



CAPABILITY STATEMENT

North, your trusted building partner®

north 40
years
1986-2026

BUILDING WITH TRUST®

ABOUT US

Founded in 1986, North Construction & Building Pty Ltd (North) is a highly trusted regional builder operating across New South Wales and Queensland. With offices in Tuggerah, Newcastle, Dubbo, Orange and Tamworth (NSW), and most recently Brisbane (QLD), North delivers projects across the commercial, education, aged care, health, industrial, infrastructure, retail and hospitality sectors. Our delivery models include Early Contractor Involvement (ECI), Construct Only, Design and Construct, and Construction Management.

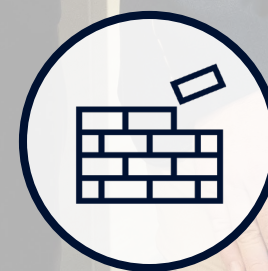
North operates a dedicated Specialist Projects Team delivering works valued up to \$3.5 million, supported by a Major Works division overseeing projects up to \$50 million, enabling us to scale our approach to suit project complexity and client requirements.

North is a 100% employee-owned company, with ownership shared among 22 shareholders who all work within the business. Our workforce is predominantly made up of long-term employees who understand our culture, values and expectations, and who are committed to delivering consistent outcomes for our clients. Our teams bring a practical, solutions-focused mindset to every project, drawing on proven systems, local knowledge and strong subcontractor relationships to deliver certainty from planning through to completion.

As a genuinely values-based organisation, **TRUST**, **RESPECT**, **RELATIONAL**, **FUN** and **EXCELLENCE** underpin our behaviour and culture. These values, combined with an unwavering commitment to our clients, partners, employees and communities, form the foundation of our business and our reputation as a trusted regional builder and employer.

Trust is fundamental to everything we do. This is demonstrated through open, honest and transparent relationships with clients; fair and respectful treatment of subcontractors, including timely payment; a supportive and approachable workplace that prioritises employee development; and meaningful contribution to the communities in which we operate.

We are proud to have fostered a culture that drives excellence while maintaining strong, respectful and enduring relationships with our clients, subcontractors and employees.



**700+ projects built
approaching \$2B
combined value**



**40 years of operation,
established in 1986**



30+ repeat clients

GOLD STAR iCIRT RATING

North has further cemented our reputation of being a trusted building partner by officially being listed, and re-certified, as a trustworthy builder under the independent Construction Industry Rating Tool, iCIRT.

The rating tool, created by Equifax in close consultation with the public and private sector, pulls together thousands of data points to understand the character, capability, capital, conduct and other vital aspects of building professionals and their projects.

North is proud to have been one of the very first commercial-focused construction companies to be given a rating and listed on the iCIRT register. Trust is the foundation of our business and has always differentiated us from most other builders. Undergoing this independent, rigorous review process and receiving this outcome confirms that we have a proven track record of quality and integrity, fundamentally bolstering our reputation of building with trust.

This improved transparency is part of the NSW Government's multi-pillar reform program to restore confidence in the building sector for consumers and the broader community.

The use of the iCIRT star-rating is subject to Equifax's terms, exclusions and/or disclaimers which are available at www.iCIRT.com. Please scan the QR code for further information on this particular iCIRT star-rating.



LAST RATED OCT 2025



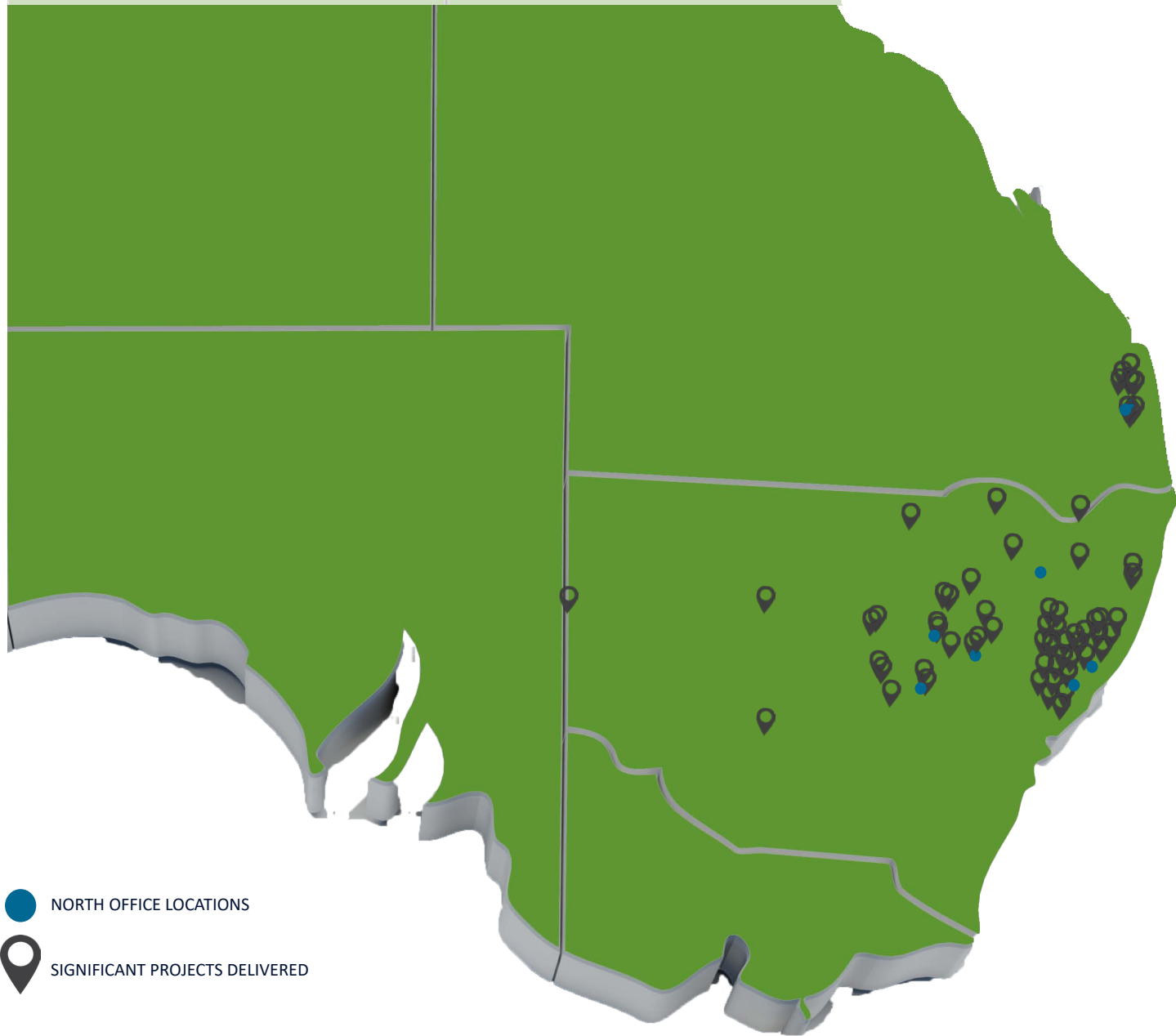
Throughout the ECI and during construction, North demonstrated their relational approach to contracting, attention to detail, quality and safety. From the initial meeting, North had presented an 'open book' approach to ECI, their transparency was apparent, and they certainly delivered on their promise of being a 'trusted building partner'.

– Adrian Arnaudon, Development Director
Allam Property Group
Monterey Community Clubhouse (Pictured)

YOUR TRUSTED REGIONAL BUILDING PARTNER

As a trusted building partner, North plays a significant role in the regional construction landscape. Our business has operated successfully on the Central Coast, NSW for more than 40 years and, over those years, has grown to work more broadly in the Hunter, Newcastle, Port Stephens, and Northern Sydney regions.

Since the expansion of our employee shareholding group in 2018, growth further afield into Western NSW, Northern NSW and Southeast QLD regions has been carefully considered and planned to a point where we are confident our reputation of trust and the same approach to business as our historical delivery areas, particularly with subcontractors, will be upheld and indeed successfully replicated.

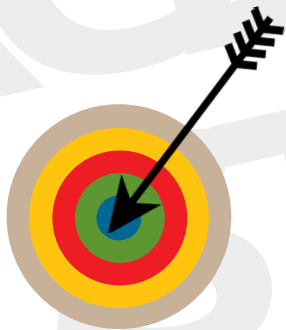


I would like to personally take this opportunity to thank each of you, and your teams, for your dedication, perseverance, good humour, and willingness to tackle the sometimes seemingly impossible challenges that were faced over the last 2 years to bring the aspiration to today's reality. In what has been the most difficult period in the construction industry for the last 50+ years, through Covid challenges, and weather events that defied all anticipation, you have not only delivered this important facility but have done so within the original budget, which is nothing short of extraordinary.

– Patrick Cooper, Diocesan Financial Administrator
Catholic Diocese of Bathurst
St Matthew's Catholic School, Mudgee – Secondary Campus (Pictured)

OUR VALUES

Having clients, subcontractors and employees all choose North.



OUR PURPOSE

In everything we do and say, we are building trust with our clients, subcontractors, employees and in our community.



WHAT WE DELIVER

Continual improvement. Quality projects with an emphasis on innovation, efficiency and practicality.

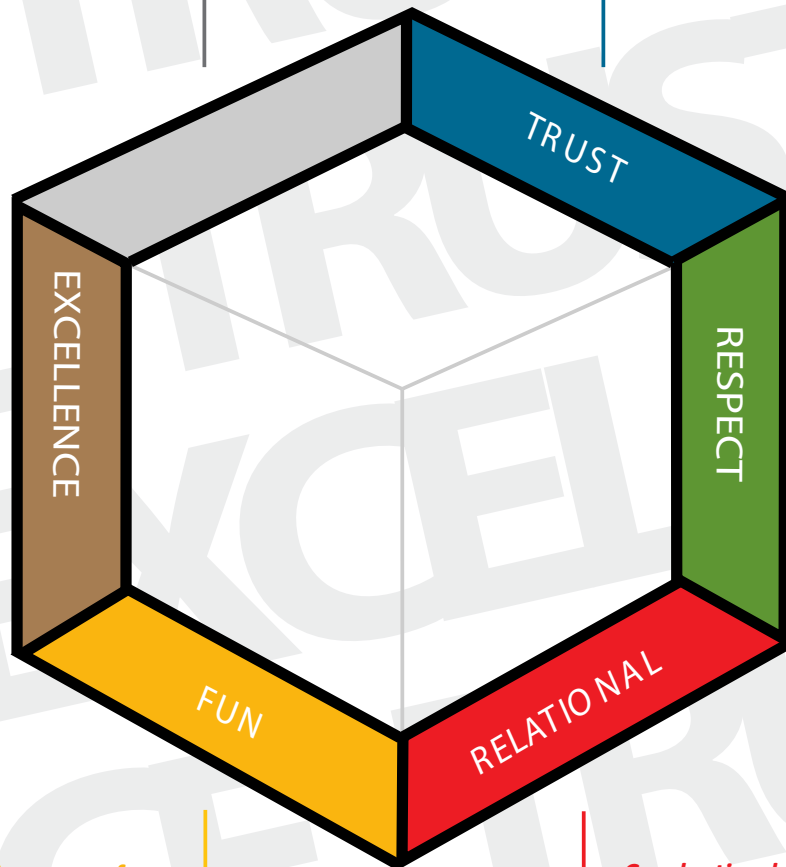
- Large Commercial Construction Business of the Year 2023
- Gold Star iCIRT rating
- #17 Best Workplaces 2020 by Great Place to Work Australia.
- Australian Employer of the Year 2018.
- MBA Awards winner since 2004, including Commercial Builder of the Year for 2011, 2016 & 2017.
- Hall of Fame Award at the 2020 University of Newcastle's Employability Excellence Awards.
- Most Valued Partner 2018 at University of Newcastle's Student Engagement Awards.



OUR WORK ENVIRONMENT

We care. Creating an enjoyable and safe work environment for all employee and subcontractors.

- Employee assistance program.
- Corporate social events.
- Employee workshops and annual conference.
- Federal safety accreditation (OFSC).
- Comprehensive safety systems and platforms on and off-site.



A reputation of trust, through honesty, integrity, fairness and an ethical approach.

- Paying subcontractors and suppliers on the same day every month, guaranteed.
- Subcontractor and community engagement.
- Long standing relationships with subcontractors, clients and consultants.
- Transparency in our business approach.



OUR REPUTATION

Fair, polite and courteous. Committed to personal and professional growth.

- Company-wide mentoring program.
- Work flexibility and employee benefits program.
- Mental health first aid training.
- Work Integrated Learning (WIL), vocational education training.
- Partners with community/education institutions.



WHO WE ARE

Conducting business relationally. We are approachable and understanding.

- Individual personality assessments for team alignment.
- Community/charity support and volunteering.
- Internal values aligned reward and recognition platform.
- 100% employee-owned ensures 'skin in the game'.
- Being a trusted employer and building partner to subcontractors and clients.



HOW WE DO BUSINESS

COMMERCIAL CONSTRUCTION EXPERTS

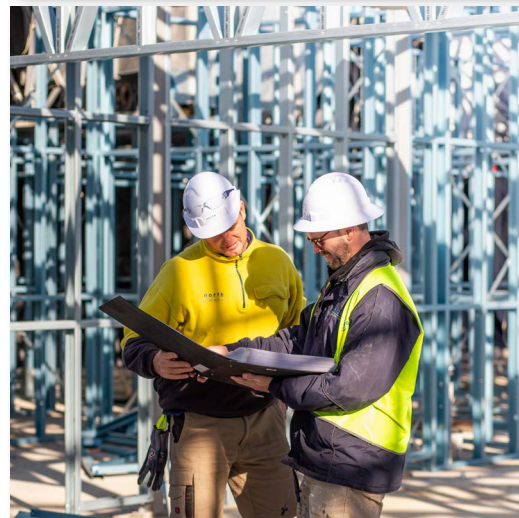


BUILDING WITH TRUST

North's Early Contractor Involvement (ECI) begins at the earliest stages of design development where we can provide advice and help to get the project program, methodology and budget where it needs to be.

Our ECI process is based on mutual trust between us and our clients. North's ECI approach is 100% transparent where we fully disclose all preliminaries, subcontractor prices, our overheads and our margins. All completely open book.

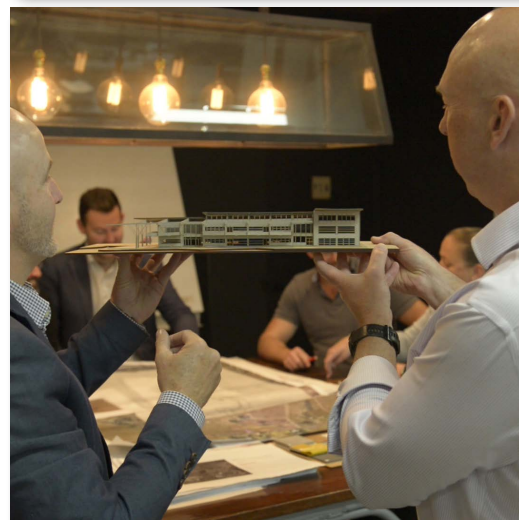
We believe trusted procurement partnerships should really be called *"Building with Trust"*. Our highly skilled ECI team works collaboratively across your project group providing guidance, cost saving recommendations, design alternatives, value engineering and buildability resolutions as needed. We pride ourselves on being your trusted advisor from the very beginning.



CONSTRUCTION MANAGEMENT

Construction management offered by North is an open and transparent approach to contracting. This provides our clients with flexibility with design management and strict budget control. As with all areas of our business, we strive to build trust through our practices. As such, we provide construction management on a fixed fee basis, removing client fears around incentives for increased scope.

The transparency we promote and model is upheld by a strong company culture which sees remarkable consistency across all of our projects.



DESIGN AND CONSTRUCT

The design and construction delivery method at North is tried and true. Our fully integrated team will develop and deliver an optimum plan with the most cost effective, sustainable and energy efficient design options to meet your needs. Our model allows you to deal with one entity throughout the life of the project from inception to delivery. By trusting our ability to integrate both our design expertise and building prowess you can be reassured of knowing project costs and time frames at an early stage.

We're proud to be the one entity that carries a project from concept to completion and work hard to exceed expectations.



VALUE ENGINEERING AND INNOVATION

North's value engineering and innovation services are becoming an ever more important service in these challenging times. We understand the budgetary impediments our client's face in getting their project out of the ground and our highly skilled team can compile a list of possible saving options during the tendering and open-book pricing process for consideration. Our proposed options are subject to a full analysis, detailing cost saving, life cycle and maintenance obligations before being finalised.

Our collaborative process has delivered significant savings, and in many cases, made the difference between projects proceeding or having to go back to an expensive redesign and approval process.



TRADITIONAL TENDERING AND COST PLANNING

We use this traditional procurement method when a client has developed a detailed design and documentation package with their consultant team. Our experienced team of quantity surveyors and estimators then use this to prepare a high-quality lump sum hard dollar tender, something they consistently do as part of their day-to-day pre-construction activities.

Our cost planning services provide an accurate analysis of overall project that is in line with client's objectives and budget constraints. North maintains an extensive database from completed projects and has an experienced cost planning team ready to assist in feasibility studies and business case development.



SPECIALIST PROJECTS

With a dedicated Specialist Projects Manager, this division of North specialises in new builds, extensions, refurbishments, rectification works and service upgrade projects up to \$3 million across commercial, hospitality, retail, education, health and aged care sectors.

North has a specialist projects team in each of our regional locations with full access to our in-house pre-construction and design and construct teams. These services include: cost planning, early contractor involvement (ECI), design and construct and construction management. This division has the added advantage of providing career progression for our emerging project and site managers.

BUILDING EXCELLENCE

Testament to the consistency of quality produced by North is the many awards and industry acknowledgements received throughout our long history.

Most recently, North was named Commercial Builder of the Year at the 2025 Western Regions Excellence in Building Awards; Large Commercial Builder of the Year at the 2024 Master Builders Association of New South Wales Newcastle Excellence in Building Awards; along with Large Commercial Construction Business of the Year in the Annual Turnover over \$50m category at the 2023 National Business Excellence Awards, hosted by Master Builders Australia.

This recognition is testament to our long-term focus on the continual improvement of our operations, customer service, and personal and professional development of our employees; fostering a positive culture within our business, and corporate social responsibility within the building and construction industry.

Furthermore, North has been awarded many Master Builders Association NSW Awards won at both the Newcastle Region and Western Region Excellence in Building Awards over the years, along with various awards at the Australian Institute of Building.

Our commitment to excellence does not stop at our projects. North has a demonstrated a long-term focus on the training and development of our employees, which has resulted in North, and our employees, being recognised with many training awards over the years. Under the supervision of our Apprentice Manager, multiple North apprentices have been finalists in these regional MBA Awards, with eleven going on to win Commercial Apprentice of the Year.

North was also proud to receive the Commercial SafeWork Excellence in Work Health and Safety Award on two separate occasions—the 2022 Newcastle Master Builders Association Excellence in Building Awards, and the 2023 Western Region Master Builders Association Excellence in Building Awards.



“Receiving this coveted award was an awesome and proud moment for our business. I want to give a massive thanks to the entire North team for their collective and relentless pursuit of continual improvement. This result is a culmination of the long-held recognition and focus within the business that personal and professional growth in our staff is what grows our business. Beyond such focus of training and developing our workforce, this growth also enables us to maintain an amazingly strong, positive culture and one which fundamentally underpins Building with Trust.

— Matthew Cook, Executive Director
North Construction & Building Pty Ltd

MANAGEMENT SYSTEMS

All of North’s management systems are integrated and independently audited to ensure compliance with relevant Government Guidelines and industry best practice. Our Integrated Management System (IMS) brings together safety, quality and environmental management into a single, coordinated framework that is embedded across all levels of the business and applied consistently on every project.

North maintains third-party certified AS/ISO accreditations for Occupational Health and Safety, Quality and Environmental Management Systems, providing assurance that our policies, procedures and controls are robust, current and effective. In addition, our safety systems are accredited by the Office of the Federal Safety Commissioner, demonstrating our capability to deliver works in high-risk environments and on federally funded projects.

The IMS supports effective risk management, continuous improvement and clear accountability, enabling North to proactively identify hazards, manage environmental impacts, and deliver quality outcomes for our clients. Our systems are regularly reviewed, audited and updated to reflect legislative changes, operational learnings and evolving industry expectations.

Reflecting the strength and maturity of our management systems, North is qualified to supply services under the NSW Government’s Contractor Prequalification Scheme for General Construction Works up to \$46 million, and the Queensland Government’s Prequalification (PQC) System up to \$44 million.



“Safety is an integral part of our team’s culture and it is heavily integrated into our business. Our corporate values and safety-focus form the foundation of all we do, and are formalised in our Integrated Management System (IMS). Our values-based culture and systems provide a powerful framework to lead from within and ensure that all employees, no matter their position, have full access to a variety of tools and training in safe workplace practices. North’s safety measures are not only focused on direct employees, but subcontractors and all onsite visitors through a range of initiatives. North has proudly been recognised through out accreditations and various industry awards for our safety culture, processes, and systems.

– John Melvin, Chief Executive Officer | WHSEQ Company Representative
North Construction & Building Pty Ltd

EXPERIENCE DELIVERING QUALITY OUTCOMES



EDUCATION

- ✓ Schools
- ✓ Laboratories
- ✓ Multi-purpose Halls
- ✓ Universities
- ✓ Trade Training Centres
- ✓ TAFEs
- ✓ Early Learning Centres



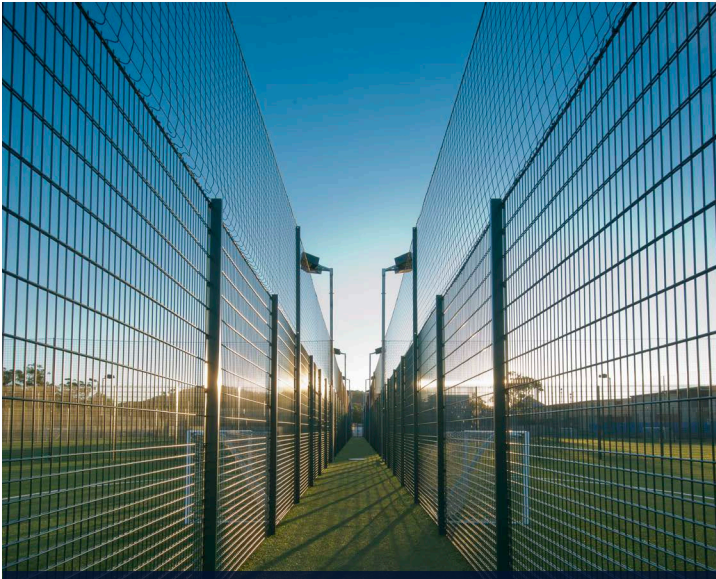
AGED CARE, SENIORS LIVING AND HOUSING

- ✓ Independent Living Units
- ✓ Affordable Housing
- ✓ Refurbishments
- ✓ Residential Aged Care Facilities
- ✓ Villages
- ✓ Residential



HEALTH SERVICES

- ✓ Hospitals
- ✓ Ambulance Stations
- ✓ Health Centres
- ✓ Medical Centres
- ✓ Gymnasiums
- ✓ Wellness Facilities
- ✓ Clinics



SPORTS, RECREATION AND COMMUNITY

- ✓ Sports grounds
- ✓ Grandstands
- ✓ Community Centres
- ✓ Clubs
- ✓ Performing Arts
- ✓ Places of Worship
- ✓ Theatres



COMMERCIAL AND RETAIL

- ✓ Office Complexes
- ✓ Car Dealerships
- ✓ Warehouses
- ✓ Shopping Centres
- ✓ Retail Fitouts
- ✓ Commercial Fitouts



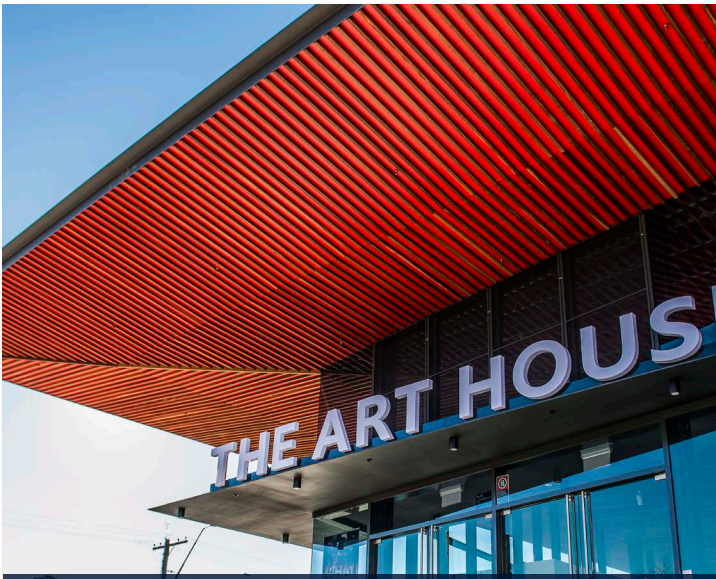
HOSPITALITY AND TOURISM

- ✓ Licensed Clubs
- ✓ Cellar Doors
- ✓ Galleries and Museums
- ✓ Accommodation Facilities
- ✓ Visitor Centres
- ✓ Tourist Attractions



INFRASTRUCTURE AND INDUSTRIAL

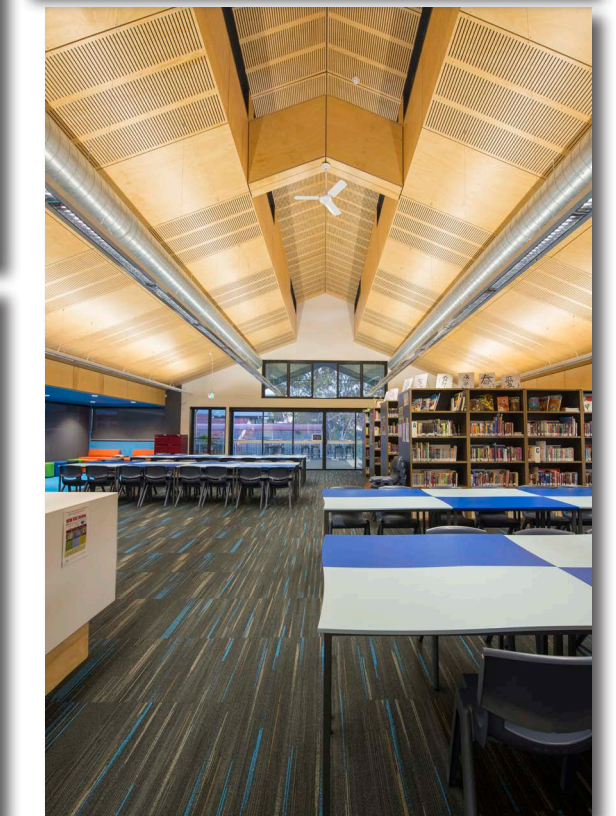
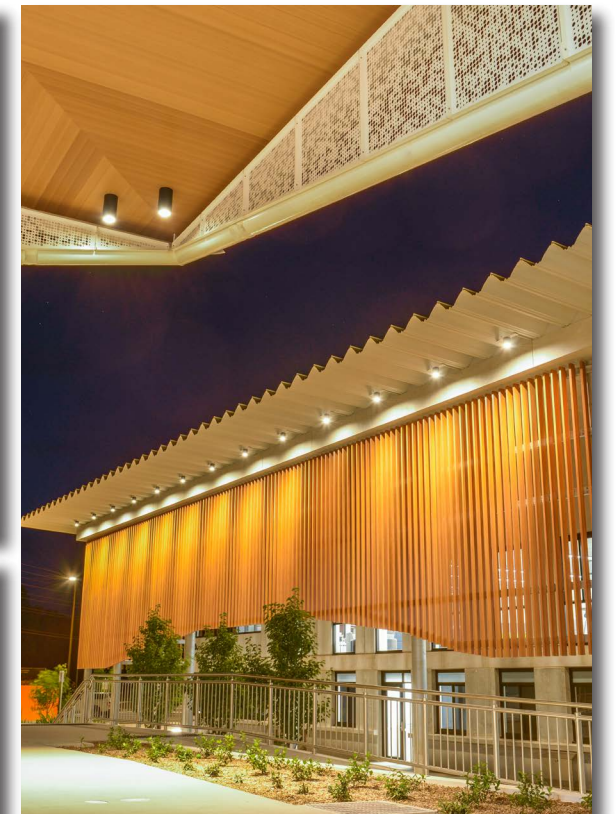
- ✓ Car Parks
- ✓ Amenities
- ✓ Civil Infrastructure
- ✓ Light Rail
- ✓ Fire Stations
- ✓ Power Infrastructure and Substations



HERITAGE

- ✓ Education Facilities
- ✓ Community Centres
- ✓ Public Spaces
- ✓ Rail Stations
- ✓ Performing Arts Centres
- ✓ Cellar Doors

EDUCATION: 150+ PROJECTS DELIVERED



Top: St Mary's Catholic College, Gateshead
Bottom: Tertiary Education Centre, Muswellbrook

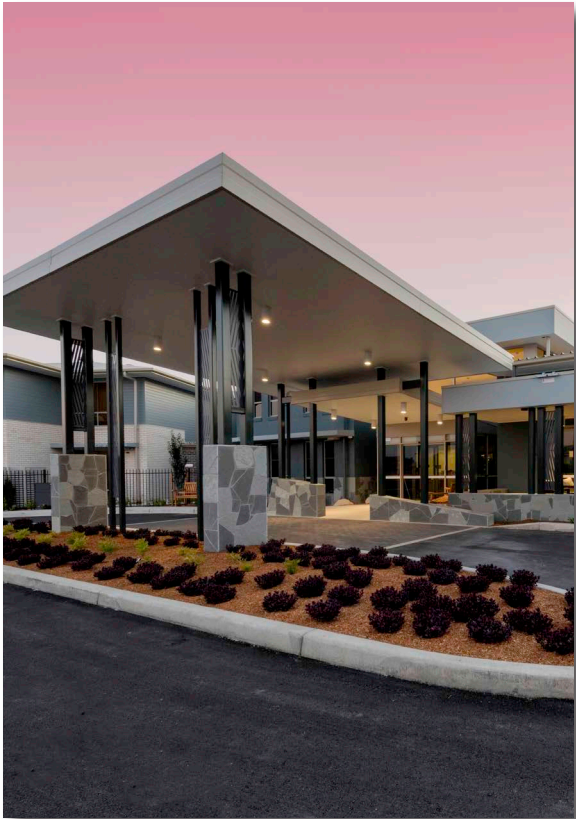
Top: Macquarie College Senior School Building
Middle: St Philomena's Catholic School, Moree
Bottom: Rutherford Public School

Top: Central Coast Grammar School Information Resource Centre
Bottom: ET Australia Secondary College

Top: ASPECT Central Coast Primary and Secondary School
Middle: St Aloysius Primary School, Chisholm
Bottom: St Matthew's Catholic School, Mudgee – Secondary Campus

Top: Catherine McAuley Catholic College, Medowie – Stages 1, 2, 3, 4, 5A & 5B (stage 1 featured above)
Bottom: St Joseph's High School, Aberdeen

AGED CARE, SENIORS LIVING AND HOUSING: 80+ PROJECTS DELIVERED



Top: Opal Aged Care, Rutherford
Bottom: BlueWave Living – Stage 2.5

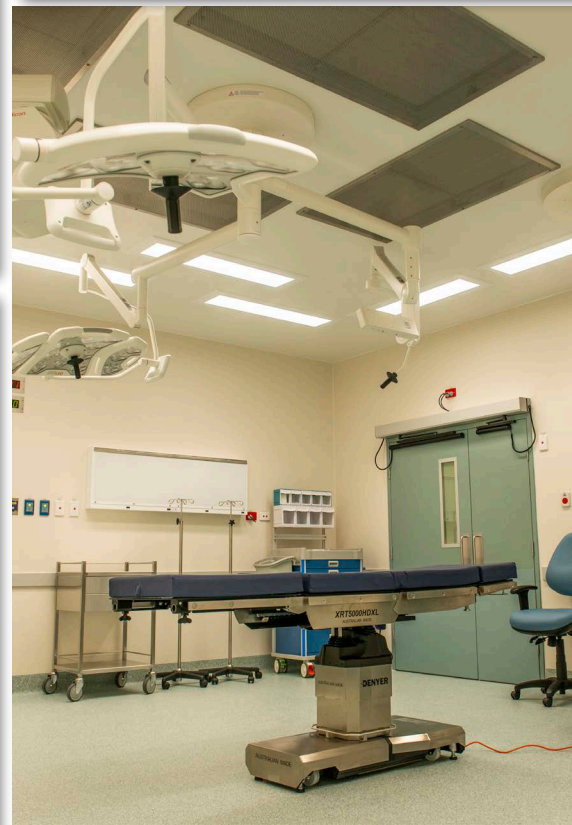
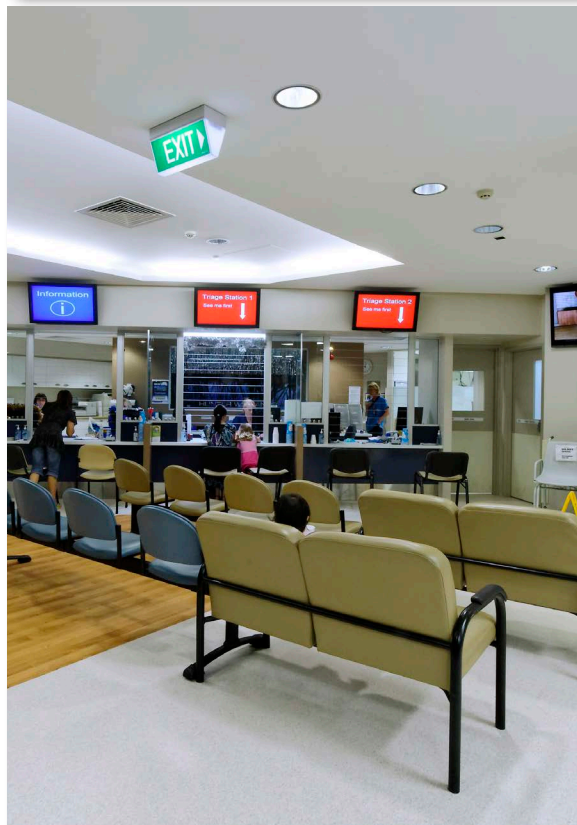
Top: Ingénia Fullerton Cove Clubhouse
Middle: Avondale Retirement Village
Bottom: Opal Specialist Aged Care, Hillside

Top: Uniting Starrett Lodge
Bottom: Sunrise Lifestyle Resort

Top: Monterey Community Clubhouse
Middle: Regis Aged Care, Elernmore Vale
Bottom: BlueWave Living – Stage 1

Top: Hamlyn Terrace Special Needs Health Facility
Bottom: Scenic Lodge, Merewether

HEALTH SERVICES: 50+ PROJECTS DELIVERED



Top: Newcastle Eye Hospital and Clarity Radiology
Bottom: John Hunter Hospital Emergency Department

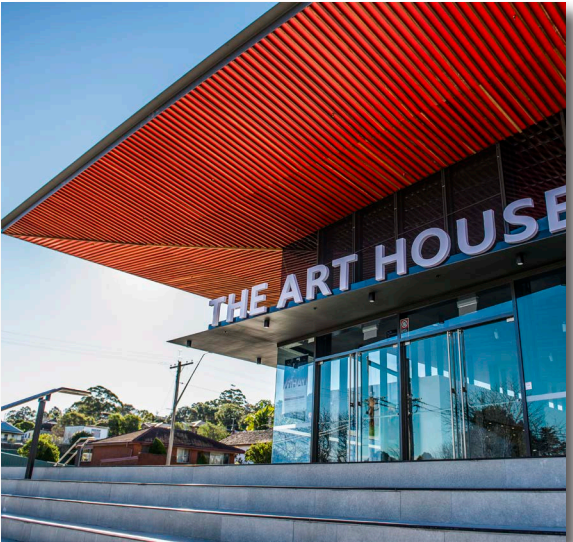
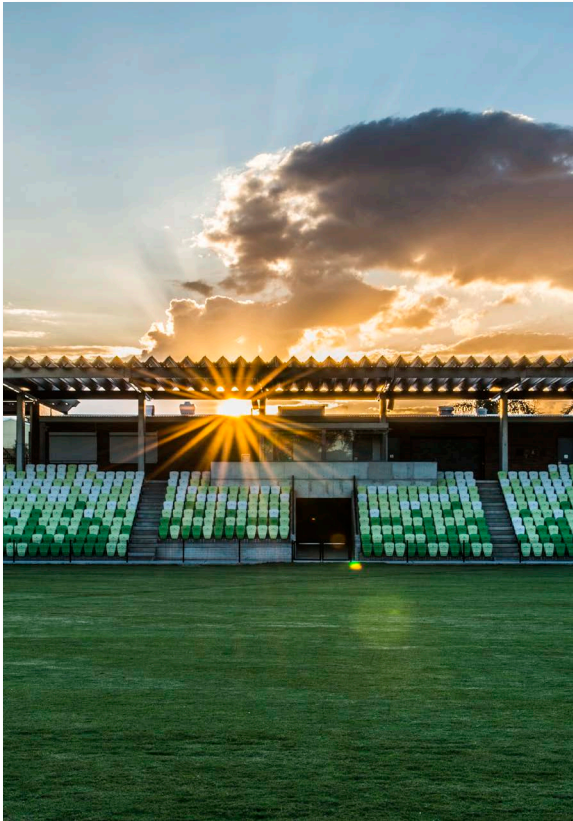
Top: RAIR Hamlyn Terrace
Middle: Charlestown Mental Health Facility
Bottom: Western NSW Local Health District Palliative Care Trundle

Top: RAIR Birmingham Gardens
Bottom: John Hunter Paediatric Oncology Day Unit

Top: RAIR Toukley
Middle: John Hunter Hospital ARCH Project
Bottom: John Hunter Hospital Skills and Simulation Centre

Top: Newcastle Private Hospital
Bottom: Belmont Hospital Upgrade – Stages 2-5

SPORTS, RECREATION AND COMMUNITY: 70+ PROJECTS DELIVERED



Top: Maitland No. 1 Sports ground
Bottom: Mariners Aquatic Centre

Top: Tuggerah Regional Sporting and Recreation Complex
Middle: No. 2 Sports ground Newcastle
Bottom: Mudgee Training Camp Facility

Top: Gosford Regional Library
Bottom: Ingenia Fullerton Cove Clubhouse

Top: The Art House, Wyong
Middle: Cessnock Community Performing Arts Centre
Bottom: Port Stephens Koala Sanctuary

Top: Avoca Beach Bowling Club Upgrade
Bottom: Line of Lode Refurbishment

COMMERCIAL AND RETAIL: 50+ PROJECTS DELIVERED



Top: Gosford Regional Library
Bottom: The Mutual Bank Head Office

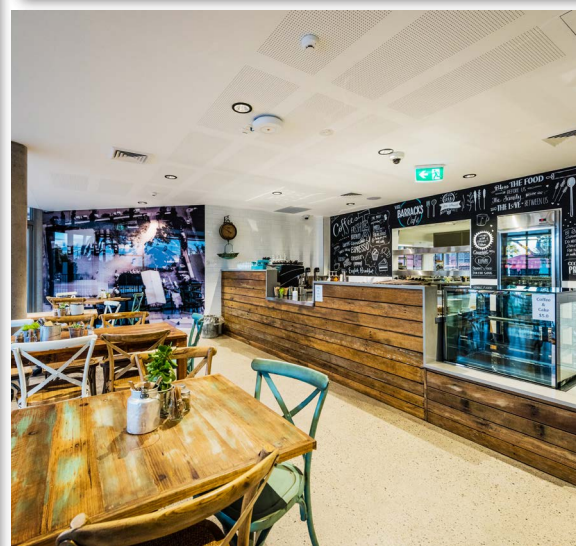
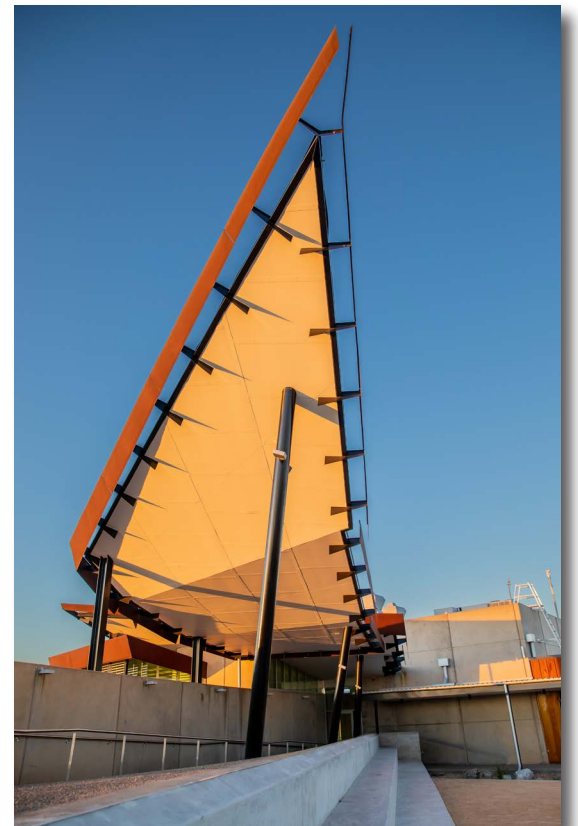
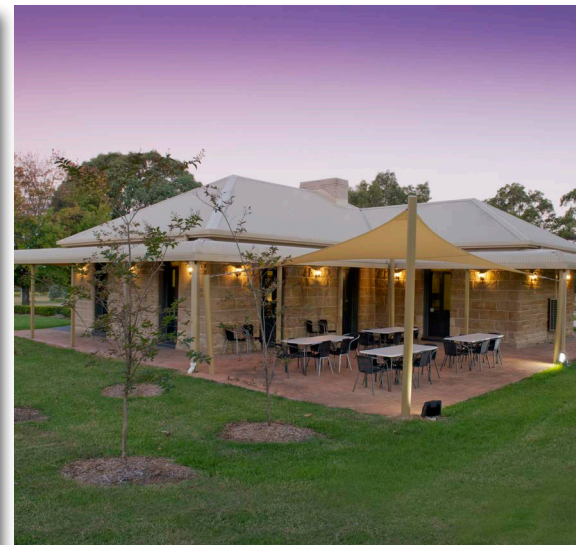
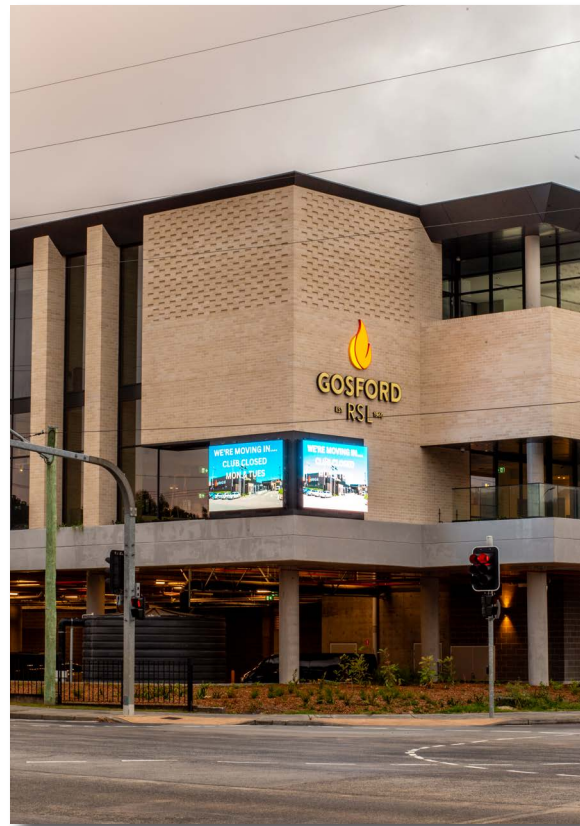
Top: Kincumber Shopping Centre Upgrade
Middle: Newcastle Light Rail Depot and Stops
Bottom: Dubbo Courthouse Extension

Top: Gosford RSL Redevelopment
Bottom: Mariners Centre of Excellence

Top: Pokolbin Estate Vineyard
Middle: Port Macquarie Courthouse
Bottom: Bunnings Dubbo

Top: Parry Street Commercial Building, Newcastle West
Bottom: Volkswagen Showroom and Service Centre

HOSPITALITY AND TOURISM: 20+ PROJECTS DELIVERED



Top: Gosford RSL Redevelopment
Bottom: The ARY Toukley

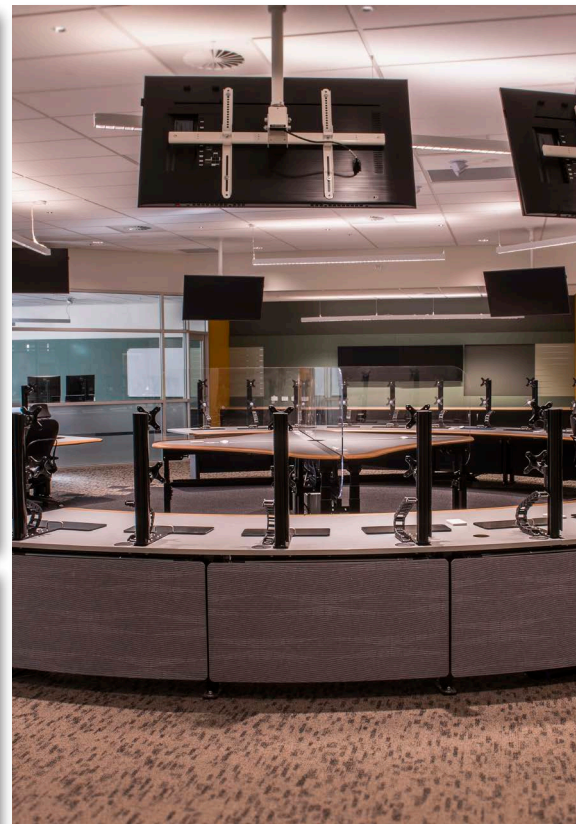
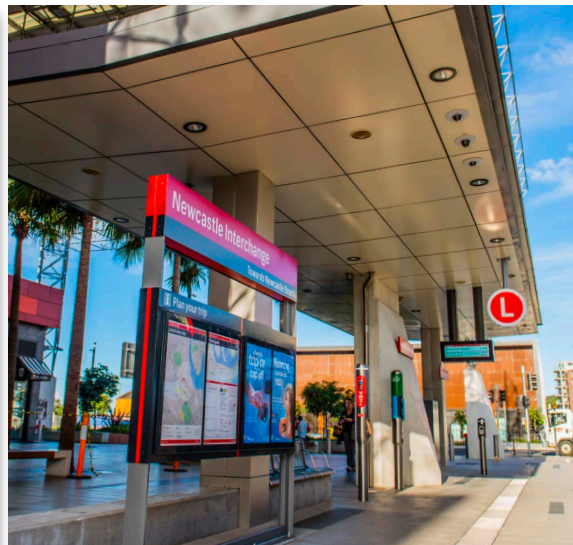
Top: The Art House, Wyong
Middle: Mariners Soccer 5s Cafe and Bar
Bottom: St Philip's Christian College, Waratah – Trade Skills Centre

Top: Merewether Surf House
Bottom: Avoca Beach Bowling Club Extension

Top: Pokolbin Estate Vineyard
Middle: Mangrove Creek Dam Visitor Space
Bottom: Hunter Valley Grammar School Cafe and Music Rooms

Top: Line of Lode Refurbishment
Bottom: Wamberal Surf Lifesaving Club Refurbishment

INFRASTRUCTURE AND INDUSTRIAL: 50+ PROJECTS DELIVERED



Top: Newcastle Light Rail Depot and Stops
Bottom: Regional Rail – Gunnedah, Moree and Narrabri

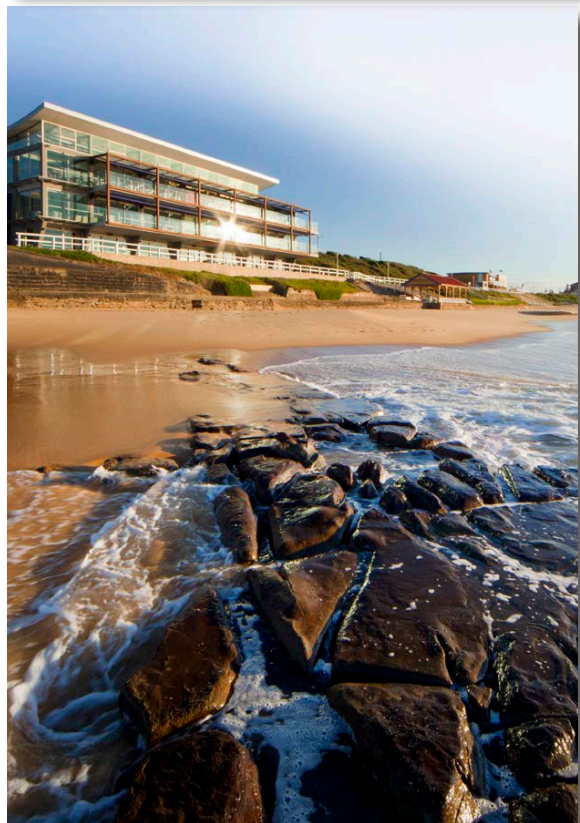
Top: Baiada Poultry Freezer Facility, Beresfield (Current Construction)
Middle: Dora Creek Wastewater Treatment Works
Bottom: Newcastle Light Rail Depot and Stops

Top: Ausgrid Charlestown
Bottom: Museum Park Heritage Redevelopment

Top: Newcastle Light Rail Depot and Stops
Middle: Zinfra Gosford South Substation
Bottom: Summerhill Waste Management Centre

Top: Bayswater Power Station
Bottom: Bunnings Dubbo

HERITAGE: 15+ PROJECTS DELIVERED



Top: Pokolbin Estate Vineyard
Bottom: Merewether Surf House

Top: St Philip's Christian College, Waratah – Junior School and Daycare
Middle: Rathmines Theatre Refurbishment
Bottom: Regional Rail – Gunnedah, Moree and Narrabri

Top: Dubbo Courthouse Extension
Bottom: Museum Park Heritage Redevelopment

Top: Dubbo Regional Rail
Middle: Cessnock Community Performing Arts Centre
Bottom: Museum Park Heritage Redevelopment

Top: Tertiary Education Centre, Muswellbrook
Bottom: Cessnock Community Performing Arts Centre

OUR CLIENTS





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