



100% Australian Family Owned

**SERVICES TO THE ENERGY, UTILITIES,
CONSTRUCTION, INFRASTRUCTURE &
CIVIL INDUSTRY SECTORS**



THE PERFECT PARTNER

**Labour Hire | Recruitment |
Traffic Management | Training**



ABOUT US

Lack Group is 100% Australian family owned and privately-operated, specialising in traffic management, permanent and supplementary labour solutions to the energy, utilities, maintenance, construction and infrastructure sectors across Australia. Lack Group Training is a Registered Training Organisation (RTO# 45747) delivering nationally recognised training in the VET sector.

Our Companies

Company Name	ABN
Lack Group Traffic Pty Ltd	64 628 562 505
Lack Group Constructions Traffic Pty Ltd	57 628 930 656
Lack Group Personnel Pty Ltd	85 606 334 552
Lack Group Construction Pty Ltd	95 142 381 155
Lack Group Asset Holdings Pty Ltd	30 624 765 975
Lack Group Training Pty Ltd	28 639 318 344

Our Services

Lack Group's national service solutions are centrally controlled with 24 hours per day 7 days per week coverage. Our transportation and innovation headquarters is the central hub for our daily operational planning, scheduling and monitoring, supported by the regional offices with local on-ground management and support. The purpose is to concentrate around "a centre of excellence" where the outputs for our client are consistently provided to meet expectations and requirements.

Our business centres (office/depots) are strategically located aligned to our client's needs, allowing us to provide effective solutions, and where an increase in service requirements is required, we have the agility to react rapidly to meet any demand that may be imposed.

Our Key Values

Professionalism – Commitment – Communication – Safety

Our Company Vision

- To be the best at what we do.
- To be the client's number one provider (supplier of choice) in the provision of our services.



Traffic Management

Lack Group is a registered Traffic Management company with a well-established track record of partnering with our clients across the Construction, Infrastructure, Mining, Government, and Private sectors in high profile public environments, to successfully deliver our Traffic Management services.

Operating nationally 24-hour a day our team is dedicated and structured to ensure the best possible outcomes are delivered; not only for ourselves, but for our clients and the communities we operate.

Traffic Management services and solutions include:

- Design of traffic management plans, traffic guidance schemes, plans and permits;
- Supply and installation of fixed and temporary advance warning signage;
- Incident response services;
- Event management; and
- Supply of traffic control personnel, devices, equipment and vehicles.

Labour Hire & Recruitment

Lack Group has developed a reputation that sets the standard in quality, expertise and reliability for delivering permanent and supplementary Labour Hire solutions, across the industries in which we operate.

Our quality permanent and temporary personnel solutions capture a wide range of role disciplines and skills classifications to deliver against our clients requirements.

With robust and scalable service delivery methodologies, we ensure that we can assist you in meeting your workforce objectives in a timely and efficient manner.

We pride ourselves on our ability to work within highly regulated environments, while also offering the flexibility to respond to changing requirements for our clients.

Our proven performance, knowledge and expertise authenticates our ability and effectiveness in achieving the needs of large and small-scale personnel solutions.

Training

Lack Group Training (RTO# 45747) delivers nationally recognised training in the VET sector

As an RTO we are able to provide our employees with the opportunity to improve and/or broaden their skillsets to increase their employment opportunities (security of employment), providing a retention method for the Group, and for our clients as they are serviced with multi-skilled, productive and competent people and to offer training products and or services publicly.

We are focused on:

- improving work opportunities for students by increasing their skillset and knowledge base;
- empowering our students with the skills, knowledge and confidence to advance in their chosen careers;
- increasing the quality of our services for our clients with multi-skilled, productive and competent human resources.
- professional, flexible learning and providing students with the best experience possible

Our Experience

We create and deliver solutions across Australia to our clients through a strategic partnership approach, enabling us to understand their needs, and provide tailored solutions to add real value to their businesses.

We have successfully partnered with a broad range of clients from horticulture service, energy and utility providers through to significant projects and with several Tier 1 clients on some of Australia's largest infrastructure projects.



Sydney Light Rail Project 29th November 2015 to 21st May 2020

Progressive hours work: 977,887.50
Personnel utilisation: 1089 Traffic Controllers
Number of Lost Time Injuries: 1
Lost Time Injury Frequency Rate: 1.02



Canberra Light Rail Stage 1 15th December 2016 to 30th June 2020

Progressive hours worked: 212,484.50
Personnel utilisation: 251 Traffic Controllers
Number of Lost Time Injuries: 1
Lost Time Injury Frequency Rate: 4.7



Woolgoolga to Ballina Pacific Highway Upgrade Section 7, 8 and 9 16th January 2018 to 19th May 2021

Progressive hours worked: 84,999.50
Personnel utilisation: 153 Traffic Controllers
Number of Lost Time Injuries: 0
Lost Time Injury Frequency Rate: 0



NorthConnex 11th January 2016 to 29th April 2021

Progressive hours worked: 388,887.00
Personnel utilisation: 398 Traffic Controllers
Number of Lost Time Injuries: 0
Lost Time Injury Frequency Rate: 0



RESOURCES

Plant & Equipment

We have an extensive fleet in excess of 300 vehicles, combined with our extensive equipment, signage and devices holdings ensures our capacity to meet the commitments of any client requirement. Each vehicle fitted with In Vehicle Management Systems (IVMS), allowing us visibility into every aspect of our fleet so that we can make informed decisions to; decrease fuel costs and downtime; boost productivity and safety; maintain preventative maintenance cycles and monitor driver behaviour.

Personnel

Our rigid screening process enhances our ability to attract and retain quality employees.

We have an extensive database of qualified personnel available to ensure our response times are consistent and achievable.

Additionally, we have a pool of pre-registered candidates in preparation to mobilise any substantial requirements on the successful award of works.



SYSTEMS AND CERTIFICATION

Work Health & Safety, Quality and Environment

We have an absolute commitment to work health & safety, the environment, the satisfaction of our clients and regulatory legislation.

Our culture is “every person going home safe and healthy every day”. This requires the active participation of everybody who is directly or indirectly involved in the company and includes identifying hazards that could potentially cause work health & safety problems and then taking action before the problem eventuates.

Lack Group has adopted an Integrated Management System (Lack Management System) aligned with our core values of Professionalism, Commitment, Communication and Safety and to ensure that we satisfy the expectations of our customers by providing them with goods that are fit for purpose, meet their specifications, meet regulatory requirements and are supplied on time, at competitive market prices.

We are dedicated to ensuring the quality of our products and service offerings and effective management of Work Health, Safety and Environmental risks, which are integral to Lack Group activities.

Lack Groups Integrated Management System has been independently certified as complying with the requirements International Management System Standards.

Government Prequalification / Traffic Management Registrations Schemes

- Department of Transport and Main Roads Queensland, Traffic Management Registration Scheme;
- Roads & Maritime Services New South Wales, Category G Registration;
- Main Roads Western Australia, Traffic Management Registration Scheme;
- Department of Planning, Transport and Infrastructure South Australia, Traffic Management Registration Scheme;
- VicRoads Pre-Qualification Scheme;
- Secure Local Jobs Code Certified; and
- ACT Government Prequalified Contractor Traffic Management Intersections.



SUSTAINABILITY – SOCIAL & ENVIRONMENTAL

Lack Group is committed to undertaking our business activities in a socially responsible manner, caring for the environment and communities in all regions in which we operate. This commitment is deeply ingrained in our core values and we aim to demonstrate these responsibilities through our actions and within our corporate policies, practices and day to day operations; and relationships with our clients, suppliers, employees, and communities.

At Lack Group, the way we lead, work and behave is driven by our core values and culture. These values influence the way we meet client needs, while respecting the regulatory requirements and the way we promote ethically sound practices.

Our Corporate Social Responsibility (CSR) Policy details the principles for responsible and sustainable business practices is pursued directly through our own efforts and actions; and indirectly through the professional support of our clients who provide services to develop the social, cultural, intellectual and economic environment of the community.

We define Corporate Social Responsibility as:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures within which we work.

Environmental Sustainability

We recognise we have a shared responsibility to protect our planet. Although our facilities and operations have a small ecological footprint, we continuously strive to reduce the environmental impact of our business through our approach to sustainability, innovation and waste reduction practices to achieving a positive impact on the environment.

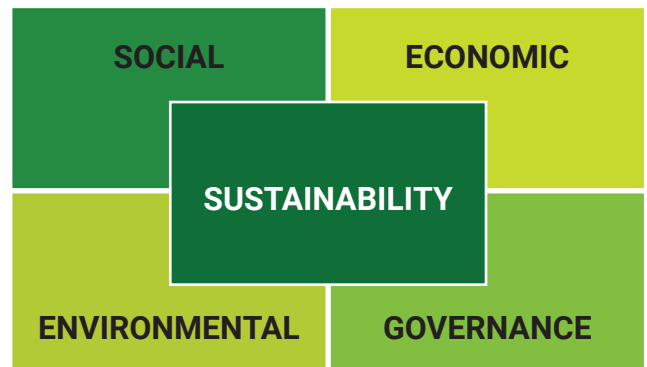
We have a number of initiatives in place including;

- Paperless Systems field and office based,
- Measuring and reducing/offsetting our Carbon Footprint
- Measuring CO2 emissions (fuel)
- Responsible Waste management
- Solar and battery systems, vehicle and facilities, emission reduction and carbon offsetting
- Fleet In vehicle Management System, fuel usage reduction, maintenance.
- Measure fuel type usage and increase the use of ecofriendly fuels

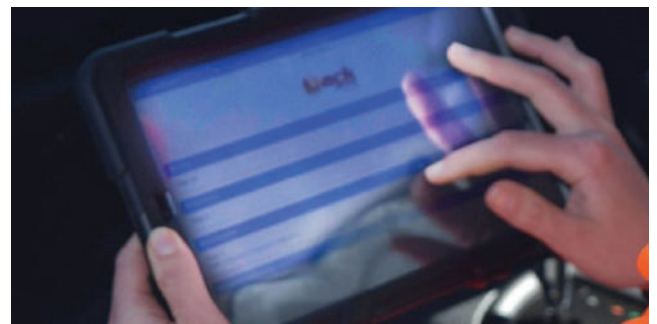


We will operate business in a manner that is:

- ethical and responsible with proper regard to our legal obligations and according to relevant directives, regulations and codes of practice; and
- socially responsible in relation to our clients, our people, economic, social and environmental impacts.



Our Company Policies are intended to provide the framework for the governance of Lack Group and adherence to our policies and related operating procedures is the responsibility of every Director, Manager and Employee and shall be implemented and maintained through our business operating system, key policies and their related procedures.



Lack Group's Transportation & Innovation Headquarters - Solar and Battery system

DIVERSITY & ENGAGEMENT

We are an organisation that truly leads from the top in respect of diversity and engagement.

Our workforce demographic consists of employees from many aspects of the community. We encourage all potential candidates, who are qualified to perform the job requirements to apply for opportunities we offer, and from time to time target individual sectors.

Currently we are focusing on three key initiatives

- Encouraging women in construction to apply for non-traditional roles;
- Aboriginal & Torres Strait Islander engagement strategy;
- Young and new entrant mentoring program.

Women in Construction

Our Founder, Diane Lack built Lack Group from the initial dream to the Company that it is today. Diane's legacy - taking on the challenge of being a female CEO and Director in a non-traditional landscape, had been in the construction industry for around 21 years.

Our talent attraction program encourages women to apply for non-traditional roles in the construction industry by promoting the opportunities for women, and the information and support that they need.

We have noticed a significant increase in the percentage ratio of women to men. We are proud that across the Lack Group women occupy in excess of 30% of our total workforce.

Aboriginal and Torres Strait Islander Engagement Strategy

Lack Group acknowledge the Traditional Owners of country throughout Australia and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past, present and emerging.

Lack Group is a proud Certified Supplier with Supply Nation, Australia's first Indigenous supplier diversity council dedicated to growing the work opportunities available and by facilitating connections between Indigenous businesses and our members' procurement departments across Australia.



Lack Group is committed to improving employment opportunities for Aboriginal and Torres Strait Islander people as detailed in our Aboriginal and Torres Strait Islander Engagement Strategy.

This strategy is underpinned by four principles:

- Partnerships;
- Community Participation;
- Capacity Building; and
- Sustainability.

Young and Inexperienced

For young and inexperienced workers in the construction industry, we have implemented a planned and managed transitional system. The key components are based on a mentoring (buddy) assignment and a work readiness support platform. The intention is similar to a young worker toolkit which is aimed at encouraging actions that build the capabilities of young workers to be safe and productive at work, rather than just relying on them to speak up or ask the right questions.

Social Performance

Our workforce demographic consists of employees from many aspects of the community. The performance details outlined below are collectively as a Group

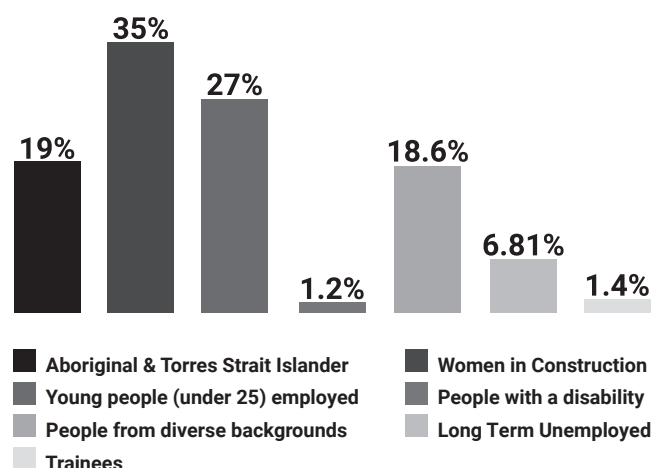
Social Purchasing

Our purchases are mainly vehicles, signage and devices, Information Technology Communication and general office supplies. We have not identified any suppliers relevant to the quantity of our supply that are at least 50% Aboriginal owned or Australian Disability Enterprises that can provide our requirements.

Lack Group is a registered Aboriginal business with Supply Nation.

The performance details outlined below are collectively as a Group.

GROUP PERFORMANCE DATA



LACKSAFE PROGRAM

The LackSafe program is aimed at achieving a culture at work where “**everyone looks out for everyone**” and is actively involved in making what we do “**a safe and healthier place to work, and looking after the environment**”.

A culture where “**everyone looks out for everyone**” (active involvement)



The program consists of:

Improved Systems “the way we work”, innovation partnering with our suppliers for new technology, product development and industry engagement;



Employee engagement initiatives “have a say in what you do”;

Employee Awareness and Support Programs (examples include employee assistance program, health and wellbeing initiatives, how to deal with problems, health and lifestyle information – not just aimed at the workplace);



Our monthly LackSafe Award program is aimed at recognising those employees that are championing the LackSafe Culture. One of the biggest motivators for employees is to be respected by their peers. The best way of earning this respect is by being acknowledged for being good at what they do and demonstrating the company values.

Our Monthly LackSafe Award acknowledges our employees whose actions and behaviours positively demonstrate the LackSafe Programs culture of “everyone looking out for everyone”. The Monthly Award is driven by our employee being actively involved and nominating their colleagues for the LackSafe employee of the month.



Information, communication and training sessions “staying in touch”



ASSOCIATIONS & PARTNERSHIPS



Traffic Management Association

Lack Group are an active National member of the Traffic Management association.

The Traffic Management Association of Australia (TMAA) is the peak body for Traffic Management. The TMAA represents the Traffic Management and Traffic Control industry throughout Australia.



Supply Nation

Established in 2009, Supply Nation has worked with Aboriginal and Torres Strait Islander businesses along with procurement teams from government and corporate Australia to help shape today's emerging and rapidly evolving Indigenous business sector.



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