

SUSTAINABILITY REPORT



KINGSLIFF FORESHORE | 2018



DISCLAIMER

This report includes forward-looking statements regarding SEE Group Parent Pty Ltd and its subsidiaries ('SEE Group') including the plans, strategies, objectives, and commitments of the SEE Group in relation to environmental and corporate social responsibility, and broader sustainability matters. The information contained in this report is provided for informational purposes only. The forward-looking statements in this report are not statements of

fact, guarantees or predictions, and have not been prepared to provide any guidance, in relation to the future performance of the SEE Group. Forward looking statements can generally be identified by the use of words such as 'forecast', 'estimate', 'plan', 'will', 'anticipate', 'may', 'believe', 'should', 'expect', 'intend', 'outlook', 'guidance' and other similar expressions.

These forward-looking statements are based on the SEE Group's current knowledge and reflect judgments, assumptions, estimates and other information available as at the date of this

document and/or the date of the SEE Group's planning processes. Readers are cautioned not to place undue reliance on such statements. We also caution that the important factors referenced therein may not include all of the factors that are important to readers.

No representation or warranty, express or implied, is given as to the accuracy, completeness or correctness, likelihood of achievement or reasonableness of any forward-looking information contained in this report. Forward-looking statements are subject to known

and unknown risks, uncertainties, assumptions, contingencies, and other factors, many of which are beyond the SEE Group's control, and which may cause the actual results, performances or achievements of the SEE Group to differ materially from those expressed or implied in the statements contained in this document.

Except as required by applicable regulations or by law, the SEE Group does not undertake any obligation to publicly update or review this report, whether as a result of new information or future events.



ABOUT OUR SUSTAINABILITY REPORT

SEE Group's 2024 Sustainability Report presents our environmental and corporate social responsibility strategy, management approach and performance metrics.

This is our first annual report for the period 1 July to 30 June 2024. SEE Group will continue to monitor legal and regulatory developments and implement any new sustainability reporting standards which apply to SEE Group, once they come into effect.

SEE GROUP IN NUMBERS

561

PROJECTS
COMPLETED

27

ACTIVE
PROJECTS

\$527

MILLION
WORK IN HAND

550

PEOPLE

400

HEAVY PLANT AND
MINING ASSETS

2024 SUSTAINABILITY HIGHLIGHTS

6

HYBRID VEHICLES
PURCHASED

3

HYDROGEN AND
ELECTRIC
VEHICLES

1

OFF GRID
SITE COMPOUND

\$268K

LOCAL COMMUNITY
INVESTMENT

OUR GOVERNANCE

BOARD OF DIRECTORS

STEVEN TURNER | Managing Director

JOEL BARNES | Chief Operating Officer

PETA NEWTON | Executive Director

MARK TURNER | Executive Director

BOARD COMMITTEES

ADVISORY BOARD

SUSTAINABILITY COMMITTEE

AUDIT AND RISK COMMITTEE

CHIEF OPERATING OFFICER

SENIOR MANAGEMENT TEAM

LORELEI NIEVES | Chief Financial Officer

MORGAN HAMILTON | Group Environmental and Sustainability Manager

ADAM BATSON | Pre-Contracts Manager

FINN ROWE | Division Manager Urban

TOM RYZAK | Division Manager Infrastructure and Resources

JAY LEESON | Division Manager Fleet

KIRRILLY GORDON | Group Commercial and Legal Manager

ADAM BOSTON | Group Work Health and Safety Manager

CHANTELLE NEILAND | People and Culture Manager

CHANTAL CALLISTER | Finance Manager

MATT SMYTH | Executive General Manager Resources and Property

REPORT SCOPE

This report covers SEE Group including our diverse Operating Companies – construction business SEE Civil Pty Ltd, companies DMC Quarries Pty Ltd and SEE Quarry Pty Ltd, and plant management and hire business SEE Fleet Pty Ltd.

DATA COLLECTION

SEE Group's sustainability related data and information is recorded and tracked at projects and/or Operating Companies, is aggregated to an Operating Company level and then totaled, using Group-wide software applications. This ensures that a consistent approach, for tracking factors such as emissions, and standardised definitions are applied, providing reliable and comparable metrics





FOREWORD



HERE AT SEE GROUP,
WE BELIEVE THAT
SUSTAINABILITY IS NOT
JUST A CHOICE; IT'S OUR
RESPONSIBILITY.

As a family-built company, we are committed to making a positive impact by integrating sustainable practices into aspects of our business because we recognise that our actions today influence the well-being of future generations, and we take this obligation seriously.

From reducing our carbon footprint to minimising waste and conserving natural resources, we are dedicated to driving meaningful

change in pursuing a more sustainable and environmentally conscious future. We understand that sustainability is about protecting the planet and creating value for our stakeholders, employees, and customers.

Our approach to sustainability is practical and results-driven. It is built into how we operate - through smarter design, efficient practices, responsible supply chain decisions, and engagement with the communities we serve. We focus on solutions that make economic and environmental sense, proving

that sustainability is not just about ideals but about delivering real benefits. By making informed, balanced choices, we aim to set a standard others can follow, ensuring long-term resilience and success for SEE Group.

We invite all our stakeholders to join us on this journey. Together, we can make a difference and ensure a brighter, more sustainable future for all.

JOEL BARNES

CHIEF OPERATING OFFICER

SEE ▲ CIVIL

SEE ▲ FLEET

SEE ▲ MINING

We don't just build structures,
We build lasting relationships and
Solutions that stand the test of time.

SUSTAINABILITY COMMITTEE CHAIRPERSON'S MESSAGE



AS CHAIR OF THE SEE GROUP SUSTAINABILITY COMMITTEE, I AM PLEASED TO SHARE OUR 2024 SUSTAINABILITY STATEMENT AND THE PRACTICAL STEPS WE ARE TAKING TO IMPROVE EFFICIENCY, REDUCE WASTE, AND BUILD A MORE RESILIENT BUSINESS.

At SEE Group, we view sustainability as a smart, long-term investment - one that balances environmental responsibility with economic and operational realities. Our Sustainability Committee brings together a diverse group of experienced people from across our business who understand the challenges of our industry and are committed to finding

solutions that work in the real world.

Sustainability is not about slogans or symbolic gestures. It is about making tangible improvements - using resources more efficiently, reducing unnecessary costs, and adopting smarter practices that benefit both our business and the communities we serve.

As a company, we recognise that responsible decision-making leads to better outcomes. By integrating sustainability into our operations - whether through smarter material use, improved energy efficiency, or streamlined processes - we aim to demonstrate that environmental and economic

goals do not have to be in conflict.

In the following pages, we outline our approach: real actions, measurable impacts, and achievable goals that make sense for our industry. We focus on practical innovation, safety, and efficiency - because sustainability should drive progress, not hinder it.

We invite you to explore our work and join us in taking meaningful, results-oriented steps toward a more efficient and sustainable future.

MORGAN HAMILTON

GROUP ENVIRONMENTAL
AND SUSTAINABILITY
MANAGER



2030 GOALS AND PROGRESS

We are pleased to share a summary of our progress toward our 2030 sustainability goals.



Operations Energy And Emissions

GOAL: Adopt technology driven initiatives to reduce emissions through technology including electric and hybrid vehicles and renewable energy.



Waste Reduction

GOAL: Reduce landfill intensity by 50% from 2018 to 2030.



Sustainable Procurement

GOAL: Increase sustainable product procurement across our supply chain by 50% from 2018 – 2030.



Machine Idle Reduction

GOAL: Implement a comprehensive idle monitoring and reduction program across our fleet to reduce idle time by 20% from 2018 – 2030.



Employee Health And Safety

GOAL: We aspire to prevent all injuries and will further improve our industry-leading safety results by striving to continually reduce recordable injuries.



Environment and Community Focus

GOAL: Protect the environment and give back to the communities in which we work through local initiatives and community programs.



OUR SUSTAINABILITY STRATEGY

SEE Group recognises sustainability as a core principle of creating work that lasts. We're proud to deliver exceptional construction solutions for our clients and stronger more resilient futures for our communities.

We believe that innovation, dedication and commitment to excellence in will ensure our legacy is one of enduring impact and continuous sustainable progress. Our work goes beyond moving dirt and building infrastructure. We build communities, create connections, and shape the very landscape of our environment. With every project, we construct not just for today, but for generations to come. Forward, Together.

SEE Group's sustainability strategy is based on three pillars of sustainability, the environmental pillar, the social pillar and the economic pillar. These pillars support SEE Groups sustainability goals and initiatives.

In a world that's constantly evolving, we stay grounded by embracing innovation while staying true to our roots. We combine traditional work ethic and skills with cutting-edge technology, creating solutions that are both practical and visionary. This allows us to foresee challenges and opportunities, paving the way for sustainable and prosperous futures.

[SUSTAINABLE ENVIRONMENT]

MINIMISING OUR ENVIRONMENTAL FOOTPRINT

Minimise SEE Group's environmental impacts, create enhanced environmental outcomes, reduce unnecessary waste and promote resource efficiency embracing the principles of circular economy.

[COMMUNITY CONNECTION]

SUPPORTING OUR PEOPLE AND COMMUNITIES

Invest in our people, always promote safety and strengthen the social fabric of our communities.

[PRACTICALLY VISIONARY]

PROSPEROUS FUTURE

Focus on resilient business growth, embrace technology and innovation and drive operational excellence to serve our clients.

LASTING SUSTAINABLE LEGACY

OUR SUSTAINABILITY STRATEGY GUIDES OUR APPROACH TO OPERATING SUSTAINABLY, DELIVERING ENDURING VALUE, AND IMPROVING OUTCOMES FOR CLIENTS, COMMUNITIES, AND ECOSYSTEMS, AND BUILDING OUR FUTURE.

We're investing in innovation to equip us to measure and monitor sustainability factors, deliver more sustainable solutions and support lower emissions across our operations. This also enhances safety, resource efficiency, reliability and

productivity throughout our operations.

Our environmental management approach focuses on protection of ecosystems, avoiding pollution, reducing waste, promoting resource efficiency and circular economy and enhancing biodiversity.

We promote local procurement and invest in local people to develop skills that increase local economic benefits and enrich the communities in which we work.

We maintain a comprehensive series of policies, procedures and management systems relating to corporate governance, ethics, financial and risk management, and supplier screening and onboarding.

These support our people and subcontractors to adhere to the standard of behaviour set out in our SEE Group Code of Conduct.

Our commitment to respecting human rights, fair treatment of all people, the environment, anti-corruption,

responsible supply chain, and sustainable finance is supported by our Governance framework.

This comprehensive series of policies, procedures and management systems addresses corporate governance, ethics, and financial and risk management across our operations and includes our Code of Conduct. We consider good governance and disciplined operations to be fundamental to sustainable development.

HOW WE ADD VALUE

[TECHNOLOGY]

We invest in innovation and digitalisation to measure and monitor sustainability factors.

Enhance safety, resource efficiency, reliability, and productivity

[GOVERNANCE]

We respect human rights, fair treatment of all people, the environment, anticorruption, responsible supply chain, and sustainable finance, supported by our Governance framework.

This comprehensive series of policies, procedures and management systems addresses corporate governance, ethics, and financial and risk management across our operations and includes our Code of Conduct. We consider good governance and disciplined operations to be fundamental to sustainable development.

[OUR PEOPLE]

We work hard and embrace the diversity of our employees and supply chain to support social and economic benefits in the communities where we work.

[POLICIES]

We maintain policies, procedures and management systems relating to corporate governance, ethics, financial and risk management, and supplier screening and onboarding.

[SUSTAINABLE VISION]

We embrace sustainable procurement, prioritise local products, maximise resource efficiency and protect water quality and biodiversity.





DRIVING EMISSIONS REDUCTION WITH ADVANCED PLANT AND EQUIPMENT

At SEE Group, sustainability is not just a commitment; it's a driving force behind our operations. The adoption of modern, low-emission plant and equipment plays a critical role in reducing our environmental footprint while delivering innovative and efficient construction solutions.

TRANSITIONING TO CLEANER TECHNOLOGY

SEE Group is committed to using plant and equipment that meet the latest emissions standards, significantly reducing emissions from fuel consumption and electricity use. By integrating advanced machinery and cutting-edge technologies, we enhance the

efficiency of our operations, decrease greenhouse gas emissions, and contribute to a more sustainable future.

Our approach includes phased upgrades to equipment, incorporating low-emission power sources, and monitoring the commercial availability of alternative fuel technologies. Through collaboration with suppliers and industry partners, we trial and implement innovative solutions to ensure our fleet remains at the forefront of emissions compliance.

SUSTAINABILITY IN PRACTICE

The efficiency gains from modern equipment are

not just beneficial for the environment—they also create tangible economic and operational advantages. By improving fuel efficiency and optimizing energy use, SEE Group reduces costs and strengthens the overall resilience of our operations.

Beyond reducing emissions, our approach to plant and equipment includes exploring opportunities to integrate renewable energy solutions and adopting digital technologies to monitor and optimise energy consumption. These initiatives align with our broader commitment to sustainability, ensuring that our projects positively impact the environment and communities.

PARTNERING FOR A SUSTAINABLE FUTURE

Our efforts to integrate modern plant and equipment reflect our dedication to building a sustainable future. By investing in innovative technology, SEE Group not only meets evolving regulatory requirements but also supports our clients in achieving their own sustainability goals.

In every project, we remain focused on delivering work that lasts—projects that serve communities today and support a cleaner, more resilient future for generations to come.



PREPARING FOR MANDATORY CLIMATE REPORTING

As part of our commitment to staying ahead of evolving regulatory requirements, SEE Group has taken proactive steps to prepare for mandatory climate and sustainability reporting. Our Sustainability Committee engaged a specialist firm to assist us in streamlining our reporting process and ensuring compliance well in advance.

The Climate Disclosure Conference, hosted by the Institute of Chartered Accountants Australia and New Zealand (ICAAANZ), provided valuable insights into practical readiness measures. One key recommendation was the adoption of third-party

software to help businesses accurately capture, manage, and report their carbon footprint while providing a structured roadmap toward emissions reduction.

By implementing this solution, we have been able to quantify our total carbon footprint using financial data to map supplier spending to relevant emissions factors. Our analysis has determined SEE Group's total Scope 1, 2, and 3 emissions to be 74,463 tonnes.

Breaking this down further:

Scope 3 emissions (indirect emissions from our supply chain) account for 89% of our total footprint, primarily driven by purchased goods and services.

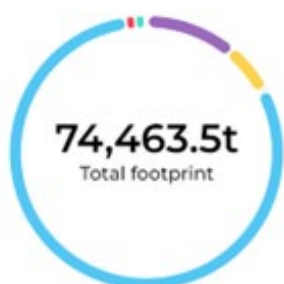
Scope 1 emissions (direct emissions from fuel use) represent just over 8,000 tonnes, making up 11% of our total footprint. Understanding these figures allows us to take a targeted approach to

reducing emissions where it matters most, ensuring that sustainability efforts align with business efficiency and industry best practices.



OVERALL CARBON FOOTPRINT BY CATEGORY FOR SEE CIVIL

Overall carbon footprint



By Category

By Scope



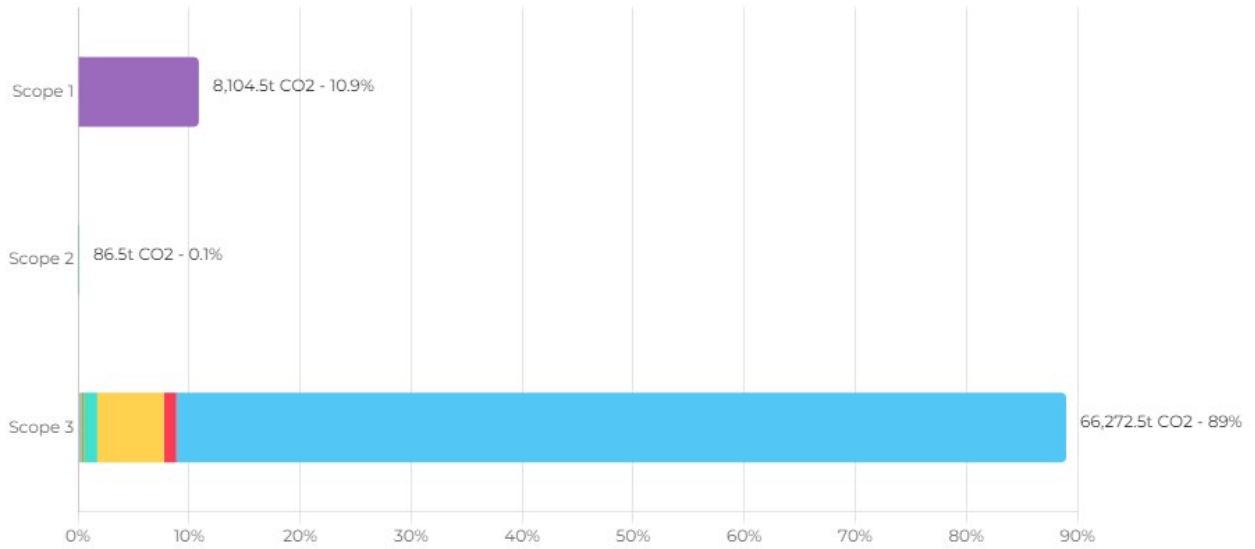
Breakdown

Source	Emissions	% total emissions
Electricity	100.5t	<1%
Direct emissions	8,104.5t	11%
Business travel	4,462t	6%
Employee commute	284.6t	<1%
Purchased goods & services	59,670.2t	80%
Waste generated	836.9t	1%
Upstream transport & distribution	866.7t	1%
Capital goods	138.1t	<1%

OVERALL CARBON FOOTPRINT BY SCOPE FOR SEE CIVIL

Overall carbon footprint

By Category By Scope



DIRECT EMISSIONS FOR SEE CIVIL

Direct emissions

Fuel makes up the largest part of your Direct emissions footprint

100%

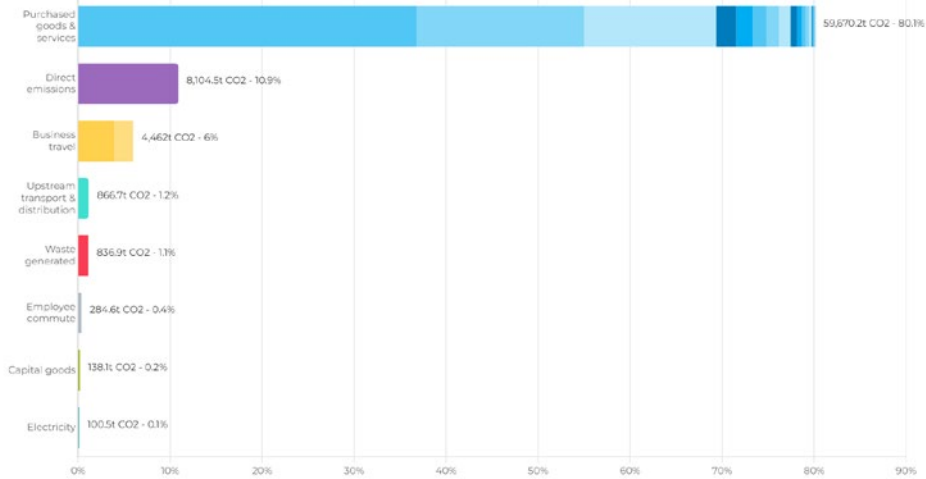
Percentage of total footprint

10.9%



SHOWN BELOW ARE OUR EMISSIONS SUB CATEGORIES FOR SEE CIVIL

Emission sub-categories



In a short timeframe, we achieved ~20% staff response rate to our survey. With a more targeted approach next year, we aim to increase engagement and gain deeper insights allowing us to further refine our strategies and effectively reduce our employee-related carbon footprint.

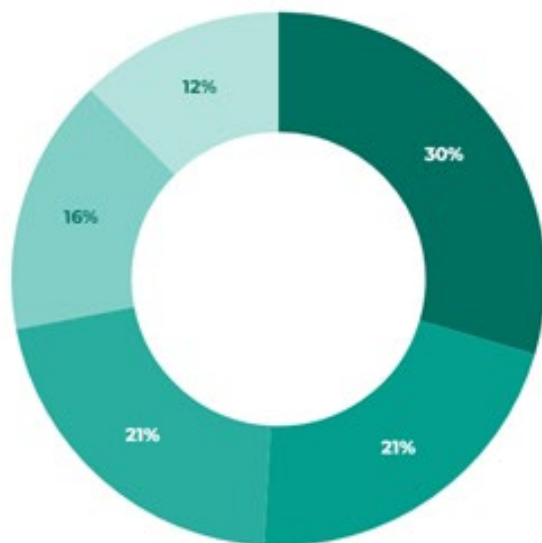
📄 91 Total no. submissions
📄 19.3t Avg employee footprint (tCO2)

Employee climate persona and average CO2 footprint



Footprint breakdown

- Ground travel
- Air travel
- Food & waste
- Goods & services
- Household



Insight

Ground travel (30%) makes up your largest category. The rest of Trace's network has Food & waste (24%) as their largest category.



HITACHI ZX360-7 EXCAVATOR

SOURCE: SEE CIVIL CLIMATE RISK ASSESSMENT EXECUTIVE SUMMARY

Risk Management



From this reporting, SEE Group has a number of recommendations that we will be implementing in 2025, including climate risk assessment and management, more climate metrics and increasing supply chain engagement and resilience.



INTEGRATING SUSTAINABILITY INTO PROCUREMENT

SEE GROUP IS TAKING PROACTIVE STEPS TO INTEGRATE SUSTAINABILITY INTO OUR PROCUREMENT PROCESSES, ENSURING WE SOURCE MATERIALS AND SERVICES THAT ALIGN WITH BOTH INDUSTRY BEST PRACTICES AND ENVIRONMENTAL RESPONSIBILITY.

To achieve this, our Sustainability Committee is developing a Global Sustainable Supplier List for all SEE Civil projects. This curated list prioritises suppliers who demonstrate strong sustainability credentials, allowing us to maximise the use of environmentally responsible materials, including cleaning products, paper, concrete, steel, asphalt, quarry materials, geofabric, and sediment fences. This initiative aligns with the Department of Transport and Main Roads' (TMR) Waste 2 Resource Plan and promotes circular economy principles.

ENHANCING SUSTAINABLE PROCUREMENT PRACTICES

SEE Civil has implemented a Sustainable Procurement Checklist, which evaluates major subcontracts on sustainability metrics. Additionally, we have introduced a vendor classification system to identify and track Indigenous-owned and sustainable businesses within our supply chain.

To ensure meaningful impact, we are engaging with key material suppliers—such as those providing concrete and steel—to assess their use of recycled content and environmental product declarations.

DRIVING MEANINGFUL CHANGE

Our key sustainability focus this year has been embedding these principles into procurement. The Preferred Sustainable Suppliers List ensures we work with

partners who go beyond compliance, actively reducing environmental impact and driving long-term industry improvements.

Given SEE Civil's network of over 1,500 active vendors, supplier assessment was a critical first step. By reviewing case studies from past projects, analysing product data, and engaging with client representatives, we refined our list to approximately 150 key suppliers who align with our sustainability goals.

FUTURE DEVELOPMENTS

The Sustainable Supplier List is now a core part of SEE Civil's procurement process and will continue to evolve as new projects and suppliers are assessed.

Going forward:

New vendors will have the opportunity to self-nominate as sustainable suppliers, allowing us to proactively engage with businesses that prioritise responsible

practices.

Major material suppliers (e.g., concrete, steel, and asphalt) will undergo further assessment to verify recycled content and environmental declarations.

These initiatives will be integrated with financial reporting and corporate social responsibility (CSR) efforts, ensuring transparency and measurable progress.

The updated Procurement Procedure and supporting documentation will be finalised and rolled out in the coming months.

By embedding sustainability into our procurement process, SEE Group is demonstrating that responsible sourcing is not just an obligation—it's a smart business decision that drives efficiency, innovation, and long-term industry leadership.



WASTE REDUCTION AND RECYCLING

FOLLOWING THE ROLLOUT OF SEE GROUP'S WASTE MANAGEMENT PROCEDURE, OUR PREFERRED SUBCONTRACTORS ARE NOW CONSISTENTLY ACHIEVING OVER 90% LANDFILL DIVERSION FOR CONSTRUCTION AND DEMOLITION WASTE ACROSS ALL STOCKLAND PROJECT SITES, AS WELL AS MOST NORTHSIDE AND CENTRAL URBAN PROJECTS.

Between July and December, over 400 tonnes of waste was successfully diverted

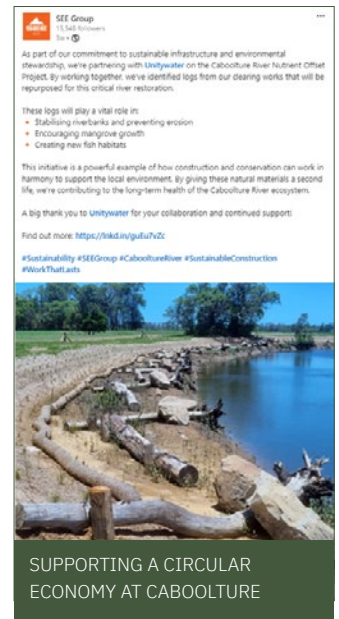
from landfill. However, we recognise there is further room for improvement.

To support project teams in driving better waste outcomes, SEE Group has published the Primary Work Standard for Waste Management, offering clear guidance and best practices for effective waste reduction.

Additionally, we are developing a Preferred Subcontractor Agreement to prioritise waste management partners who can provide

increased transparency and accurate landfill diversion data across all regions.

By refining our processes and working with suppliers who share our commitment to responsible waste management, we aim to further improve diversion rates, reduce waste volumes, and enhance sustainability outcomes across all projects.



WASTE DIVERSIONS BETWEEN JULY 2024 AND DECEMBER 2024



400 tonnes

Of skip bin waste diverted from landfill by Raw Skips (98% diversion rate)



14.05m³

Of cardboard and general refuse recycled



4070m³

Of fill reused in adjacent developments (Loganlea Road only)



352m³

Of fill reused as fill within project (Loganlea Road only)

IDLE / UTILISATION AND FUEL BURN REDUCTION INITIATIVES

REDUCING IDLE TIME AND EMISSIONS IS AN IMPORTANT PRIORITY FOR SEE GROUP AS PART OF OUR COMMITMENT TO SUSTAINABILITY, OPERATIONAL EFFICIENCY AND ENVIRONMENTAL RESPONSIBILITY.

Earthmoving construction machinery and fuel use contribute significantly to greenhouse gas emissions and operational costs, optimising plant and equipment utilisation offers a dual benefit of reducing our environmental impact while enhancing cost-effectiveness.

Idle time reduction is particularly beneficial because prolonged idling not only leads to unnecessary fuel consumption but also accelerates equipment wear, increasing maintenance needs and costs. By systematically monitoring and minimising idle time, SEE Group can extend the lifespan of machinery, reduce unnecessary emissions, and support our goal of operational efficiency.

By integrating emissions tracking and fuel efficiency strategies into our operations, we are able to operate as a financially resilient company and protect the natural environment.

INITIATIVE DETAILS

In 2024, the SEE Group Sustainability Committee established an ongoing initiative to improve plant and equipment efficiency by tracking machine idle and utilisation time and emissions metrics. A new dashboard has been developed to enable ongoing monitoring of these metrics, allowing for strategic insights and actions to reduce fuel consumption and emissions across projects.

DASHBOARD DEVELOPMENT AND METRICS

The dashboard initiative, aimed at reducing emissions and increasing operational efficiency, utilises idle and utilisation data collected from machines across project sites. The data, represented as the machine idle/utilisation

percentage serves as a key benchmark for evaluating machine efficiency.

In order to understand our baseline machine idle time, five years of idle time data was collated and assessed. Data was categorised to determine long-term averages for each machine type and also to determine the best way to display the data to allow improvement opportunities to be identified. Once the baseline and data visualisation was completed, an API link was established to present idle metrics on a monthly basis in a dashboard format. Improvements in idle time data accuracy are planned to ensure that the most representative data is presented in sustainability reports.

APPLICATION

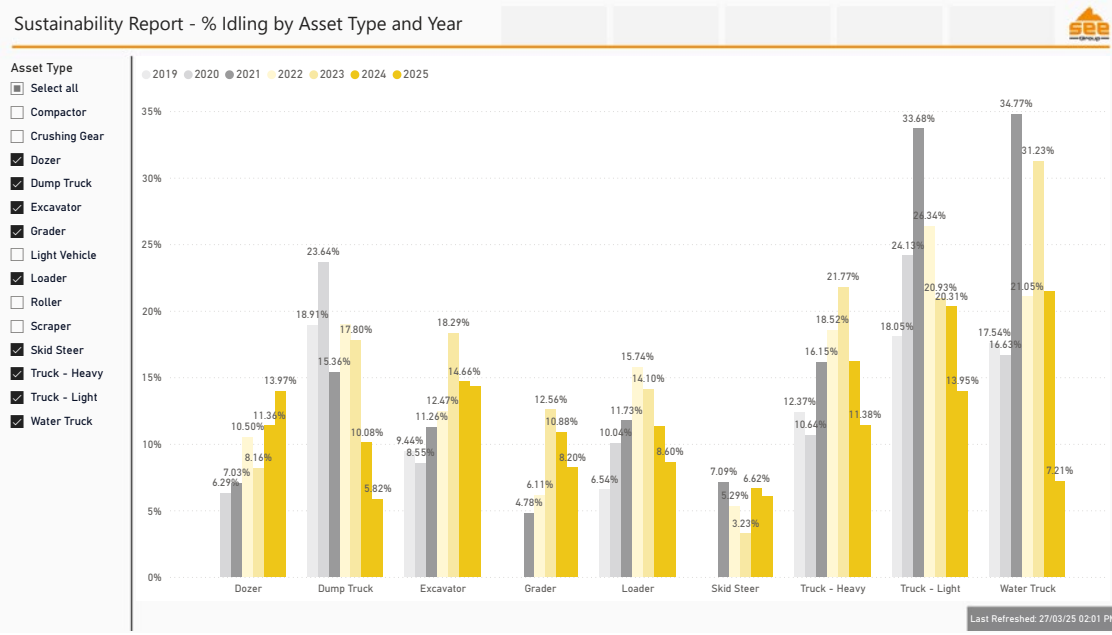
This data will undergo regular review by the SEE Group Sustainability Committee, with findings integrated into company sustainability reports to facilitate transparent reporting on machine efficiency and emissions reduction progress. This will allow fleet optimisation decisions to be made to actively reduce emissions per unit of work completed.

This initiative exemplifies a proactive approach to sustainability in construction by enhancing operational efficiency and reducing the environmental impact of machinery, with measurable metrics for transparency and accountability.

BELL 2806 WATERCART AT PROVIDENCE

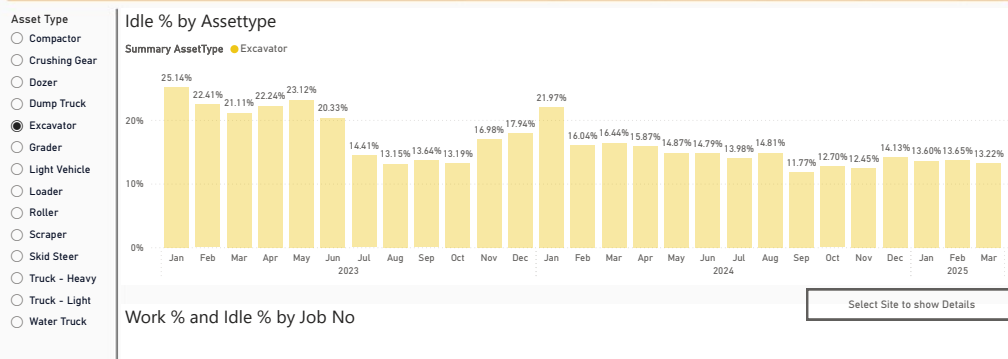


SUSTAINABILITY REPORT - % IDLING BY ASSET TYPE AND YEAR

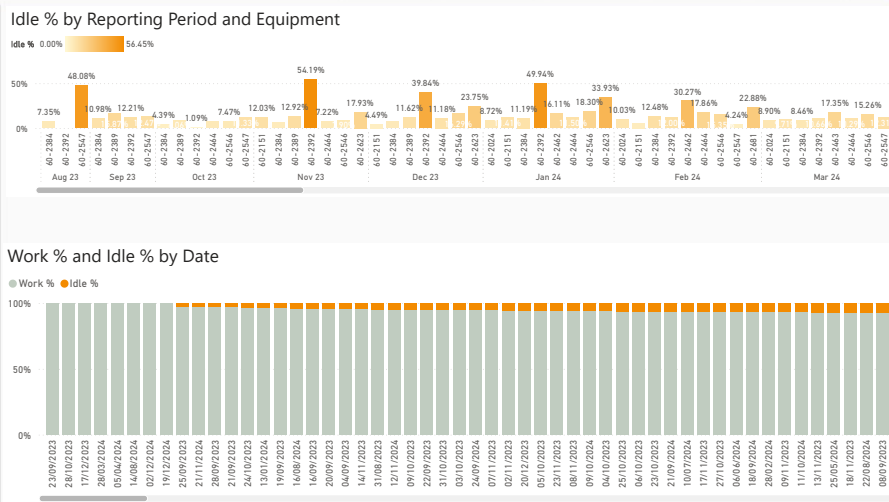


IDLE TIME BASELINE DASHBOARD

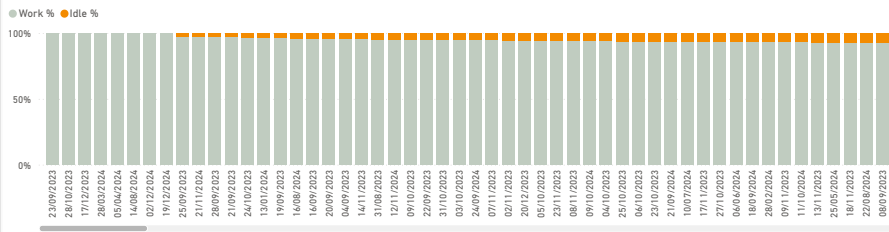
Sustainability Report - % Idle over the years



Back to % Idle by Type



Work % and Idle % by Date



Following the development of a dashboard for monitoring machine idle time and emissions, excavator idle time from December 2024 to February 2025 reached its lowest levels recorded in the past three years. Reducing idle time directly decreases unnecessary fuel burn and maintenance costs.



[CASE STUDY]

BIOFUEL AT PROVIDENCE ESTATE

THE USE OF B5 BIODIESEL HAS BEGUN AT STOCKLAND SITES AND HVO RENEWABLE DIESEL HAS BEEN DELIVERED TO THE RIVERMONT STOCKLAND PROJECT FOR AN EMISSIONS TESTING TRIAL.

Stockland has advised that a successful trial of operating a single machine over an extended period (6-12 months) could position an alternative fuel as the primary choice for site operations. This trial would enable SEE Group to assess sustainability benefits beyond mere fuel use, including factors such as servicing requirements and reductions in fuel consumption. At Stockland's Providence site, plans are underway to implement B5 biodiesel across all operations within the coming months. This shift is expected to deliver a substantial reduction in site-wide greenhouse gas (GHG) emissions, offering a practical step toward lowering environmental impact without overcomplicating operations.

OUR EMISSIONS REDUCTION

HYBRID VEHICLES

SEE GROUP'S SUSTAINABILITY COMMITTEE HAS DEVELOPED A PRACTICAL STRATEGY FOR INTEGRATING HYBRID AND ELECTRIC VEHICLES INTO OUR FLEET. THIS APPROACH LARGELY LEVERAGES OUR LONG-STANDING PARTNERSHIP WITH TOYOTA, WHICH IS TAKING A MEASURED APPROACH TO EV, HYBRID, AND HYDROGEN VEHICLE DEVELOPMENT.

While the consumer EV and hybrid market in Australia is maturing, commercial-scale

renewable energy-powered vehicles require further technological advancements before becoming a viable large-scale alternative.

HYBRID HILUX

The Toyota Hilux Hybrid 48V introduces several sustainability benefits that enhance both environmental performance and operational efficiency:

Improved Fuel Efficiency and Reduced Emissions:

The integration of a 48-volt mild hybrid system with the 2.8-litre turbo diesel engine enhances fuel efficiency by up to 10% compared to the conventional diesel model. This improvement leads to lower fuel consumption and

a corresponding reduction in carbon dioxide emissions, contributing to a smaller environmental footprint.

Regenerative Braking System:

The hybrid system features regenerative braking, which captures energy during deceleration and stores it in the 48V lithium battery. This process not only improves fuel economy but also supports smoother acceleration and deceleration, enhancing the driving experience while reducing energy waste.

Enhanced Stop-Start Functionality:

Utilising the motor-generator in place of a conventional starter motor allows the Hilux

Hybrid to maintain engine-off periods for longer durations. This advanced stop-start system minimises idle fuel consumption and emissions, particularly beneficial in urban driving conditions.

Compatibility with

Renewable Fuels: The Hilux Hybrid 48V is compatible with HVO100 diesel, a non-fossil fuel derived entirely from renewable sources. This compatibility enables operators to further reduce their carbon footprint by opting for sustainable fuel alternatives.

MILD HYBRID AND HYBRID ELECTRIC VEHICLES AT PROVIDENCE.



HYBRID ELECTRIC HINO TRUCK

SEE Group has also received a hybrid electric Hino 300 Series truck. The Hino 300 Series Hybrid Electric truck offers several sustainability benefits that can positively impact both the environment and business operations:

Reduced Fuel Consumption and Emissions: By integrating an electric motor with a traditional diesel engine, the Hino Hybrid achieves up to a 20% reduction in fuel usage and emissions compared to conventional diesel trucks. This efficiency not only lowers operational costs but also contributes to a smaller carbon footprint.

Compliance with Stringent Emission Standards: The Hino 300 Series Hybrid meets the Euro 6 exhaust emissions standards, making it the first and only light-duty truck in its class to do so.

This compliance ensures a significant reduction in harmful pollutants, aligning with global efforts to improve air quality.

Lower Maintenance Requirements: The hybrid system utilises regenerative braking, which reduces wear on brake components and extends their lifespan. Additionally, the electric motor functions as both a starter motor and alternator, eliminating the need for these separate components and potentially reducing maintenance costs by up to 16% annually.

Self-Charging with No Range Limitations: Unlike some electric vehicles that require external charging infrastructure, the Hino Hybrid is self-charging. It converts kinetic energy during deceleration into electrical energy, storing it in the battery for use during acceleration. This design ensures



continuous operation without range limitations, providing flexibility for various driving conditions.

CHALLENGES AND FUTURE OUTLOOK:

Vehicle supply remains a challenge, with only 31

hybrid Hilux units and one Hino hybrid 300 secured so far. However, additional deliveries are expected, with more arriving each month and further availability anticipated as demand ramps up.

ELECTRIC VEHICLES

INTEGRATING EVS INTO SEE GROUP'S FLEET: PRACTICAL STEPS FORWARD

SEE Group continues to strategically adopt electric vehicles (EVs) as viable options emerge, with a

focus on measurable CO2 reductions and operational feasibility.

CURRENT EV INTEGRATION

Two Toyota BZ4X Electric Vehicles were added to the fleet in August and will be deployed to sites with charging infrastructure, including Providence, Helensvale, and Caboolture offices.

Charging infrastructure at Providence is nearing completion, with the first EV arriving on-site in November. Additional charging locations are under review.

CHALLENGES & CONSIDERATIONS

Charging Times and Infrastructure: EV charging speed depends on dedicated charging stations. Without

them, charging can take up to 8 hours, impacting vehicle availability for high-utilisation roles.

Site-Specific Deployment:

Vehicles are matched to locations where charging access is reliable, ensuring practical usage without operational disruptions.



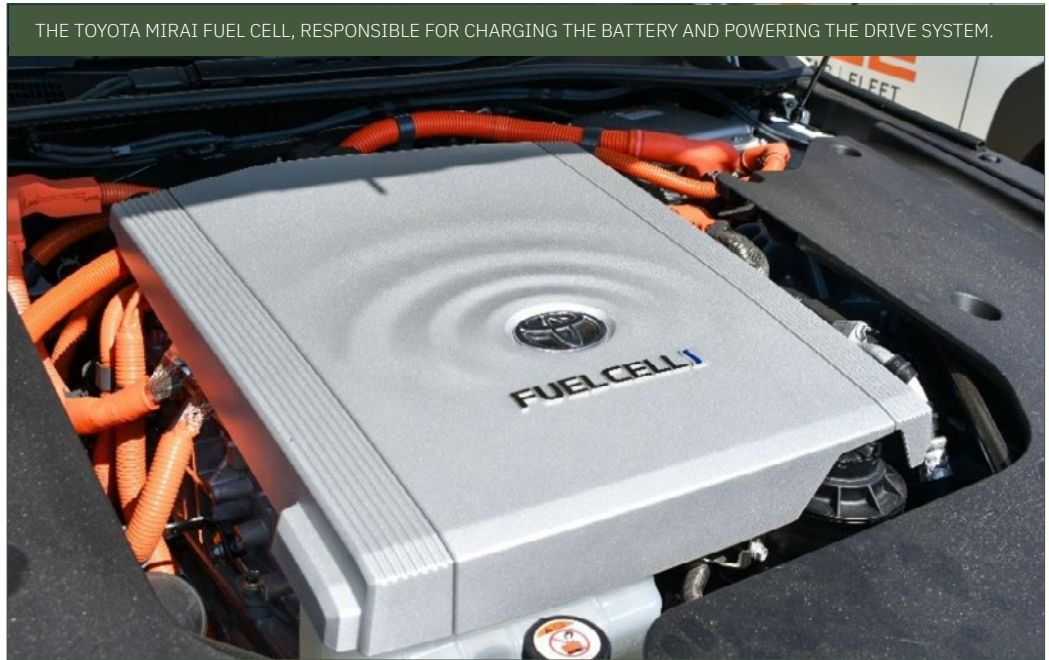
HYDROGEN VEHICLES

HYDROGEN-POWERED VEHICLES: PRACTICAL INSIGHTS

In July 2024, SEE Group took delivery of a Toyota Mirai, one of the world's first Hydrogen Fuel Cell Electric Vehicles (FCEVs). As part of our corporate partnership with Toyota, we are among the limited fleet operators testing this emerging technology.

HOW THE TOYOTA MIRAI WORKS

The Mirai's fuel cell converts hydrogen into electricity, producing zero CO₂ emissions—its only by-products are water vapour and oxygen. This makes it a promising alternative in



THE TOYOTA MIRAI FUEL CELL, RESPONSIBLE FOR CHARGING THE BATTERY AND POWERING THE DRIVE SYSTEM.

the push for lower-emission transport solutions.

CHALLENGES & PRACTICAL LIMITATIONS

Limited Refuelling Infrastructure: At present, hydrogen refuelling is only

available at a single location in the Port of Brisbane, which has been unreliable to date.

Scalability Concerns: Until hydrogen infrastructure expands, widespread adoption remains impractical for fleet operations.

SEE Group will continue monitoring advancements in hydrogen technology, but at this stage, EVs and hybrid vehicles remain the more practical and scalable option for reducing emissions across our fleet.

TOYOTA MIRAI HYDROGEN VEHICLE.



MACHINE EMISSION REDUCTION

SEE GROUP HAS IDENTIFIED BIODIESEL (B5) AND RENEWABLE DIESEL (HVO) AS VIABLE OPPORTUNITIES FOR ACHIEVING MEANINGFUL REDUCTIONS IN GREENHOUSE GAS (GHG) EMISSIONS WITHIN OUR OPERATIONAL FLEET.

Supplied by our current fuel provider, Refuelling Solutions (Minitankers), these diesel alternatives carry a higher cost than standard diesel. However, they offer significant potential for lowering emissions, with renewable diesel demonstrating particularly strong promise based on its performance in reducing environmental impact.

MACHINE EMISSIONS TESTING PROGRAM

To assess the performance of various fuel types in operational construction environments, SEE Group conducted emissions testing on Hitachi diesel excavators, specifically the Hitachi ZX360LCH-5B (Tier 4 Interim) and Hitachi ZX360LCH-7 (Tier 4 Final) models.

The evaluation compared three fuel options—standard diesel, B5 biodiesel (a 5% biodiesel and 95% diesel blend), and Hydrotreated Vegetable Oil (HVO)—with the objective of quantifying emissions outputs and fuel consumption.

Testing utilized a Testo 340 Flue Gas Analyser to measure key emissions, including NOx, CO, CO2, and O2,

over 60-minute intervals, yielding approximately 3,600 data points per test. Fuel consumption and CO2 estimates were derived from Hitachi’s Solution Linkage CONNECT system.

The trials were conducted on active worksites - Rivermont, Providence, and Flagstone - using equipment from our existing fleet. While variables such as operator behavior and site conditions were not standardised, this approach ensured the results reflect practical, real-world performance, aligning with SEE Group’s commitment to actionable sustainability insights.

KEY FINDINGS

The testing provides clear, evidence-based insights into the performance of alternative fuels and engine technologies. HVO fuel demonstrated a notable 22% reduction in NOx emissions compared to standard diesel when used in the Tier 4 Interim engine, alongside a fuel consumption decrease of approximately 1 liter per hour.

This translates to a meaningful improvement in operational efficiency and environmental impact.

However, HVO exhibited a 25% increase in carbon monoxide emissions, a factor that warrants consideration in broader application, though it remains within acceptable regulatory thresholds.

When comparing engine tiers, the Tier 4 Final model, operating on standard diesel, achieved a significant 50% reduction in NOx emissions relative to the Tier 4 Interim equivalent.

It also reduced fuel consumption by approximately 3 litres per

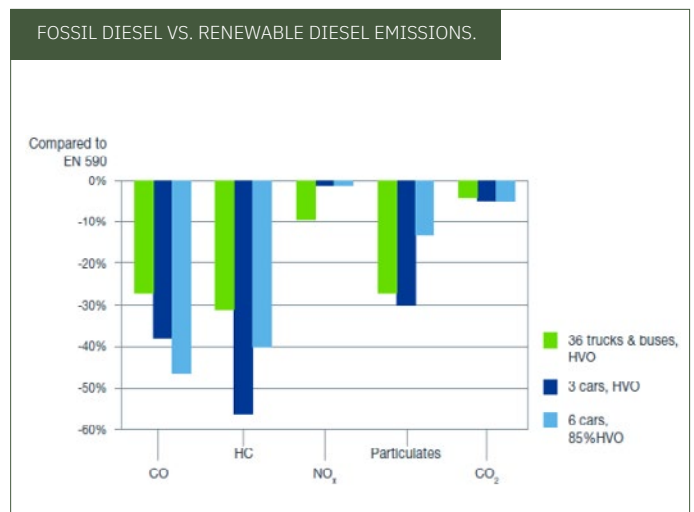
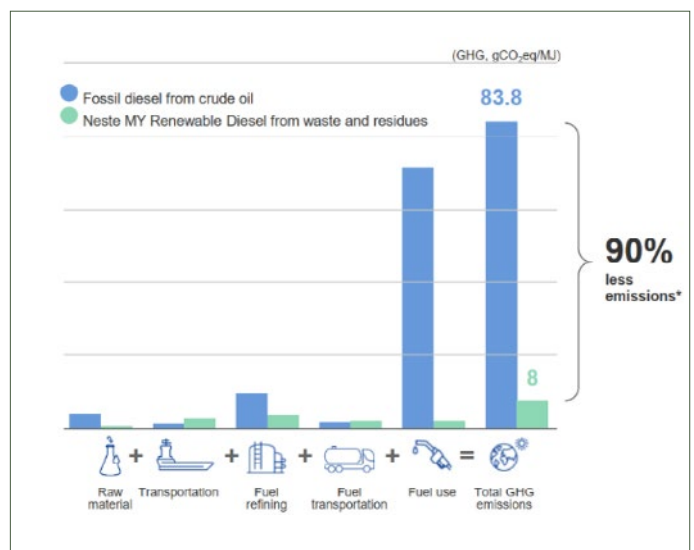
hour and corresponding reduction in CO2 emissions. These gains highlight the value of advanced engine technology in delivering both environmental and operational benefits. The trade-off is an increase in carbon monoxide emissions, which, while elevated, does not undermine the overall advantage of the newer tier.

The results for HVO and the Tier 4 Final engine underscore viable options for reducing emissions and enhancing efficiency. Implementation must account for practical considerations, such as fuel availability and upfront equipment costs.

HVO’s benefits diminish if procurement challenges arise, and the investment in

Tier 4 Final machinery requires careful financial planning.

These findings offer SEE Group and our stakeholders a balanced perspective: targeted upgrades in fuel and technology deliver tangible progress, grounded in real-world outcomes rather than speculative ideals.

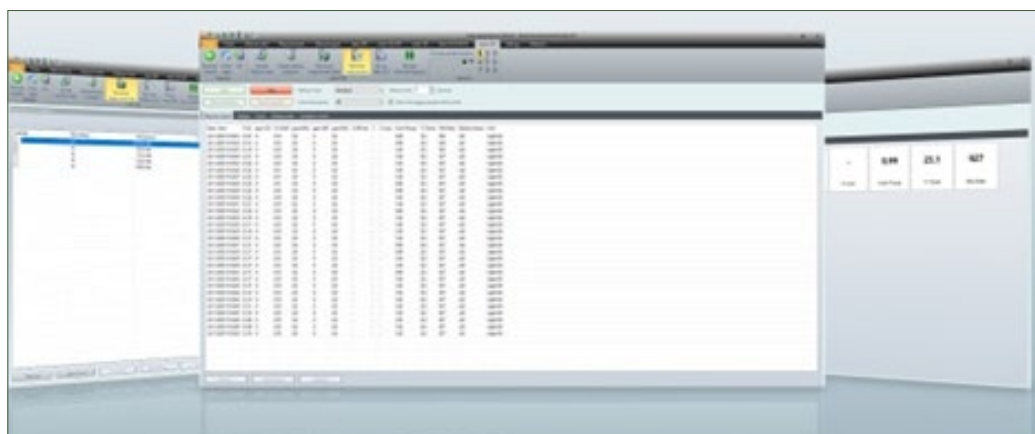


DIRECT EMISSIONS RESULTS SUMMARY

	60-2598	60-2496	60-2674
	HITACHI ZX360LCH-5B	HITACHI ZX360LCH-5B	HITACHI ZX360LCH-7
	TIER 4 INTERIM	TIER 4 INTERIM	TIER 4 FINAL
	STANDARD DIESEL	HVO FUEL	STANDARD DIESEL
	PROVIDENCE	RIVERMONT	FLAGSTONE
% O ₂	11.37	11.78	10.93
% CO ₂	7.16	6.85	7.48
°C FT	34.7	35.18	39.33
ppm CO	9.3	17.95	22
ppm NO _x	192.47	154.16	104.72
ppm NO	119.35	92.68	98.06
ppm NO ₂	73.11	61.48	6.67
Fuel Consumption [L/hr]	24.48	23.54	21.49
CO ₂ [kg/hr]	63.18	60.74	55.45



TESTO 340 FLUE GAS ANALYSER.



TESTO EASYEMISSION SOFTWARE USER INTERFACE.

SUSTAINABLE SITE COMPOUNDS

A MEASURED APPROACH TO PROGRESS

SEE Group's sustainability committee is advancing the development of site compounds that integrate hybrid generators, solar panels, and rainwater collection systems. These initiatives are designed to reduce fuel consumption, harness renewable energy, and optimise water use, delivering dependable operational benefits. Our objective is to establish three such compounds by

the end of 2024. Preliminary assessments of hybrid generators indicate potential savings exceeding 400 litres of diesel per month per unit—tangible efficiencies that accumulate across our operations without undue expense. The first compound, designated the 'green' site, has been implemented at Providence East. The next phase involves a detailed evaluation of energy generation from solar panels relative to consumption, grounding our approach in

empirical data. The long-term goal is to enhance operational efficiency and reduce environmental impact through practical measures. Below are the key measures undertaken:

REPURPOSED BUILDING: EFFICIENT CONSTRUCTION PRACTICES

We opted to refurbish an existing structure with recycled materials and energy-efficient enhancements. Constructing anew demands significant resources and generates

substantial carbon emissions; repurposing avoids this burden.

This method reduces waste and aligns with SEE Group's commitment to minimising environmental impact through pragmatic, resource-conscious decisions.



SOLAR POWER: EFFECTIVE ENERGY GENERATION

A system comprising 60 solar panels (475W each) delivers a 28.5 kWh capacity, supported by battery storage. This setup powers the site, retains surplus energy, and contributes excess to the grid. By reducing dependence on diesel and external electricity, it offers a cost-effective means of advancing cleaner energy use, consistent with our strategic objectives.

ENERGY STORAGE: RELIABILITY AND OPTIMISATION

The 28.5 kWh battery stack ensures a consistent power supply, independent of external sources. This enhances operational efficiency, lowers costs, and

reduces our carbon footprint—demonstrating that practical energy management can yield measurable environmental gains.

WATER MANAGEMENT: RESOURCE EFFICIENCY IN ACTION

A rainwater harvesting system with a 30,000-litre capacity supports non-potable needs, such as sanitation facilities, providing over 3,000 flushes. This reduces reliance on external water supplies, offering a straightforward solution to conserve resources and manage operational expenses effectively.

EV CHARGING: TARGETED CARBON REDUCTION

The installation of two electric vehicle charging stations

supports our newly acquired EV fleet. This initiative decreases tailpipe emissions and fuel costs, representing a calculated step toward lowering our operational carbon footprint without unnecessary complexity.

FUTURE CONSIDERATIONS: EVALUATING PRACTICAL INNOVATIONS

We are assessing portable sewer treatment plants to process wastewater on-site. Should this prove viable, it would reduce dependence on external systems and enhance water recycling, further diminishing our environmental impact.

Additionally, we are exploring hybrid and hydrogen generators as potential complements to our energy

mix. These technologies could reduce emissions further, provided they demonstrate economic and operational feasibility. Our approach remains one of rigorous evaluation, prioritising solutions that deliver value.

SEE Group's efforts are not driven by transient trends or lofty promises. They reflect a commitment to solutions that conserve resources, curb emissions, and maintain financial discipline. The Providence East compound exemplifies this balance—delivering immediate utility while informing future scalability. Progress is a structured endeavour, rooted in evidence and focused on steady, achievable outcomes.

[PROVIDENCE EAST COMPOUND]

OUR GREEN SITE COMPLEX INITIATIVE



Repurposed Building

The existing structure was transformed using eco-friendly and recycled products, as well as energy-efficient solutions.



Solar Power

We installed 60 x 475W solar panels that generate renewable energy for the site.



Energy Storage

The 28.5 kWh HV battery stack system provides consistent, reliable energy storage.



Harvesting Rainwater

The roof collects and stores up to 30,000 liters of rainwater, which is used for flushing toilets and hand-washing.



EV Facilities

We installed two EV charging stations at the complex to power our newly acquired fleet of electric vehicles.



Hybrid Generators

We are actively considering hybrid and hydrogen generators to diversify our energy sources



OUR PEOPLE

SEE GROUP IS COMMITTED TO UPHOLDING ITS CORPORATE SOCIAL RESPONSIBILITY (CSR) BY PROMOTING WORKFORCE DIVERSITY, INCLUSION AND EQUALITY, AS WELL AS FOSTERING ACTIVE COMMUNITY ENGAGEMENT.

Our CSR initiatives are integral to our business strategy, aiming not only to advocate for a more inclusive and equitable workplace but also to contribute positively to the broader industry and enrich the communities in which we operate.

INDIGENOUS PARTICIPATION

SEE Group is actively working towards enhancing Indigenous participation within its workforce and community engagements. Key developments include:

- **Employment and Business Engagement:** Targets have been met across our Infrastructure division and at Providence Estate, with other urban projects coming on board in 2025.
- **Cultural Awareness Training:** All staff to complete cultural awareness training by mid 2025.

- **Partnerships:** The Clontarf Foundation has our continued support through 2024 with site visits for students and employee volunteering opportunities at their events. We will also be looking at additional partnership opportunities under consideration for 2025.
- **Community Engagement:** SEE Group aims to participate in three key community engagement activities each calendar year. Examples include National Reconciliation Week, NAIDOC, and Welcome to Country events.
- **Indigenous Participation Plan:** The formalisation of an Indigenous Participation Plan was scheduled for 2024, with SEE Group moving towards a Reconciliation Action Plan in 2025.

WOMEN IN CONSTRUCTION

SEE Group is dedicated to advancing gender equality within the construction industry. The initiatives to support women in the workplace include:

- **Workforce Representation:** The proportion of female employees stands at 19%,

which aligns with our target set in 2024.

- **Support Network:** Plans are underway to establish a support network and mentor group specifically for women at SEE Group.
- **Workplace Gender Equality:** A Workplace Gender Equality Agency (WGEA) report has been submitted in May 2024.
- **Training Initiatives:** A target has been set for all employees to complete Workplace Behaviour Training, including modules on sexual harassment, by mid 2025.

COMMUNITY ENGAGEMENT

SEE Group remains dedicated to contributing positively to local communities through partnerships and sponsorships. Key activities include:

- **Currumbin Wildlife Sanctuary:** SEE Group has committed to fundraising and partnership/sponsorship activities with Currumbin Wildlife Sanctuary.
- **Busy Schools:** SEE Group has agreed on partnership/sponsorship activities with Busy Schools, including an Urban North site tour and participation in career fairs scheduled for 2025.

- **Gold Coast Titans and Tweed Seagulls:** - partnership and sponsorship activities with rugby league clubs continue to foster community support and engagement.
- **Our Kids:** SEE Group commenced their partnership in 2024 to assist with raising funds for much needed neonatal equipment at Lismore and Tweed Hospitals.

SEE Group remains committed to these CSR initiatives and continues to monitor and evaluate its efforts to ensure progress and alignment with our business goals.



[OUR PEOPLE]

EQUALITY, DIVERSITY AND INCLUSION



Leadership

Create visible leadership commitment through statements, actions, stories, and symbols.



Culture

Ensuring a workplace culture that prioritises health and safety, including mental health, of all staff.



Mentorship

Establish a support network and create a Mentor Group for females at SEE Group.



Rewards

Reward and recognition frameworks are equitable and inclusive of all staff.



Continuous Improvement

Ensuring robust processes help identify and eliminate harmful behaviours.



CLIENT: LOGAN CITY COUNCIL
 VALUE: \$37.3M
 TIMING: 2022 - COMPLETE



CHAMBERS FLAT ROAD UPGRADE

8 TRAINEES COMPLETED CERT III IN CIVIL CONSTRUCTION

19 INDUSTRY SHORT COURSES COMPLETED BY EMPLOYEES

26% PARTICIPANTS WERE FEMALE, 3 OF WHICH WERE TRAINEES

As Logan's population grew, the need for improved road infrastructure became paramount. Recognising this, Logan City Council upgraded Chambers Flat Road, a vital east-west link in the local road network. The project aimed to enhance safety, improve road conditions, and provide better flood immunity. With construction completed in 2024, the Chambers Flat Road upgrade has made a positive impact on the region's transportation network.

ACHIEVEMENTS

- Supported eight (8) trainees in completing a Cert III in Civil Construction
- Supported one (1) trainee in completing a Cert IV in Supervision
- Supported two (2) employees in a Graduate Engineering Development Program
- Supported two (2) Engineering Interns, one (1) of which gained full time employment as a Graduate
- Supported employees to upskill in nineteen (19) industry short courses.
- Employed six (6) local Indigenous personnel
- Achieved 26% female participation

Just a shout out to LCC and SEE Civil for delivering a great upgrade to our section of Chambers Flat Road.

It has been a long haul but it's great to drive out onto a modern streetscape, providing improved vision, safety and a much smoother ride with reduced road noise - all delivered in the predicted time frame. Thanks must also go to Council for listening to our concerns during the build.

JANICE TURNER, LOCAL RESIDENT OF CHAMBERS FLAT ROAD REGION

We would like to say BIG THANK YOU to SEE Contractors. All have been very helpful to us in this project.

KERRY AND AARON LINFORTH, LOCAL RESIDENTS OF CHAMBERS FLAT ROAD



TRAINEE SPOTLIGHT STORY



TIARA, CURRENTLY UNDERTAKING A CERTIFICATE III IN ROAD CONSTRUCTION AND MAINTENANCE WITH HER EMPLOYER SEE CIVIL, MOVED INTO THE INDUSTRY DRIVEN BY HER PASSION FOR WORKING OUTDOORS AND OPERATING PLANT AND MACHINERY.

Inspired by her son's successful path in carpentry and her partner's completion of a CSQ Trade Ready Program, which led to a full-time job as a pipelayer, she said, "If he can do it, then I can do it."

Despite being new to civil construction, Tiara has embraced the teamwork and supportive culture on-site. "It's something that I wish I had done earlier," she expressed.

Currently working on a road project in Loganlea that involves adding a third lane, she has enjoyed witnessing significant milestones: "I am grateful I actually got to see a bridge being laid down, which was amazing and something you don't see often."

Receiving positive feedback from her supervisors and benefiting from a continuous, supportive learning culture has helped her thrive in this field.

For others considering joining the industry, she advises, "Females or younger people, don't hold back. Even if you've never done it before, trial it out because you just never know. Being a female, I was scared and nervous to join a male-dominated industry, but since I have been out there, I have been treated very well."

TIARA EDWARDS

CIVIL CONSTRUCTION
LABOURER / PLANT
OPERATOR

SEE CIVIL, BRISBANE



INDIGENOUS BUSINESS PARTNERSHIPS AND ECONOMIC IMPACT IN FY24

OVERVIEW:

In financial year 2024, SEE Group reinforced its dedication to meaningful

Indigenous partnerships and economic inclusion through substantial engagement with Indigenous-owned businesses.

Expanding on existing diversity and inclusion commitments, SEE Group partnered with four new Indigenous businesses to support project needs while contributing to sustainable economic growth within Indigenous communities. These efforts resulted in an Indigenous spend of nearly \$3 million across the Group.

commitment to workforce diversity, connecting the company with skilled Indigenous professionals across project sites.

FY24 FINANCIAL IMPACT:

SEE Group's \$2,995,151.76 expenditure with Indigenous businesses demonstrates its commitment to supporting Indigenous participation, providing crucial financial opportunities to suppliers and positively impacting the broader Indigenous community.

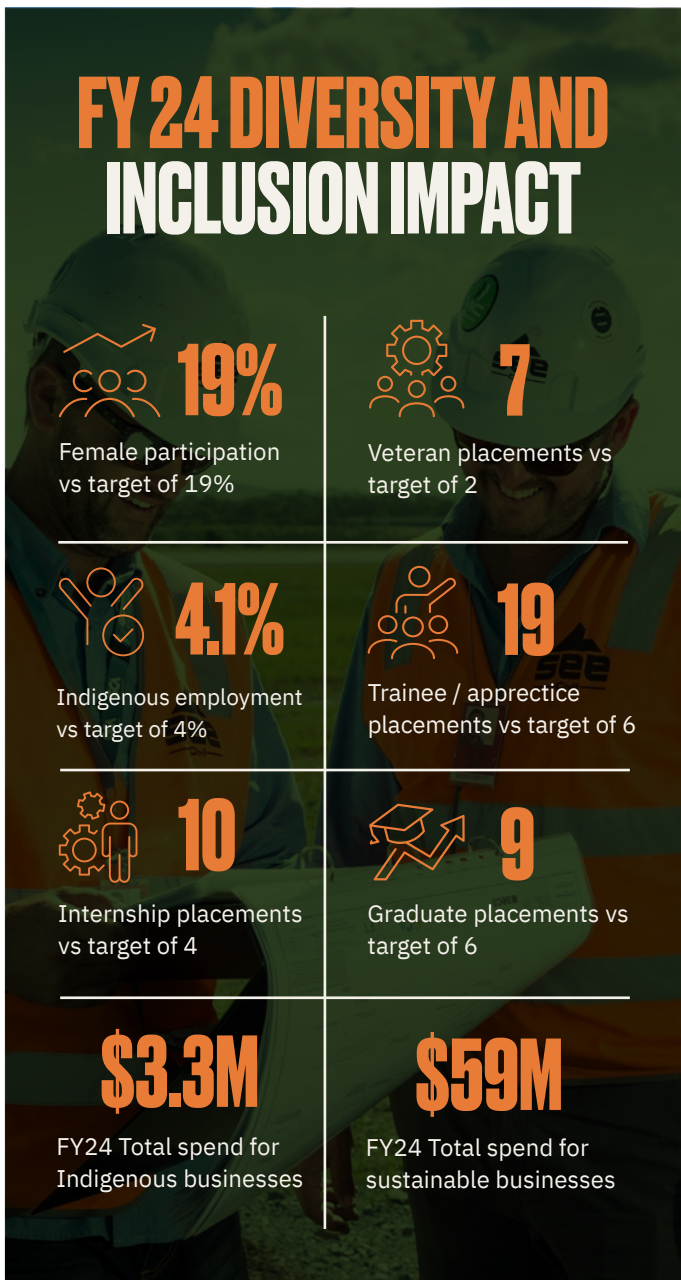
DIVERSITY AND INCLUSION TARGET SUMMARY

SEE Group remains dedicated to building a diverse, inclusive workforce that reflects and supports the communities in which it operates. In FY24, SEE Group set ambitious targets across several diversity and inclusion categories, from increasing female participation to expanding opportunities for veterans and Indigenous employees. These efforts exceeded or approached targets in key areas, underscoring SEE Group's commitment to an inclusive industry footprint.

We have invested in iPro to capture our supply chain, so we can report on this here with the data collected.

NEW PARTNERSHIPS:

- **Gear Select** is a plant subcontractor who invests in Indigenous pre-employment programs that focuses on setting up a new entrant for success beyond their initial career journey including the supporting them to buy their first car and their first home.
- **Borger Cranes** is a family owned and operated crane hire and rigging business that has provided services to our Infrastructure projects.
- **Raw Skips**, focused on waste management solutions. Raw Skips delivered environmentally responsible disposal services, aligning with SEE Group's sustainability goals and waste reduction initiatives.
- Through workforce development and labour hire, Dreampath supported SEE Group's



WUNYA INDIGENOUS DRILL SHIRT INITIATIVE

OVERVIEW:

In 2023, SEE Group proudly partnered with GaWun Supplies to launch the Wunya Indigenous Drill Shirt initiative. This program not only provided employees with a unique opportunity to embrace and promote Australian Indigenous culture but also facilitated meaningful contributions to the community.

INITIATIVE DETAILS:

For every Wunya Drill Shirt ordered, SEE Group

purchased the shirt and the employee contributed 50% of the cost. This contribution was then donated to support the Logan NAIDOC Celebration, hosted by the Logan Elders at the Kingston Butter Factory. The initiative was met with enthusiasm, with over a third of SEE Civil employees ordering shirts, showcasing strong support for Indigenous culture and community engagement.

COMMUNITY ENGAGEMENT:

Beyond the financial

contributions, SEE Group employees volunteered at the Logan NAIDOC Celebration. Chantelle Neiland, People and Culture Manager, attended organisational meetings with the Logan Elders, strengthening relationships and fostering collaboration. This hands-on involvement demonstrated SEE Group's commitment to supporting Indigenous communities and celebrating cultural heritage.

ONGOING PARTNERSHIPS:

Since the success of this

initiative, SEE Group has continued to build upon its relationship with GaWun Supplies and the Logan Elders, including employees volunteering at the 2024 Logan NAIDOC Celebration. Additionally, Michael Grundon, the owner of GaWun Supplies, has introduced SEE Group to Gunya Meta and the Black Coffee Events, broadening the scope of community engagement and support.

GUNYA META CAREERS FAIR

OVERVIEW:

In April 2024, SEE Group was honoured to participate in the Gunya Meta Closing the Gap Careers Fair at the Logan Entertainment Centre. Gunya Meta, a non-profit Aboriginal and Torres Strait Islander organisation, is dedicated to empowering Indigenous families and communities in Logan City. Run by a board of local community members and employing Indigenous staff, Gunya Meta creates impactful initiatives that support cultural connection, economic opportunity, and career advancement.

EVENT IMPACT:

SEE Group joined this event to connect with the local Indigenous community and share insights into civil construction as a career path. It was an opportunity to engage with high school students and community members, highlight our local project footprint, and showcase how careers in civil

construction can positively impact both individuals and communities.

Throughout the event, SEE Group representatives provided practical guidance on various career pathways within civil construction, from entry-level positions to advanced roles requiring specialised training. In addition to discussing these opportunities, the team shared information on the support, training programs, and career development initiatives available at SEE Group.

SUPPORTING LOCAL TALENT AND DIVERSITY:

SEE Group's participation in the Gunya Meta Careers Fair aligns with our commitment to increasing Indigenous representation and promoting diversity within our workforce. By building awareness around career options in civil construction, SEE Group aims to inspire local youth and community members to

explore rewarding roles in the industry, providing them with a pathway to career success while contributing to the growth of their local community.

Through events like the Gunya Meta Careers Fair, SEE Group

continues to reinforce its role as a socially responsible organisation, focused on creating accessible, inclusive opportunities that reflect the communities in which we operate.

BLACK COFFEE EVENT

SEE Civil attended the Logan Black Coffee Event in October to support Indigenous Business Excellence during Indigenous Business Month.

This was a great opportunity to network

with local Indigenous businesses and provide opportunities for integration into our subcontractor and supply chains, as well as support and provide meaningful connections across the industry.



OUR SOCIAL IMPACT



Our projects contribute significant social value to the local economies. We do this by leveraging our construction and infrastructure spend to support local communities. As social impact has become more important to our customers and external stakeholders, we are adopting a more strategic approach to capture our pillars of employee engagement, environment, and increased education for our local and First Nations youths.

GOLD COAST TITANS

Over eight years, SEE Group in collaboration with the Gold Coast Titans have worked together to deliver initiatives for the community, industry of sport and construction. SEE Group sponsors the NRL, NRLW, Netball and Female Pathways Program.

The Gold Coast Titans NRLW Female Pathway Program allows players from within our catchment from Logan to Lismore, to develop their

game of Rugby League, as well as develop as young women away from our sport. Our NRLW Academies comprise of a “Female Junior Academy”, “Female U17’s” and “Female Under 19’s”, with our athletes all aspiring to become part of our next Development List, and the ultimate goal of representing on the national stage in the NRLW competition to make our communities proud.

CURRUMBIN WILDLIFE HOSPITAL

Currumbin Wildlife Hospital collaborates with SEE Group to create community programs focused on koala protection, habitat preservation, education, and awareness. This partnership began in 2020 and has evolved into a mutually beneficial partnership. SEE Group has contributed its workforce and equipment to prepare land for the conservation team at Currumbin Wildlife Sanctuary, enabling the establishment of new plantations.

THE BUSY SCHOOL

In 2023, SEE Group and BUSY Schools joined forces to help students in year 11 and 12 who might be feeling disconnected from traditional learning approaches. Our collaboration involves giving financial support to the school, guiding students toward career options in the construction industry and teaming up on special campaign projects.

This year we welcomed the Year 11 students from the Shailer Park campus in conjunction with Frasers Property to look at Brookhaven Estate and discuss all the career opportunities within civil construction and property development.

CLONTARF FOUNDATION

Based on the Gold Coast, the foundation delivers programs locally and nationally that focuses on the holistic wellbeing of individuals in the context of their community, education or employment settings.

The Foundation collaborates with traditional owners and local leaders to ensure all programs are delivered in a culturally appropriate and respectful manner.

SEE Group collaborates with the foundation to provide pathways to individuals and build economic independence.

OUR KIDS

As proud Platinum Partners, SEE Civil supports Our Kids with their goal to improve the health services for children in the Northern Rivers area by contributing towards the purchase of paediatric equipment for the Lismore Base Hospital, Tweed Hospital, Grafton Hospital and the surrounding satellite Northern Rivers hospitals.

This benefits the community by helping kids stay local when needing medical care.



[OUR COMMUNITY]

OUR PARTNERSHIP WITH THE GOLD COAST TITANS

OVER EIGHT YEARS, SEE GROUP IN COLLABORATION WITH THE GOLD COAST TITANS HAVE WORKED TOGETHER TO DELIVER INITIATIVES FOR THE COMMUNITY, INDUSTRY OF SPORT AND CONSTRUCTION.

SEE Group sponsors the NRL, NRLW, Netball and Female Pathways Program.

The Gold Coast Titans NRLW Female Pathway Program allows players from within our catchment from Logan to Lismore, to develop their game of rugby league, as well as develop as young women away from our sport.

Our NRLW Academies comprise of a “Female Junior Academy”, “Female U17’s” and “Female Under 19’s”, with our athletes all aspiring to become part of our next Development List, and the ultimate goal of representing on the national stage in the NRLW competition to make our communities proud.



**CONSTRUCTING
THE FUTURE ON
THE STRENGTH
OF OUR PAST.**

Contact Us

108 Siganto Dr,
Helensvale QLD 4212
(07) 5671 9601
info@seecivil.com.au

seegroup.com.au

