

CAPABILITY STATEMENT



ALDER

SINCE ITS INCEPTION 20 YEARS AGO, ALDER GROUP HAS QUIETLY EMERGED AS AN INDUSTRY FORCE TO BE RECKONED WITH.

Beginning with just one person who dreamt of a working environment where staff didn't feel like a cog in a wheel and client relationships were built on integrity and respect, the company has grown into a multi-disciplined construction and development syndicate with an expanding geographical footprint.

From our small beginnings we have continued to build strong, long-lasting relationships within our networks, taking pride in delivering outcomes that live up to our name. Where most construction or development companies niche themselves, we've always thrived on diversity – embracing civil and building projects with an ease that belies the complexities and developing multifaceted projects that offer real value to the community. Our multidisciplinary approach along with our ability to adapt to changing market conditions is what has set us apart from our competitors from the outset. And, with a long list of successful developments behind us, we have additional skillsets and expertise that other players do not.

When you work with Alder Group you get everything under the one roof. It means streamlined processes, a thorough understanding and upfront planning – reducing the headaches that come from partnering with separate businesses to deal with civil and building works, to develop and consult. It means complex boutique projects completed by experienced and skilful specialists with a reputation for excellence and a comprehensive and varied portfolio that speaks for itself. It means access to a team of adaptable experts who are well-honed problem solvers and love a challenge plus all the foundations for developing a long-term relationship with people you can count on.

We care about the projects we put our name to. And we care what those projects say about who we are.

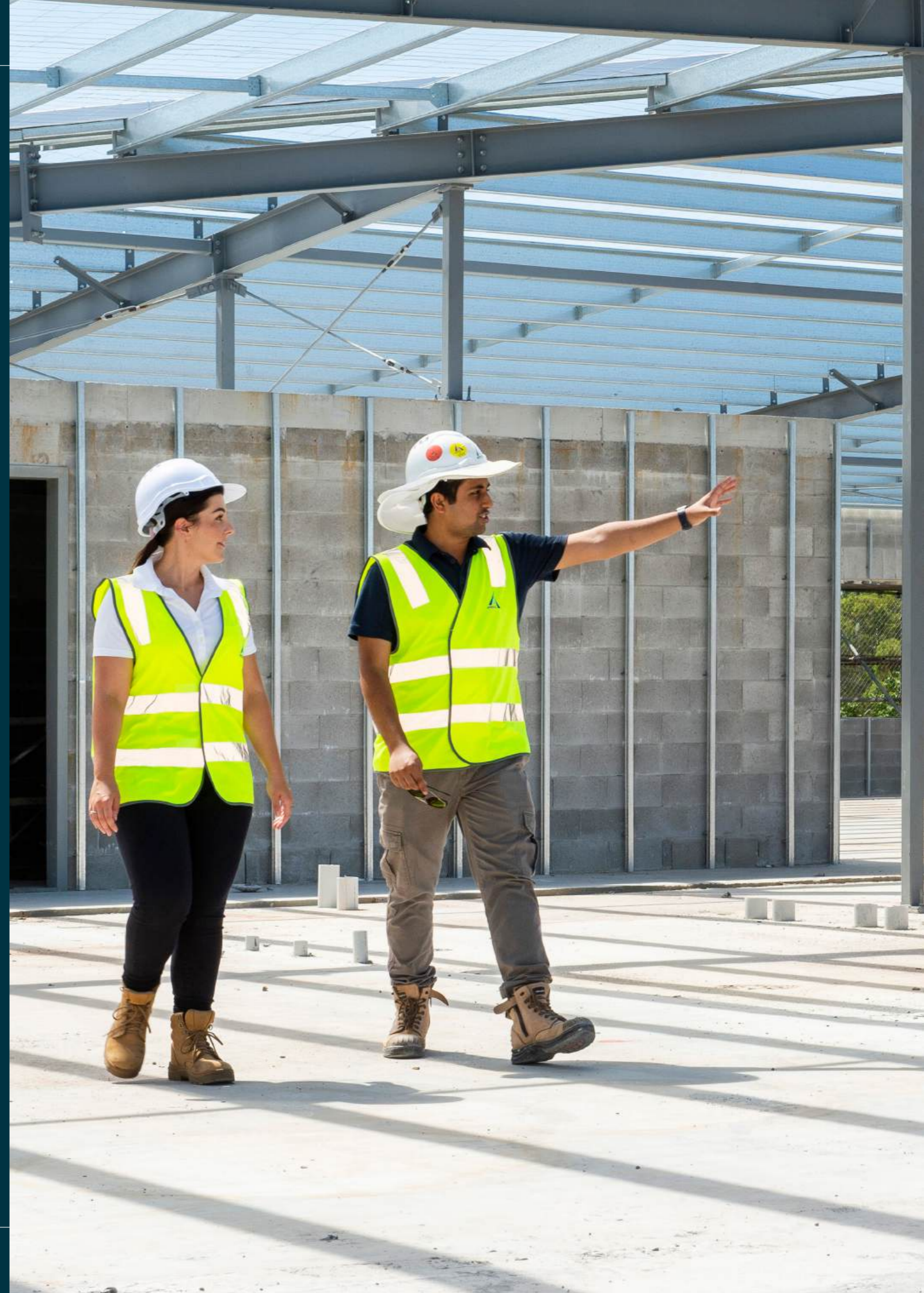
It matters to us that the infrastructure we have a hand in creating has a positive impact on the community. And it matters to us that we support the community – both inside and outside our company – with initiatives that reflect our family values.

We are as conscientious about the sustainability of the projects we bring to life – whether it's development or construction – as we are about the growth of our business.

While we may be a big industry player with the capabilities to match, we have retained the personal approach of a much smaller business. Our clients come to us as much for the easy, hassle-free experience as the sharp and competitive delivery we're renowned for.

When you partner with Alder Group, you can expect clear and honest communication with a team who aren't afraid to have the hard conversations when they're needed. You can expect upfront planning and accurate estimates and a resulting product with minimal defects delivered on time. And you can expect stability – low risk investments made with good, honest people.

With work that speaks for itself, it's our thriving culture, professional edge and unwillingness to compromise on quality that truly underpins our success. In a notoriously capricious industry, Alder Group has remained steadfast and always true to our values. And that is something that will never change.



People + Business

CREATING CONNECTIONS

Our people are a high performing team, who value honesty, integrity and innovation and embed collaboration into everything that we do.

We know that great project delivery relies on having great people around us. We don't do things by halves, and always work to exceed our already high standards. The value-add our people bring to projects is reflected in our ability to think outside the box, deliver innovative solutions and ensure all stakeholders are actively engaged throughout the process, delivering a win-win solution for all parties.



Greg Alder

Managing Director

Greg is the founder and Managing Director of Alder. He has decades of experience in all aspects of building, civil and infrastructure construction as well as property development.

His experience across all levels of construction, and strong business acumen, is the foundation of our collaborative approach. His vision has brought development and construction teams together under one roof, as part of a growing business.

As Managing Director, Greg offers leadership, mentorship and support to ensure our teams have the foundations to successfully deliver diverse projects.



Dean Cheffers

Chief Executive Officer - Constructions

Dean joined the business in its infancy and he has worked closely with Greg over the decades to grow and develop the business to where it is today.

As a Chief Executive Officer, Dean oversees the entire operations of the constructions business. Dean is a focused relationship builder, who brings a wealth of knowledge and experience to his role as a leader, mentor and manager.



Senior Leadership



Daniel Noordzy
Chief Financial Officer

Daniel has over 20 years' experience in the finance industry, starting his career as a Chartered Accountant and has worked in multiple sectors. Daniel joined the Alder Group in 2024 as Chief Financial Officer and is responsible for the accounting, treasury and financial operations, ensuring compliance and adherence to all statutory regulations.



Frank Galvin
General Manager - Developments

With over 15 years' experience in the development industry, Frank - past President of the UDIA Ipswich Branch - has been responsible for the development management of masterplanned projects from acquisition to settlements, with a key focus on providing products that meet market demand. Frank oversees the operations of the development business unit.



Tim Cadden
General Manager - Building

Tim's key strengths centre around his effective team management and client communication, together with a focus on relationships, safety and quality outcomes, effective planning, budget management and meeting client expectations. These traits combine to be the key contributors to overall successful project delivery.



Megan Mitchell
Construction Manager - Building

Megan has the ability and acumen to identify and negotiate complex construction problems, employing leadership, meticulous planning, and strategic thinking to effectively collaborate with personnel, contractors, clients and stakeholders. Megan supports and oversees the operational aspects and performance of the construction business.



Shane Pelczer
General Manager - Asset Renewal

Shane joined Alder over 20 years ago and has a detailed understanding of our operations and civil and infrastructure business to now lead our Asset Renewal division. Shane brings innovative thinking to our work-winning and delivery strategies, with strong industry connections and collaborative approach.



Adam Taylor
General Manager - Civil and Infrastructure

Adam joined Alder as a Project Manager over 10 years ago, and is now our General Manager of our civil and infrastructure business. Adam takes a hands-on approach to managing our growing project delivery team and overseeing the operational aspects of the Civil and Infrastructure team. Today, he oversees each aspect of our projects, from tender and stakeholder management through to project delivery and close-out.



Simon Green
Strategy and New Business

Simon has a detailed understanding of the project lifecycle, thanks to his experience across all aspects of property development and construction. Every day, Simon brings forward-thinking to our work-winning approach, with a focus on collaboration and building relationships.



Michael Ciolli
Commercial Manager

Michael has global experience in commercial and contract management spanning built form and infrastructure sectors. Michael proactive and analytical approach, sees well considered and practical solutions to our commercial applications.

Senior Leadership



Kristina Charchalis-Rana
Brand and Communications Manager

Kristina understands the importance of a strong brand and efficient systems in the engineering and construction industries. She influences our success by working on our systems development, implementation and brand management. Day to day, she tailors strategies to market our projects and promote our people and culture.



Paul Fullwood
HSE and HR Manager

Every day, Paul manages Alder's Integrated Management System. With a true passion for safe work practices and reducing environmental impact, he drives internal and external project auditing, training, incident management and compliance. He is known across the industry for his interest in developing safe methodologies and training.



Jason Chilman
Business Systems Manager

Jason provides information technology and systems development and support across the Group. Every day Jason integrates best practice and security focussed solutions to enhance our integrated business systems and overall user experience.



Mark Otte
Quality Manager

Mark is known across the industry for his dedication to developing Quality Control and educating others in quality processes. He brings a wealth of knowledge and proactively ensures that we implement strong processes, above the industry standard, on each and every project we deliver.



People-First Culture

SAFE AT WORK, SAFE AT HOME

Our decades of practical site experience and proactive approach to zero harm are the foundation of our people-first culture.

Our dedicated team of professionals provide workplace health and safety advice, support and guidance to our team, subcontractors, clients and all relevant stakeholders.

Our Workplace Health and Safety systems are Federal Safety Commissioner Accredited (FSC) , and independently certified to ISO 45001.

Environment and Sustainability

We take our environmental responsibilities seriously. We positively contribute to a sustainable way of business and constantly look for ways to reduce or offset our possible.

We are committed to promoting a culture of sustainability in our workplaces by managing our operations and integrating sustainability principles to offer value for money, seek competitive advantage through innovation, reduce construction waste and contribute to safe and healthy employees and communities. Our systems are certified to ISO 14001.

Quality Assurance

We pride ourselves on being master builders, delivering projects that exceed our client's expectations. We deliver an extremely high standard of construction, certified to meet ISO 9001.

Our systems enable us to consistently improve efficiency and effectively manage risk without compromising the product or outcome.



ISO 45001:2018
Safety Management System



ISO 14001:2015
Environmental Management System



ISO 9001:2015
Quality Management System



Community + Industry

OUR COMMITMENT

We have developed and implemented initiatives around our social and economic contribution, supporting the communities and Local Government Areas in which we operate.

Our key objectives to contribute to social and economic development include:

- ▶ Actively engaging local Indigenous groups to support Indigenous participation on our sites and align Indigenous workers with our subcontractors.
- ▶ Actively encouraging and coordinating work experience and training opportunities with schools with a trade based curriculum facilitating practical experience with our qualified subcontractor network.
- ▶ Actively encouraging and supporting increased female participation on our sites through direct employment, subcontractor and supplier channels.
- ▶ Providing training opportunities through our partnership with Construction Skills Queensland (CSQ) and edicated funding to contribute to upskilling our personnel and wider workforce.
- ▶ Assisting in the rehabilitation of our workforce. We have an established Return to Work partnership assisting injured workers in their journey back in to the construction workforce.
- ▶ Contributing to regional communities we deliver projects by sourcing locally and staying locally. We also endeavour to engage local resources, subcontractors and suppliers where possible.
- ▶ Supporting not-for-profit organisations which complement the values of our Directors and wider team.

We have demonstrated this engagement and benefit not only in our own local footprint, but in regional communities and key development areas.



Broadbeach Surf Life Saving Club

As a family owned business, we support charitable organisations that complement our values. Broadbeach Surf Life Saving Club is a local family-owned club with strong ties to our own team and their families.

Over our many years of operation, we have supported to the growth of the club through contribution of construction services to expand the club and provide revenue generating function room facilities as well sponsorship of their Nippers program.

Building Blocks

We have developed a dedicated program supported by CSQ to introduce the next generation to construction careers starting in local High Schools. Providing essential education infrastructure to schools in South East Queensland and Northern New South Wales, we recognised a valuable opportunity to showcase tangible construction projects and career pathways right in their backyards.

This program provides the opportunity for a series of site tours highlighting the various aspects of construction, as well as tailored work experience for those pursuing school-based apprenticeships and traineeships.



Women in Construction

We believe in diversity. We support not-forprofit organisations Awesome Women in Construction (AWIC) and National Association of Women in Construction (NAWIC) so that we can play an active role in creating, encouraging and developing rewarding careers for women in the construction industry.

Experience + Tailored Solutions

NEW WAYS OF THINKING IS A STANDARD PART OF OUR PROJECT APPROACH.

We bring our best minds together to solve your project challenges - everything from time to logistics, and buildability. We constantly work to minimise risk and disruption and make sure you have the best project outcomes.

Our experience in community and social infrastructure is multi faceted and has seen the delivery of exceptional facilities for not-for-profit organisations, government departments, local councils and private clients.

The expertise we bring across all construction disciplines as well property development ensures we can deliver a bespoke project experience for each and every client.



Civil Infrastructure

Our foundations are grounded in civil engineering expertise. We have capabilities across all facets of civil and infrastructure, from earthworks, road and bridge construction to treatment plants and concrete remediation. Each of our projects demonstrate innovative construction methods and our problem-solving attitude.



Commercial Construction

Successful projects start with collaboration. From early contractor involvement (ECI), through to design and construction or a classic build, there is no 'one size fits all'. Our inclusive approach means we find a personalised solution and are available every step of the way.

Asset Renewal

We have a focus on breathing new life into existing structures and extending its life span. Working towards the best technical and value engineered solutions, we employ bespoke and innovative construction methods and safety access systems to manage safety and project buildability.



Property Development

We provide an end-to-end solution for design, development, and construction services, with a focus on a diverse range of market segments. We offer a reliable and hassle-free end-to-end quality solutions for our buyers.

Project Portfolio

CIVIL AND INFRASTRUCTURE

Our diverse range of civil and infrastructure projects highlight the depth of our capabilities to self-perform and deliver key community infrastructure for local councils, government bodies and private clients.

What we do:

- ▶ Road and carpark infrastructure
- ▶ Bridges and concrete structures
- ▶ Drainage and stormwater infrastructure
- ▶ Parklands and community infrastructure
- ▶ Pedestrian and cycleways
- ▶ Retaining wall construction
- ▶ Wastewater and water treatment plant works and storage tank construction
- ▶ Concrete remediation
- ▶ Slope stabilisation and land remediation
- ▶ Marine construction and remediation
- ▶ Earthworks and subdivisions
- ▶ Electrical, communications, water and sewer service reticulation
- ▶ Rail station construction and enabling works



Baycrown Pty Ltd Pimpama QLD

YAWALPAH ROAD DUPLICATION UPGRADE

\$6.4 MILLION

Alder completed the construction and duplication of 1 km of dual lane pavements, shoulders, median island, civil service infrastructure and landscaping to the highly trafficked arterial under live traffic conditions.



Colas Australia Yatala QLD

COLAS ASPHALT BATCHING PLANT

\$7.45 MILLION

Following the successful delivery of the 11 hectare, 15 lot industrial subdivision, Aspire Industrial Park, Alder delivered the design and construction of a purpose-built Asphalt Batching Plant for one of the buyers, Colas, a multi-national company in the construction and maintenance of roads and transport infrastructure. Alder successfully managed the full design process for Colas to ensure the facility was delivered to meet the operational requirements of the high impact business.



Sunshine Coast Council Mooloolaba QLD

MOOLOOLABA WALK & RIDE BRIDGE

\$5 MILLION

Alder completed a flagship project for Sunshine Coast Council as part of their Active Transport Plan. This stage featured the construction of a 3no. span, 66m long pedestrian and bicycle bridge across the environmentally sensitive marine area of Mayes Canal, providing a key piece of infrastructure improving access and safety for cyclists and pedestrian and reducing traffic congestion.

Project Portfolio

CONSTRUCTION

We understand the complexities of commercial construction and are equipped with the expertise and knowledge to produce high quality projects for our communities.

What we do:

- ▶ New build construction
- ▶ Refurbishments and fit-out
- ▶ Design management
- ▶ Design and construction
- ▶ Educational facilities
- ▶ Retail precincts and showrooms

- ▶ Commercial office
- ▶ Multi-residential builds
- ▶ Sporting and aquatic centres
- ▶ Defence and air-side construction
- ▶ Health and aged care facilities
- ▶ Community housing and infrastructure



Coomera Anglican College Coomera QLD

PRIMARY LEARNING RESOURCE CENTRE 'THE POD'

\$4.5 MILLION

Known as the 'Pod', this future-focused primary learning resource centre featuring innovative and immersive design, delivering a complete sensory learning space. This one of a kind building features extraordinary shapes, curves and voids, showcasing a 360 degree amphitheatre for virtual and augmented reality learning, a central circular learning space surrounded by switchable glass on the suspended level, learning booths and collaborative common spaces and facilities..



QLD Department of State Development Labrador QLD

GOLD COAST HOCKEY CENTRE

\$13.7 MILLION

Alder Constructions delivered the refurbishment and upgrade of the Gold Coast Hockey Centre ahead of the 2018 Commonwealth Games, showcasing its combined civil infrastructure and building construction expertise. The works featured construction of a new club house, refurbishment of the existing club house, construction of two new FIH world standard hockey pitches, new entry road, carpark areas and landscaping.



Automotive Holdings Group Browns Plains QLD

MAZDA BROWNS PLAINS DEALERSHIP

\$7.6 MILLION

With an overall footprint of 12,000m², this flagship dealership features architecturally detailed showroom and offices, state-of-the art fully equipped workshop and 200 external parking bays and complete external showroom display area. Alder Constructions assisted during the design development and approval phases prior to construction works on the greenfield site. This early contractor involvement ensured delivery could be achieved within the tight timeframe.

Project Portfolio

ASSET RENEWAL

We leverage technology, innovative methods and our technical expertise to develop tailored approaches to structural remediation and extending asset life.

What we do:

- ▶ Bespoke projects
- ▶ Building facade repainting and cladding
- ▶ Balustrade replacement
- ▶ Podium refurbishment
- ▶ Port cochere refurbishment
- ▶ Facade and basement concrete repairs
- ▶ Theme park remediation



Peppers Soul Surfers Paradise QLD

SOUL FACADE REPAINT

\$3.1 MILLION

Alder Constructions was engaged to complete a building audit of the Peppers Soul superstructure and external repaint to all previously painted surfaces of the building facade including superstructure, upper rooftop concrete feature, porte cochere, fire stairwell landings and all doors.

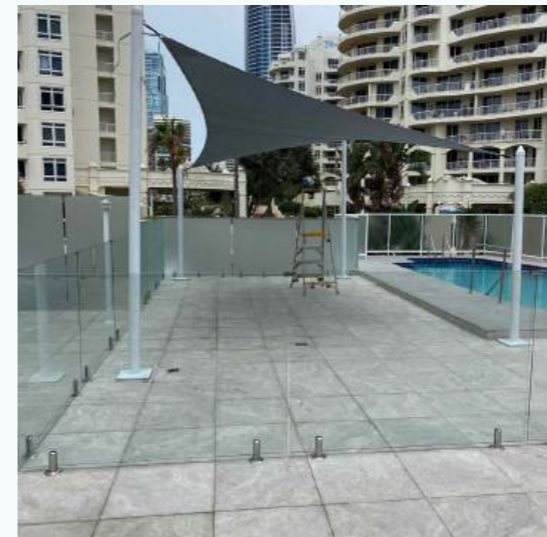


Peppers Soul Surfers Paradise QLD

SOUL CLADDING RECTIFICATION

\$0.6 MILLION

This project featured the design and installation of new cladding to levels 63-71 of Peppers Soul Apartments - over 200m above iconic Surfers Paradise Esplanade. Alder Constructions used bespoke protection methods on access paths and work areas including floors, walls, balustrades and windows to protect these surfaces during removal of existing, and installation of new cladding.



Olympus CTS 11422 Surfers Paradise QLD

OLYMPUS PODIUM REFURBISHMENT

\$1.3 MILLION

Located on the Surfers Paradise beachfront and built in the 1980's, the Olympus Apartments required refurbishment works to the deteriorating basement and podium structures. Works included basement repair including concrete spalling repair, crack repair and remediation. Podium repair works included demolition of existing surface finishes, concrete and joint repairs, waterproofing and drainage detail, new paving/tile installation, re-instatement of structures and repainting.

Project Portfolio

DEVELOPMENTS

With over 20 years of experience, and the capacity to utilise Alder Constructions to bring our development projects to life, we offer a reliable and hassle-free end-to-end quality solution for our buyers.

What we do:

- ▶ Master planned communities
- ▶ Residential subdivisions
- ▶ Industrial subdivisions
- ▶ Multi-residential (10 storeys)
- ▶ Local and neighbourhood commercial and retail centres
- ▶ Mixed-use sites - retail, commercial and residential
- ▶ Commercially driven education, community and sporting facilities



Varsity Developments Varsity Lakes QLD

AURA APARTMENTS

\$33 MILLION

This boutique multi-residential apartment development is perfectly located in Varsity Lakes with Lake Orr at its front door. Residents benefit from a suite of amenities including swimming pools, gym, sauna, spa, landscaped gardens and rooftop terraces with panoramic 360 degree views. The project features 4 multi-levelled residential towers, comprising of 120 apartments, all either 1, 2 or 3 bedrooms and all of high quality finishes.



investLogan & Alder Developments Beenleigh QLD

THE YORK COMMERCIAL PRECINCT

\$16.4 MILLION

The development is inspired by the vision to revitalise Beenleigh as a compact and vibrant hub for the surrounding community. The York redevelopment is a new mixed-use development comprising a seven storey commercial building project, with ground floor retail space and revitalisation of John Lane. The York also combines premium work space with study or home office space (SOHO) opportunities and pedestrian access to John Lane.



Alder Developments Yatala QLD

ASPIRE INDUSTRIAL SUBDIVISION

\$12.1 MILLION

The 11 hectare green-field site comprises of 15 high-impact zoned lots ranging in size from 4,010m² to 8,985m². The project features a labyrinth of stormwater reticulation to effectively manage overland flow, bulk earthworks, sleeper and panel retaining walls, services network and trunk road extension. Alder worked collaboratively with Energex to oversee the relocation of major HV overhead powerlines, minimising disruption to existing works.



CONSTRUCTION EXCELLENCE

ALDER

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