard. To have the kids get out of the classroom and see them participating like this is really great," she said.



Community Update

Indigenous Defence Consortium

A new partnership involving AFL great Adam Goodes aims to advance opportunities for aspiring Indigenous Australians in the Defence sector.

The Indigenous Defence Consortium (IDC) was established to help Indigenous businesses and entrepreneurs capitalise on the National Innovation and Science Agenda by delivering skills, innovations, services and supplies to Australian infrastructure projects in the defence sector.

Earlier this year, Intract Australia became IDC's first inaugural member and supporter of the consortium. Intract opened its doors to host a round table discussion on behalf of the IDC. Intract were among a number of local Indigenous businesses to hear from Chief Executive Officer Adam Goodes about the goals and objectives of IDC and the benefits for Indigenous enterprise.

Intract wishes Adam and his team all the best in their endeavours and we look forward to being a part of their future success.



From Left to Right:

Andrew McLeod (Intract), Sarquin Hunt (Intract), Pat Caruso (We Create Print Deliver), John Briggs (Intract), Andrew McMahon (Intract), Dug Russel (IDC), Adam Goodes (IDC), Michael Rotumah (Intract), David McMahon (Intract), Michael McLeod (IDC), George Misfud (IDC), Cameron Buzzacott (Zancott Recruitment), Leon Torzyn (Print Junction), Nathan Torzyn (Print Junction).

Intract attends Supply Nation Conferences

As a supportive Supply Nation member, Intract were thrilled to be a part of their 'Connect 2016' roadshow held in Sydney, and a 'Meet the Indigenous Supplier' event held in Canberra.

Sydney

This year, in the beginning of May Supply Nation hosted the most successful Conference, Indigenous Business Tradeshow and Gala Awards Dinner on record.

This year's event, with the theme 'Innovation for Impact' has blown away previous results with over 1800 attendees.

Since the first Connect six years ago, the Tradeshow has grown 1000% from 13 in 2010 to 113 Indigenous-owned businesses and 17 corporate and government organisations exhibiting this year. Over 550 buyers from Australia's most successful organisations – both corporate and government – attended the Tradeshow.



Canberra

The Department of Finance and Supply Nation hosted a 'Meet the Indigenous Supplier' event on 30 June 2016, in Canberra, at the National Convention Centre.

94 Indigenous suppliers exhibited and showcased their goods and services to over 350 Commonwealth officers and corporates. Staff from the Department of the Prime Minister and Cabinet (PM&C), the Department of Finance and Indigenous Business Australia provided information on the Indigenous Procurement Policy (IPP) and the assistance available to Indigenous businesses.

"At the conference we met a few of the people from Government Procurement who had been a part of tenders Intract had submitted and been awarded, I received the feedback that it was great to meet the faces of the companies who had won the works" - John Briggs, General Manager - Southern Australia, Intract.



Director Staying Active

Adelaide Crows legend Andrew McLeod named Captain of AFLNT Team of the Century

Intract Australia Director, Andrew McLeod received another huge honour recently, being named captain of the AFLNT Team of the Century.

The 22-player team includes NT football identities who established their careers on the national stage and also pays respect to the local men who made their name in the Territory.

McLeod, a Darwin Buffaloes product, played a club record 340 games for the Adelaide Crows and is one of the most decorated players in the clubs history, winning three club best and fairest awards and AFL premierships in 1997 and 1998 including dual Norm Smith Medals.



Indigenous Youth Leadership Program

Did you know that when Andrew isn't passing on his wisdom through coaching he is supporting outstanding programs supporting Indigenous youths?

Supported by The Adelaide Football Club and wife Rachael, the Indigenous Youth Leadership Program supports 30 students in year 10 with improved school attendance, academic performance, SACE completion, social and emotional wellbeing, employment opportunities and future pathways.



Indigenous Youth
Leadership Program



Andrew McLeod starred in the recent EJ Whitten Legends game, representing the All Stars.

'Helping People Achieve' Meet and Greet

During Andrew's visit to the top end, he and Michael dropped in to Helping People Achieve (HPA) to meet the team and discuss opportunities to create a closer working relationship.

HPA empowers people with disabilities through supported employment, accommodation and an outreach residential support service. HPA encourages all employees and clients to be an active part of the community and is the only not-for-profit Australian Disability Enterprise in Darwin providing supported employment to people with a disability since 1963. Supported employees aim to move onto open employment once core work skills are built, this is monitored and worked towards via annual Employee Action Plans.

Andrew presented Chief Executive Officer, Tony Burns with a signed Adelaide Crows jumper. Tony was thrilled to receive the jumper and said it will definitely go to great use for future fundraising for HPA.

Since the visit, Intract have been sourcing a number of building materials and supplies through HPA and will continue to strengthen the relationship into the future.



Community Update

Intract sponsors the Jabiru Bombers

This season, commencing October 2016, saw Intract come on board as a gold sponsor for the Jabiru Bombers team who play in the TIO NTFL Men's Division 2 competition in the Northern Territory.

The support of sponsors is essential to the club being able to continue to provide this sporting and recreational opportunity to Jabiru, and particularly residents of Gunbalanya where majority of the team come from.

Sponsor support helps the team with essentials like flight and transports costs, subsidised player uniforms, player recognition awards as well as training and medical equipment.

The Jabiru Bombers are currently sitting first on the ladder with 16 wins from 16 games with two rounds remaining before finals commence.

Intract Australia are proud to be affiliated with the Jabiru Bombers and wish them success in their journey to the Grand Final for 2016 / 2017.



Members of the Jabiru Bombers posing for a photo in front of an Intract site container, stationed out the front of the Intract Office in Gunbalanya.

Community Update

Maningrida Fire Truck Sponsorship

Since its inception in 2014, the Maningrida Fire Truck has been keeping the residents of the Maningrida community and surrounding outstations safe.

The Maningrida community is vulnerable to forest, grass and house fires with community leaders acknowledging that increasing Maningrida's ability to fight these fires was a priority.

The funding for the fire truck was part of the Maningrida Local Implementation Plan (LIP), signed off by Maningrida's Local Reference Group, and the Australian and Northern Territory Governments.

On a yearly basis, five local organisations provide up to \$2,000 of cash or in-kind support to ensure the ongoing maintenance of the vehicle.

In 2017, Intract Australia has provided support as part of our efforts to engage with local communities and leave a lasting footprint in this region for many years to come.



Women in Resources - Nicole Brown

Women in Resources Northern Territory are a voluntary, not-for-profit member organisation that represents and promotes women in the resources sector in the Territory.

A committee consisting of 11 individuals represent the following sectors: construction, mining, oil and gas, transport and logistics and support services.

Nicole Brown, Project Manager Remote Indigenous Housing with Intract in Darwin has sat on the WiR Committee for the last three years as their Indigenous Champion with strong links to the construction and oil and gas industries.

Part of her role on the committee was to work closely with companies to open doors for entry level and suitably qualified Indigenous women into these industries.

In 2017, Nicole was elected as the new Chairperson of WiR NT and will be working closely with her committee to raise awareness of career opportunities in the sector, support current employees, encourage new entrants and provide professional development and networking opportunities.



Employment and Training

Raphael 'Raph' Clarke Carpenter / Site Supervisor

Raph joined the Northern Territory Intract team in 2015 as a Carpenter / Site Supervisor, he brings a wealth of knowledge with him into this role with having previously worked as an apprentice Carpenter and general builder. He holds a Cert III in Construction (Carpentry) as well as a Welding and Sheet Metal Certificate.

Raph is committed to Intract's high OH&S standards and is pro-active in coordinating and participating in Tool Box and Pre-start meetings, covering weekly safety topics and ensuring all employees and work sites are compliant.

In a small amount of time Raph has demonstrated his drive and commitment to Intract and he will prove to be an asset on many more projects to come!



Dennis Gibson Site Supervisor

Dennis has recently joined the Northern Territory Intract team as a Site Supervisor. He brings with him 20 years' experience in the construction industry, as well as experience in working in Government, private and public sectors, including Commonwealth sites, mining sites as well as commercial and residential sites.

Dennis holds a Cert III in Construction (Dry skills housing) and a Cert III in Construction (Carpentry).

The combination of his hands on experience and knowledge of various sectors allows Dennis to oversee projects and build a great rapport with clients and colleagues.



Chris Pucknell Commercial Manager SA & NT

Chris has recently joined the Intract Australia team as the Commercial Manager for South Australia and Northern Territory.

Chris previously worked in a variety of senior commercial roles, both in Australia and Asia. He has approximately 30 years experience in the building and construction industry including most recently 10 years with ResourceCo Pty Ltd as Chief Financial Officer.

In this new role his focus will be on helping the business develop its financial systems and business processes as well as advising the Intract management team on the financial matters impacting Intract Australia.



Welcome aboard to members of the SA team...

Mark Mayman
Operator

Jarrad Brusnahan
Trades Assistant / Electrician

Damian Clinch
Labourer / Plasterer

Michael Bray
Electrician

Claude Walter
Supervisor Builder

Andrew Cox
Labourer / Operator



Farewell to a True Gentleman

It is with a heavy heart that we share the news that one of our employees, Des Nicholls – Supervisor / Trainer, recently passed away. A great celebration and send off for his funeral was held at Burra and attended by hundreds of family, friends and work mates - a true testament to the man Des Nicholls.

Des joined Intract Australia in 2016, quickly becoming a mentor and role model to the team. He was a highly valuable employee, with a contagious smile and positive attitude.

In a short amount of time, Des made quite the impression on all who had the experience of working with him.

Des was passionate about sharing the Intract Australia vision with others, and brought that passion onto the projects he worked on.

Des was currently working on the Northern Connector Project, where he was getting the site ready for the first of many projects within the overall Northern Connector project, the realignment of St. Kilda Road, with the main portion of work for Intract Australia constructing 16km of shared bitumen bike path.

Des was excited to dive into this work and show our clients what Intract Australia are made of.

On behalf of Intract Australia and the McMahon Services Group we pass on our condolences to Des' family, friends and co-workers.



Des Nicholls with James Fry (Intract Trainee Safety Advisor), Premier Jay Wetherill and John Briggs (Intract General Manager - SA) at the Wet Lands Northern Connector soil turning opening 6/12/2016.

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Contact us
for assistance
on your next
project!



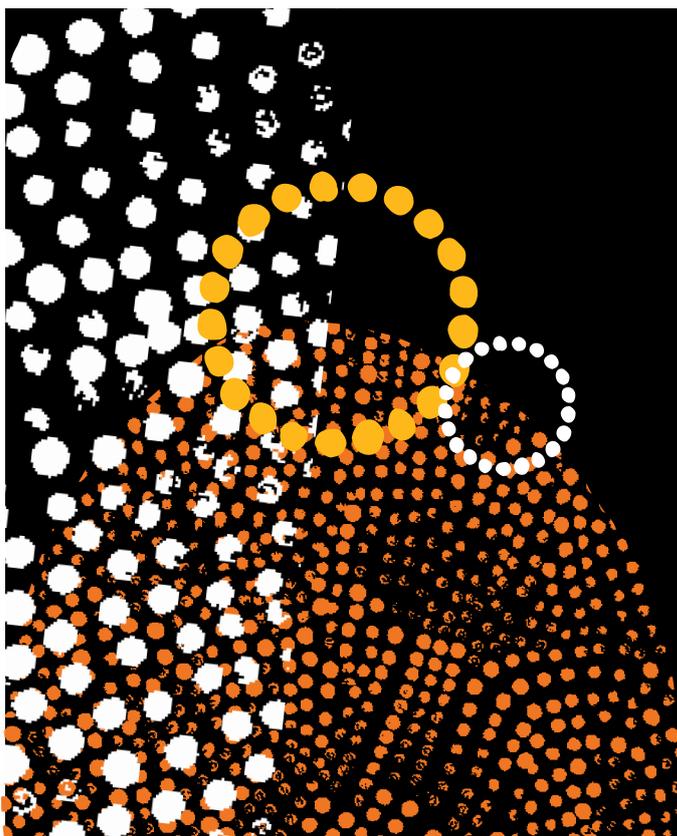
Oil & Gas Accreditation



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Australia's Northern Territory



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