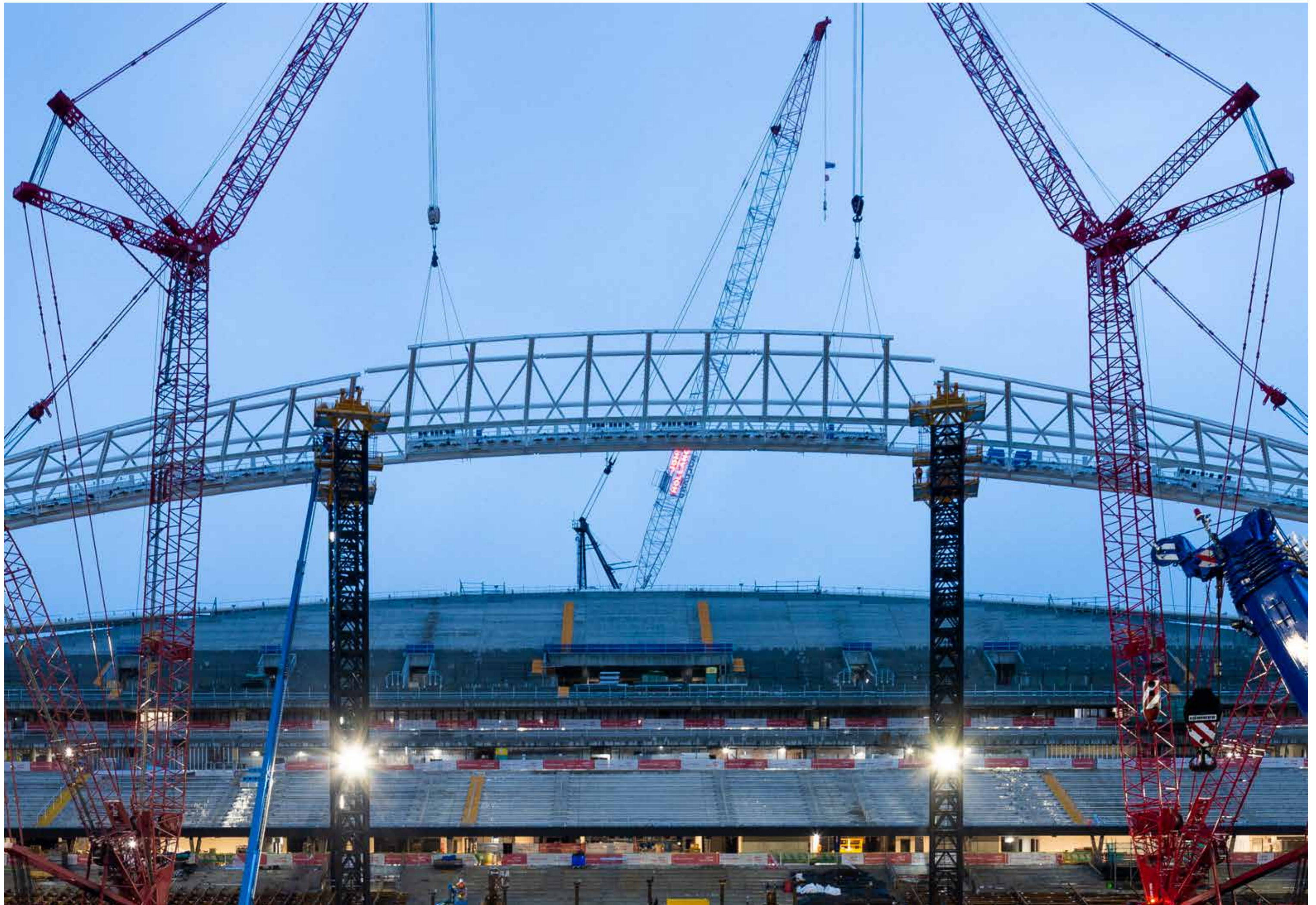




# Capability Statement









# Contents

“ Vari Group has effectively proved that they are a competent, trustworthy, and dependable multi-disciplined contractor to work with, by continuing to exhibit their dedication to aid completion of time critical works to the highest level.

— Anthony Coleman  
General Superintendent, John Holland

”

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# Vari Group is built on Quality. Competence. Compliance.

## What Makes Us Different:

### Accountability

Our guiding values are upheld and supported by company policies and systems that are continually monitored by management

### Communication

Clear communication is critical for all areas of Vari Group to allow for reliable information flow to make the best informed decisions

### Client Feedback

Genuine commitment to receiving and acting on feedback is critical in helping to maintain and improve operational excellence

### Performance Monitoring

Systems and processes are developed with performance outcomes and continuous monitoring in mind to maintain high standards

### Roles & Responsibilities

A clear chain of responsibilities from management to site personnel is regarded as imperative for concise & effective control

### Transparency

Transparency of administrative processes are fundamental to regulatory / statutory compliance





# About Us

Our values and philosophies are based on respect, integrity, safety and wellbeing, communication, efficient responsiveness and service delivery through sustainability, continuous improvement and innovation supported by our policies and procedures.



Focus On Quality Outcomes  
For High Caliber Clients



Compliant With All Relevant  
Obligations, Standards, and  
Specifications – Including ISO-9001



Dedicated To Training and  
Empowering All Employees



Focus On Innovation and  
Continuous Improvements To Our  
Quality Management System



Swift and Transparent Formal Non-  
Conformance Resolution Process



Dedicated To Customer  
Service Excellence





Vari Group's commitment to vetting and hiring the most diligent personnel has resulted in us being able to provide the highest quality personnel.





# Services We Provide

Vari Group provides a flexible workforce that meets any company's needs for short term, long term and everything in-between. Vari Group has worked on some of Australia's largest projects and can meet any staffing needs with immediate access to suitably skilled personnel.

Our approach to placement is to understand every project's needs first, to allow for the most suitable allocation and seamless support to your business and project.

The Vari Group management team has a proven history in successfully delivering to clients on traffic management and labour hire requirements in both the construction and civil industry.

Vari Group provides two distinct services under one brand, working with a pool of talented and hard working labour services in the following areas:

## Labour Services

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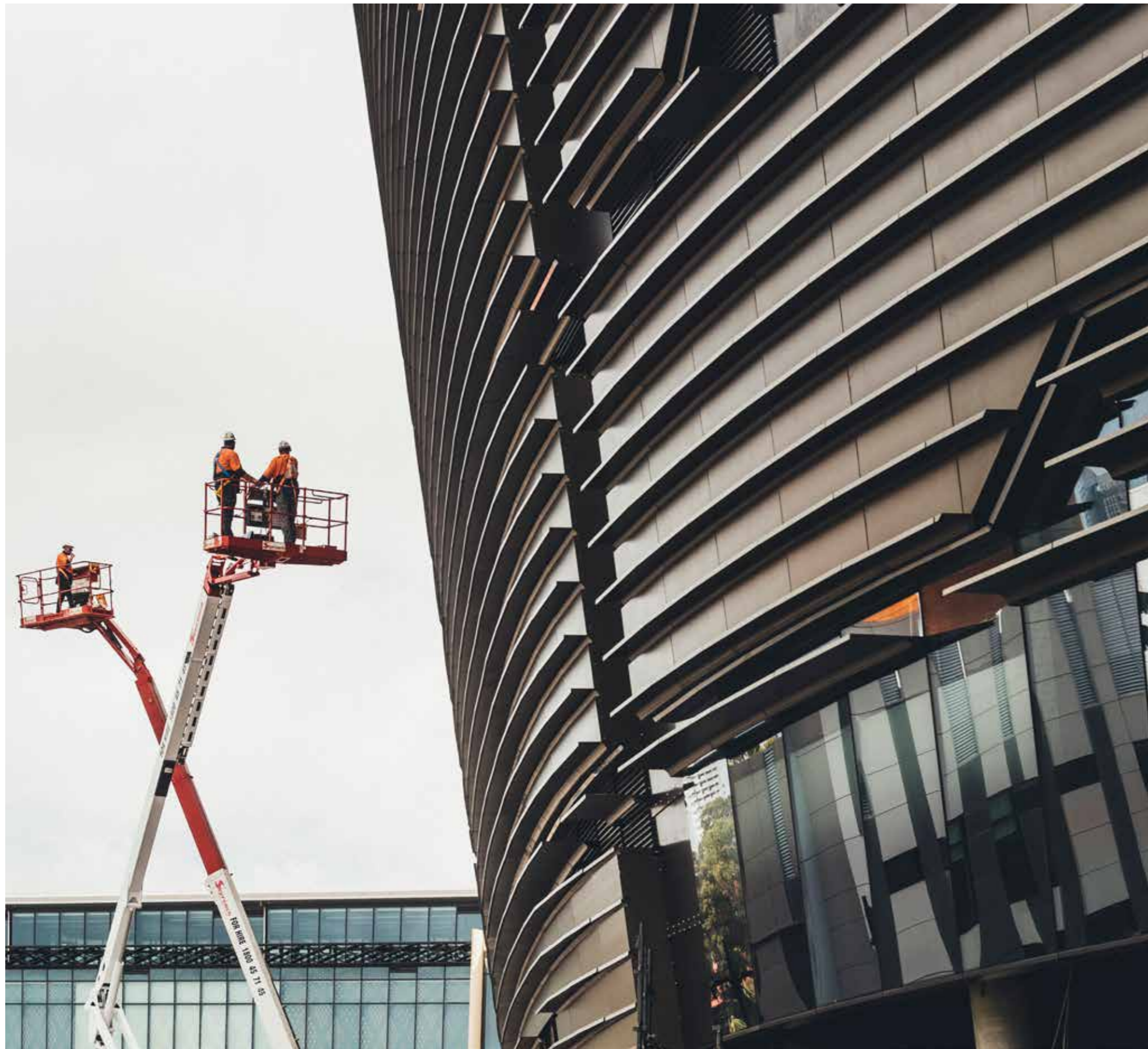
- Trades Labourer
- Forklift Operators
- Telehandler Operators
- Hoist Drivers
- Dogmen
- Occupational First Aid
- Civil Labourers
- EWP Operators (Under/Over 11m)
- Spotters
- Demolitions Labourers
- Carpenters

## Traffic Management

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- Traffic Control Staffing
- Ute & Equipment Hire
- On-Site Inspections Prior to Planning
- Traffic Guidance Planning
- Permit Procurement





## How We Work With You

### 1 Exploration Stage

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Capable of working on any scale of project, Vari Group firstly takes time to come to a mutual agreement with you on the scope, rates, and terms and conditions.

### 2 Supplier Agreement

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With a flexible approach, Vari Group can arrange a “blanket” preferred supplier agreement or work orders can be raised on a job by job basis. During all supplier engagements, Vari Group will act as the main liaison, meaning there’s only one point of contact for you.

### 3 Project Deliverables

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- Consistent communication
- Coordination of induction of all new employees
- Continual maintenance of PPE inventory
- Management of Toolbox Talks and associated SWMS induction records
- Defined responsibility for maintaining records and data communication





## Our Team

Vari Group is a trusted partner in the construction industry, proudly employing highly experienced business and construction experts.

Service excellence is assured by employing industry professionals who are dedicated in delivering exceptional outcomes for all clients and projects.

Acknowledging that every project is unique, Vari Group are proud to offer solution focused planning and tailor-made resolutions for any size project.

With understanding that each division is different, Vari Group employ the following managers to deliver consistent high levels to all clients:

- Business Development Manager

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- Commercial Manager

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- Labour Hire Manager

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- Traffic Control Manager

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- Planning Manager

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## Our Clients

Vari Group are proud to have previously worked with some of Australia's leading construction and industry corporations.

Some of our key clients include:





# Projects



## CPB- Sydney Football Stadium Redevelopment

Location	Project Value
Moore Park, NSW	\$500M
Client Name	Completion Date
John Holland	2022



## CPB- Campbelltown Hospital Redevelopment

Location	Project Value
Campbelltown, NSW	\$424M
Client Name	Completion Date
CPB Contractors	2023



## CPB- Nepean Hospital Redevelopment

Location	Project Value
Kingswood, NSW	\$379M
Client Name	Completion Date
CPB Contractors	Current





### 88 By JQZ St Leonard's

<b>Location</b>	<b>Project Value</b>
St Leonard's, NSW	\$1.3bn
<b>Client Name</b>	<b>Completion Date</b>
JQZ	2023



### Concord Oval Redevelopment

<b>Location</b>	<b>Project Value</b>
Concord, NSW	\$75M
<b>Client Name</b>	<b>Completion Date</b>
ADCO	2023



### Waterloo Integrated Station Development

<b>Location</b>	<b>Project Value</b>
Sydney, NSW	\$1bn
<b>Client Name</b>	<b>Completion Date</b>
John Holland	2024



### NSW Cricket Centre of Excellence

<b>Location</b>	<b>Project Value</b>
Silverwater, NSW	\$50M
<b>Client Name</b>	<b>Completion Date</b>
Buildcorp	2022



### Macquarie Exchange Precinct Project

<b>Location</b>	<b>Project Value</b>
North-West Sydney, NSW	\$90M
<b>Client Name</b>	<b>Completion Date</b>
Roberts Co	2024



Working with Vari Group, we have only ever received the most skilled Labourers and Traffic Controllers on our projects. We have total confidence in their abilities and dealing from ground crew to head office staff is always a pleasure. Vari Group's regard for the Health and Safety of their workforce is a testament to the values they hold high.



— Ahmet Temur  
A.W. Edwards Site Manager



# Analysis and Reporting

Let us help you meet your reporting requirements.

Vari Group has vast experience in working with Australia's largest builders and has the expertise, skills and systems to provide customers with detailed industry analysis and reporting statistics.

Such reports include:

- Job Costing Report - Breakdown Of Jobs By Geographic Area / Site Location / Project Manager
- Labour Hire – Breakdown Of CW1 To CW8 Rates
- Automated compliance audit assessment sent directly to clients by auditor (Contract Compliance Australia)

All reports are analysed by dollar and/or hours. Weekly / Monthly / Quarterly Reports to assist with budget. Monthly compliance reports sent to all clients including the following lodgements and payments:

- CBUS / Superannuation
- ACIRT
- UPLUS
- ATO – Business Activity Statements ICA
- APIC Report – Monthly

# Safety and Wellbeing

Vari Group is committed to health and safety on-site.

**A few key implementations to achieve goals:**

- Stringent Recruitment that verifies applicability of candidate with scrutiny of health, skills and experience
- Comprehensive Pre-Employment Induction
- Medical and drug screening on high-risk / government projects
- All relevant PPE issued to employees
- Adhering to any client-specific workforce safety requirements
- Verification of Competencies (VoC) are checked and Licenses / Tickets / Certificates maintained in HR Records
- Tool Box talks and Hazard identification are routinely conducted
- Traffic Plan & Signage Compliance Registers, Daily Vehicle Safety Inspections and Work Health & Safety Checklists

**Our safety philosophy is summarised in simple terms:**

**“Work Safe — Home Safe”**





# Aboriginal Participation

Vari Group understands that meeting the targets of Aboriginal Participation within Construction (APIC) is an important aspect to our clients, in addition to our contribution within the community.

Vari Group currently employs a number of indigenous workers, and we are willing to work with our clients to create any training or initiatives to improve your ability to contribute toward required APIC categories on NSW Government jobs sites where required.



At Vari Group – our current Aboriginal Participation rate is just above 8.26% - exceeding the industry standard.



Vari Group is dedicated to a fairer future and equal opportunity for all.

At Vari Group, our commitment to inclusion goes beyond minimum requirements. We are committed to creating a better future through our contribution to our people and the community.

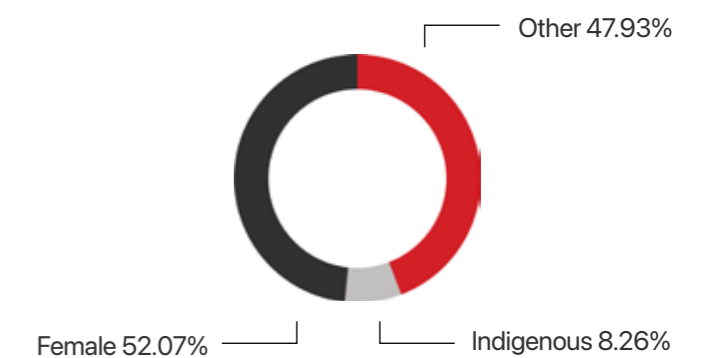
Membership of Supply Nation Reinforces our commitment to diversity both within our workforce and procurement processes.



### Initiatives include:

- Supply Nation Member
- Trainees and apprentices are engaged, mentored and placed on appropriate programs in coordination with client input
- Women are encouraged to promote and raise their profile in the company and contribute and share best practice. Vari Group is supportive of NAWIC
- Promotion of employment and training opportunities for Indigenous Australians.

### Vari Employees:







## Insurances

Vari Group is a professional and established company, holding a full suite of insurances.



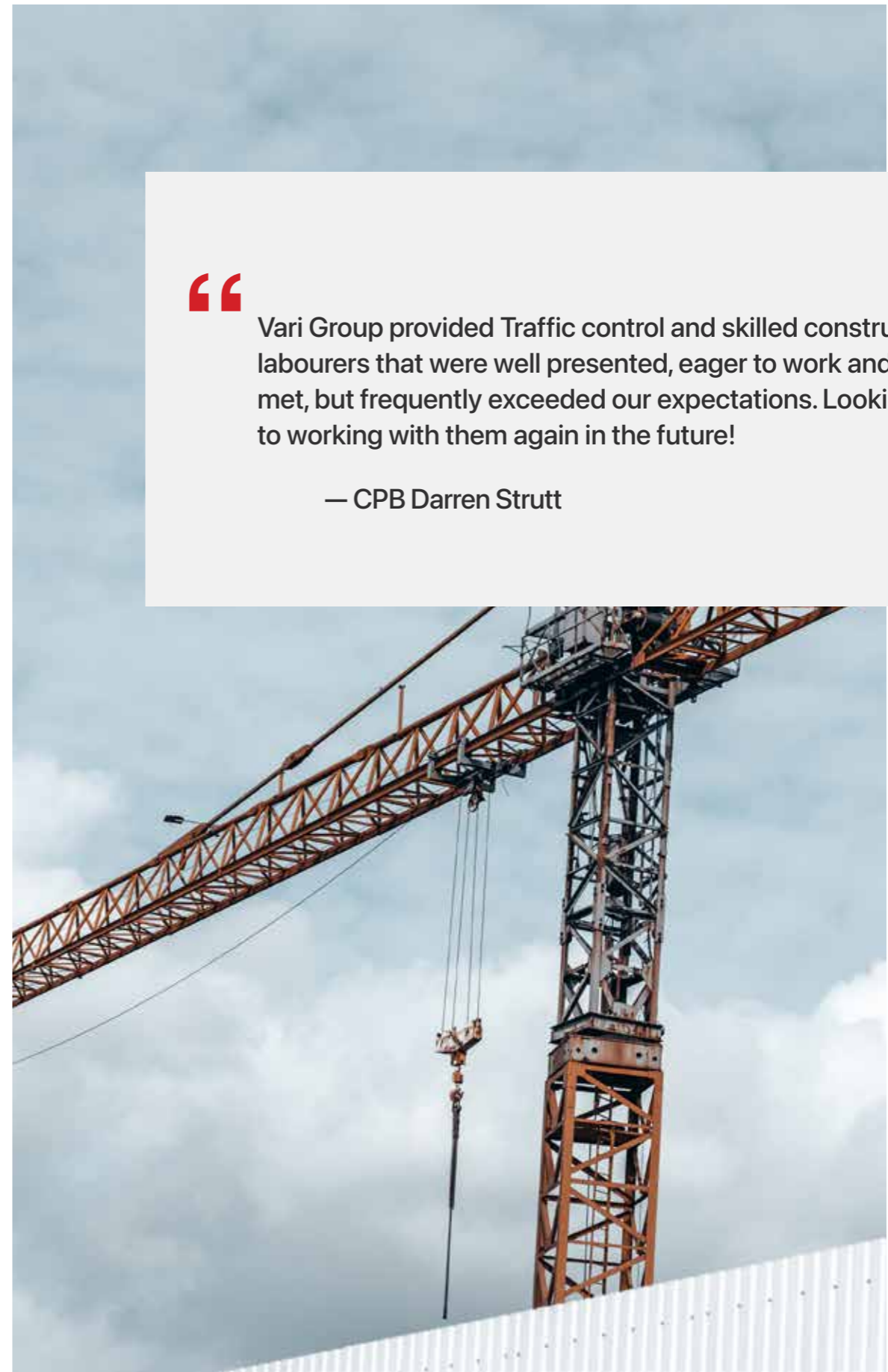
Public and products liability insurance for a minimum of \$20 million cover



Relevant state workers compensation insurance



Professional Indemnity



“

Vari Group provided Traffic control and skilled construction labourers that were well presented, eager to work and not only met, but frequently exceeded our expectations. Looking forward to working with them again in the future!

— CPB Darren Strutt

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