

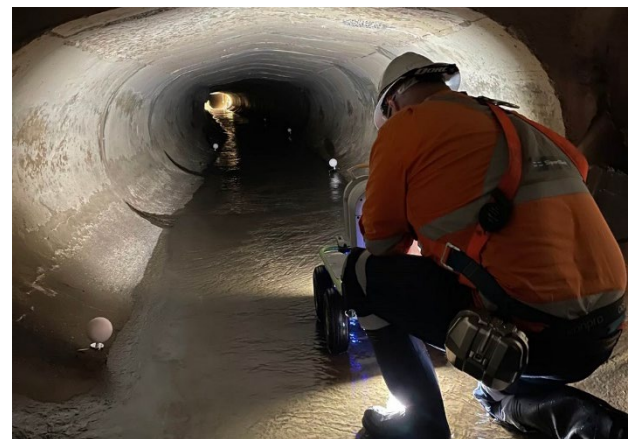
# Capability Statement







Striving for  
consulting  
excellence







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### ACKNOWLEDGMENT OF COUNTRY

Beveridge Williams acknowledges the traditional owners of the lands on which we work. We pay our respects to the Elders, past and present.

Beveridge Williams, an employee-owned company, was established in 1961 and has steadily grown to become one of the largest multidisciplinary engineering, infrastructure and land development consultancies in Australia.

With fourteen offices across Victoria, New South Wales and in the city of Darwin, our services include Civil Engineering, Surveying, Project Management, Town Planning, Urban Design, Traffic and Transport, Landscape Architecture, Environmental Assessments, Subsurface Utility Investigation, Design Approval, Strata Certification and Water Services Coordination.

From our early years as a small local surveying company in regional Victoria, Beveridge Williams has undergone significant growth in terms of size, service offering and geographical reach.

Our team is comprised of industry leading experts who plan, design, manage and deliver projects and programs to the highest standards. Today we're a strong network of over 400 professionals working together across many states, supporting a diverse range of clients with integrated development services that always deliver inspirational outcomes.

From a local regional Victorian survey company in 1961 to now operating in four states with twelve different services.

We are proud of the fact that many of our employees have been with Beveridge Williams for most of their careers, bringing their local expertise and knowledge to the team and our clients. This delivers consistent and streamlined account management to the benefit of our clients.



Our service offering continues to evolve to meet the needs of clients in both the public and private sectors. The geographical diversity of our offices creates a flexible workforce that enables the dedication of necessary resources and commitment as project demand requires.

Many employees have been with Beveridge Williams for decades delivering expertise and knowledge to countless projects.

We've delivered thousands of urban and regional projects of every size across the industry spectrum, by understanding the local challenges and opportunities each project brings. Our awards and broad client base are testament to our dedication as we strive to be leaders in all our endeavours.

Our strong involvement in the development and infrastructure industry has forged a considerable network of well-developed relationships with key stakeholders including developers, authorities, government agencies and other organisations.

We are proud of the communities we have designed and engineered.



# OUR SERVICES

## URBAN DESIGN

Our Urban Designers provide innovative design solutions to private and public-sector clients across Australia for residential, commercial, industrial and mixed-use developments. The team is experienced in a diverse range of land development projects and provide solutions that demonstrate our commitment to sustainability and great places.

Our design philosophy is based on our Urban Design Pillars:

- Place Identity: enhancing the relationship between our space and the surrounding environment.
- Celebrating: recognising the site's natural character and building upon the key existing place characteristics
- Sustainability: adopting core sustainable design practices to promote a climate resilient future community
- Innovation: developing site specific responses that reflect best practice urban design
- Community: establishing the foundations for an enriched neighbourhood, and to achieve pride of place
- Collaboration: connecting with our internal and external teams to enhance projects, problem solve, act efficiently, and to achieve innovative design outcomes
- Excellence: continually achieving high quality design outcomes

We have a detailed working knowledge of all relevant guidelines and legislation for land development

and our design approach addresses local community and broader social issues specific to each development. The team has well-established networks with councils and authorities involved in land development as well as land sales agents, who provide advice on the market relevance of our subdivision designs.

Beveridge Williams offers the following urban design services:

- Site analysis and opportunities plans
- Design response plans
- Feasibility plans for new subdivisions
- Vision Documents
- Indicative concept plans
- Detailed development plans and indicative subdivision plans
- Precinct Structure Plan submissions
- Strategic planning & design documents
- Land use plans
- Community and Council presentation material
- Marketing Plans
- Massing models





## TOWN PLANNING

Our team of Town Planners provide strategic and statutory planning services and focus on understanding the priorities of our clients and delivering timely outcomes which meet their specific needs.

As highly experienced professionals, we provide expert advice and guide clients through the complex planning system - from inception to completion of a project.

Our teams have the expert local knowledge and experience to facilitate successful outcomes for residential communities, commercial, industrial, mixed use, resource industry, recreation, tourism and educational developments as well as major infrastructure projects.

We adopt an interdisciplinary approach, providing statutory and strategic planning services, including initial feasibility, and provide planning support for the entire life cycle of a project.

Services offered by our Town Planners include:

- Due diligence and pre-purchase advice
- Preliminary assessment advice
- Planning and integrated approvals advocacy
- Strategic and master planning
- Infrastructure planning
- Environmental planning
- Land use impact assessment
- Planning Scheme amendments and submissions
- Planning Permit and Development Applications
- VCAT, NSWLEC and Planning Panel representation
- Expert Witness Statements
- Strategy / Policy preparation, submissions and review
- Stakeholder consultations
- Assistance with the preparation of Visual Impact Statements, Bushfire Assessments, ESD assessments, and Crime Prevention through Environmental Design Reports.





## LANDSCAPE ARCHITECTURE

Our award-winning team of landscape architects are known for their ability to deliver enduring, sustainable landscape architecture and urban design solutions.

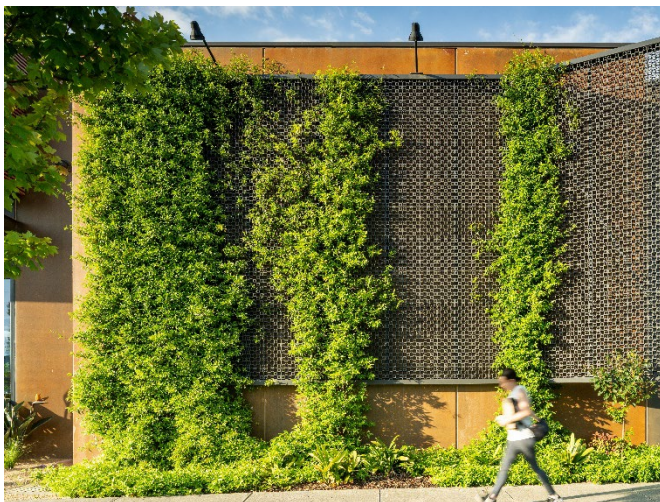
With a highly experienced Landscape Architecture team in Victoria and the recently acquired CLOUSTON Associates located in Sydney and Darwin, we bring together diverse skill sets and decades of experience.

With projects spanning the country, we work as one cohesive team to create meaningful spaces for government and corporate clients: transforming waterfronts, parks, walkways, residential communities and streetscapes into places with purpose.

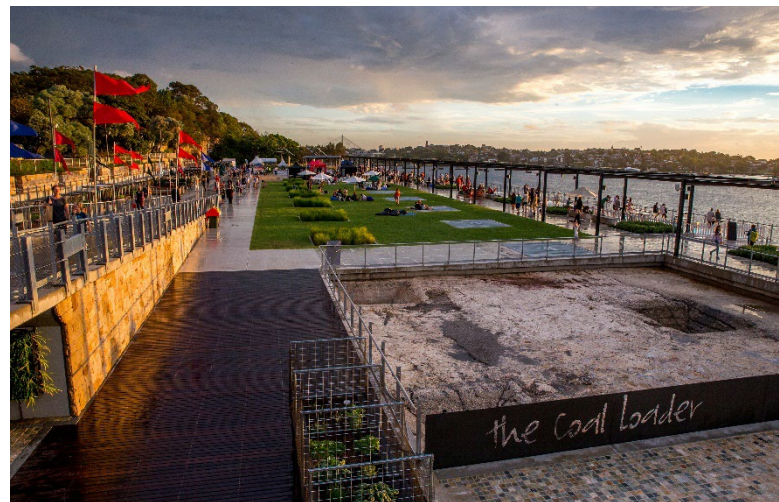
An in-depth understanding of local authorities' guidelines and requirements allows us to navigate the approvals process for all aspects of landscape design. Our Landscape Architecture teams strive for achievable, practical and cost-effective design solutions.

We provide the following landscape architecture services:

- Site investigation, analysis & feasibility plans
- Master plans
- Concept plans
- Landscape plans for town planning permits
- Landscape Master Plan reports and plans
- Urban design plans for new subdivisions
- Marketing plans
- Visualisations and animations for development
- 3D modelling of broader landscapes, parks and design elements
- Waterway re-vegetation & native vegetation off set plans
- Contract documentation & administration
- Strategic planning & design documents
- Landscape guidelines



Clyde Shopping Centre, Clyde, VIC



The Coal Loader, Waverton, NSW







## SURVEYING

Our land surveying teams have specialist skills, the latest technology and a track record of delivering trusted advice to some of Victoria and NSW's largest public service providers as well as private developers, both large and small.

We have well established relationships with key individuals, government bodies and industry organisations that are important to the success of land development and infrastructure projects. When engaging our surveyors our commitment to providing our clients with the highest level of service, while meeting deadlines and maintaining a high quality of work is at the forefront of our work.

Our land surveying team provides a complete range of surveying services including:

- Land Subdivision
- Volumetric, Stratum and Strata Subdivisions of Buildings
- Construction Setout
- Boundary Surveys

- Land Acquisition Plans for government authorities
- Crown Lease Surveys
- Laser Scanning Surveys
- 3D modelling from point clouds, including Revit
- Mining, earth and movement and structure surveillance surveys
- A-Spec and asset recording
- Underground services locating
- Greenfield estate surveying services
- Feature and level surveys
- Title Boundary re-establishment surveys (Identification Report)
- Area and lease plans
- Volume surveys
- Survey infrastructure plans including certification (NSW)

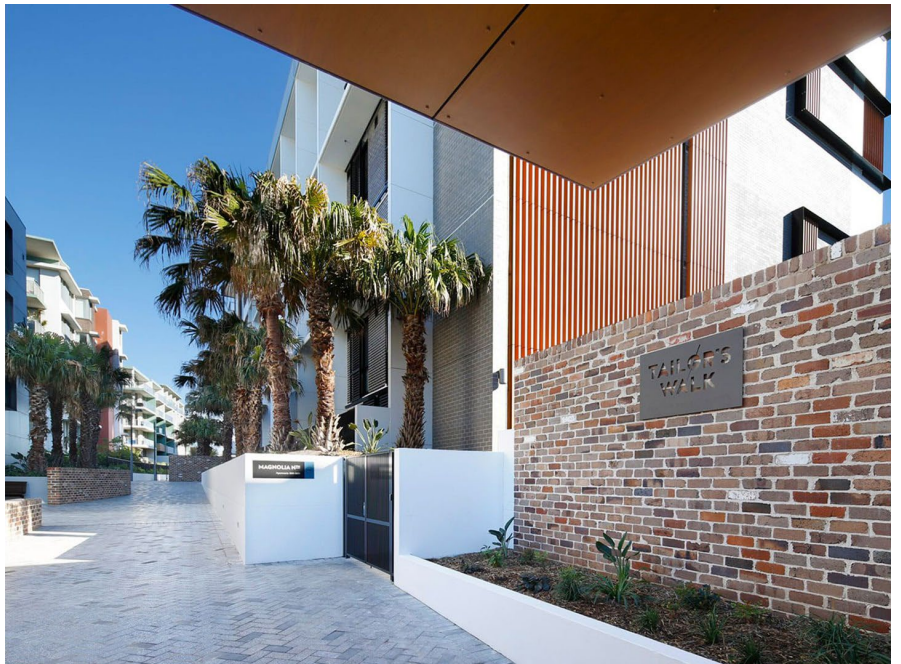
### Survey Plans:

Detailed survey plans are provided in advanced formats, incorporating the latest technical methods for visualisation and gathering information. Plans can be supplied in:

- 3D plan presentation format
- 3D digital terrain format, using 3D point cloud.
- 2D traditional format
- Revit model



Victoria Square, Footscray, VIC



Taylors Walk, Botany, NSW



## SUBSURFACE UTILITY INVESTIGATION (NSW)

We have a team of highly qualified and experienced *Dial Before You Dig* Accredited Utility Locators and Surveyors who are experts at not only investigating and marking underground utilities, but in translating utility information into engineering-grade survey data.

When assets are located underground, specific and tailored research and resources are necessary to complete a utility survey, as there can be serious consequences if something is missed.

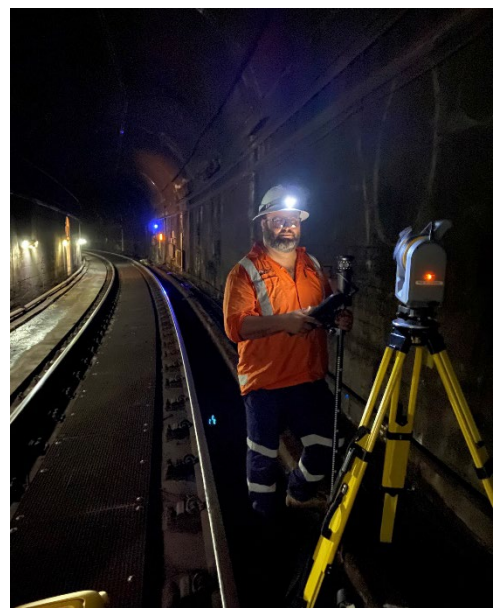
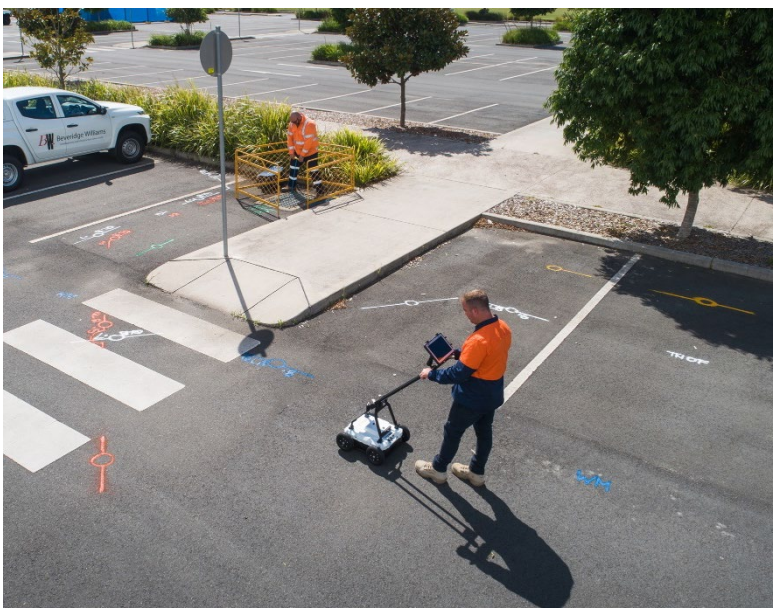
Utility Survey and Drafting is unique, and our team's knowledge of locating methodologies, tolerances, site constraints, and their overall understanding of utilities are essential for risk minimisation and achieving quality outcomes.

We use a range of electromagnetic and high-frequency induction devices and complementary technology to identify, locate and mark underground services such as metallic water mains, electrical and communications infrastructure.

The Subsurface Utility Investigation team can:

- Undertake non-destructive excavation to safely expose and pothole underground utilities, without damaging utilities or their coatings.
  - Utilise proven technologies and methods, including CCTV Inspection, to efficiently assess the condition of underground structures.
  - Undertake full Drainage Investigations, Modelling and Reporting.
- Use both Electromagnetic Locating (EM) and Ground Penetrating Radar (GPR) technology to identify underground utilities and substructures.
  - Carry out Utility Survey and Mapping

The subsurface utility investigation team has worked on a diversity of projects across NSW, including the scanning of a heritage culvert under Sydney's CBD.



Sydney CBD Rail Corridor, NSW



## STRATA CERTIFICATION (NSW)

Strata certification is a specialised arm of private certification, which is offered to our clients in NSW. This service supports the completion of the many requirements in property development and enables final occupation.

Our strata certification services cover the assessment and issue of:

- Complying Development Certificates for strata subdivision consent
- Stata Certificates for strata subdivision purposes

We take a well-rounded view of the complete strata development process and demonstrate a unique insight into every detail required to ensure all boxes are ticked for the approval process. We aim to ensure that the approval process is truncated, with Strata Certificates issued in a matter of days rather than weeks for most plans, saving significant time and allowing faster settlement.

Streamlining the process for our clients, we are accredited to sign Strata Plans in place of Council and can issue Complying Development Certificates for consent for strata subdivision.





## CIVIL ENGINEERING

Beveridge Williams has a team of registered professional Engineers across Victoria and NSW who specialize in the design and construction management of land development projects.

Our civil engineers are involved in all aspects of a development project. Whether it be the roads to be driven or the unseen infrastructure including drainage and service utilities, our engineers are there from the design to construction. Our design intelligence and sustainable engineering solutions have helped shape all types of infrastructure across residential, commercial, industrial and municipal sectors.

We have designed and developed our experience through the delivery of tens of thousands of lots across Melbourne and throughout regional Victoria.

We have direct access to professional advice in other disciplines ensuring our approach is well considered and delivered without delay. In all aspects of land development engineering, from feasibility and master planning, through to detailed design and delivery, there is little we don't know. We welcome the opportunity of delivering an innovative solution in a highly regulated sector. We rise to the challenge of delivering the most ambitious of programs. We strive to improve the outcomes for our clients and for the future residents to enable them to create a community they are proud of.

Our capabilities include:

- Feasibility and due diligence
- Master planning
- Functional & detailed design
- Contract administration
- Site surveillance
- Construction supervision

Projects we deliver include:

- Greenfield residential developments
- Industrial estates
- Retirement villages
- Medium density sites
- Infill & urban renewal developments
- DCP funded infrastructure
- Major roads and VicRoads intersections
- Wetlands, retarding basins and culverts
- Branch sewer & trunk water mains
- Sewer pump stations.



Peninsular Link, VIC



Aurora, Epping, VIC





## INFRASTRUCTURE ENGINEERING

The Beveridge Williams Infrastructure Engineering team offers the expertise to provide specialized design services on a wide variety of projects, including wind and solar farms, heavy haulage routes, mines, airports and rail. Whether for State and Local governments, private developers or civil contractors, our team of engineers and project managers are involved in every aspect of the project from inception, with the development of functional designs, right through to detailed design and project delivery.

No matter the scale of the project, we understand the value of continuous communication and how the provision of timely and accurate advice can improve project outcomes. From rural or urban road projects to sewer and water schemes, we pride ourselves on our ability to deliver innovative and creative solutions that provide an optimal and practical project outcome.

Our capabilities include:

- Concept Designs
- Functional and Detailed Designs
- Service Coordination
- Project Management

Projects we deliver include:

- Rural road upgrades
- Major arterial roads and VicRoads intersections
- Road safety upgrades
- DCP funded infrastructure
- Branch sewers and trunk water mains
- Sewer pump stations and rising mains
- Sewer and water servicing strategies



## TRAFFIC AND TRANSPORT ENGINEERING

Our Traffic Engineering and Transport Planning team has extensive experience in transport and road safety related projects from a strategic level all the way to the delivery and operational phases.

The team's focus is centred around managing project risk and delivering safe, practical and sustainable solutions for various clients, including Local and State Governments, commercial developers, tertiary institutions and other industry partners.

Our knowledge has been successfully applied to diverse project types, such as large residential subdivisions, apartment complexes, townhouse developments, wineries, schools, childcare facilities, shopping centres and other commercial use.

Our key services include:

### Strategic - Transport Planning:

- Traffic modelling
- Traffic studies
- Precinct structure plans
- Rezoning
- Activity centre planning
- Planning scheme amendments
- Master planning
- Corridor assessments
- Feasibility studies

### Development - Traffic Engineering:

- Traffic impact assessments (TIA)
- Car parking studies and assessments
- Road Safety Audits (RSA)
- Waste management plans (WMP)
- Green travel plans (GTP)
- Traffic and parking surveys
- Road and intersection design
- Concept layout plans
- Functional layout plans (FLP)
- Traffic signal plans (TSP)
- Local area traffic management (LATM)
- Swept path analysis
- Lighting assessments
- Waste Management Plans (WMPS)

### Delivery:

- Construction traffic management plans (CTMP)
- Traffic management plans and Traffic guidance schemes (TMP & TGS)

### Operations:

- Network monitoring and ITS assessments
- Incident response and clearance optimisation
- Tunnel operation management



Station Street, Carrum, VIC



## WATER RESOURCES ENGINEERING

We see water as a resource, as an opportunity to enhance the places we live. Whether for recreation, beauty or sustainability, people have always wanted to live near water. Of course, with water, there can be risks like flooding, public safety and pollution. Beveridge Williams' Water Resources team are experts in developing solutions that can bring water into our lives, while managing the risks.

We can consider stormwater management from a traditional perspective, developing strategies that provide the framework for management of stormwater to meet the requirements of various authorities. We strive for a more contemporary approach though, of stormwater management and integrated water management plans being prepared concurrently, thus ensuring that the opportunities to capitalise on water resources are integral with planning of a development rather than as an afterthought.

We also specialize in servicing catchment management and local government authorities. Our team can work at the high level of developing strategies for the management of catchments, to the detailed levels of developing solutions to protect people and property from flooding or analysing the performance of drainage networks.

Our expert and dedicated team are ready to help with:

- hydrologic modelling
- flood modelling and floodplain management
- water sensitive urban design
- stormwater masterplanning and preparation of SWMS/WCMS
- design of channels, waterway crossings
- design of detention/retarding basins and OSD
- design of WSUD assets including Wetlands and Bioretention Systems
- Design of flow control and flood protection structures
- Design of subdivision and transport drainage
- design of storm water harvesting and re-use systems
- design of erosion protection and stream remediation works
- Dam break downstream inundation analysis and risk assessments
- Liaison with councils and approval authorities



Seagrove Estate, Cowes, VIC







## ENVIRONMENTAL CONSULTING

Our Environmental division brings a blend of practical project experience and professional expertise to provide technically and economically sound solutions to environmental problems. Our team have assessed over 800 greenfield and brownfield sites across Victoria for state and local government clients and private developers.

We continually monitor changing environmental legislation and regulations, investigation and clean-up standards, risk assessment procedures and remediation technologies to successfully offer the following services:

- Contamination assessments (preliminary and detailed)
  - Hydrogeological investigations
  - Soil vapour assessments including landfill gas
  - Contamination remediation including underground tank removal
  - Assessment works for Environmental audits and Preliminary Risk Screen Assessments (PRSA)
  - Risk assessment
  - Contaminated soils characterisation and clean fill classifications
- Environmental management plans
  - Acid sulphate soil studies
  - Water pollution studies
  - Advice regarding EPA clean-up or pollution abatement notices
  - Litigation assistance and expert testimony





## PROJECT MANAGEMENT

Effective delivery of land development projects requires co-ordination and negotiation within a multifaceted environment of referral authorities, specialist consultants and contractors.

Our Project Managers are experts in co-ordination and negotiation – driving the project's progress, reducing the risk of critical delays, maximising design efficiencies and managing costs, all while ensuring effective communication between project stakeholders.

They are responsible for the day-to-day management of external and internal stakeholder relationships, deadlines, budgets, and adherence to regulations, taking the onus off the client to provide internal resources for this management role. The Project Manager acts as the one point of contact for the client regarding each component of the project throughout its lifespan.

The team are specialists who understand the intricacies of the external and internal disciplines and services involved in the delivery of a successful development project.

Our expertise includes:

- Feasibility assessments
- Client communication and reporting
- Appointment and management of subconsultants
- Facilitation of approvals from authorities
- Assessment and evaluation of project status
- Project team co-ordination
- Stakeholder management
- Preparation of a project program (using MS Project) and the provision of monthly updates;
- Establishment and maintenance of project information systems
- Financial reporting and bank funding reconciliations
- Managing OH&S requirements.





## WATER SERVICES COORDINATION (NSW)

Beveridge Williams offers a range of water sewer infrastructure services across NSW, carried out by a fully accredited Sydney Water Services Coordinator.

Beveridge Williams can act on a client's behalf to submit a Section 73 Compliance Certificate. We are approved by Sydney Water to design sewer, potable and recycled water main extensions and adjustments in the categories of S1 (Sewerage Reticulation DN 150- 300), S2 (Sewer Standard DN 375-750), W1 (Water Reticulation DN 100-375), W2 (Water Supply DN > 375-750), RW (Recycled Water DN 65-375) and LP (Pressure Sewer Systems).

For nearly 30 years, the team has been the sole Water Service Coordinators for many key projects in Harrington Park, Harrington Grove and Catherine Park, NSW.

Taking it one step further, Beveridge Williams can also assist with Water and Sewer Project Coordination, ensuring the smooth implementation of these designs and that the right quality control measures are put in place.

In addition to Section 73 Compliance Certificates and Building Plan Approvals Beveridge Williams can also assist with:

- Water and Sewer Design, Project Management & Supervision
- Water and Sewer Adjustments / Extensions / Deviations & Amplifications
- Sewer catchment designs and catchment analysis
- Pressure Sewerage Service Reticulation Extension / Adjustments
- Strategic planning and development servicing strategies
- Building Over / Adjacent to Sydney Water's asset applications
- Notice of Requirements (NOR's)
- Service Protection Reports (Sewer Peg out Reports)
- Plan Approvals
- Pier Inspections
- Concrete Encasement Inspections
- Sydney Water service prints (Hydra prints and Sewerage Service Diagrams)



Harrington Grove, Camden, NSW



## DESIGN ASSESSMENT SERVICES

The Beveridge Williams Design Assessment Panel is a conduit between developers, their estate purchasers, builders, certifiers/or surveyors, and architects and / or designers.

The team carries out estate assessments Australia wide, evaluating each submitted house plan to ensure design compliance with the estate guidelines / covenant requirements set by developers, in line with council and statutory conditions.

With years of design and estate approval experience, the team can expertly implement a client's chosen design guidelines. They understand the intricacies of the approval process, foreseeing issues with plans and resolving these with all parties to obtain approval status.

The Beveridge Williams website contains a specific portal for design applications, making it a smooth and seamless process for approval applicants.

With design compliance an integral part of the development process, the Beveridge Williams Design Assessment Panel takes the onus off the developers to provide an internal resource for assessment.

The Design Assessment Approvals team can:

- Prepare Design Guidelines
- Assess the Individual Designs
- Conduct Onsite Compliance Audits



## OUR PROJECTS

Snapshot of the diversity of projects undertaken by Beveridge Williams. For further and detailed project information, visit [www.beveridgewilliams.com.au/projects](http://www.beveridgewilliams.com.au/projects)



Cooling Darwin Project, NT

Winner: 2022 AILA National Landscape Architecture Award for Urban Design  
Services: Landscape Architecture



St Germain Village, VIC

Services: Survey, Water Resources Engineering, civil engineering, urban design, landscape architecture, project management



Fairbridge Children's Park, NSW

Winner: AILA National Landscape Architecture Award for Cultural Heritage 2021  
Services: Landscape Architecture



The Waterfront, NSW

Winner: 2021 EISSI Award for Survey Project Management  
Services: Survey, Project Management





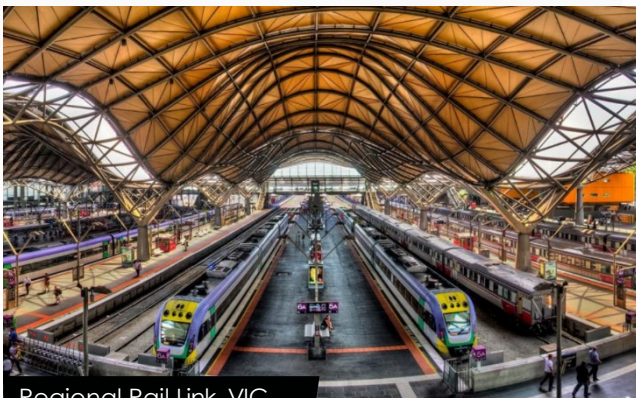
Woolamai House, Philip Island, VIC

Services: Survey, project management, urban design, Water resources engineering, landscape architecture, Civil engineering, town planning.



Aurora Community, VIC

Services: Survey, Urban Design, Landscape Architecture, town planning, project management, Water Resources Engineering, civil engineering, environmental consulting.



Regional Rail Link, VIC

Services: Survey.



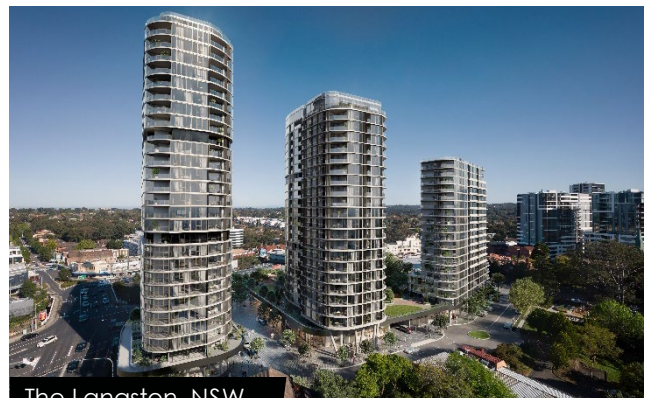
AGL Loy Yang Power Station, VIC

Services: Survey.



Stockyard Hill Windfarm, VIC

Services: Survey, Traffic and Transport Engineering



The Langston, NSW

Services: Survey.



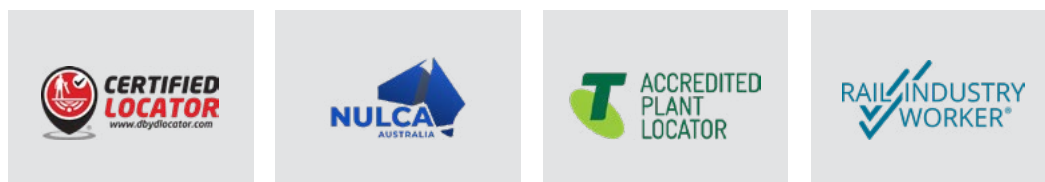
## OUR AFFILIATIONS

Beveridge Williams aims to enhance and develop the land development industry via providing significant input into several industry professional bodies. The team is actively involved in the following organisations:



Many of our team members hold leadership positions within these organisations, guiding the future of the industries and working towards improved methodologies and legislation. This includes Fellows of the Australian Institute of Landscape Architects, Chairs and Board / Executive positions at the Association of Consulting Surveyors and Australian Contaminated Land Consultants Association.

## OUR ACCREDITATIONS



Certified by a third-party JAS-ANZ accredited company to the following standards:

- AS/NZS 4801:2001 Occupational Health and Safety Management System
- ISO 9001:2015 Quality Management System
- ISO 14001:2015 Environmental Management System



## OUR AWARDS

Beveridge Williams is proud to have received numerous awards throughout the years, reinforcing our commitment to consulting excellence.

Some of the more recent awards include:

- 2022 AILA National Landscape Architecture Award for Urban Design – Cooling Darwin project
- 2001 AILA National Landscape Architecture Award for Cultural Heritage – Fairbridge Children's Park
- 2021 NSW Excellence in Surveying and Spatial Information - Urban Cadastral Award - Lidcombe Hotel project
- 2021 NSW Excellence in Surveying and Spatial Information - Surveying Project Management Award – Shell Cove project
- 2021 National Surveying Consultancy Excellence Awards in the National Consultancy category.
- 2021 UDIA Award for Excellence for Best Master Planned Community - Waterford Rise Estate, Victoria
- 2020 UDIA Award for Excellence for Best Residential Development – Waterford Rise Estate, Victoria
- 2019 UDIA Award for Excellence Best Master Planned Community – Mandalay
- 2019 Winner of the 2019 UDIA (NT) Awards of Consultants Excellence Award
- 2018 UDIA Award for Excellence (Urban Development Institute of Australia VIC) Awarded to Casey Growth Area - Commendation for Consultants Excellence
- 2018 UDIA Awards for Excellence Special Commendation for Consultants' Excellence
- 2017 Consulting Surveyors National - Award for Excellence





## OUR ROLE IN SOCIETY

At Beveridge Williams, we reflect our values by striving for positive impact on the individuals and communities we live in and work with.

One of our key focus areas is the establishment of a Reconciliation Action Plan through Reconciliation Australia to making a meaningful contribution towards reconciliation in our country.

We support and endorse many charity and community events, encouraging our teams to actively participate in hands-on activities, including the planting of trees with Landcare Australia.

Some of the initiatives we support are:

- Post bushfire assistance in regional Victoria - Survey teams donated their time to assist landowners with title re-establishment to mark the affected boundaries for new fencing
- Tree planting with Landcare Australia
- Women's Property Initiatives (Coburg Townhouses)
- Uganda Schools for Life Program
- Nepal National Association of Women in Construction Project
- Local sporting clubs in regional communities
- Local community events, such as the Camden Fair in NSW.
- Good Friday Appeal
- Australia's Biggest Morning Tea
- Mental Health Month and R U OK Day?
- OnTrack Foundation (Soup bus for the homeless)
- Push Up Challenge in support of Headspace, National Youth Mental Organisation
- STEPtember in support of cerebral palsy
- Bushfire Donations - funds raised in support of Country Fire Authority, Wildlife Victoria, NSW Rural Fire Service, St Vincent de Paul and WIRES Australia.
- Variety Bash Car Rally

We also support our staff in their individual social initiatives.



## SPOTLIGHT ON SPECIFIC PROJECTS:

### Reconciliation Action Plan

The establishment of a Reconciliation Action Plan through Reconciliation Australia was an important step in our firm playing an active and meaningful role in reconciliation.

Our RAP involves establishing and strengthening mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations, a focus on Aboriginal and Torres Strait Islander recruitment, procurement from Aboriginal and Torres Strait Islander businesses, plus more.

Through communication, process change and the work of the internal Reconciliation Working Group, many areas of the business are now supporting and reflecting our reconciliation plan. For example, procurement from Supply Nation and Kinaway certified businesses has increased and will continue to do so, with all our company clothing and PPE workwear supplied by Geared Up Culcha, an Aboriginal and Torres Strait Islander businesses.

There is an increasing community awareness and understanding of the deep connection to country that First Nations peoples have to the lands on which we work. Our involvement in land development provides the opportunity to promote cultural understanding and appreciation through our project management, planning, urban design and

landscape architecture. Our RAP helps us build the connections and understanding needed to deliver projects that appreciate and respect Aboriginal and Torres Strait Islander cultures.

### Our partnership with Landcare Australia

We are committed to environmental sustainability and have partnered with Bass Coast Landcare to help fund Landcare community projects. Some examples of Land Care initiatives include supporting and promoting sustainable agriculture, natural resource management, revegetation, wetland conservation and endangered species habitat protection, urban greening, etc. Apart from funding sponsorship, we also participate in-kind initiatives including the yearly tree planting day in Victoria.

### Coburg Houses

Women's Property Initiatives is a not-for-profit community housing provider for women facing homelessness by providing permanent and affordable homes, access to support networks and ongoing advocacy. Beveridge Williams is a proud supporter of Women's Property Initiatives, providing pro-bono planning support for the development of social housing at Coburg, and now at Beaconsfield.





## OUR APPROACH

At Beveridge Williams, consulting excellence sits at the heart of our operations, with our size, strength and flexibility enabling us to bring together the right resources, skill sets and local expertise to suit any brief, budget and timeline.

Our Vision is to deliver a quality development service which meets the evolving needs of our clients. We strive to do this in a culture of effective communication and continuous improvement that provides staff with the opportunity to grow and develop.

### WHY US?

#### Clear & Proactive Communication

We pride ourselves on our communication. We know that clear and effective communication is vital for strong partnerships and successful projects. Our team is skilled in active listening, ensuring we understand your requirements and objectives. We maintain open lines of communication throughout the project, giving regular updates and promptly addressing any concerns. Our transparent and collaborative approach builds strong client relationships, enabling us to deliver tailored solutions that deliver value for our clients.

#### Multiple discipline team advantage

Our multi-disciplinary team can seamlessly collaborate and leverage their diverse skill sets to develop innovative and tailored solutions that address complex challenges. This integrated approach results in improved efficiency, streamlined processes, and ultimately, enhanced value for our clients. Whether it's combining engineering expertise with design aesthetics or strategic consulting with project management, our multi-disciplinary service offering allows us to deliver comprehensive solutions that meet the diverse needs of our clients.

#### Expertise you can count on

The strength of our multi-disciplinary team lies in the depth of knowledge and expertise we bring to the table. For over 60 years we have forged strong relationships with key stakeholders and know the processes well. We have the breadth and depth of expertise needed to address the most challenging projects. Our multi-disciplinary team stays abreast of the latest advancements in their fields, ensuring that our solutions are backed by the most up-to-date knowledge, technology and best practices. With our diverse skill set and collective expertise, we are well-equipped to handle complex, multi-faceted projects and deliver outstanding results.



#### Our Values drive how we do business.

Integrity  
Communication  
Leadership  
Customer Focus  
Innovation  
Commitment  
Safety  
Continuous Improvement



# OUR COMMITMENT TO QUALITY, SAFETY AND ENVIRONMENT

## QUALITY

Our ISO 9001 accredited quality management system underpins our desire to provide our clients with certainty that their projects will be completed effectively and at a consistently high standard. We understand the importance of monitoring and continually improving on our processes and have dedicated time and resources to achieving this. We work with all staff to explore opportunities for improvement and innovative initiatives identified through non-conformances, internal audits and opportunities for improvement logged on our online QSE platform. This collective ownership over our quality system allows us to identify opportunities to save our clients time and money and ensure that we provide a quality product.

## SAFETY

At Beveridge Williams, safety is at the core of our business, and we actively work with our partners and contractors to ensure compliance and to strive towards a safe and healthy industry. Focused on empowering staff to identify and eliminate safety risks and hazards, we encourage staff communication and involvement through monthly toolbox meetings, our OHS committee, online suggestions, audits and training. We ensure that staff receive the required training and are inducted into our safety system of processes, guidelines and forms.

Beveridge Williams has developed an industry leading smart phone application that allows site prestart meetings to be conducted and recorded efficiently, paperless, and auditable using mobile phones.

Our culture of reporting and investigating incidents and near misses encourages continuous improvement and has resulted in exceptionally low incident frequency and lost time injury rates.

## ENVIRONMENT

We are committed to reducing our impact on the environment and improving sustainability measures as evidenced by our ISO 14001:2008 certification. Focusing both on service offerings to clients and on internal business management, we implement a range of initiatives and measurements to encourage a positive environmental impact in our service provision.

In addition to encouraging recycling and the purchase of environmentally friendly products, other initiatives include using rigorous engineering processes through quality assessment and reporting to ensure sustainable measures are taken and our impact on the environment is minimised.

We are committed to achieving carbon neutrality as soon as practical. Measures are in place to reduce electricity consumption and waste but the elimination of carbon emissions due to our unavoidable use of electricity and vehicles is our major challenge. Our first step towards carbon neutrality has been to register with Climate Active to have our office-based services certified.







## OUR LEADERS

### THE BOARD AND SENIOR MANAGEMENT TEAM

Our Board and Senior Management Team are comprised of experienced professionals whose priority is the provision of consulting excellence, the safety of our staff and the career development of all employees. We aim high and champion new opportunities for employees, with a focus on training tomorrow's leaders.

The management teams embrace change to improve employee relations, client experience, diversity, gender equality and social purpose. At Beveridge Williams, we see that leadership means empowering our people across all levels of the organisation.

All board members are graduates of the Graduate of the Australian Institute of Company Directors, fully understanding their governance obligations as they guide the company and its future expansion plans.



Grant Hailes – Managing Director

Grant has been a Director of Beveridge Williams since 1999 and Managing Director since 2013. Grant has extensive experience in urban development and was Project Director for several award-winning projects. Always looking for better ways to add value and to enhance a project for our clients, he continually drives the team towards delivering consulting excellence. Grant's passion is customer service and in optimising outcomes through collaborative relationships.

Grant is involved in many industry groups and is an active member of the CEO Institute.





**Michael Doery**

Chairman and Non-Executive Director

Michael is an independent Non-Executive Director of Beveridge Williams and current Chair. With an extensive non-executive career, he serves on numerous corporate and not-for-profit Boards. Michael's career commenced at KPMG, leading him to the role of Partner. Most recently, Michael spent nine years as Managing Director & CEO with Viatek Pty Ltd, a provider of managed print services, telecommunications, IT services and office automation.



**Peter Toole**

Executive Director / Manager VIC Regions

Peter joined Beveridge Williams as a graduate surveyor in Leongatha in 1981 and has been a part of the company's management team and Director for over 30 years.

Soon after becoming a Licenced Surveyor in 1984, Peter opened the company's Wonthaggi office. In his current role as Regional Manager for Victoria, Peter drives the growth and development of the seven regional Victorian offices, utilising his professional expertise in cadastral surveying, rural town planning and project management.



**Kellie Hassab**

Executive Director / Manager NSW

Kellie is qualified Surveyor and Registered Planner with a postgraduate qualification in Environmental Studies. Her 26 years of experience in the development industry is diverse and Kellie's surveying background supports a common-sense approach to land development solutions that meet clients' needs and expectations.

Her leadership is instrumental in the growth of Beveridge Williams in NSW, overseeing a team over 125 employees and expanding the service offering.



**Andrew Busse**

Executive Director / Manager Survey Melbourne

Andrew is a Licensed Surveyor who joined Beveridge Williams in 1997. Currently managing the Melbourne Surveying Division, which has grown exponentially over the past 25 years, he has led the team on many of Melbourne's key infrastructure and development projects.

Stepping up into a board role in 2017, Andrew has extensive involvement in the broader profession, currently holding board member positions for industry associations, including Treasurer of Consulting Surveyors National. He has also served as President of Consulting Surveyors Victoria.





**Tiffany Su**

Executive Director / Financial Controller

Tiffany started with Beveridge Williams in 2009 as a Financial Accountant and was promoted to her current role of Financial Controller in 2011.

Tiffany gained her experience from working for both private and listed companies in Australia. Responsible for the company's financial management and reporting, relevant statutory compliance, tax and payroll, Tiffany also provides strategic financial advice for the company in areas such as mergers and acquisitions.



**Andrew Mellett**

Executive Director / Manager Strategy and Operations

Andrew Mellett is the leader of the Environmental Division of the organisation, with over 20 years of environmental consulting experience behind him. He has been a serving member of the ACLCA Executive Committee (Victorian Chapter), a project director and provides evidence as an expert witness.

After completing his Master of Business Administration, Andrew now also oversees strategy and operations for the company, driving the business planning process and streamlining operations for maximum efficiency as the organisation continues to expand.



**Bernard Collins**

Manager Design and Strategy

With a focus on achieving great outcomes for clients and enhancing the urban form, Bernard has had an extensive career across local and regional government, within not-for-profit agencies and large corporations - focussing the last 20 years in consulting, and land development in particular. His experience lies in statutory and strategic planning, community consultation, policy development and project management.

Bernard is responsible for the Design and Strategy division of Beveridge Williams, which includes Town Planning, Urban Design, Traffic and Transport Engineering and Landscape Architecture.



**Jackson Zaal**

Manager Western Victoria

Jackson is a Civil and Environmental Engineer with many years of experience in land development and infrastructure projects across Victoria. His initial engineering experience within Beveridge Williams has been in the Gippsland region, working in design, construction management and project management.

After relocating to the Ballarat office in 2016, Jackson was appointed Manager of the Western Victoria region, focussing on client satisfaction, delivering the highest service levels and building staff capabilities.









## CONTACT US:

### VICTORIA

■ Melbourne (Head Office)  
melbourne@bevwill.com.au  
03 9524 8888

■ Bairnsdale  
bairnsdale@bevwill.com.au  
03 5152 4708

■ Ballarat  
ballarat@bevwill.com.au  
03 5327 2000

■ Geelong  
geelong@bevwill.com.au  
03 4224 0410

■ Leongatha  
leongatha@bevwill.com.au  
03 5662 2630

■ Sale  
sale@bevwill.com.au  
03 5144 3877

■ Traralgon  
traralgon@bevwill.com.au  
03 5176 0374

■ Warragul  
warragul@bevwill.com.au  
03 5623 2257

■ Wonthaggi  
wonthaggi@bevwill.com.au  
03 5672 1505

### NSW

■ Sydney  
(including CLOUSTON Associates)  
sydney@bevwill.com.au  
02 9283 6677  
sydney@clouston.com.au  
02 8272 4999

■ Miranda  
miranda@bevwill.com.au  
02 9524 4073

■ Central Coast  
centralcoast@bevwill.com.au  
02 4351 2233

■ Campbelltown  
campbelltown@bevwill.com.au  
02 4625 5055

### NORTHERN TERRITORY

■ Darwin: CLOUSTON Associates  
darwin@clouston.com.au  
08 8941 2450

[beveridgewilliams.com.au](http://beveridgewilliams.com.au)