

mettnews

ISSUED 24th JULY 2025



DIRECTOR'S MESSAGE

Afternoon everyone! As I am writing this I am having a reflective moment on our 10 years and the event to milestone it. This is an achievement for the whole business. The outpouring of acknowledgement about the Mettle team from people throughout the industry has been humbling and well deserved for everyone at Mettle – well done and lets keep on keeping on with Good People Doing Good Things Together!

As we embark on a new financial year, it provides the opportunity to take some key learnings into the new year, set some new goals, and sustainably grow.

New projects and pipeline

At a company level, we have a good pipeline of varied opportunities in both states, with most recently, the NSW finalising negotiations for another education project with Catholic Schools Broken Bay (CSBB), this time at St Joseph's East Gosford and the QLD team entering the ECI phase for the 383 Wickham St development and Total Fusion Graceville. NSW are working hard to convert an ECI for OREZ at Tamworth – will be great to carry out some work adjacent to the golden guitar!

There is a lot in the mix and A LOT of tendering happening, so I want to take this opportunity to thank our Submissions, Estimating, Commercial/BD leads and Project Managers in both states for all the hard work being put into these. Great effort – it's appreciated!

Three Year Plan

FY26 serves as the final year of our [current three-year plan \(2024-2026\)](#). We are currently tracking about 12 months behind our plan with respect to our financial metrics. The plan also covers deliverables in relation to People, Commercial and Operational, Clients and Market, HSEQ and Brand. We have made headway across a number of these areas which I am pleased to report. The plan for FY27 – FY29 will be worked on later this year and published early in the new year.

Performance Reviews

It's time again for our annual employee reviews. Don't underestimate the usefulness of the process. I encourage everyone to take some time preparing for your catch ups reflecting on the past 12 months (including your Touchpoints) and your goals for the coming year. Use the time to talk openly with your leader so together you can devise the best possible annual plan for each of you.

Please take note of the timeframes as outlined in the recent email from me (4th July) and ensure you book in your Review. What you put into this process is what you get out of it.

Loud Shirt Day 2025

We're going even bigger this year to support Hear and Say through its annual Loud Shirt Day fundraising. Following the success of the NSW Golf Day in 2024, both states will host Golf Days in 2025! Dates for your diary:

- | | | |
|---------------------------|---------------------------------|--------------------------------|
| • Loud Shirt Day 2025 | Friday 17 th October | Small in-house function in QLD |
| • NSW Loud Shirt Golf Day | Friday 24 th October | Strathfield Golf Club |
| • QLD Loud Shirt Golf Day | Friday 31 st October | St Lucia Golf Club |

We will be inviting our subcontractors and suppliers to form teams and play, and we'll also be

on the hunt for auction prizes – more details coming soon on all this!

And so much more in this edition...!

Take a moment to read through this edition. With new team members coming on board, new Mettle babies entering the world, and a vast array of ESG initiatives happening throughout the company, it's a bumper one!

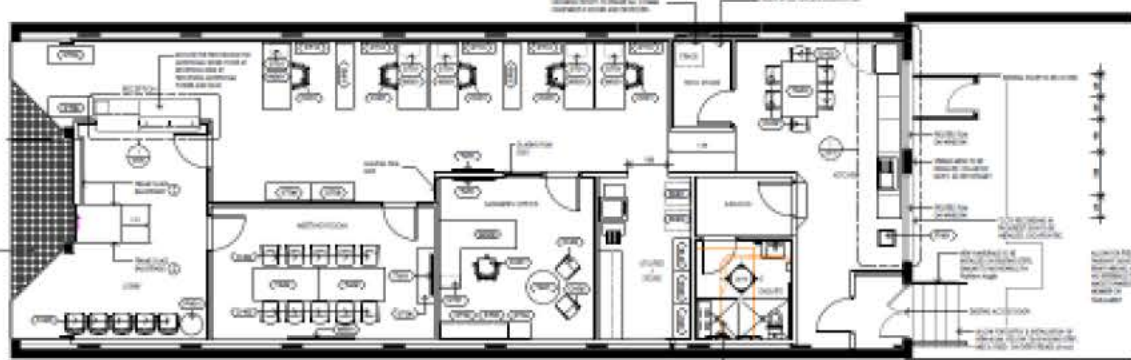
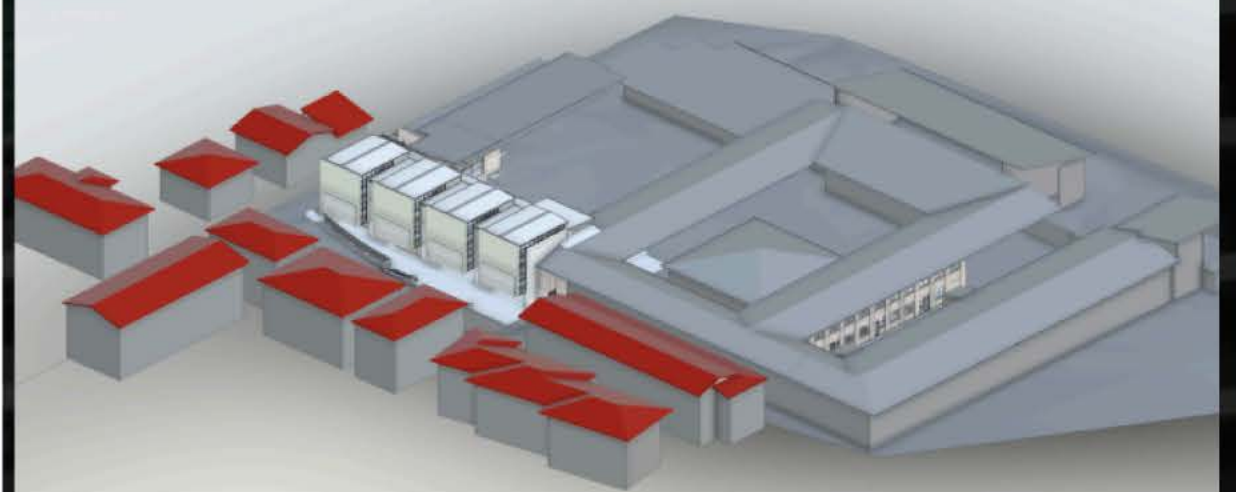
Marc Kenney

RECENT WINS

ST JOSEPH'S CATHOLIC COLLEGE, EAST GOSFORD

Andrew Anthony, Alex Warner, Ian Fisher

Refurbishment of Block C to include structural reconfiguration. Demolish Block G a 2 storey building and rebuild a new 3 storey building in a live environment.



NSW PARLIAMENT GRIFFITH

Daniel Meyer, Jerom Sarol, Dane Fuller

Demolish existing premises, fitout with new office and facilities.

PYRMONT BRIDGE EAST AMENITIES

Daniel Meyer, Jerom Sarol, Tim Perrignon

Refurbish male, female, and DDA public toilets in Darling Harbour.



OREZ TAMWORTH-RE SUBMISSION ECI - COST PLANS AND LUMP SUM SUBMISSION

Mark Paterson, Hayden Duncan

Early services agreement to VE design, procure and provide fixed lump sum price for the organics recycling facility in Tamworth. Project value circa \$40m.



SPECIAL EVENTS

Happy Birthday!

April

01st Debashish Debnath
03rd Ronnie Westdorp
04th Alexander Warner
07th James Cowderoy
08th Ethan Urbanowski
09th Heath Richards
10th Dom Jones
18th Fergus Wilson

19th Avii Villalon
24th Bradley Cox
25th Simon Harrison
27th Hayden Duncan
28th Dane Fuller

May

31st Linda Davey

June

05th Andrew Tydink
05th Jayde Casey
06th Jesse Vescovi
10th Lucy Boyd-Law
11th Dean Kelly
17th Marty Platz
28th Mark Paterson



Happy Anniversary!

FOUR YEARS

Mike Sutcliffe
17th May
Avii Villalon
14th June

THREE YEARS

Daniel Meyer
06th June

TWO YEARS

Brendan Flett
08th May
Aubrey Barcena
22nd May
Will Heidarali
25th May

ONE YEAR

Suzan Griffin
01st May
Lisa Humphrey
13th May
Debashish Debnath
20th May
David Llewellyn
27th May
Alexander Warner
17th June

Welcome to the Team!



Bradley Cox
General Foreman



**Nicolaas Johannes
(NJ) Van Zyl**
Senior Contracts
Administrator



Lucy Boyd-Law
Cadet



Lucille Morrison
Contracts
Administrator



Mark Paterson
Senior Project
Manager

Chris Lucas
Business Unit Lead

Richard He
Estimator



MEET

Ava Khuu

QLD Contracts Administrator Malcolm Khuu and Ashley welcomed a baby girl on 01st May 2025.

*Congratulations
Malcolm and Ashley!*



MEET

Walter Duff

QLD Project Manager Robert Duff and Tarni welcomed a baby boy on 08th May 2025.

*Congratulations,
Rob and Tarni!*

EMPLOYEE SPOTLIGHT

Oh hey there, Jill!

Can you tell us a little about your role and what you do at Mettle?

I'm a project manager for Mettle, working through the ECI processed for two refurbishment Projects (Eden Brewhouse and Wattle Hotel).

How long have you been with the company?

I'm relatively new to Mettle (a few months), however been in the industry for 15 years (yikes that makes me a little terrified!)

Who is your mentor?

I've been so blessed to be surrounded by some great leaders throughout my career, and who have helped shape me into the person I am today. I've got a few mentors that to this day are not just mentors, but friends. From Construction Managers, Directors to Senior Project Managers. They give me great advice, allow me to gain perspective from their experience and understand alternative options. It's been instrumental to my career growth, and I'm very grateful for these relationships because I believe mentoring (especially in this industry) is paramount for career progression.

What's the best piece of career advice you've ever received?

"Be humble, listen first." Another one that has stuck with me was "its not your mistakes that define you, but what you do from that point" These have always been part of direction with life and career



but what you do from that point . These have always been part of direction with life and career.

If you weren't in your current role, what would you be doing?

I'd be a trauma / emergency nurse.

Pineapple on pizza—yes or no? Defend your answer!

Yes, always! Who doesn't love a little sweet and savoury?

What's your go-to coffee (or tea) order?

Almond cap (or latte) with caramel.. or iced black with honey. Depends what I'm in the mood for that day.

How do you think Mettle's culture stands out from other companies?

I think what sets Mettle apart is there is no competition internally, its' a very united company & everyone is supportive of everyone's projects. It's a unified company, which isn't something you find with some of the more established companies.

What's one thing you're excited about in the future at Mettle?

I'm excited about where Mettle is headed. From day one, I've loved the work environment—it's incredibly supportive, and everyone is genuinely friendly and happy to be here. That kind of culture makes a huge difference. Mettle is an inspiring company, and I can't wait to show others—especially those just starting in the industry—that there are no limits to what they can achieve. With hard work and the right support, anything is possible! I also hope to inspire younger generations to pursue their passions confidently, knowing they belong in any industry they choose.



WhiteCloud Foundation

At Mettle, we believe that looking after your mental health is just as important as physical health.

Whether you need someone to talk to, strategies to manage stress, or professional guidance, White Cloud Foundation is available to you.

If you or someone you know could benefit from their services, don't hesitate to reach out.

For more information, visit [White Cloud Foundation's website](#) or speak to HR for further details on accessing support.

OUR NEW NAWIC MEMBERSHIP IS IN FULL SWING!

Some of our team recently attended a networking event in Brisbane that also included an insightful Q&A discussion on mental wellness in the construction industry.

Why get involved?

Our NAWIC membership gives us access to a huge range of benefits, including:

- A growing library of resources
- National networking opportunities (including mentee/mentor programs)
- Individual support services (including EAP and legal assistance)
- Industry advocacy on key issues
- A packed calendar of events year-round
- The chance to join impactful Committees and programs, like the NAWIC Male Allies Program



It's also a great way to put values into real action where:

- our people can expand their horizons
- Mettle can attract new employees
- our business can further develop and flourish

How to get involved

You can become an individual member for free through our Corporate access. Simply reach out to Patrice Simpson (QLD) or Tammy Medhurst (NSW).

If you currently have an Individual membership, we can move you over to Mettle. Look out for information about upcoming NAWIC events, awards and initiatives.

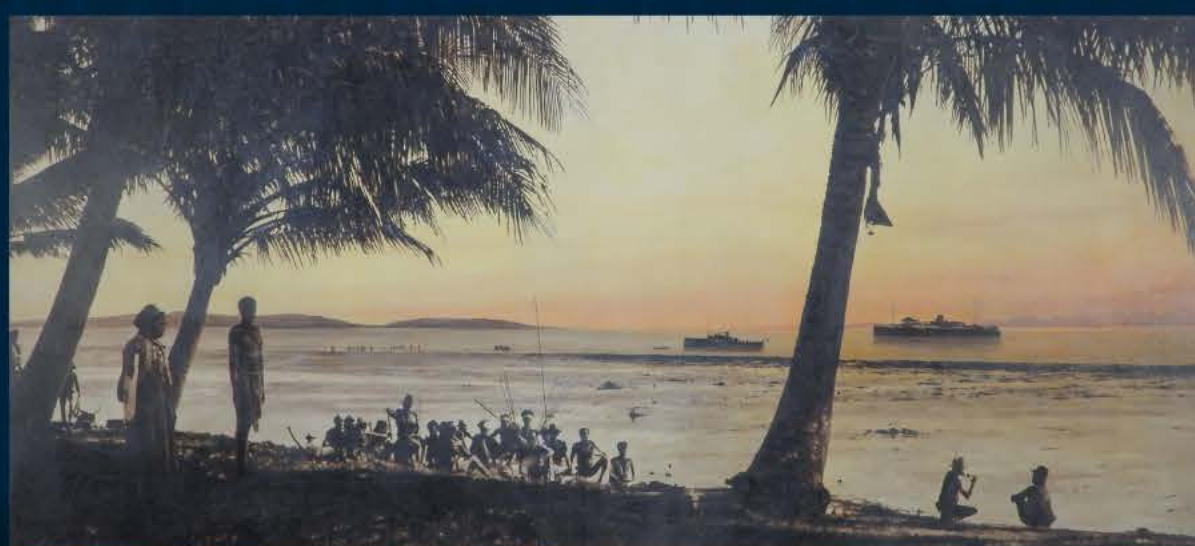
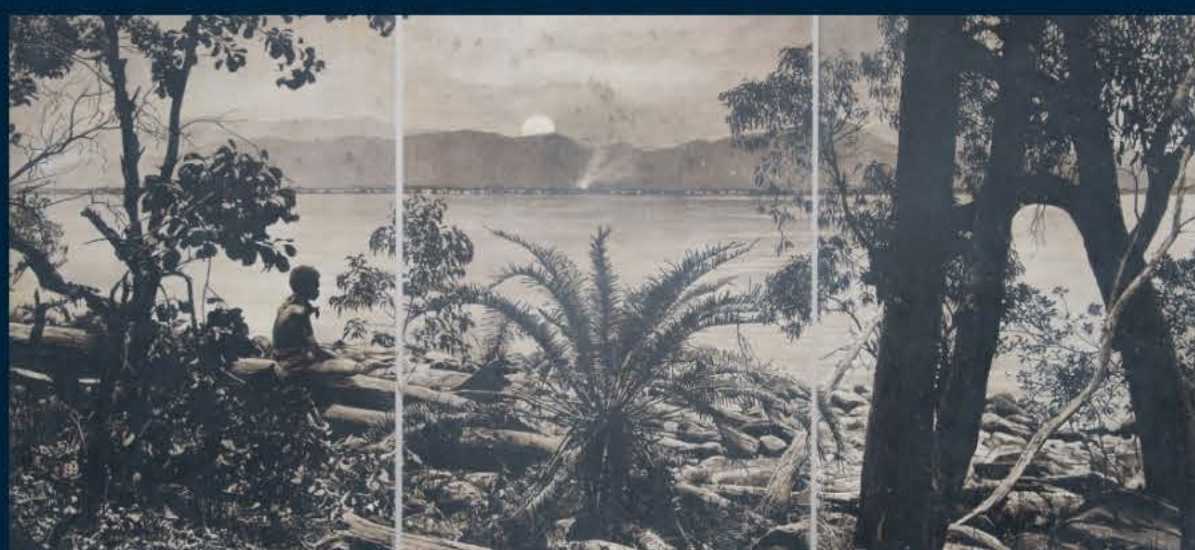
QLD TEAM EXPLORES DANIE MELLOR: marru | THE UNSEEN VISIBLE EXHIBITION FOR RECONCILIATION WEEK

In recognition of National Reconciliation Week (27 May - 3 June), several of our QLD team members including Mike Sutcliffe, Anthony Nardoza, Natalie Putt, Kirsty Stewart, and Dan Tooth attended the thought-provoking exhibition 'marru | the unseen visible' by acclaimed artist Danie Mellor at Queensland Art Gallery.

Held in celebration of Mellor's Ngadjon-jii, Mamu and Anglo-Celtic heritage, the exhibition delves deeply into Australia's shared histories, reimagining colonial and cultural narratives through a powerful multidisciplinary lens.

The term marru means "becoming visible" in the Dyirbal language of Mellor's matrilineal ancestors, a fitting title for an exhibition that illuminates both the visible and the unseen layers of our nation's past.

Attendance at this event reflects our commitment to fostering cultural awareness and learning from First Nations perspectives.

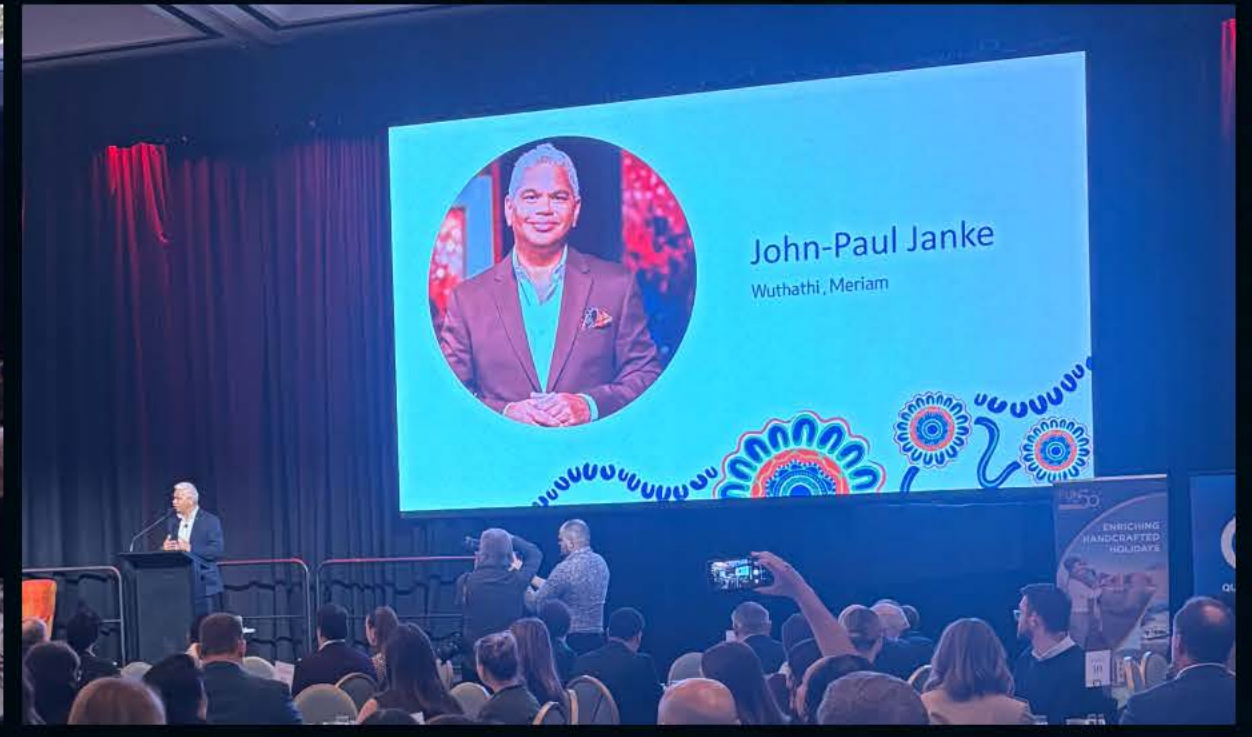


NAIDOC WEEK (7 -13 JULY) TURNED 50 THIS YEAR. THAT'S FIFTY YEARS OF LEARNING, CELEBRATING, IMPORTANT YARNS AND CONNECTIONS.

We participated in two fantastic events that honoured this year's theme, 'The Next Generation: Strength, Vision & Legacy'. Both accentuated the incredible talent and passion of young First Nations people who are shaping the future. At the same time, the events also both paid deep respect to the amazing Elders who came before them.

Some of the Brisbane team attended the incredible QTIC NAIDOC Breakfast on Meeanjin country and our Sydney team again attended the annual NAIDOC in the City festival which is a vibrant celebration of Aboriginal and Torres Strait Islander culture.

Culture.



SHARING INSIGHTS, STRENGTHENING SAFETY: COLES ANNERLEY HOSTS PRE-CAST FORUM

You might have seen on our socials that the Coles Annerley project team hosted a dedicated pre-cast forum with subcontractors and the Chief Advisor of Engineering from the Queensland WHS Regulator.

He shared valuable insights into recent developments in the pre-cast industry, particularly regarding the testing of safety lifters and the forthcoming review of the Tilt-up and Pre-cast Code of Practice.

Why is this important?

Sessions like this not only keep us updated on the current code and their learnings, they also go along way in furthering our connections with relevant industry bodies.

QUALITY, SAFETY AND ENVIRONMENTAL BULLETINS

Quality, Safety and Environmental Bulletins play a critical role in our business to upskill us, protect us, reinforce or change processes or behaviours and to ensure mistakes are not repeated.

Safety alerts often highlight near misses that had the potential to become critical incidents.

From a Quality standpoint, these lessons can reveal the true cost of rectification work - both financially and reputationally, particularly when our brand's integrity is at stake.

Bulletins can cover a multitude of topics. Some recent ones include:

- Union Right of Entry Key Requirements
- LED strip light fitting (fixing method failure)
- Mechanical grille cover failure

We all have a role to play in conducting our operations safely, so we welcome contributions of draft bulletins from everyone for review and issue by the HSEQ team.

A Sparkling Night for a Special Cause – The Emerald Ball



Some of our NSW team recently had the privilege of attending The Emerald Ball, a night dedicated to raising much-needed funds for the Kids Rehab unit at The Children's Hospital at Westmead. The evening was filled with glamour, generosity, and heartfelt moments – all in support of an incredible cause.

A special mention to **Suzan Griffin**, who is not only a valued member of our team but also part of the Emerald Ball organising committee. Her involvement is especially meaningful as her daughter Milla is a patient of Kids Rehab and has been for the past 17 years.

The event was brilliantly hosted by Natalie Barr and Matt Shervington, with the high-energy and charismatic, Toby Llewellyn taking the reins as the Auctioneer. Some of you may remember Toby from the NSW Golf Day, where he helped raise a fantastic amount of funds for Hear and Say – and we're excited to have him back again for our upcoming 2025 Golf Days!

It was truly a night to remember, supporting a cause that makes a real and lasting impact.

The Emerald Ball raised an incredible \$670,000 for Kids Rehab.

To learn more or support the event, visit: <https://emeraldball.org.au>

10 Years of Mettle

Marking 10 years was just as much about acknowledging all those

Making 16 years as much as much about celebrating all those who've supported and contributed to our community, charity and sustainability efforts.

Giving lies at the heart of Mettle, it's in our mantra and woven into the fabric of our business.

As we head into the next decade, that mindset of giving before receiving is still what drives us. And we're sticking with it.

Thank You!

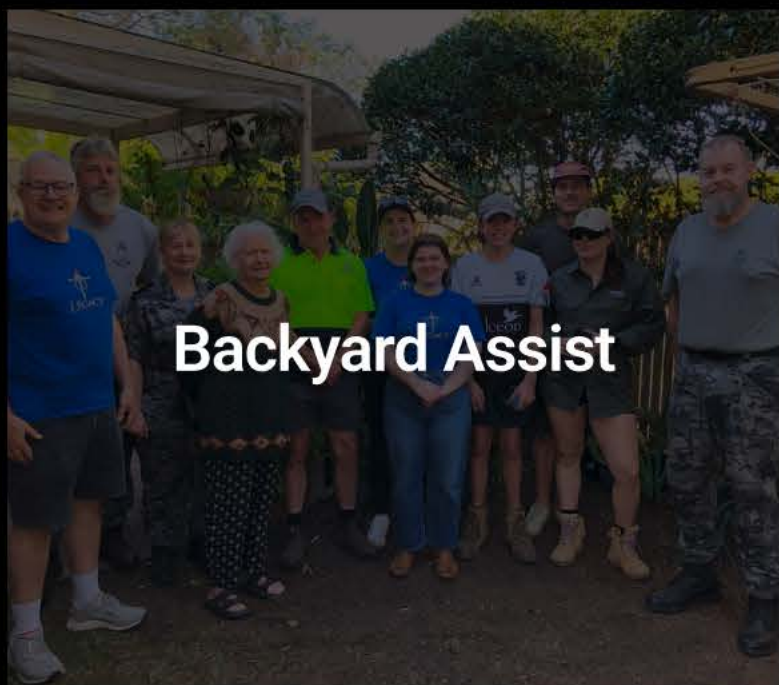




As the main event was happening in Brisbane, the Mettle Philippines team joined in the festivities with their own celebratory lunch gathering!



FOLLOW US ON SOCIALS



Backyard Assist



Community Support Fund 2025



PREQUALIFIED To deliver NSW Government Projects up to \$30m



We want to hear from you! Send your stories to marketing@mettle.au