



09*10

Annual
Review

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Important notice

This Annual Review for the 2009-10 financial year contains general summary information concerning the BMD Group (BMD), including its activities, performance and values. This Review is neither comprehensive nor intended to be advisory in any way. While BMD has taken reasonable care in preparing this Review, it does not warrant the accuracy or completeness of information in this Review. Recipients must not rely on, act on or refrain from acting on the basis of this Review. BMD is not responsible in any way for any cost, loss, damage or other liability of any nature whatsoever suffered, directly or indirectly, by any person arising from anything contained in or omitted from this Review.

a clear vision for the future



chairman's message

In a year in which the Australian economy demonstrated its resilience in the face of continued global uncertainty, we brought a sharpened focus to the core elements of our business and have delivered a solid result over the period. Just as importantly, this focus on our core business has further strengthened the foundations of BMD enabling us to look to the future confidently and with optimism.



As always, the relationships that we hold and have continued to develop with people and organisations throughout the industry have made a great contribution to our success and enabled us to differentiate ourselves in an increasingly competitive market.

Our staff deliver this value for our clients with dedication and commitment and have worked tirelessly in this regard over the last twelve months. Each year, on the 2nd of July, the anniversary of the company's establishment, we recognise the loyalty and contribution of our long serving staff as they are inducted into our 20 Year Club. As our Club numbers grow, we celebrate and reaffirm our commitment to the traditions and values of the company.

The outstanding commitment of our staff has once again delivered exceptional results as evidenced by the early completion of the \$870m SAFElink Alliance achieved in cooperation with our partners, our client and the community. Our involvement in this highly successful project, has provided our staff with valuable major project experience. It has continued to elevate BMD within the Australian construction

**a. SAFElink Alliance
Ipswich Motorway
Upgrade**

Ipswich, Queensland,
Department of Main Roads

**b. 20 Year Club
Celebrations**

Mick Power & John Evans

**c. Springfield Town Centre
Parklands**

Springfield, Brisbane,
Springfield Land Corporation
& Ipswich City Council



industry and confirmed our capacity and capability to punch above our weight in the delivery of major infrastructure for the Australian community.

With our alliance partners, we were very proud to acknowledge the accolades and industry awards afforded to the Tully Alliance by a wide range of industry bodies, as recognition of what was a genuine display of excellence in partnership, planning and execution.

Especially pleasing has been the continued strong performance of our construction teams in striving to provide and maintain an incident and injury free workplace. Our commitment to safety is unequivocal and we do whatever is required to demonstrate this. The excellent safety performance of our teams on complex projects, such as the Dalrymple Bay Coal Terminal 7X Expansion which achieved zero lost time injuries, exemplifies the performance we strive to deliver across all our workplaces.

We have reached numerous milestones across all our businesses and some are worthy of particular mention:

- › Strong market acceptance of our Ascot Chase joint venture development project in Melbourne with house/land

package prices topping \$1.3m;

- › Completion of the highly successful \$28m Tarong Energy Ash Disposal Pipeline which was our first multidisciplinary industrial project in Queensland and our first for Tarong Energy;
- › Delivery of two marine projects - the \$15m Christies Beach Wastewater Treatment Plant Ocean Outfall in South Australia, and the \$28m Mayfield Wharf Refurbishment for Newcastle Port Corporation;
- › Participation with partners in our first rail alliance project - the \$270m Sunbury Electrification Alliance in Melbourne;
- › BMD Consulting with our partners was awarded the contract for the development and documentation of the 5000 hectare Ebenezer Regional Industrial Area Structure Plan for the Department of Infrastructure & Planning and Ipswich City Council; and
- › Excellent progress on the construction of the Springfield Town Centre Parklands by JMac Constructions which has positioned JMac as a premier constructor of high quality urban space.

I also acknowledge the work of our Corporate Finance team in establishing new facilities with NAB and the ongoing support

of Suncorp. We appreciate the relationships established with both banks and are confident we will again demonstrate our ability to achieve outcomes of significant mutual value over the long term.

During the year we embarked on an organisational review as part of our focus on the fundamentals of our business. We have made good progress through this review, and have implemented new financial and management accounting systems that will support our continued growth for many years to come.

The foundations of our business are strong, our people are among the best in their fields of endeavour and our vision is clear. We can be nothing but optimistic about the future and look forward to the ongoing and new relationships which will enable us all to realise sustained prosperity in the years ahead.



We are continually grateful for the relationships that add so much to our business, and reaffirm our intent to be a first choice partner through the sustained delivery of exceptional value.

Mick Power, AM
Group Board Chairman and Managing Director

Mick Power, AM
Group Board Chairman and Managing Director

companies & structure

BMD operates with an integrated and flexible business model that enables the provision of specialist services across a wide range of industry sectors for both private and public clients.



BMD Constructions offers civil and industrial construction services for major infrastructure and development projects throughout Australia. Expertise, experience and resources are applied across industry sectors including urban development, transport, water, resources and energy. BMD Constructions strives to be deliberately different in its approach to business with every project being regarded as an opportunity to build long term relationships of mutual benefit.



BMD Consulting provides civil, structural and geotechnical engineering design and project management services for residential, commercial and industrial developments and infrastructure projects. Key services include planning and feasibility studies, road infrastructure design, flood studies, land development and services design, water quality and stormwater management, structural engineering and shoring and foundation design.



Urbex is an innovator in residential and commercial development, undertaking wholly owned projects and joint ventures in developments of varying scale and size. Harnessing leading talent in project structuring, planning, management, delivery and marketing, Urbex delivers excellence in the creation of new communities to meet the lifestyle needs of Australians today and into the future.



JMac Constructions specialises in all aspects of landscape construction including residential, commercial, industrial, public infrastructure, environmental rehabilitation and long term care and maintenance. From street scapes, boardwalks, public structures, stone entry statements, playgrounds and parklands, JMac has the ability to successfully construct and create unique landscapes of all shapes and forms.



a national presence

BMD has grown to become one of Australia's largest privately owned construction, consulting and urban development organisations.

The success of our business since its inception in 1979, has been realised through a relationship based approach that is fundamental to our business philosophy.

Today, approximately 1,200 BMD staff are working throughout Australia, employing the values on which the organisation was founded to deliver outcomes of the greatest mutual benefit for ourselves and those with whom we work.

Emerging stronger

BMD was established with a set of values that are still apparent throughout the business today - family, empowering, determined, collaborative and striving to do better. Our values are lived by the many long serving members of our staff who pass them on to new employees through the way they go about their work on a daily basis. These values are the essence of our brand and will be the foundation of our future success.

Family

We are proud of our family company heritage. This heritage means we value each individual, we respect and encourage diversity and we create and promote a sense of belonging.

Empowering

We empower our people to develop the self-belief that will enable them to realise their potential. The resulting flexibility, initiative and responsiveness sustain our business growth and success.

Determined

We persist despite the obstacles. We celebrate effort as well as achievement and we are tenacious in our pursuit of the objective.

Collaborative

We work as a team in the belief that collaborative achievement results in creative relationships of long term mutual benefit. Our no-blame culture focuses on finding what works best, sharing success and enjoying the experience.

Striving to do better

We aspire to be the best at what we do through fresh thinking, hard work, continual learning and a shared sense of purpose. We take great pride in our achievements.

chairman & the board



With their diverse experience and strong leadership, the members of the BMD Group Board provide the direction required to deliver the continued growth and prosperity of the organisation.

Mick Power, AM

HonFIEAust, FAICD, FAIM

Group Board Chairman and Managing Director

South Bank Corporation Board Member, Greg Norman Golf Foundation Board Member, The Mater Children's Hospital Research Appeal & Leadership Gifts Board Member, Queensland Surf Lifesaving Foundation Board Member, Northcliffe Foundation Board Member, Brisbane Lions Football Club Board Member, Honorary Ambassador City of Brisbane.

Founder of the BMD Group of companies, Mick Power, AM, has guided the organisation's consistent growth and profitability since its inception in 1979.

Ken Bird

CPA, Registered Tax Agent, Registered Auditor, FTIAust, Diploma with Order of Merit Company Directors Course, FAICD

Deputy Chairman and Non-Executive Director

Working with BMD since inception, Ken was responsible for BMD's corporate taxation and financial management requirements. Ken has played a pivotal role in providing a solid financial structure for BMD that has seen it grow from a small local organisation to a national entity. Ken retired in June 2008, maintaining his role as Non-Executive Director. In July 2009 Ken was appointed as the Chairman of the Finance and Headquarters Committee of Lions Club International Board, becoming the first Australian to chair the International Committee.



Andy Marcos

Group Executive Director Administration and Human Resources

Joining BMD in 1984, Andy played a pivotal role in establishing the administration systems required to support the Group in its early years. As Executive Director, he plays an active role across all Group companies and is ultimately responsible for all administration activities, human resources and industrial relations matters.

Scott Power

B.Eng (Civil) (Hons); MIEAust; MBA (SF'07)

Group Executive Director Operations

Since joining BMD as a graduate civil engineer in 1995, Scott has worked in each company within the Group. In his current role, Scott has a national responsibility for Group Purchasing, Business Systems, Marketing, Business Development and JMac Constructions.

Russell Thomson

Group Executive Director Property Investments and CEO Urbex

As CEO of Urbex, a wholly owned subsidiary of BMD, Russell guides the organisation's major development interests and activities across Australia. Prior to joining BMD, Russell was Managing Director of Urban Pacific (a wholly owned subsidiary of Macquarie Bank) from 1996 to 2002.

financial performance

Growing asset base

Our solid financial results were achieved with increased efficiencies across the Group, offsetting a reduction in turnover of 6%, resulting from delays in commencement of planned construction projects and the impact of wet weather. Comprising a range of property and development investments across Australia, total assets grew by 14% during the 2009/10 financial year, reaching a total value of \$535m.

While infrastructure work in Queensland continued to make a significant contribution to the Group result through our involvement in the SAFElink and Logan Alliances, the continued growth in NSW, the ACT, Northern Territory and Victoria is reflected in significant financial contributions from these regions. Our South Australian

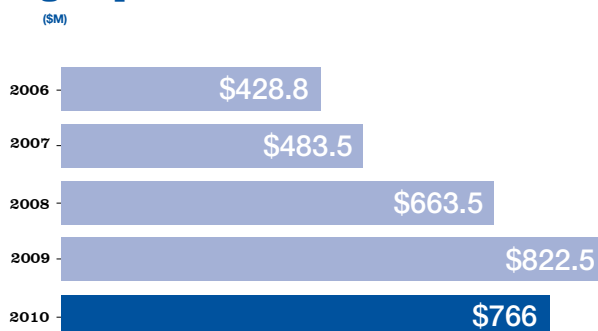
and Industrial business units continued their growth through a variety of projects including the highly successful Christies Beach Waste Water Treatment Plant Outfall and Tarong Energy Ash Disposal pipeline.

Projects in NSW and the ACT such as Cohen Street Extension, Oxley Highway Upgrade, Camden Valley Way, Mt Conjola Realignment, Mayfield Wharf Refurbishment and the F3 Freeway Widening ranked as some of the top projects undertaken by BMD during 2009/10. The success of our strategy to grow the business in the ACT and Northern Territory has resulted in BMD investing more resources to support these growing and important markets.

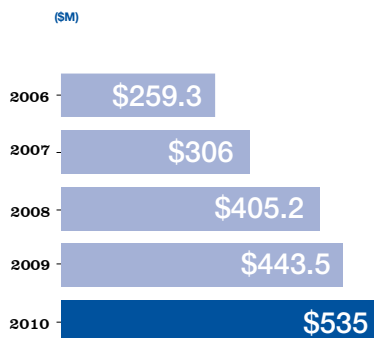
Increasing sales

Urbex delivered strong financial performance in 2009/10 following the tough conditions

group revenue



total assets



of the previous year. While continuing to grow the asset base, South East Queensland and Victoria produced strong returns for the Group. In the latter part of the year, North Queensland experienced increases in sales underwriting our continued investment in this region. In NSW, growing sales rates exceeded expectations supporting forecasts of a strengthened result in the coming year.

Upgraded systems

During the year, we refinanced our corporate debt facilities with the NAB and Suncorp. In addition, a bank guarantee facility was renegotiated with Suncorp. These arrangements provide BMD with the financial certainty needed to support continued growth in the business and expansion into other markets. The relationships established with both the NAB and Suncorp are seen as vital to the success of the BMD Group.

On 1 July 2009, the business went live with Jobpac, the financial systems component of the business systems upgrade.

The implementation of the Jobpac system has delivered benefits in the form of scale, transparency, increased efficiency in back office processes and shorter reporting timeframes. A fully integrated system, with improved data management and reduction in risk of errors as transaction volumes increase, provides BMD with the capability to manage large scale infrastructure and development projects.

In summary, BMD was able to achieve its financial goals while developing the financial, people and systems capability required for future growth. The forecast for all areas of the business remains positive as we now realise the benefits of our investment in people, relationships and development of our markets.

“In a year where markets remained affected by the global downturn, the BMD Group was able to consolidate its financial position ending the year with a solid turnover of \$766m.”

Craig Mortensen
Chief Financial Officer



a. Corporate Finance Team

Tony Stocks, Katya Sokolova & Simone Gooding

**b. Kogan Creek Power Station
Solar Thermal Booster Plant**

Chinchilla, Queensland,
Kogan Creek Power Station Pty Ltd



positioned for growth

As part of our ongoing initiative to position the organisation for the next phase of its growth, we have continued to refine and enhance our business processes and internal systems so that we can capitalise on new opportunities and deliver on our sustainable growth objectives...



Operational review

During the year we assessed the impact of changing management and financial system requirements across each of our businesses and modified our internal systems and procedures accordingly.

We established a team of dedicated resources to continue reviewing our organisational structure and business management systems to ensure we have the flexibility and capacity to enable us to effectively manage projects of increasing scale and complexity.

Our solid performance in fiscal year 2010 reflects the success of our internal systems review and we now have a strong foundation on which we can build a market position that will maximise our competitive advantage and deliver the high quality outcomes that our existing clients have come to expect, and that our new clients desire.

A unified approach

Key to our success is the diversity of skills and projects being delivered by our business nationally, driven by the exceptional contributions of our people. Our integrated business model is supported

a. Antiene to Grasstree Rail Duplication

Antiene, New South Wales, Australian Rail Track Corporation

b. Sunshine Coast Industrial Park

Caloundra, Queensland, Department of Planning and Infrastructure

c. Mayfield Wharf Refurbishment

Newcastle, New South Wales, Newcastle Port Corporation



by our deliberately different approach which embraces our core values and unique relationship based way of conducting business. In turn, this supports our major objective of providing our clients and partners with best value for money, timely delivery and innovation.

This year we have aimed to establish an environment where we break down typical business hierarchy and work collaboratively in teams. The development of our internal systems has been pivotal to this process, and by centralising and streamlining our business systems we have seen a stronger, more unified approach unfold across the company.

Looking forward

Our focus for the financial year ahead is to continue our transition from a mid-tier organisation to one which is our clients preferred choice for the delivery of some of Australia's largest infrastructure and development projects. A key objective will be the continued development of our systems

to accommodate our growth beyond 1 billion dollars in turnover. With growing industrial and mechanical capabilities, and a series of relationships with like minded partners, we plan to expand further into the resource sector and capitalise on related infrastructure demand. Whilst continuing to respond to opportunities offered by our traditional geographical markets, we are looking to Western Australia as a new and exciting opportunity.

Responding to increased market demands, our marketing and business development team will continue to build and maintain the BMD brand and reputation. Moving forward, they will focus on seeking and identifying new markets, relationships and opportunities for the BMD Group to partner and work with equally minded groups towards greater success.

Within purchasing we will focus on our key supplier relationships and ensure that these are strategically positioned and aligned for

mutual benefit. Leveraging our experience in carbon-neutral projects in Victoria, we will work towards positioning ourselves as a leader in sustainable construction, expanding into infrastructure and urban development markets.

In April 2010 JMac Constructions became a wholly owned subsidiary of the BMD Group confirming our position as a leading provider of integrated services to the urban development industry in particular. JMac has reinforced its reputation as the preeminent supplier of landscape services to the development industry in SEQ and NQ and has consolidated its Melbourne operations.

JMac continues to offer it's services independently and as part of an integrated BMD Group offering.

We will maintain our focus on our core business, markets and client base, and continue to develop our integrated services offering to the mutual benefit of all those with whom we work.

“...development of our operating systems has increased our capability to manage large scale infrastructure and development projects, positioning BMD as a major participant in all markets in which we operate.”

Scott Power
Group Executive Director - Operations

sustainable growth

“Our scalability, coupled with strategic diversification has enabled us, despite changed economic conditions, to maintain a sustainable turnover and workforce across a large range of project size and type. Looking forward, we will continue with our geographical expansion and explore further growth opportunities that build on our existing expertise and capabilities.”

Peter Lyons

Chief Operating Officer - Construction



Queensland

Leveraging our strong skill base and relationship focused approach has seen BMD Constructions achieve a satisfying overall result in a challenging and demanding market. With larger infrastructure projects continuing from previous years, Queensland again delivered a strong performance with the successful completion of the SAFElink Alliance Ipswich Motorway Upgrade.

The \$66m Logan Alliance was another key project successfully delivered on time and below the original Target Cost Estimate, strengthening our position as a partnering company of choice.

Our established relationship with Brisbane Airport Corporation continued with various projects including the Domestic Terminal Expansion Early Works and Brisbane Airport Domestic Terminal Expansion which was completed in December 2009. Likewise, we have been engaged on a series of projects for Brisbane City Council under the Road Action Program including the Scrub Road Extension in Brisbane's east.

The urban development industry remains an integral

a. Greg Kittel & Campbell McCall, Project Manager

Tarong Energy Ash Disposal, Kingaroy, Queensland, Tarong Energy Corporation Ltd

b. Christies Beach Waste Water Treatment Plant Outfall

Christies Beach, South Australia, SA Water

c. Hume Highway Donnybrook Road Interchange

Donnybrook, Victoria, VicRoads

d. Victorian Premier John Brumby with BMD's Steve McMillan, Trent Dunoon & Mark Curtis

Western Highway Duplication, Victoria, VicRoads



part of our business and we appreciate the support of all our clients in this industry including Springfield Land Corporation, Mirvac, Australand and AVJennings. The industry has supported BMD Constructions since its inception, and we are intent on delivering the highest standards of quality and service through an integrated, flexible and innovative partnership with our clients.

We have also continued our relationship with the Department of Infrastructure & Planning through the construction of the Coolool Industrial Estate. Following on from the completion of the Sunshine Coast Industrial Park, BMD Constructions and JMac Constructions are again working collaboratively to deliver a superior outcome for our client. Utilising our flexibility to work across a wide range of large and small projects, and positioning ourselves to capitalise on upcoming major projects has been key to our success in Queensland.

Northern Territory

March of 2010 saw the completion of the final stage of construction on the Lyons Estate in Darwin, a project on which BMD Constructions

completed 12 stages of which commenced in May 2006. The development provided approximately 700 allotments, with a final contract value of almost \$50 million and with all works completed nine months ahead of the original program. Importantly, through this project we established a strong relationship with the Larrakia people, and look forward to working closely with the Larrakia people again in the future.

The Power and Water Authority awarded BMD Constructions the contract for the HV Upgrade in Alice Springs confirming the capacity of our Northern Territory based operations to work in remote locations whilst delivering the same high standard of service as is provided throughout the organisation.

South Australia and Industrial

In South Australia we continued our efforts to establish a strong position across the local building and civil markets, and to develop our South Australian based national industrial business. Building on the success of our ocean outfall contract at Christie's Beach, we were awarded the C08 contract for construction of a 30ML concrete tank as part of



Proud to be involved in such a fantastic project. To upgrade 5km of the Ipswich Motorway and complete a new multi level interchange in and around 120,000 vehicles a day, within two years and under budget was a significant achievement. The safety of the workers and travelling public, engagement of the community and employment and training opportunities offered were exemplary and all parties to the Alliance can be justifiably proud of their achievements.

Mango Murphy

Program Director, SAFElink Alliance
Ipswich Motorway Upgrade



the ongoing expansion of the Christies Beach wastewater treatment facility. In May, we also secured the Stage 2 HC1 Civil Works contract at RAAF Base Edinburgh. These projects will support the growth of our local civil construction capability, as we continue to develop relationships with clients in the infrastructure and urban development markets.

The local building market continues to be a focus for us and our successful tender for the Wakefield St Carpark gives us the opportunity to enhance our market presence and to expand our integrated range of services.

Our South Australian clients now include the Department for Transport, Energy and Infrastructure, the University of Adelaide, SA Water, AGL, the Department of Defence and ETSA Utilities.

The Industrial business performed well delivering projects for new clients, Tarong Energy and CS Energy. Completion of the \$28m Tarong Ash Disposal project, an interstate multi-disciplinary industrial project, confirmed our capacity to take the proven BMD delivery systems and cooperative, proactive

contracting approach into these new markets.

Victoria

In the Victorian market we have achieved the highest level of VicRoads prequalification and are working extensively for a wide range of clients in the urban development market. We have secured key infrastructure projects including the M80 Ring Road, Calder Kings Interchange and Western Highway Ballarat, alongside substantial residential works for clients including Australand, Mirvac, Stockland, Peet, Metricon, Delfin and Devine.

We have focused on employing well credentialed construction expertise into new markets and have secured the civil works construction for the \$270m Sunbury Electrification Alliance, notably our first major rail alliance. The project has also established our credentials in alliance contracting in Victoria.

NSW & ACT

Obtaining our RX prequalification, the highest level for roadworks construction issued by the New South Wales RTA has enabled us, in joint venture, to pursue larger more complex projects.

In November 2009, we completed what had been our flagship project in New South Wales, the \$76m F3 Freeway Widening Mt Colah to Cowan. We are very proud of our team's achievement on this project, noting that after almost three years of working alongside 100,000 vehicles per day, we achieved a zero lost time injury frequency rate. In the same month, we were awarded the contract for the \$60m Oxley Highway Upgrade, and are working to deliver this project as well as other RTA projects for on the Camden Valley Way and the Bulli Interchange.

Confirming the capacity of our systems and our approach to consistently deliver high standard outcomes across a wide range of projects, we successfully completed our first major marine project in New South Wales, the \$26m Mayfield Wharf ahead of time and under budget for Newcastle Port Corporation.

We have strengthened our position in the Canberra residential subdivision market, and greatly appreciate the support of our clients including LDA and Canberra Investment Corporation, and our suppliers



“We strive for innovation not just in a technical sense but across the whole gamut of delivery, including our approach to the non-technical aspects of the job; how we manage community, how we start with project procurement, how we don't take anything for granted, and how we look for smarter ways of doing things”

Peter Lyons
Chief Operating Officer -
Construction

e. SAFElink Alliance Ipswich Motorway Upgrade

Brisbane, Queensland, Department of Transport & Main Roads

f. Richard Morrison, Quality Manager

SAFElink Alliance Ipswich Motorway Upgrade, Brisbane, Queensland Department of Transport & Main Roads

and subcontractors who have enabled us to continue our growth in this market with over \$70m of work secured to date.

We have also been successful with infrastructure projects including works on the Barton Highway for RTA, Cohen Street Extension and Belconnen Bridge for ACT Procurement.

Safety

The safety of everyone who comes under our control is of paramount importance to us and the provision of an incident and injury free workplace is the subject of a continuous improvement mentality and uncompromising vigilance. With this in mind, our Lost Time Injury Frequency Rate of 2.31 for the rolling twelve months to the end of June, represents better than average industry performance, and an opportunity for significant ongoing improvement.

Our improvement initiatives are focused on practical issues such as reducing underground service strikes irrespective of whether their location is known or unknown. We continue to focus on our Safe Behaviour Observations as another proactive means to eliminate potential hazards before they become real.

It is practical initiatives such as these that have yielded some excellent performance with the Dalrymple Bay 7X Expansion project; a case in point. Working within an operating stockyard for almost four years up until October 2009, we had completed over 500,000 hours without a lost time injury and in reaching this outcome, had achieved the following results:

- › an audit score of 96% compliance within the Aurecon Hatch safety management systems audit

when 90% was considered the benchmark; and

- › we were among the first contractors in Australia to achieve full compliance and subsequent accreditation with the Office of the Federal Safety Commissioner;

During the 09/10 financial year, our North Queensland operations reached a key safety milestone, reaching 2.5 million manhours LTI free, and our Victorian teams reached over 500,000 hours. These results have been achieved across a small number of large projects as well as a large number of small and medium sized projects spread across vast distances. These outcomes are a tribute to the diligence of our people and their leadership teams and in no way diminish our resolve to strive to do better.

Looking ahead

We are confident that the year ahead will see us move into the next phase of our growth with major transport infrastructure project opportunities being pursued in every state, a developing pipeline of industrial/mechanical prospects and civil prospects in the resources sector in Queensland and New South Wales. We are hopeful of some upturn in the residential development sector in those same two states.

Our ambition is to be recognised as a diverse multi faceted national contractor, and we will achieve this by continuing to explore relationships and partnering opportunities across the industry, by delivering the outstanding results that our clients have come to expect of us, by working proactively with the community and by investing in the ongoing training and development of our people.



BMD Constructions safety performance across all packages was exemplary, including the way in which the onsite project team embraced the project's safety standards with a strong commitment at all times, and the BMD Constructions contract man hours were a significant contribution to the first million hours LTI free worked on the DBCT 7X Project.

Andrew Mecoles

Civil, Environmental & Logistics Manager,
DBCT Management



Awards

Sun Sun Prawn Aquaculture Remediation

CCF Earth Award, QLD
Category 2 - Projects \$1m to \$5m

Dalrymple Bay Coal Terminal 7X Project Bund 4A & 5A

Engineering Excellence, QLD
Products and Manufacturing Facilities

Tully Alliance

Alliancing Association of Australia, National
Alliance Team of Excellence in a Project Alliance

CCF Earth Awards QLD
Category 5 - Projects over \$75m

CCF Earth Awards, National
Category 5 - Projects over \$75m

Qld Training Awards, QLD
Trainee of the Year

Qld Training Awards, QLD
Employer of the Year

SAFElink Alliance

CCF Earth Awards, QLD
Category 5 - Projects over \$75m

regional overview



South East Queensland

Key Projects Won

- › Blain Drive Industrial Estate, Gladstone, Department of Infrastructure & Planning, \$4m
- › Coolum Industrial Estate - Stage 1, Department of Infrastructure & Planning, \$21m
- › The Springs, Springfield - Stage 1, Australand Holdings Ltd, \$4m
- › Brisbane Airport - Domestic Terminal Common User Apron Expansion, Brisbane Airport Corporation Pty Ltd, \$4m
- › Woolloongabba Sewer Augmentation Stages 2 & 3, Queensland, Urban Utilities, \$6m
- › Captain Bishop Bridge & Port Drive, Port of Brisbane Pty Ltd, \$18m
- › Bridgeman Road - Stage 1, Brisbane City Council, \$11m
- › Stockland Park to Kawana WTP, Unity Water \$3.3m
- › Brisbane City Cycle, Brisbane City Council, \$7m
- › Progress Road - Stage 2, Brisbane City Council, \$6.3m

Key Projects Completed

- › SAFElink Alliance Ipswich Motorway, Department of Main Roads, \$870m
- › Logan Alliance, Queensland Motorways Limited, \$66m
- › 811 Paradise Road at Larapinta, Radius Industrial Pty Ltd, \$12m
- › Mossvale on Manly - Stage 9, Mirvac Queensland Pty Ltd, \$6m
- › Domestic Terminal Expansion Early Works, Brisbane Airport Corporation Pty Ltd, \$6m
- › Scrub Road Extension, Brisbane City Council, \$5.3m

North Queensland

Key Projects Won

- › Kalynda Chase Bohle Plains, Urbex, \$23m
- › Enhanced Land Force Stage 1 - Marksmanship Training Range, Department of Defence, \$18m
- › Jubilee Bridge Replacement, Cassowary Coast Regional Council, \$16m
- › Farrelly's Lane Construction, Mackay Regional Council, \$6m

Key Projects Completed

- › Abbot Point Coal Terminal X50, North Queensland Bulk Ports, \$49m
- › Mulgrave River Crossing, Department of Transport & Main Roads, \$25m
- › Kalynda Chase Bohle Plains, Urbex, \$23m
- › Queensland Rail - Junction Creek, Queensland Rail, \$7m



New South Wales

Key Projects Won

- › Oxley Highway Upgrade, RTA, \$60m
- › Camden Valley Way, RTA, \$26m
- › Cohen Street Extension, ACT Procurement, \$14m
- › Crace Estate, Canberra Investment Corp, \$13m
- › Bulli Interchange, RTA, \$10m
- › Belconnen Bridge, ACT Procurement, \$7m

Key Projects Completed

- › F3 Freeway Widening, RTA, \$76m
- › Port Botany Container Terminal Upgrade, Patrick Stevedores, \$59m
- › Mount Conjola Realignment, RTA, \$42m
- › Mayfield Wharf Refurbishment, Newcastle Port Corporation, \$26m
- › Franklin Estate Stages 2A, 2B, 3A, 3B, Land Development Agency, \$57m

South Australia

Key Projects Won

- › Edinburgh RAAF Stage 2 Civil Package, Department of Defence, \$26m
- › Sydney Malting Plant, Viterra / Joe White Maltings, \$30m
- › Adelaide Aquatic Centre, Adelaide City Council, \$5m
- › Christies Beach Upgrade - C08 Project, SA Water, \$20m
- › Wakefield Street Car Park, Prime Space Pty Ltd, \$11m

Key Projects Completed

- › Christies Beach Waste Water Treatment Plant Outfall, SA Water, \$15m
- › University of Adelaide Projects, University of Adelaide, \$6.4m
- › Tarong Energy Ash Disposal, Tarong Energy Corporation Ltd, \$28m

Victoria

Key Projects Won

- › Sunbury Electrification, Department of Transport, \$270m
- › Western Highway Ballarat, VicRoads, \$22m
- › Nagambie Bypass, VicRoads, \$17m
- › Austral Bricks, Mirvac, \$12m
- › Edenbrook Estate, Devine, \$10m
- › Waverly Park, Mirvac, \$10m
- › Lathams Road Overpass, Linking Melbourne Authority, \$8m

Key Projects Completed

- › Thompson Road T1 and T2, VicRoads, \$20m
- › Tooronga Village, Stockland, \$15m
- › Mandalay Stage 1, Metricon, \$8m
- › Yarra Glen Truck Bypass, VicRoads, \$7m
- › RMIT Sports Development, RMIT University, \$3m
- › Springvale/Warrandyte Road, VicRoads, \$3m

building on strength

During the year BMD Consulting has worked within an urban development market that has struggled to maintain momentum. Through the employment of a deliberate strategy to leverage from our core strengths, we have established new relationships and laid the foundations for growth.



Integrated Services

BMD Consulting provides advisory, project management, engineering design and construction supervision for residential, commercial/industrial and infrastructure projects.

Following a challenging year in core residential and industrial land development markets, we focused on enhancing synergies with BMD Constructions and offering integrated design and construct solutions to our existing clients to establish new relationships in traditional land development markets.

Leveraging our skill base in wastewater systems design, we successfully tendered with BMD Constructions for the Woolloongabba Sewer Catchment Augmentation project and through this project have strengthened our relationship with Brisbane City Council and established a new relationship with Queensland Urban Utilities.

The design and construct relationship continued with the industrial business unit of BMD Constructions, through preliminary design work and

investigations on the Solar Thermal Booster Plant at Kogan Creek Power Station near Chinchilla. The project comprises platform bulk earthworks and structural detailing for the construction of a Compact Linear Fresnel Reflector (CLFR) solar array to superheat steam to boost the existing coal fired turbines, increase energy output and reduce CO₂ emissions.

Leveraging additional value

Over the last twenty years, urban land development has been at the core of the business. The expertise built up over this time resides across the development spectrum and this expertise was again recognised with the award of the contract for the development of the Ebenezer Regional Industrial Area Structure Plan for the Qld Department of Infrastructure & Planning and Ipswich City Council.

The project is being undertaken in partnership with allied experts in their respective fields, and the success of this project to date confirms the capacity of all BMD



I'd also like to reiterate my appreciation and "well done" for the work you've put into and pride you've shown towards the project (Ebenezer Regional Industrial Area Structure Plan) thus far.

Anne Caerdinael
 Department of Infrastructure and Planning - Industrial Land Analysis and Planning Branch



a. Georges Fair

Sydney, New South Wales
 Moorebank Joint Venture

b. Greg Duffel

Senior Project Manager / Water Servicing Co-ordinator

c. Shell Cove

Sydney, New South Wales
 Australand



Group businesses to work successfully in partnership with like minded companies. The capability to deliver these large planning projects for clients such as the Qld Department of Infrastructure & Planning emphasises the value that can be created for joint venture development partners of the BMD Group and promotes the standing of BMD Consulting within the wider development community.

Investa Property Group engaged BMD Consulting to develop infrastructure strategies and detailed options for their Palmview development, located adjacent to the Sunshine Coast University (Sippy Downs, Caloundra). Over a 15 year period the 350 hectare site will eventually house an estimated population of 15,600 people.

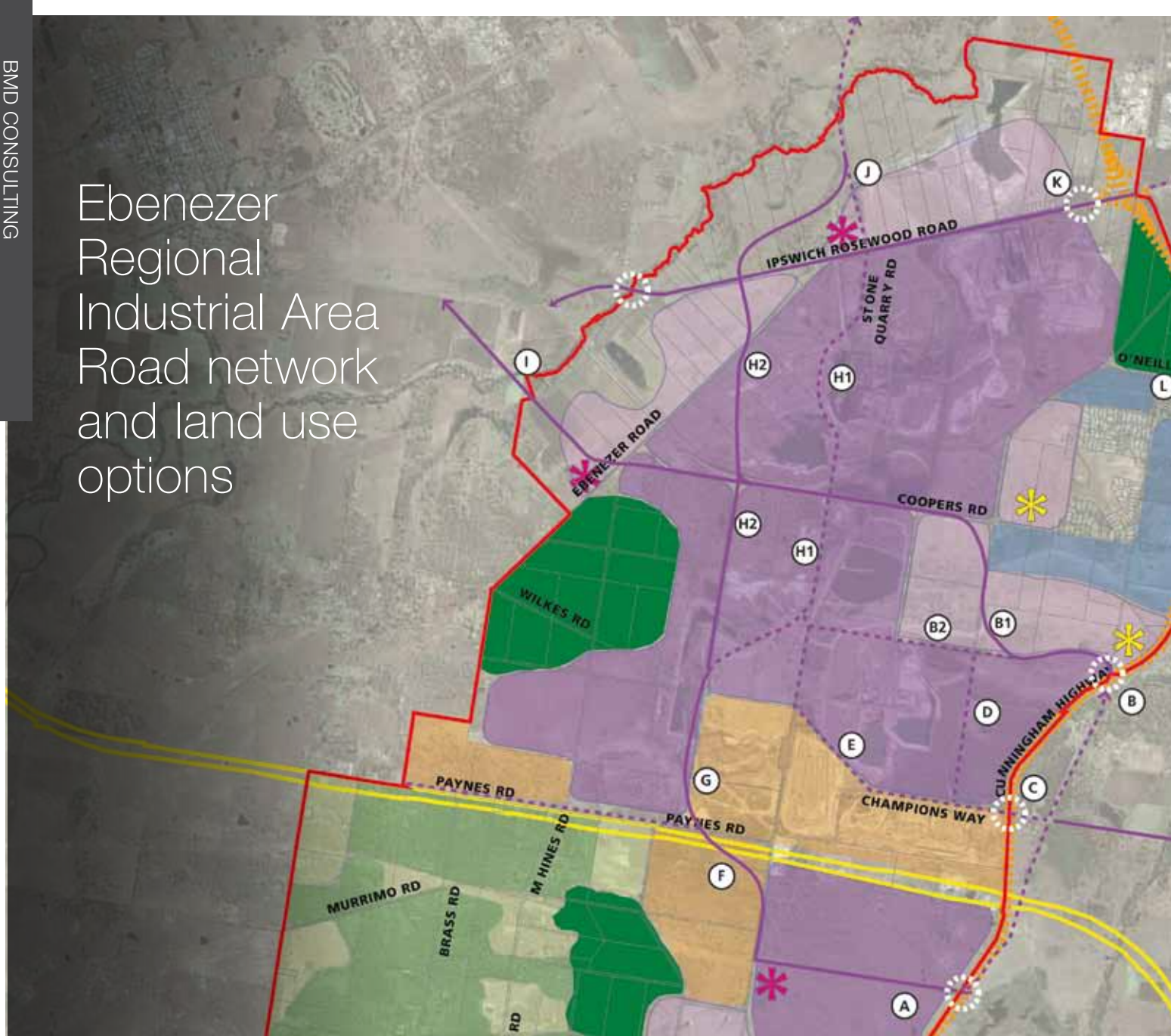
Infrastructure planning for the development allowed for a town square precinct, several primary schools, local commercial centres with community facilities, a local enterprise zone, recreation reserves, sports park, and

residential allotments. Roads and bridges across Sippy Creek and Mooloolabah River provided flooding and cost challenges. Design elements were required to meet the objective of an 80% reduction in potable water, inclusive of reticulated recycled water.

The second quarter of 2010 saw the commencement of our first large project with Landcom. Our Project Director role for the Edmondson Park project, located within the important South West Growth Sector of Sydney, is recognition of the strategic value that BMD can provide at all points through the value chain. This project was difficult to get off the ground due to complex government, ownership, environmental and infrastructure constraints, however this project is on track to turn out its first lots in 2011.

Following strong sales within the Urbex joint venture project, Georges Fair in western Sydney, demand for detailed subdivision designs increased resulting in the completion of designs for stages 2a -

Ebenezer Regional Industrial Area Road network and land use options



2e and 3a which included design of 230 lots and other infrastructure. Similarly at Shell Cove, improved sales resulted in the requirement for design of an additional seven stages of the development.

Further leveraging our broader urban development expertise resulted in a successful tender for the Badu Island Sewerage Reticulation project in early 2010. Badu Island is located in the west central Torres Strait and this project builds on

previous contracts that have been successfully delivered throughout the Pacific area including the Solomon Islands and East Timor. This project has been a great success and the original scope has now increased from 26 lots to 52 lots. A growing understanding of important cultural practices and beliefs will assist in securing future opportunities for remote work including indigenous land development, health and other infrastructure projects.

“The delivery of tangible value into our clients’ projects is our focus. The fundamentals of engineering and the business of development have always been our strength and always will be. With this attitude, we have broadened our offering from land development, capitalised on obvious BMD Group design and construct strengths, and teamed up with the best partners to grow our business.”

Matthew Beggs
National General Manager,
BMD Consulting

DESIGN CONSULTANCY - INFRASTRUCTURE WORKS EASTERN RECLAMATION AREA

Location: Townsville

Client: Port of Townsville Limited (PoTL)

Commencement Date: January 2009

Completion Date: September 2009

Leveraging off the company's local connections and responsive approach, BMD Consulting responded to the client's urgent needs, while also ensuring long-term infrastructure requirements were part of the overall solution.

Overview

The Port of Townsville Limited (PoTL) is one of the State's fastest growing ports.

With an established master plan in place the PoTL is preparing for the planned growth in mineral exports from clients based in the North West Province, centred in the Mt Isa-Cloncurry region.

Project Scope

BMD Consulting was engaged to undertake infrastructure planning and detailed design of the 22 hectare 'Eastern Reclamation Area' port related industrial sub-division. The consultancy brief was expanded to include the urgent early provision of trunk road, rail, and conveyors for ship loading facilities, power, water and sewerage, and communications requirements

for an emerging major ore exporter. A key challenge was to work closely with the PoTL team and other consultants to assist PoTL and State Government to develop the Port Development Plan and Townsville Economic Gateway Plan which recognises the inseparable links between Townsville City, industry and the Port of Townsville.

The consultancy broadly covered the comprehensive review of previous master planning and engineering planning strategies and the detailed design and specifications for infrastructure and services as well as the establishment of rail, road, and services corridors for future services and proposed bulk handling systems.

This required the integration of all adopted plans for the 'Eastern Reclamation Area', Port Expansion Townsville Port Marina Precinct, Townsville State Development Area and the Eastern Corridor projects. Other challenges included

the design and approval of stormwater quality management, ocean stormwater outfalls and comprehensive geotechnical investigations to address issues relating to uncontrolled land reclamation, differential settlement, contamination and general environmental issues.

The Townsville Port Marine Precinct situated at the mouth of Ross River includes facilities for boat building and maintenance, marine engineering services, commercial fishing fleet facilities and improved ramp access for recreational boating. Linking the Port to the Townsville State Development Area at Stuart, the Eastern Access Corridor will divert heavy vehicles from the suburbs, improving Port access and efficiency as well as the amenity and safety of residents. The Townsville State Development Area will provide new opportunities for value added minerals processing, and transport and distribution services connecting northern Australia to the Asia Pacific region.

List of key projects undertaken during the year:

Within these sectors, we have completed or are completing the following key projects:

Land Development

Shell Cove, Australand

Georges Fair, Moorebank Joint Venture

Master Planning

Ebenezer Regional Industrial Area Structure Plan, Department of Infrastructure and Planning

Palmview Master Planning, Investa Residential Group

East Point, Eastpoint Mackay Pty Ltd

Water and Sewerage

Badu Island Sewerage Scheme Planning, Detail Design and Construction Superintendence, Torres Strait Regional Council MIP Trust Fund

Woolloongabba Sewer, Brisbane City Council/ Queensland Urban Utilities

Project Management

Consultant Project Director on Edmondson Park project, Landcom

Buildings and Structural

Eastwood Brickworks, AVJ BOS Eastwood Developments Pty Ltd

Mining and Energy

Tarong Energy Power Station Slurry Pipeline, BMD Constructions

Solar Thermal Booster Plant at Kogan Creek Power, BMD Constructions



landscape innovation

JMac Constructions specialises in landscape construction for residential and commercial development, rehabilitation and environmental management, recreational and specialty public infrastructure, local and state government liaison and ongoing care and maintenance.

JMac Constructions (JMac) has a long established position in the urban development industry, working with some of Australia's largest land developers for over 30 years.

Following a successful four year joint venture, in April 2010 JMac became 100% owned by the BMD Group.

John McSwan, the founder of JMac has been a great friend and partner to BMD for many years, and we recognise John's leadership of JMac in creating such a highly respected company, and his contribution to the success of our joint venture.

Committed to the consistent delivery of high quality landscape construction services, our client footprint extends across South East Queensland, North Queensland, Victoria and New South Wales.

Despite difficult market conditions, the past financial year saw JMac successfully secure Brisbane City Council CityCycle, North Shore and Lavarack Barracks 3RAR projects whilst completing Newstead Waterfront and the North Ward Road Upgrade project.

During the past 30 years of operation JMac has developed and broadened its capabilities

in line with the growth and complexity of the industry. In October 2009 JMac relocated offices providing the room needed to roll out our growth and development strategy.

Our expertise now range from simple softscapes to community infrastructure and complex landscape construction projects. In proceeding years, we look forward to exploring further growth opportunities leveraging from our core business and expanding geographically.

Showcasing JMac's capabilities as a landscape contractor and design and construct partner, Springfield Land Corporation & Ipswich City Council engaged JMac in early 2009 to work on the \$30 million Springfield Town Centre Parklands project. What has resulted is a 24 hectare parkland, with a landscape design and framework that is strongly based on, and enhanced by, the existing site topography and features.

Our success and reputation has continued due to long term relationships founded on excellent service and a strong network of subcontractors, specialist partners and suppliers who join our teams to deliver projects of outstanding quality and value.



a. Jason Lindsay
General Manager,
JMac Constructions

b. Shaun Farr,
Maintenance Labourer
Pacific Pines,
Queensland, Stockland

c. Highland Reserve
Upper Coomera,
Queensland, Stockland



a.



JMac has worked with Stockland for over 25 years...

...and has proven themselves to be innovative with an ability to always think outside the square...

Their staff are excellent and all possess a good work ethic, which is clearly a reflection of the easy to work with management style and approach for which JMac is renowned.

Les Hemingray

Development Manager - Acquisitions & Business Development, Stockland

SPRINGFIELD TOWN CENTRE PARKLANDS, QLD

Client: Springfield Land Corporation & Ipswich City Council
Commencement Date: January 2009
Completion Date: October 2010
Contract Value: \$30 million

In early 2009, Springfield Land Corporation and Ipswich City Council engaged JMac as the design and construct contractor to work with the novated consultant team and transform the overall schematic master plan into an unparalleled, premier parkland.

Showcasing JMac's capabilities as a landscape contractor and design and construct partner, which has resulted in a 25 hectare parkland, with a strong landscaped design and framework that is based on, and enhanced by, the existing site topography and features.

Key deliverables:

- › 350,000 pots and 1,400 mature trees.
- › 70,000m² turf.
- › 40,000m² of bush rehabilitation and 14,000m² of creek rehabilitation works.
- › 50,000m² of concrete pavements.

- › 4,000m² of timber bridges and boardwalks including a 300m tree-top timber boardwalk.
- › 2,000lm of formed concrete walls and sandstone walls.
- › 300 furniture items including structural steel shelters.
- › 5m wide steel and concrete vehicle bridge.
- › Car park and link roads.
- › 5km of communications conduit for future CCTV and wi-fi hotspots.

Key features of the parkland include:

- › 4 x 3.5 metre high turf pyramids.
- › Amphitheatre stage oval with complete surround sound and light towers.
- › Australian first 'icon outdoor computer games'.
- › 750l custom designed and engineered water tipping bucket and associated water elements.

Challenges faced:

The team faced a number of challenges including ensuring that the client's vision was achieved within a workable budget, was constructable, and ultimately provided a sustainable long-term investment for the developers. To ensure a value for money design, our team has worked continuously with the design consultant, Vee Design, providing constructability advice and constantly evolving and refining the design to address budget issues and latent site conditions.

Other key challenges included geotechnical issues that impacted on footings and structural elements, and sediment control issues associated with working within a creek and 800 hectare catchment area.

Top three innovations:

Starting with a minimal design and being part of the design process enabled our team to identify a number of value for money opportunities. Design, engineering, geotechnical investigation and so on, equated to approximately 11% of the project cost, where similar projects recorded costs of 30% - 35%. The top three innovations and value-add initiatives have been:

- › Creation of four turf pyramids that enhance the play experience in the park without the need to build physical structures. What was essentially an earthworks and turf job has created an engaging and visual feature of the park and has been a hit with the children already.
- › Engagement of a designer and engineer enabling us to design and construct a large tipping bucket for the children's playground - the original



purchase cost of the bucket was \$400,000. Our initiative to design and construct one ourselves halved the cost with a fully compliant bucket installed for \$200,000.

- › Installation of 5kms of communications conduits for future wi-fi hot spots and CCTV installations was identified as an opportunity during the earthworks stage. The conduits will allow the client to install future state-of-the-art features with minimal cost and impact.

Outcomes:

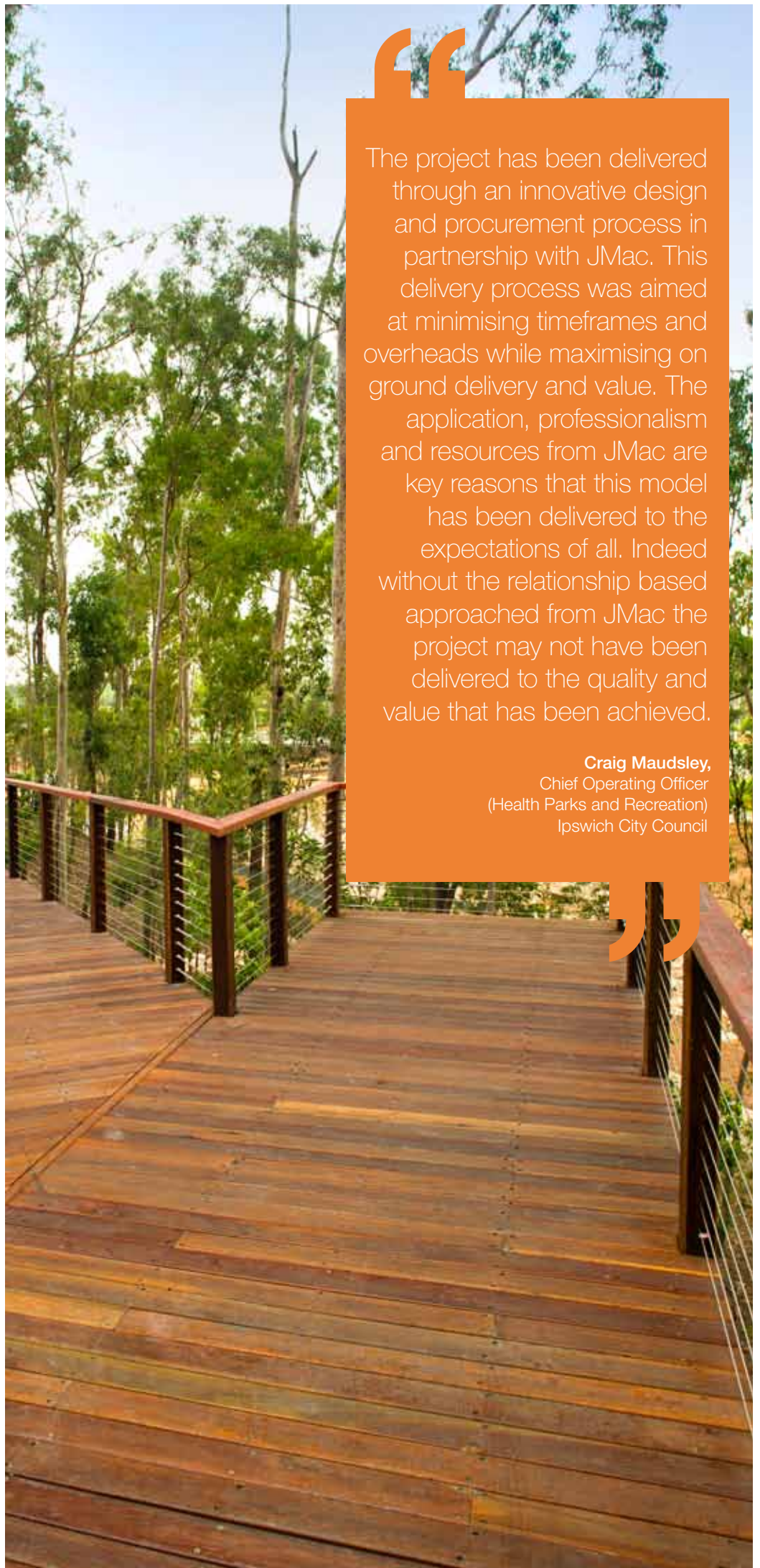
Delivered across a number of stages, the team has experienced and attained many milestones and achievements since starting on site in 2009.

The greatest achievement retrospectively would be the enhancements made to designs that reduced the contract value and enabled the client to re-invest funds into the project.

The client has been able to deliver more scope than was initially envisaged creating a benchmark in value for money, a benchmark for best practice, and a benchmark for JMac.

“The project has been delivered through an innovative design and procurement process in partnership with JMac. This delivery process was aimed at minimising timeframes and overheads while maximising on ground delivery and value. The application, professionalism and resources from JMac are key reasons that this model has been delivered to the expectations of all. Indeed without the relationship based approached from JMac the project may not have been delivered to the quality and value that has been achieved.

Craig Maudsley,
Chief Operating Officer
(Health Parks and Recreation)
Ipswich City Council



delivering excellence

“Urbex surpassed its operational budget in another challenging year and has supported this positive result through restructuring and other initiatives designed to optimise our position in the market, funding and development fronts.”

Russell Thomson,
Group Executive Director Property
Investments & CEO Urbex



The past financial year saw some bursts of heightened market activity off the back of Commonwealth and State home buyer incentives, which have since subsided. Funding impacts still flowing out of the global financial crisis are affecting most development companies, including Urbex, at both corporate and retail levels. Though fears of a housing bubble have yet to materialise and interest rate increases have been manageable, consumer activity remains susceptible to these forces.

Urbex demonstrated resilience in a challenging year while maintaining our unique position in the marketplace. The integrated nature of the BMD Group continues to provide added value to Urbex's suite of services, providing accurate construction and related cost planning and engineering expertise.

Strategic clarity

Our portfolio spread and quality remains intact with a mix of large, long-term residential ventures and smaller, short cycle residential land developments. Increased focus on smaller development ventures is an important focus of our business to promote quicker turnover and equity recovery and to reduce the demand for patient equity.

Urbex's breadth in capacity, coupled with our geographical spread and diversity in product mix, has added to our solid position, alongside planning and tailored product solutions designed to meet specific market subtleties, site conditions and environmental surroundings. Likewise, the attention to detail that we are reputed for has continued to play a significant role across each of our key developments listed below.

Key developments

- › As predicted, Melbourne is now emerging as Urbex's most significant market with the \$255 million Ascot Chase joint venture now in full production, generating solid sales results with house/land package prices topping \$1.3m. Ascot Chase continues to maintain a strong customer enquiry base and each release to the market continues to sell quickly at increasing retail prices.
- › Our 2000-lot Mandalay at Beveridge joint venture has also moved into full swing and reaped the benefit of the Melbourne market uplift, recording solid monthly sales well in excess of budget.
- › The Kodak site in Coburg has also been successful in securing rezoning and development planning approvals.



a. Ascot Chase
Ascot Vale, Victoria, Urbex Pty Ltd
Aerial view with 3D illustration of
Ascot Chase in the foreground

b & c. Ascot Chase
Ascot Vale, Victoria, Urbex Pty Ltd
Ascot Chase lifestyle and
nearby facilities



- › Queensland remains a strong market for Urbex with the continuing roll-out of the \$250 million Kalynda Chase master-planned community in Townsville, combined with smaller ventures in Townsville and Brisbane which continue to generate strong sales and cash flow.
- › The \$650 million Georges Fair development in New South Wales saw a continuing uplift in market enquiry and resultant sales activity. This development is currently pre-selling ahead of delivery with good customer support.
- › Urbex Commercial's operations were impacted by the downturn in the commercial (especially industrial) property sector, as companies and investors withheld acquisition and

tenancy commitments while funding sources diminished.

- › Stage One of Northern Link Industrial Park in Townsville was completed with some interest from purchasers and the YCI Yatala Central joint venture with Australand faces strong discounting competition from other competing product.
- › The completed Hudson Road office development at Albion in Brisbane has attracted a quality government anchor tenant and is proceeding to full tenancy and sale.
- › Urbex Commercial successfully negotiated the sale of a significant land parcel at Wynnum (Brisbane) to Bunnings as part of a larger commercial redevelopment program for the site in question.

designed for life.

At Urbex, our foresight and vision, backed by the skills of a highly experienced team, has seen us develop landmark projects across Australia. Harnessing leading talent in project structuring, planning, management, delivery and marketing, we live to deliver excellence in the creation of new communities to meet the lifestyle needs of Australians today and into the future.

Looking forward

On the business planning front, our sights remain firmly set on a sustainable growth path, as part of the broader BMD Group structure and strategies. Urbex will continue to focus on the core metropolitan markets that have consistently provided reliable business opportunities.

Confidence gained through difficult economic periods coupled with Urbex's geographic diversity, talented people, continued delivery of service excellence and

commitment to the creation of innovative living environments will ensure that we are well positioned to emerge stronger than ever.

We look forward to strengthening our market position and enjoying strong sustainable growth in the year ahead.



The project was viewed as challenging in terms of transforming a 16.6 hectare industrial property within a flood overlay into a quality residential subdivision.

Whilst the initial stage was launched during the GFC, we have been extremely pleased with the rates of sales and prices achieved from commencement. Prices have continued to escalate and the delivery of civil works and housing stock has typically been as anticipated and without any major surprises.

The private ownership and enduring history of the BMD Group was particularly appealing to us and we have subsequently been impressed by the combination of family business values and corporate culture.

A significant benefit to the project is Urbex's vertical business model providing benefits in delivery of development management, civil and landscaping works in a transparent and open manner.

We are looking forward to the ongoing success of Ascot Chase.

Mike Burley
Managing Director of Gresham Property

a & b. Georges Fair

Sydney, New South Wales
Moorebank Joint Venture

c. Ascot Chase

Ascot Vale, Victoria
Urbex Pty Ltd
Artist impression only



Ascot Chase is a significant residential project that will deliver in excess of 380 architecturally designed house & land packages, in the heart of Ascot Vale in Melbourne.



creative collaboration

“After starting the business only two years ago, we’re extremely proud of PowerArts’ reputation that has grown from our association with quality performing arts.”

Dare Power
Director, PowerArts

The Power family’s association with the arts and creative industries is as broad as it is long. Hayley Johnson (nee Power) is an established international musical theatre performer and musical director

and her husband Dart Johnson, a proficient photographer.

Dare Power is an independent filmmaker and his wife Andrea an accomplished visual artist. While Scott Power is heavily involved in the operations of the BMD Group, his wife Kelly has enjoyed a successful career as a dancer and musical theatre performer. The family’s long term interest and involvement in the arts has culminated in the creation of PowerArts, the Power family’s performing arts investment and production company.

In its first two years, PowerArts, in collaboration with well-known Australian producer John Frost, has produced *Wicked*, *Chicago*, *Fame* and *Calendar Girls*. With

Arts Asia Pacific, the company has produced *Avenue Q* and, in collaboration with the State Theatre of South Australia, a new Australian musical called *Metro Street*. PowerArts has also produced *Spring Awakening* with the Sydney Theatre Company.

We’re extremely proud of the reputation that PowerArts has earned, through our association with quality performing arts. Next year will see more exciting activity as the *Wicked* juggernaut makes its way to Brisbane. In Sydney in early 2011, PowerArts is extremely excited to be presenting a brand new musical, *Doctor Zhivago* starring Anthony Warlow.

Helpman Awards 2009

- › *Wicked* won six awards (including Best Musical)
- › Chicago’s Sharon Millerchip won Best Performance by an Actress in a Musical
- › *Metro Street* was nominated for a host of awards including Best New Australian Work

Helpman Awards 2010

Avenue Q was nominated for eight awards including Best Musical and won five awards for:

- › Best Direction (Jonathon Biggins)
- › Best Male Actor (Mitchell Butel - ‘Princeton’/‘Rod’)
- › Best Female Actor (Michala Banas - ‘Kate Monster’/‘Lucy the Slut’)
- › Best Supporting Male Actor (Luke Joslin - ‘Trekkie’/‘Nicky’)
- › Best Supporting Female Actor (Chrissy O’Neill - ‘Christmas Eve’)
- › Kelly Abbey won award for Best Choreography for *Fame* the Musical



a. Hayley Johnson, Scott Power & Dare Power
b. *Wicked* the Musical
c. *Avenue Q*



the heart of our success

Good Health & Wellbeing



To achieve what we have requires good staff: from day one, we have strived to be a place where people want to work.

Our high calibre of staff, number of long serving employees and a retention rate unique to our industry sets us apart from our competitors and enables BMD to promote sustainable business success.

Scott Power

Group Executive Director - Operations

Recognising that workforce wellbeing is at the heart of our organisational success, BMD continues to support staff through our unique health and wellbeing program.

Established in 2008, and launched with the help of our official ambassador Beach Volleyball Olympian and Gold Medallist Natalie Cook, BMD's Good Health & Wellbeing (GH&W) program supports and encourages all our staff to make a conscious effort to live with the best quality of life in mind.

As part of the initiative, BMD provides programs, activities, workshops and educational seminars that are designed to minimise health problems, maximise performance, and ultimately maintain our team focussed culture. The program is a visible representation of the company's commitment to provide a workplace environment that can be highly valued by our staff.

Renowned nutritionist and author Cyndi O'Meara was

engaged as BMD's official nutritional advisor in 2008 and to date has provided education seminars in all our offices and various project sites. Cyndi provides monthly health updates through a column in our newsletter, alongside copies of her 21 Day Healthy Weight Loss guide to all staff.

Our staff also benefited from subsidised fitness sessions, corporate health plans, a nationwide 'quit smoking' campaign and confidential counselling services provided for BMD staff and their families.

The belief that 'our business is our people' has underpinned BMD since inception and is reflected through our company values and deliberately different approach to business. Delivering positive outcomes for all requires the continual development and fostering of relationships. Our strategy is built around the assumption that what is good for our employees will ultimately be good for our organisation, and

just as importantly our clients.

In essence, what makes BMD different is its value system and true commitment to living up to this standard each and every day. Through this, the organisation remains focused on maintaining its dedication and loyalty to staff as a means to underpin the sustained success of the Group as a whole, and for each member of the BMD team.

"I think the program is tremendous and I have enjoyed those activities in which I have participated. GH&W is a morale boosting program as it demonstrates that the company cares about me as a person not just as an employee."

2009 National Staff Survey Results



office locations

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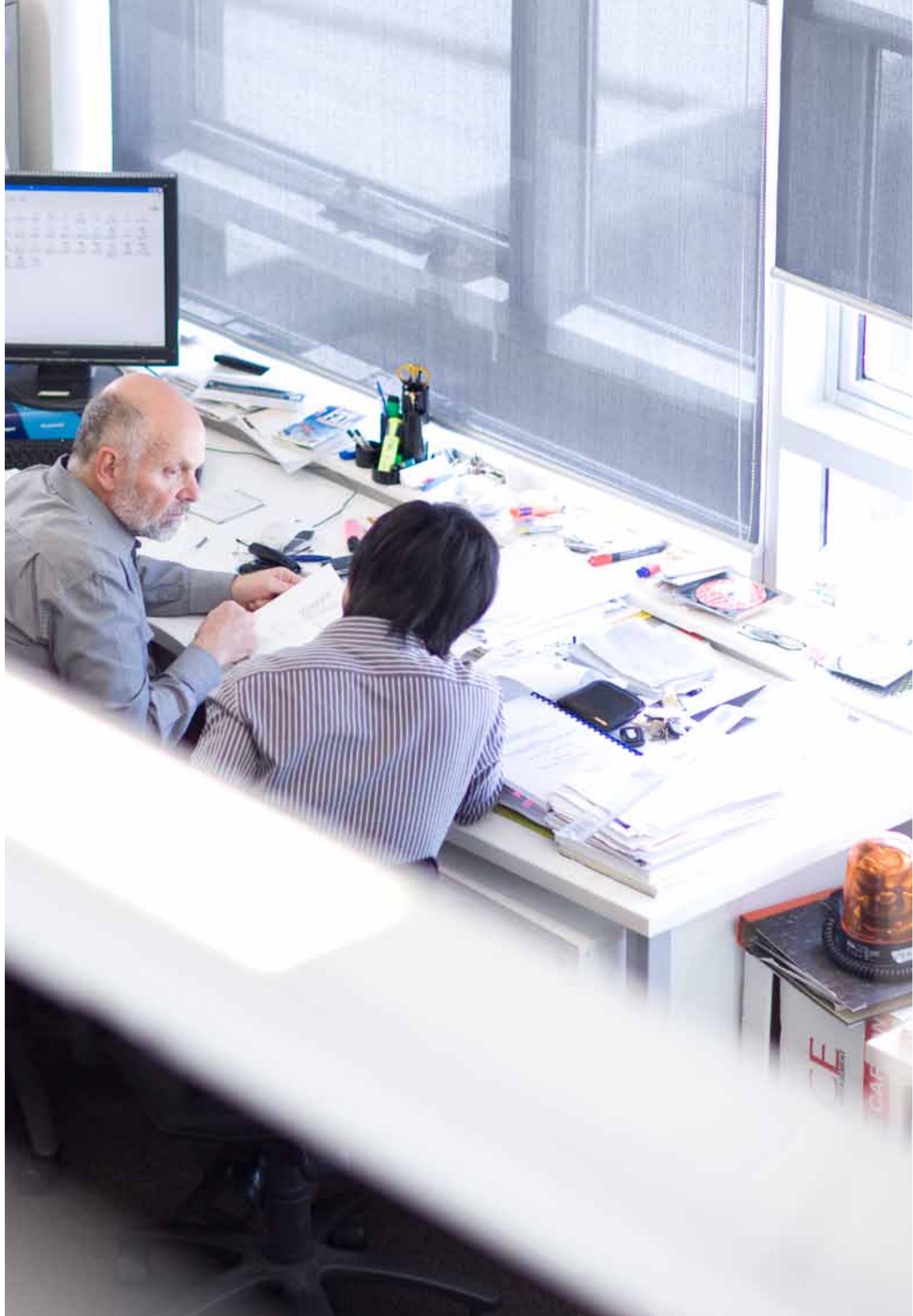
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