Capability Statement



QueenslandGlass

Delivering Complete Glazing Solutions to the Building Industry



BUILD+ CONSTRUCT

01 Company Overview

Queensland Glass is one of Queensland's premier suppliers of glazing, aluminium and decorative window treatment services. Our portfolio encompasses a wide range of projects from shop and office fit-outs, through foyer refurbishments, to specialist architectural solutions including external commercial.

Queensland Glass commenced operation in 1992 and has maintained a steady and sustainable growth since its inception. Today Queensland Glass employs approximately 80 staff members and has a turnover forecast in excess of $25mil in 2013/14.

Underpinning the success of the Company over this time are two fundamental business objectives:

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

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

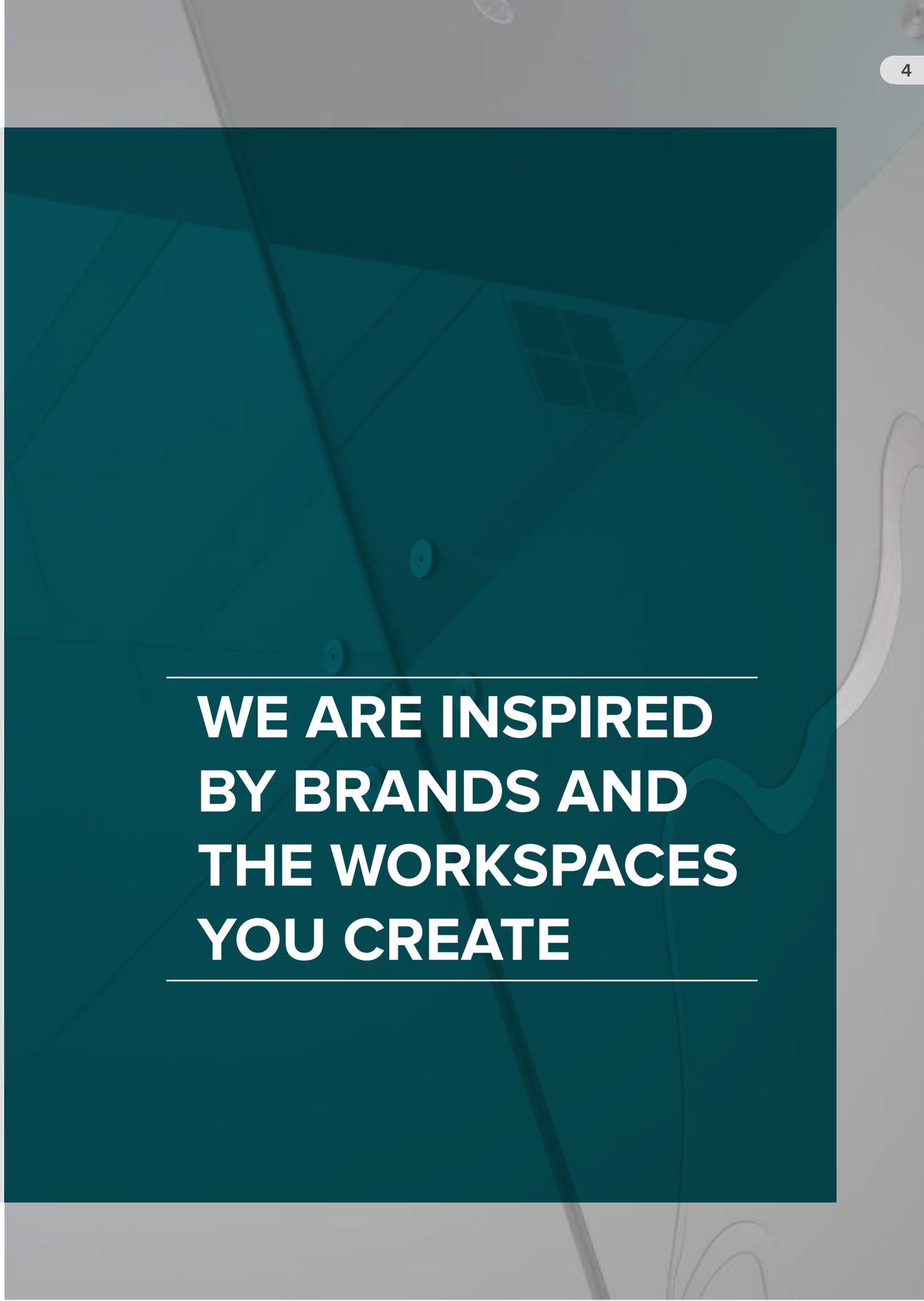
Queensland Glass has an experienced team of Project Managers and Tradesmen who combine superior workmanship with personalised service and adhere to internal quality assurance standards. Regardless of a project's size or complexity, Queensland Glass's expertise allows them to meet the customised requirements within a projects programme and budget parameters for successful outcome for the client.

Queensland Glass operates from its Head Office in Tingalpa, however is capable of completing installations in Darwin, throughout Queensland, and into Northern NSW. Queensland Glass has a very strong brand name, and our reputation within the construction industry provides us with a sustainable competitive advantage that will drive the company's pursuit of excellence.

02 Mission
Our mission is to provide high quality, innovative solutions in a way that gives value for money and exceeds our customers' expectations.

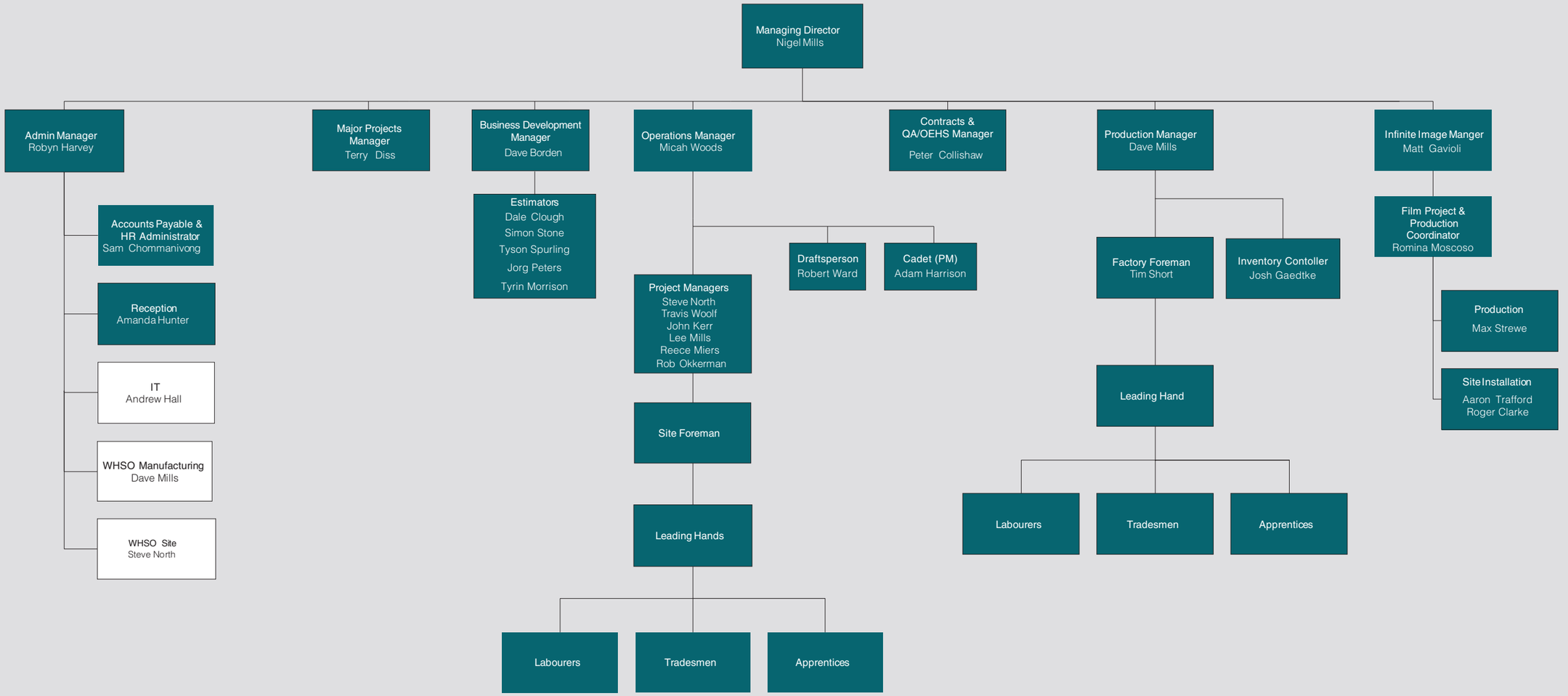
03 Vision
Queensland Glass, within the next two years, is committed to become the commercial glass and aluminium company of choice for Project Managers, Construction Managers, Head Contractors, Commercial Builders, Wall & Ceiling Contractors, Architects and Interior Designers within Queensland and the Northern Territory.

MISSION+VISION



WE ARE INSPIRED BY BRANDS AND THE WORKSPACES YOU CREATE

04 Organisational Chart



05 Senior Management Profiles

Nigel Mills – Managing Director
Nigel is one of the founding shareholders of Queensland Glass. Initially responsible for Sales and Operations, Nigel has been the Managing Director of Queensland Glass since 2000. Nigel has a Diploma of Building, an Associate Diploma of Applied Science (Building) and a Certificate III in Glass & Glazing. Nigel is Queensland Glass's nominee for the Building Services Authority. He is also a Member of the Australian Institute of Company Directors (MAICD). Nigel's belief in state-of-the-art technologies and modern techniques combined with old fashion values of customer service and craftsmanship help to maintain Queensland Glass as the market leader.

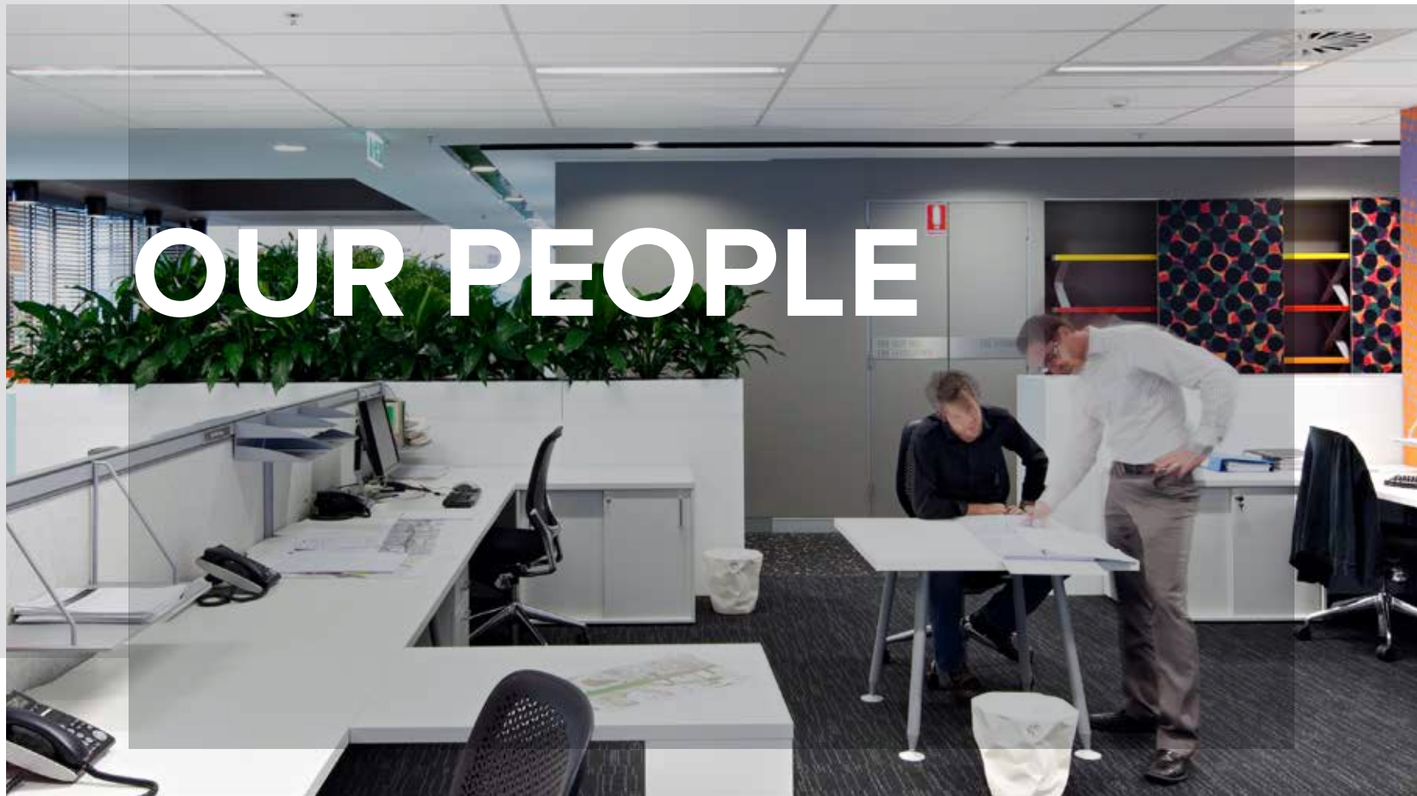
Micah Woods - Operations Manager
Micah has held the role of Operations Manager since 2010. Prior to this he was working for Queensland Glass as a Project Manager for 7 years. Micah began his career as an Apprentice Glazier in Melbourne working in glass processing, commercial and high rise glazing, leading into a Site Foreman role. Micah is responsible for the operations of Project Managers and site staff at Queensland Glass. He also manages his own projects.
Micah has a Diploma in Project Management, Certificate III in Glass and Glazing and currently completing Bullet Proof Management training. He is a Queensland Glass nominee for the Building Services Authority.
Micah has highly developed skills and prides himself on client satisfaction and delivering hassle-free quality projects.

Peter Collishaw – Contracts and QA/EHS Manager
Peter joined Queensland Glass in late 2008 and has extensive experience in the external commercial market. Peter began his apprenticeship with a major Glass & Aluminium business and continued working there as a fully qualified glazier and progressed through project management to become the Commercial Branch Manager after 22 years of service.
Peter spent 8 years at another high profile glazing business and 3years as the External Commercial Manager gaining experience in contracts and other business related issues.
Peter has an Advanced Diploma in Senior Management, has a Trade Certificate in Glazing, Certificate II in Workplace Training and Assessment and is a Justice of Peace (C- Dec) and is currently sitting for a Cert IV in OHS, Cert IV in Building and Bullet Proof Management training.

05 Senior Management Profiles

David Mills – Production Manager
David has held the role of Production Manager since 2004. Prior to this he was working for Queensland Glass as a glazier/fitter. Dave has overseen the expansion from a small fabrication facility to one that now occupies a 2800m2 facility capable of turning out $1M product per month. David's attention to detail and problematic approach to running the factory produces a consistent quality product. David has a Certificate III in Glass and Glazing and holds a BSA Supervisor License. Currently up grading from WHSO to Cert IV in OHS and Bullet Proof Management training.

David Borden – Business Development Manager
David Started with Queensland Glass in 2011 as Business Development Manager, with his primary focus being to strengthen the relationships with our existing clients. David has over 20 years' experience in the building industry commencing as an Apprentice Carpenter in Victoria covering many aspects in the commercial building field, from interior fit-outs through to construction on medium rise buildings. David completed his carpentry and joinery apprenticeship and worked as a tradesman for several years before moving in to a sales role within the building industry. From 1995 onwards David has undertaken many roles, working with the building industry in Queensland.





+QUALITY SYSTEMS

06 Management Systems

Workplace Health and Safety
Queensland Glass is fully committed to:
+ Ensuring a safe workplace for all of its employees
+ Continually striving to improve safety performance
+ Instilling a cultural mindset in the company to achieve a no harm work environment

This is achieved by identifying and rectifying any unsafe work conditions or practices, as well as promoting safe work practices. Our team recognises that in order to achieve an outstanding record of safety, we must operate to best practice and have a systematic safety system. We have a committed management team and a pro-active workforce that drives our comprehensive safety system across the business. Our systems are in full compliance with Workplace Health and Safety Legislation. All employees and subcontractors are fully engaged in the system and are regularly made aware of their responsibilities through company and project specific inductions, toolbox meetings, Safe Work Method Statements, and Job Safety and Environment Assessments. Our Safety System is certified to AS/NZS 4801:2001 (Licence Number OHS 21213).

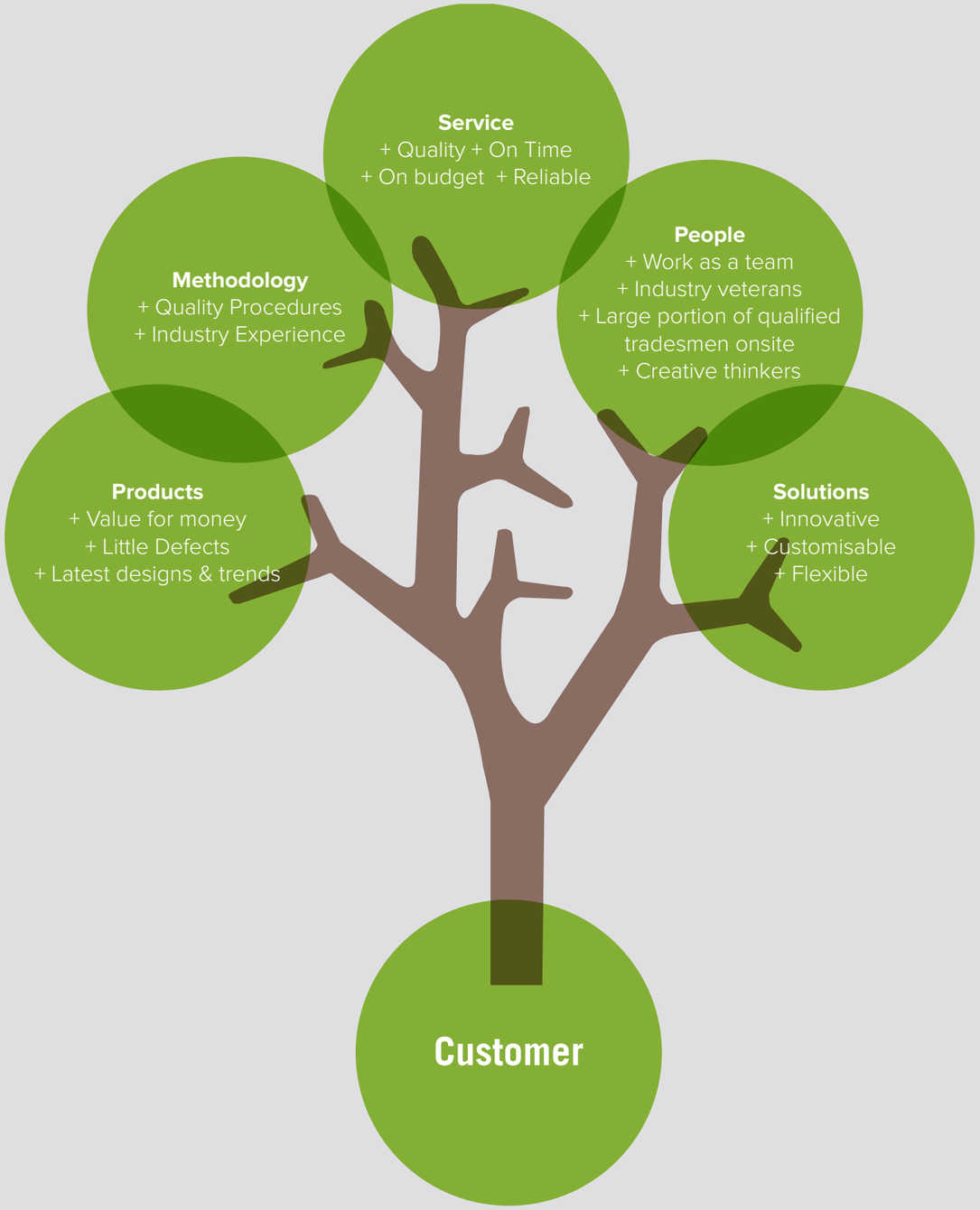
Environmental Management
Queensland Glass if fully aware of the sensitive nature of our environment and communities in which we operate. We work with stakeholders to reduce the impact of waste where possible, through recycling and re-use. All projects are run in compliance with our ISO 14001 (Licence Number CEM 21672) accreditation and specific conditions of the project approvals and requirements.

Quality Assurance
Queensland Glass is registered as a quality endorsed company with SAI Global. Our quality system and procedures are accredited to ISO 9001:2008 (Licence Number QEC 28688). Independent third party audits are conducted across our system and structured internal audits are performed to ensure ongoing compliance and continual improvement to our systems and procedures.

A quality plan has been developed that covers all aspects of administration and management, work methods, document control, inspections and testing, and compliance check sheets. Our quality system and the system instructions are subject to continuous improvement through ongoing review, and all employees are encouraged to submit change proposals to our System Manager who distributes such requests to other users for review/comment/approval prior to any subsequent implementation.

Queensland Glass approaches its management system holistically to cover Workplace Health and Safety, Environment, and Quality Assurance Management, with all systems and procedures being available to all of our employees via our IT system.

07 Value Proposition



08 Financial

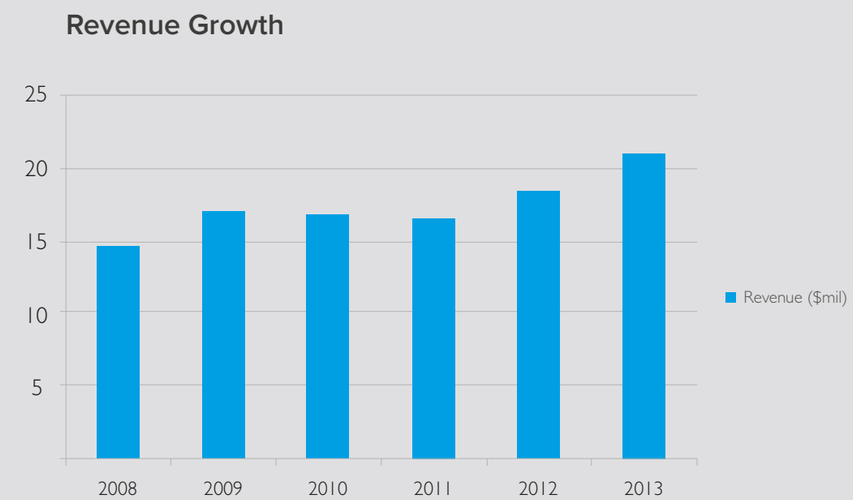
The continued successful growth of Queensland Glass is reflective in the financial performance of the Company and the success of the Company's ability to consistently deliver a strong financial outcome over a long period of time. In particular, in an economic environment where a number of businesses in the construction industry have experienced difficult times, Queensland Glass is forecasting an approximate 15% increase in revenue growth and is on track to commence the next financial year with an increase of 85% in confirmed orders. At the end of last financial year, Queensland Glass had Net Tangible Assets of approximately $8M with no borrowings which demonstrates to suppliers and customers that we are financially sound.

Key Statistics	
Issued Capital	$788,538
Revenue FY12	$18.3m
Work on Hand EOFY	7.0m
Employees FY12	50
Bankers	Westpac (Kent St Sydney)
Auditors	PricewaterhouseCoopers (Sussex Street Sydney NSW)

Forecast FY13	
Revenue Forecast	$21.0m
Employees	60
Work on Hand EOFY	$13.0m

Insurances	
Public Liability	$20,000,000
Contract Works	$ 5,000,000
Professional Indemnity	$10,000,000
Motor Vehicle	$30,000,000

Workers Comp Compensation Benefits and Common Law Liability



09 Capabilties

Capabilities

Queensland Glass is recognised as an industry leader in the supply and installation of glass and glazing systems. We provide these services across a broad customer base and have experience and expertise in the following areas.

+ Aluminium windows and doors
+ Glass awnings
+ Internal glazing to partitions
+ Glass Balustrade
+ Curtain wall systems
+ Heritage work
+ Frameless glass wall systems and spider fittings
+ Architectural glazing solutions
+ Applied film/environmental graphics

Queensland Glass can supply and install just about any type of glass or aluminium window into just about any area. As one of the few companies that handle everything from heritage work, through to curtain walling systems, Queensland Glass has become the glazier of choice for many Tier 1 Builders on many of their projects.

Queensland Glass has an experienced estimating team that can assist clients with design, glass types and performance to ensure that the project meets all of the relevant codes. The estimators continue to work closely with the project managers to ensure that the project is completed to the specification that was promised.

The Queensland Glass project management team has been brought together from a wide range of backgrounds and each member has a unique set of skills that enable us to perform almost any glazing task. The project managers work with our clients to ensure that the project is delivered on time, defect free, and on budget.

09 Capabilties

Partition Glazing

Queensland Glass is recognised as the industry leader in this field.
With over 20 years dedicated experience in this field, Queensland Glass has worked on most major projects delivering partition glazing effectively and efficiently. Working with Architects, designers and Builders, Queensland Glass has delivered the most complex and difficult projects with a minimum of fuss, and has become the glazier of choice for any high risk and high detail projects.

Commercial Windows and Doors

Queensland Glass have access to the full range of extruded aluminium suites enabling us to provide installed product to projects requiring shopfront, hi-rise, curtain wall, awnings and engineered window solutions.

Queensland Glass has a 3000 sqm, state of the art facility in Tingalpa, where they manufacture windows and doors ready to deliver to site. Each item is passed through a stringent quality control check prior to leaving the factory.

Queensland Glass has successfully completed many (as shown in the project listing below) multi-million dollar projects across a broad range of sectors to a varied group of builders. We pride ourselves on the repeat business that we have received from our customers.

Queensland Glass are happy to provide further references if required.

CAPABILTIES

10 Project Snapshot

GCUH - SSB, CSB.	Superior Walls & Ceilings	$1,000,000
GCUH - Ward Blocks West & South	NWCI (Qld) Pty Ltd	$280,000
Qantas Baggage Terminal	Campak Constructions Pty Ltd	$237,900
UQ-Centre for Advanced Imaging (CAI	Cockram Construction Ltd	$352,000
N76 Campus Heart Griffith Uni Nathan	Watpac Speciality Services P/L	$267,230
RNA Heritage - facade glass replacement	Lend Lease Project Management	$645,862
Enoggera Army Barracks ELF2B	NWCI Pty Ltd	$440,000
BMA Lvls 4, 23, 25, 26, 31 & 32 Comalco Pl,	Schiavello Constructions (QLD)	$262,032
Mackay Base Hospital Redevelopment	Baulderstone Queensland P/L	$1,189,850
Norton Rose L21-L24 / 111 Eagle Street Brisbane	BUILT QLD PTY LTD	$695,000
Enhanced Land Force Stage2 Phase 2B	John Holland Pty Ltd	$2,834,670
Il Centro - Shop 6A / 45 Eagle Street Brisbane	Kane Constructions Pty Ltd	$264,330
Scitech, QUT Gardens Point	Brighton Queensland P/L	$500,383
Childrens Hospital Lvls 5 - 8,	Superior Walls & Ceilings	$1,489,543
313 Adelaide St	Hutchinson Builders	$219,689
Qld Museum Redevelopment	Abigroup	$561,790
James Cook University, Douglas Campus	McNab Developments (Qld) P/L	$420,000
GU G40 - Griffith Health Centre	NWCI Pty Ltd	$1,762,112
L17 Operation Centre - Santos Place	Walton Construction (Qld) P/L	$210,600
Q Catering Facility, Brisbane Airport	Laing O'Rourke Australia Const	$565,000
Ergon Fitout Lvls 8 - 11 / 825 Ann Street Brisbane	NWCI (Qld) Pty Ltd	$327,900
Beams Rd Blocks A & E	Q Build	$521,888
Beams Rd Blocks B & D	Q Build	$616,978
Regis Aged Care, Boronia Heights	Stokes Wheeler Pty Ltd	$200,200
Riverside Centre Food Court - 123 Eagle Street	Walton Construction (Qld) P/L	$390,000
Cairns Base Hospital D Block	NWCI (Qld) Pty Ltd	$793,995
ATO - 55 Elizabeth St	NWCI Pty Ltd	$833,430
QR National Lvls 14 - 17 / 175 Eagle Street	1ST Choice Interiors Pty Ltd	$212,800
Indooroopilly Shopping Centre	Brookfield Mulitplex Construct	$2,770,950
UQ Oral Health Centre	NWCI Pty Ltd	$1,433,110
Rockhampton Hospital Canning Street	Superior Walls and Ceilings QLD	$207,733

10 Project Snapshot

Darwin Prison	NWCI NT Pty Ltd	$1,057,052
ELF Stage 2 Phase 2B Facilities Project	John Holland Pty Ltd	$2,320,136
Arrow Energy Lvls 31 - 40 / 111 Eagle Street	NWCI (Qld) Pty Ltd	$804,113
Sheraton Noosa 14-16 Hastings St, Noosa Heads	BUILT QLD PTY LTD	$290,000
St Joseph's College Yr 7 Learning Centre	Walton Construction (Qld) P/L	$630,000
Qld Rail fitout G,L-1,3,5,7,8,10&11 / 295 Ann St	Schiavello Constructions (QLD)	$347,000
QIMR Herston	Scooter Commercial Pty Ltd	$825,000
RAAF Base Stage 3, Amberley	Broad Const Services (QLD) P/L	$949,150
Multi Role Helicopter Facility	John Holland Pty Ltd	$235,132
Santos Place, Levels 18-25	Superior Walls & Ceilings	$226,000
UQ Pace L 5 Zone 1 / Level 7, PA Hospital	Project Ceilings Melbourne	$207,500
Awning Replacement, 215 Adelaide Street	Amicus Interiors	$975,000
Santos House / Balustrading	Lend Lease Project Management	$222,693
BCC Restoration Project - 157 Ann St	Hutchinson Builders	$250,772
Warehouse Development Banyo	Scattini Construction Pty Ltd	$203,533
Robina Hospital Expansion, Robina Town Drive	Superior Walls & Ceilings	$1,168,177
Energex fitout - Newstead	Think Interiors Pty Ltd	$465,450
East Coomera School ST1 Finnegan Way	Broad Const Services (QLD) P/L	$617,180
Queensland Newspapers	BUILT QLD PTY LTD	$606,500
QUT R-Block - Kelvin Grove campus	Kane Constructions Pty Ltd	$910,000
Foyer RC1 QRail 309 Edward St Brisbane	Schiavello Constructions (QLD)	$250,000
Logan Central Library	Hutchinson Builders	$325,000
Eastern Busway Boggo Road	Thiess Pty Ltd	$524,603
Ipswich Court, Watch House & Police Station	NWCI (Aust) Pty Ltd	$432,416
QEII Elective Surgery Expansion	Watpac Construction Pty Ltd	$206,661
Buildings 3-6 Lot 5 Leiches Road, Brendale	MBS Constructions Pty Ltd	$460,572
UQ Health Sciences Building	Hutchinson Builders	$273,380
Townsville Holiday Inn Refurb	Isis Group Australia (Qld) P/L	$210,000
Telstra Levels 1 to 22	Superior Walls & Ceilings	$1,235,000

SNAPSHOT