



2014

ANNUAL REVIEW

 **QUADRIC**

01	Directors Message
02	Commercial Management
03	Project Achievements
04	Best Practice
05	A social Initiative
06	The integrated approach
07	Resourcing our people
08	Quadric as numbers
09	Where are we and where to next?

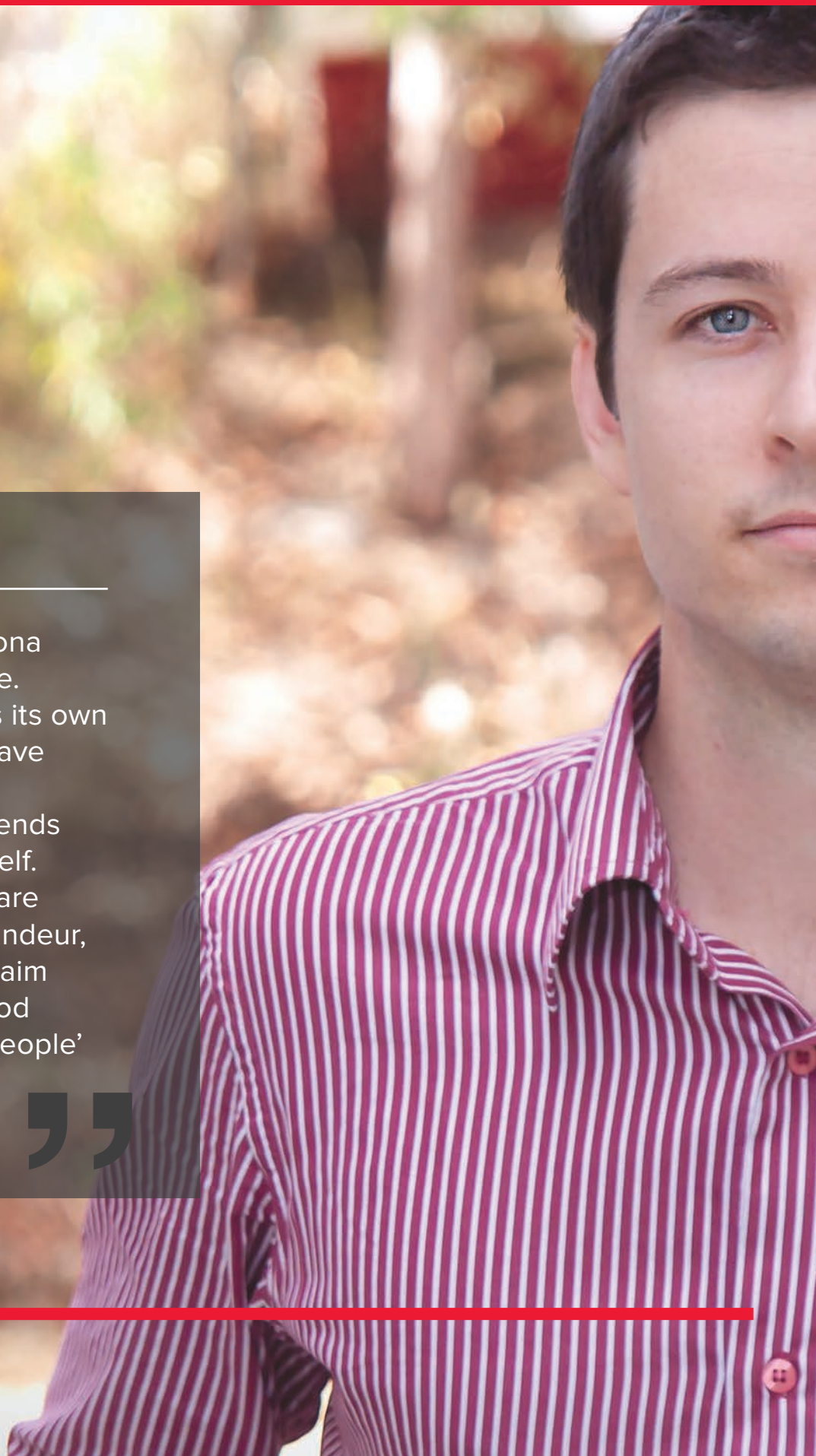
01

DIRECTORS MESSAGE

“

the Quadric persona is a traditional one. A job well done is its own reward, and we have found that the rest of the story tends to take care of itself. At Quadric there are no illusions of grandeur, and our only real aim is to seek out ‘good work with good people’

”





The Directors Message *from* *two generations*

They say that if you want to get something done, then ask a busy person. We trust that logic has rung true with those clients that have placed their faith in us this past year, through what has been a period of growth in Quadric in many ways.

Thank you for taking the time to look back with us through the year that was. With the final traces in the industry of the Global Financial Crisis well and truly behind us, the industry seems to have found its natural level once again; if there is such a thing. In this annual review, you will read much about levels (high, low, and in between). We don't aim to dictate such things, but as Directors it is our role to use our judgement and react to market forces in a way that suits the goals of the company.

So what goals drive us as a business? Well the Quadric persona is a traditional one. A job well done is its own reward, and we have found that the rest of the story tends to take care of itself. At Quadric there are no illusions of grandeur, and our only real aim is to seek out 'good work with good people'. This last year we celebrated two milestones. We celebrate our founding Director Allen Scott moving into 'semi-retirement' after 33 years at the wheel as Director. We also congratulate Peter Kowald Commercial Manager in his new Directorship; a well-deserved appointment and a new exciting chapter of the Quadric story. As such, we thought it appropriate to take you on a quick trip back to where it all started.



Far Right:

Image Description Allen Scott

Image Location Quadric Office

Bottom Left:

Image Description Project Planning

Image Location Construction Site

Top Left:

Image Description The Quadric

Logo



Allen Scott commenced Quadric in 1981, and quickly built a reputation based on quality workmanship. The heavily partitioned offices of the day required a certain type of contractor, one that self-performs quality work.

I have vivid childhood memories of watching our clients and contractors working with Quadric together on projects. What we would call 'collaboration' these days, was simply how things got done intuitively. Many of those clients are still working with Quadric today. The economic turmoil of the early nineties brought new challenges, and seemed to bring with it a 'leaner and meaner' logic to how projects were built and delivered. Quadric no doubt was able to adapt and build upon its reputation of trade services to it's primary function of Principal Contractor.



The 2000's really became the decade where Quadric cemented its reputation as a major player having completed some of Brisbane most significant projects. So when the GFC hit, a conscious decision was made not to contract, but to maintain. We did this by building upon our roots. We invested in staff, training, and best practice certifications, and diversified our project folio conducting complex building refurbishments, renovations, and new build. These new focuses supplemented our the continuation of looking after our fitout client based in increased vigour. Whether it was luck or hardwork (maybe a bit of both), Quadric came out the other side of the GFC unscathed and with a diversified skill set that proved to benefit our core fitout projects going forward.

So who is Quadric today in this current decade? Our projects are bigger, the programs are tighter, we work in more locations, our delivery is more reliable, and now more than ever I can feel confident in saying that we have right mix of people to be

relied upon to get the job done right. Yes we are growing, but organically; in size, complexity, but also humbly in confidence. We're a builder, we're a trade contractor, we're product distributors, we're a construction manager, we maintain facilities, we're problem solvers. We want to do good work with good people. So long as that still exists, we will continue to grow and seek it out.

Having worked in management at Quadric since 1998, and Managing Director since 2010, Ben has spent the term of half his natural life (and half the companies life) at Quadric. We are of course the product of our experiences, and Quadric is no different. To all those clients, contractors, and staff that have taken the time to read this Annual Review, we thank you for giving us those experiences. It is hoped that we have lived up to your expectations. We are as rich and as varied as the projects that you have worked on together with us, and both Allen and Ben feel very fortunate to be a part of it.



Commercial Management

featuring Peter Kowald – Commercial Director

2014 has been a successful year for Quadric with record level sales and maintained high quality delivery on projects. A success rate of 39% of work quoted on value has meant that our team of 3 estimators in the projects division, 1 in the minor works and maintenance division, and 1 the joinery division, are achieving an above average industry result.

Quadric's directorship recognised that the medium sized projects were becoming scarce in 2013 and 2014. With our stable financial record and steady employment base, Quadric achieved an excellent financial result through our success in delivering large scale projects. Some of the notable projects for the year were level 9 make-good and base building upgrade to 140 Creek Street, 13 level fitout for Workcover in 280 Adelaide, 9,000m² fitout for TAFE Southport and the Southport Health Precinct facility. We have continued the relationship with these clients through future works which are currently underway.

Although the team at Quadric strongly believe that successfully delivering a project helps us maintain a good reputation, we see a lot of new upcoming interior designers and architecture in the industry who may not be aware of Quadric's abilities. I enjoy connecting with these people to try and offer Quadric's

services in any way. Whether it be advice on build-a-ability on a feature design or budget pricing to ensure the construction will come under the client's budget, myself and the team at Quadric are happy to help out. We have a wealth of experience in commercial construction and want to work with people who produce innovative designs to provide functional workspace environments for the end user. The construction process can be a stressful time for a client. It is Quadric's aim to make the process as enjoyable as possible, and are always learning and improving on our internal processes. That is why we introduced a Client Relations Manager role for each project. This initiative allows the client's team to report back to Quadric on the progress and performance for our project delivery. We found this a useful tool to immediately gauge on the effectiveness of our team and where additional training or support could be directed.

The Quadric Fringe Benefit:

Whilst Quadric remains steadfast in our goal to compete on select tenders, the trend of clients placing value on non-price criteria continues to grow. Repeat business from Project Management Firms and Quantity Surveyors was a significant part of our turnover in this past year, and therefore the acknowledgment that client value can come in many forms. Experience, methodology, and resources are key influences to client decisions, and our feedback is that more often than not, Quadric has been awarded projects based on our high offering in those areas, instead of purely on price.



Project Procurement *Paths*

The quality and tangibility of our integrated delivery has meant that Quadric has always naturally existed in the influence of Architecture and Interior Design Firms.

Far Right:
Image Description Craftsman
Abilities

Bottom Left:
Image Description Recycled Timber
Image Location DERM Project

Top Left:
Image Description Sustainable Framing
Image Location DERM Project



Client Repeat Business:

Client repeat business: The mutual benefits for repeat business have never been clearer in this last year. Clients such as Investa, WorkCover, Building Asset Services, Deloitte, Dept Justice & Attorney General, and Queensland Police, all made decisions to engage Quadric for subsequent projects or stages after having had a positive experience the first time round. The feedback has been that clients see value in having a consistent project team across multiple or consecutive projects. Whilst pre-allocating certain team members to await a potential start date of a given project hasn't always been the easiest thing to do, we always did our best to comply as we also see its value. We are proud of the reputation that the Quadric team is building, and there is no better pat on the back than being requested to come back.

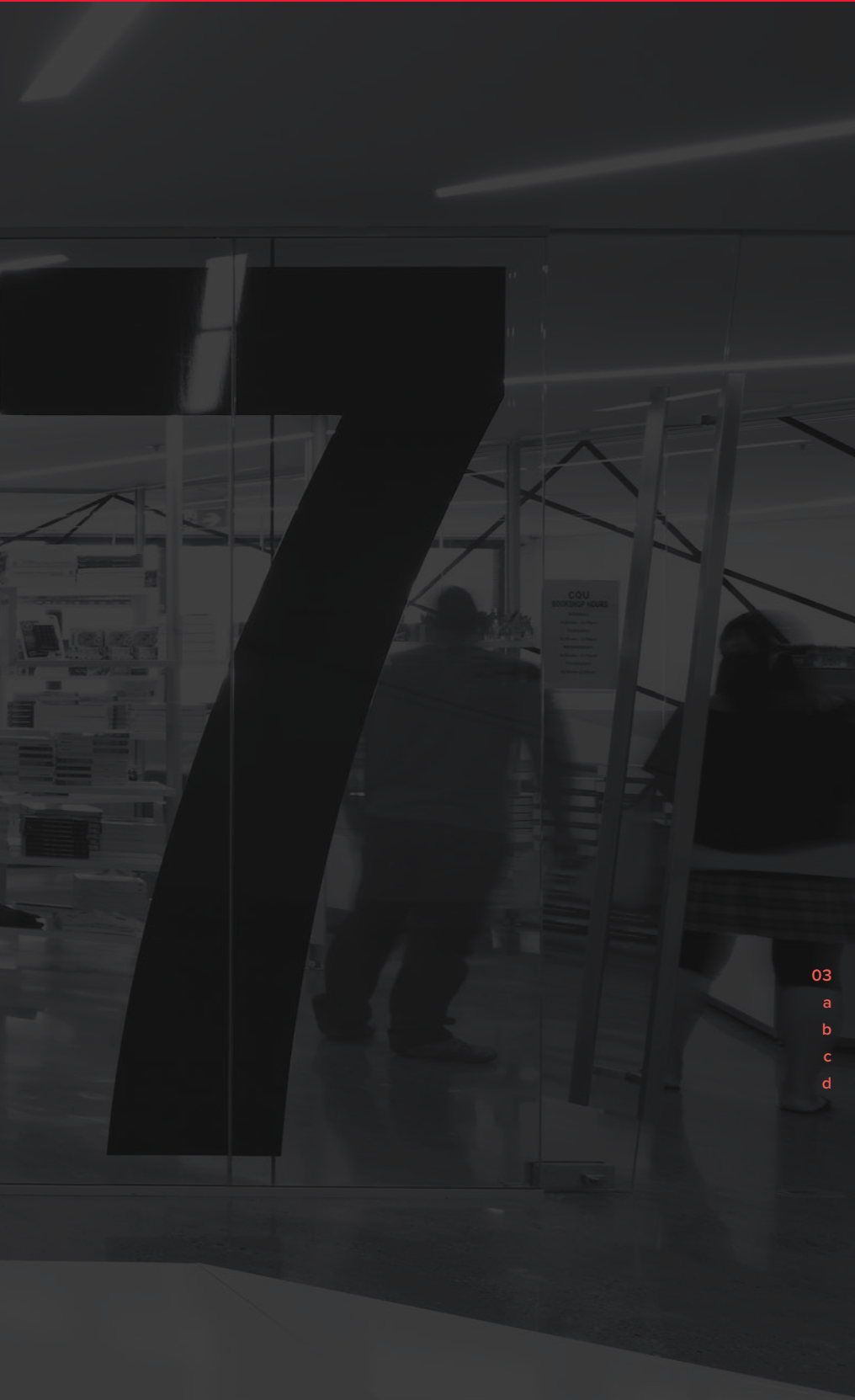
The end of 2014 marked a major change in Quadric's management structure. Peter Kowald transitioned to Commercial Director with Allen Scott stepping down from his directorship. For most people this will mean business as usual whether it be at the negotiating table or problem solving a project. The added accountability which my new role brings will encourage me to further improve

We are relied upon for our creativity, not in the design sense, but in finding ways to transform ideas into a built reality. This ethic has formed an unbreakable bond between Quadric and the design community, and the projects of 2014 have definitely experienced benefit from it. The industry trend toward alternative methods of project procurement can likewise be seen in the 2014 year's portfolio, including Construction Management, Design & Construct, and other hybrid types of project arrangements. Whilst these works may not have traditionally been on the Quadric's radar, we were ready to adapt to the client need and see it as opportunity to expand our range of comprehension of the project process. As luck would have it, what has assisted us most is our traditional relationships with the design and property community, with those bonds further strengthened with the change in dynamic.



03

PROJECT ACHIEVEMENTS



- 03
- a
- b
- c
- d

Project Achievements

Case Study: ATO Workplace

Case Study: Queensland Police Headquarters

Case Study: WorkCover Head Office

Case Study: Gold Coast Institute of TAFE

Project Achievements

Featuring JP Kennedy – Construction Manager

Quadric have continued to grow and make a positive impact in the fitout industry in Brisbane and beyond, through the involvement in larger, more complex, and higher profile projects.

We strive to make the fitout process a valuable experience and use our years of combined knowledge plus the implementation of new systems to action what we promise to deliver. All our Project Managers are fully connected with Quadric systems whilst away from the office making tasks much more client and user friendly. We have taken positive steps forward in relation to training and safety which Quadric as a whole take very seriously. As a growing company we eagerly await to see what the industry holds in the coming years and with our team of professionals look forward to exceeding client's expectations.

In financial year ending 2014, Quadric delivered \$70,000,000 in projects across 75,000m2 of floor space in sectors of Corporate, Education, Healthcare, Hospitality, Government, and Aviation. We have delivered some very exciting, complicated, fast-track, budget constrained projects over the last year. Each project is different, and consequently thought needs to be given to controls are put in place for

the best outcome. The Quadric process is extensive, from Quality, to OHS, and risk management, so having a team that is experienced in all aspects of fitout makes our commitments become reality.

We recognise that our success is dependent on the capabilities of our people. We know from our clients that this is what sets us apart from others. It's only through their dedication and commitment to their projects and relationships that we have achieved so much as a company. Quadric strive towards creating a work-place where people can grow and take control of their career.

We employ 4 full time Project Managers, 1 Contract Administrator, 1 Health Safety Environment Quality Manager, 4 Site Foremen, 3 Estimators, 1 Joinery Manager, 3 Joinery Supervisors, 1 Maintenance Division and a full compliment of financial and administration staff.

We set minimum standards for training and qualifications; not because we legally have to, but because we strive to be the

best. In 2014, we are pleased to announce the last of our Foremen and Leading hands completed their studies. In consultation with our staff, we will go on to set the bar higher as time goes on.

To complement our PM's and site foreman's passion for each project we also have to engage contractors who have the same ideals as us. To ensure that this happens we put contractors through a rigorous pre-qualification testing. They also get rated scores based on performance that's reviewed 6 monthly. This keeps our contractors actively aware that their performance is constantly under review. By having this rating system it ensures that we can engage contractors not only based on best price but also past performance depending on complexity of project.

Within this section of our Annual Review, you will find case studies which although only present a small snapshot of our project achievement, aim to capture the heart of where we and the year 2014 took us.

Far Right:

Image Description Living Pop up

Image Location JuniorCru

Bottom Left:

Image Description Reception

Image Location Origin Energy





Snapshot of Projects *in the year 2014*

Quadric actively targets a varied range of projects, not just to stick in our folio, but because we enjoy it.

\$70 Million in Fitout and Construction projects which accounted for \$30M+ in turnover.

Some of our signature projects performed throughout the year are captured in the case studies in this document including the ATO workplace a 14,500m² refurbishment at Chermide, the WorkCover head office a \$10 Million project over several stages, the Police Operations Centre and Joint Operations Group for the G20 Summit at the Queensland police headquarters, and 6000m² design and construct of the southport health precinct.

As part of Deloitte's continual corporate expansion, Quadric were appointed for a third consecutive project in 2014 totalling in excess of \$2 Million.

John Holland in conjunction with Hassell and Richard Kirk Architects appointed Quadric to install the most complex and interesting Optima Partitions project to date. QUT creative industries involves highly acoustic rated single and double glazed walls to 3360 high with sliding doors and double glazed pivoting doors.



Far Left:

Image Description Building Foyer

Image Location ATO Chermside

Bottom:

Image Description Custom Seating

Image Location CQU Brisbane

in 2014, 77% of projects had the complete list of defects completed within 1 month of practical completion.

The Quadric Joinery department completed in excess of \$3.25M in projects and this year built upon it's reputation as Brisbane's finest with signature projects completed including the Jimmies on the Mall redevelopment, Ausure office fitout, and Tourism & Events Queensland.

The Maintenance and Minor Works department completed \$2.75M in works in 2014, and continues to service DETE, BAS, and defence force as part of service agreements for on demand maintenance.

Quadric's relationship with Investa was further strengthened this last year with back to back appointments worth in excess of \$7.5M as part of its redevelopment of it's cluster of buildings at 140 Creek St and 259 Ann St.



Quadric's general construction experience is on the rise with a string of successes in 2014 including Kings College at UQ – Multi-court Construction, DJAG Youth Justice Centre Upgrade, Unilodge – Pool & External Space Creation, Townhouse External Upgrades – Emerald Lakes, WorkCover End of Trip Facility & Outdoor Space, Uniting Church Auchenflower Extension.

94% of clients reported they would recommend us to a another party.

98% of projects completed on time, given the complexity of this years projects, this is an outstanding effort.

Case study

WorkCover Head Office

280 Adelaide street is the Brisbane headquarters for WorkCover. With the client in occupation, the new fitout looked to maximise internal efficiencies and streamline service delivery. New Level 10–15 Fitout works required excellent site, safety and program control to ensure continuous disruption minimisation,

timely handover, and high quality work completion. These were undertaken in conjunction with upgrade works to 8 other levels. Base build upgrade works were also coordinated to include client nominated trades for Mechanical and Electrical, and excellent program and site control were required to manage the

multiple site trades. Open and transparent communication formed a pivotal role in ensuring an informed and included Client, variation minimisation and project cost control. Stage one works were delivered with efficient work methodology, timeliness and a strong Client focus. Subsequent stage 2 and 3 works were also awarded to Quadric.

Date: 2014

Duration: 28 weeks

Size: 10,000m²

Location: Levels 6 to 18 at
280 Adelaide Street, Brisbane

Value: \$10 Million

Industry: Corporate



With WorkCover as our Client, there was a goal of providing a safe site, across all shared access and shared spaces. This was a critical project objective. Well managed, strategic planning and careful staging of works were required to deliver minimisation of disruptions across the whole of the tenanted and occupied building. As the Principal Contractor, Quadric facilitated this process in collaboration with the client.

Team

Project Director: Ben Scott

Construction Manager: JP Kennedy

Project Manager: Jim Bryden

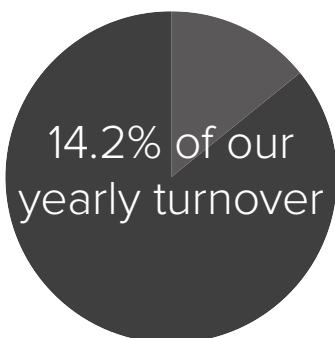
Site Foreman: Ben Morris

In Collaboration with:

Noel Robinson Architects



With WorkCover as our client, there was shared a goal of providing a safe site.



- Number of inducted site personnel: 145
- Number of Lost Time Injuries: 0
- Achievement of practical completion date: 100%
- Customer Experience Feedback: 98% positive



Case study

Queensland Police Headquarters

The G20 Summit held in Brisbane in 2014, was the largest ever peacetime police operation in Australia, involving a complex security operation to ensure protection of world leaders, 4,000 delegates and 2,500 media representatives.

In preparation for the event, Quadric was appointed as Principal Contractor to refurbish the Queensland Police Headquarters Police Operations Centre and Joint Intelligence Group facility.

The new spaces acted as control centres providing a central point of co-ordination for resources and information supporting approximately 6,000 police in the operation.

Date: 2014

Duration: 15 weeks

Size: 2000m²

Location: Queensland Police Headquarters, Roma Street, Brisbane.

Value: \$5 Million

Industry: Government



Delivery of the project involved a deep commitment to fixed deadlines, a sensitive understanding of various secure information, a willingness to work around the needs of the operating police station, and an applied comprehension of communications services.

It was identified in early phases that the largest project risk was the integration of services from several different information systems into the built environment. This became both the largest obstacle and the biggest key to the project success. When client requested changes to IT integration were presented, the project team was able to collaborate with consultants and provide buildability advice which allowed deadlines to be achieved.

Quadric would like to thank the entire project control group for their efforts and patience, through what was an understandably challenging, but ultimately rewarding project.



Team

Project Director: Ben Scott

Construction Manager: JP Kennedy

Project Manager: Doug Blanchfield

Site Foreman: Bryce Day

In collaboration with

Client: Queensland Police Service

Superintendent: Building Asset Services

Principal Consultant: IA Group

Services Engineer: Interior Engineering

Quantity Surveyor: Turner & Townsend

Building Certifier: Bartley Burns

With critical project deadlines and a shifting requirement for technology integration, Quadric was required to be malleable and attentive to client needs.



- Value of client requested variations: 14.5% of contract value
- Achievement of practical completion date: 100%
- Customer Experience Feedback: 100% positive



Case study

ATO Workplace

The recent completion of the ATO refurbishment has set a new benchmark for industry project excellence. As an accredited contractor with the Office of the Federal Safety Commissioner (FSC),

Quadric delivered high level work quality, trades accuracy and integration, via HSEQ Best Practice throughout all aspects of project delivery.

The scope of the project required the completion of the base build upgrade, in conjunction with the large scale fitout covering a total area of 14,500m².

Date: 2013 – 2014

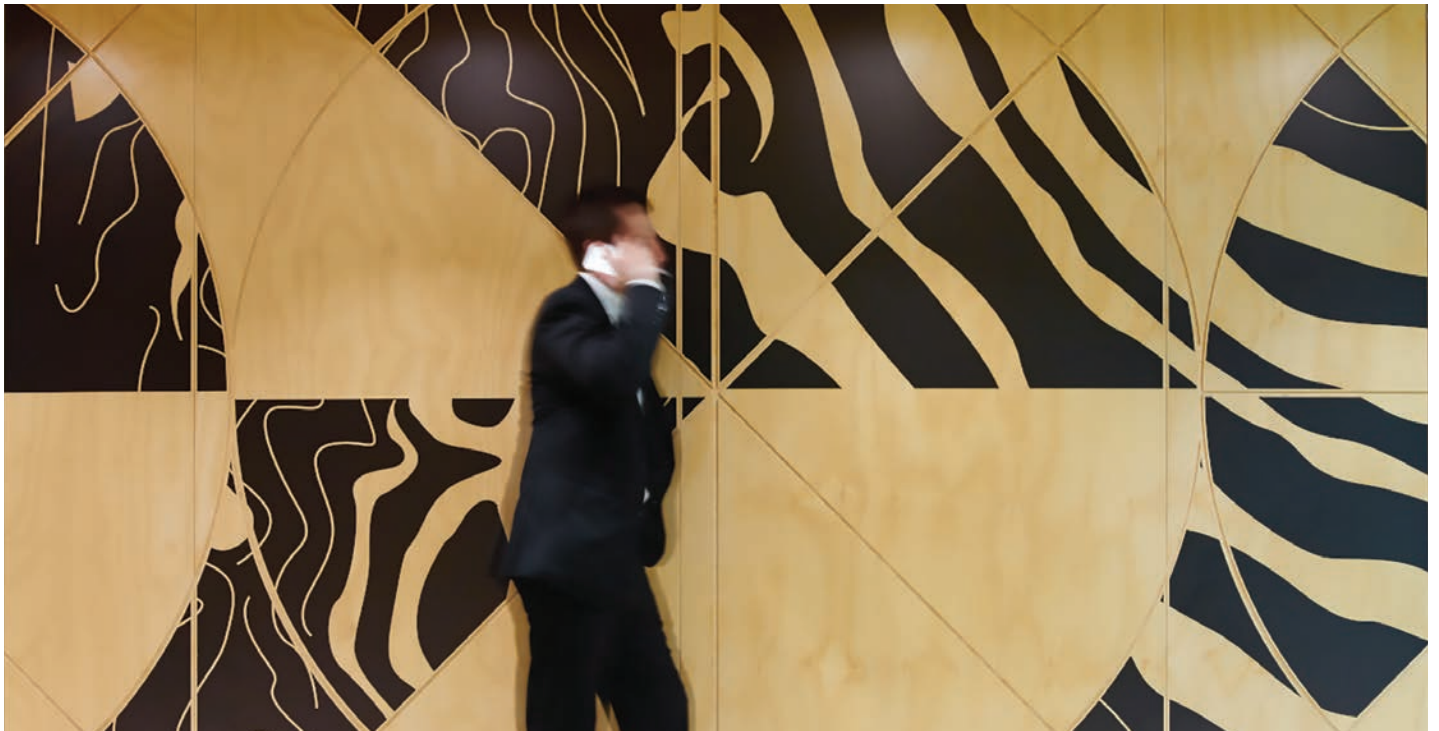
Duration: 40 weeks

Size: 14,500m²

Location: Ground, Levels, 1, 2, 3, 4, 5, 6
at 10 Banfield Street, Chermside

Value: \$14 Million +

Industry: Government



Such construction delivery required comprehensive project control and delivery methodology, a skilled in-house team and certified management systems to successfully complete the 6 individual stages of the project for timely handover to the client ATO

The project success and delivery was credited to the partnership involving, Quadric, Westfield Design & Construction, DTZ Project Management, Hassell Architects, Interior Engineering, Turner & Townsend, ASK Consulting, and ATO.

Team

Project Director: Ben Scott

Project Manager: Anthony Ho

Contracts Administrator: Aiken Walker

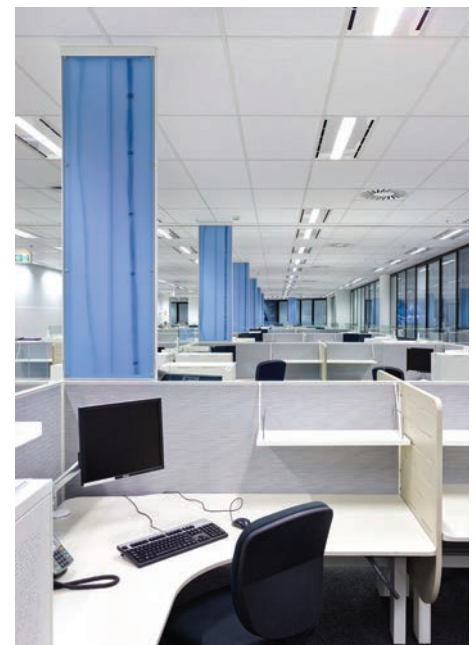
Site Foreman: Neville Wareham



Client Reference: “One of the best project teams I have ever worked with, Quadric can be relied upon to deliver the job safely and independently.”



- No. of site inductions: 354
- No. of external safety audits: 10
- No. pages in completion manual: 1895
- No. of client requested variations: 176
- No of man hours on the project: 150,000



Case study

Gold Coast Institute of TAFE

The \$7 Million state-of-the-art redevelopment of the Gold Coast Institute of TAFE Southport Campus, was undertaken by Quadric over a 6 month period in the latter part of 2014.

The project provides infra-structure for the accommodation of a new student

hub boosting an industrial design and promoting an educational environment.

The fitout delivers an abundance of building design elements bringing structure, Joinery and finishes together. A benchmark for innovative design which enhances collaboration between

students through peer-study zones and adaptable technology. An innovation in construction is not a straightforward concept as it entails improvement in not only the processes, but also the products, materials and services the industry offers. The challenge is to identify potential opportunities to innovate.

Date: 2014

Duration: 24 weeks

Size: 5,000m²

Location: 91 Scarborough St, Southport

Value: \$7 Million

Industry: Education



Project Foreman, Ben Morris said “Working with a live teaching environment it was critical that any disruption were kept to a minimum. Factors of public protection and low noise disruption in this learning environment were paramount consideration in Quadric’s completion of the project”

The Quadric team transformed the space to deliver an on time, high standard fitout environment which created a welcoming atmosphere for students and staff.

Team:

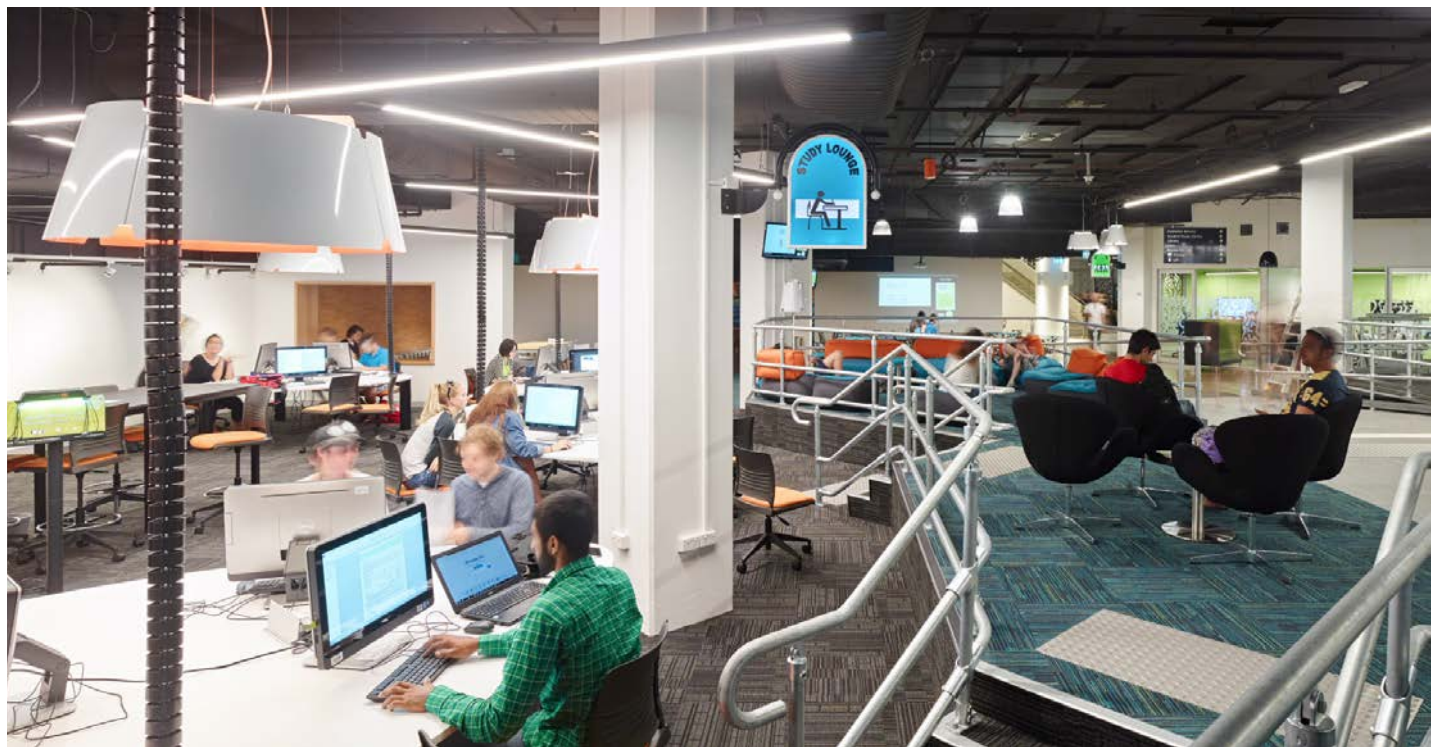
Project Director: Peter Kowald

Construction Manager: JP Kennedy

Project Manager: Anthony Ho

Site Foreman: Ben Morris

Design: DBI Design





BEST PRACTICE

Featuring Julian Soler – HSEQ Manager
Industry Leading Innovation

Quadric is constantly evolving to meet the needs of its dynamic projects, increasingly diverse clients, and evolving world challenges. Determined to provide a service that can be relied upon to tackle these tough issues, Quadric's directors engage in a process of continual improvement and independent review.

Far Right:
Image Description Julian Soler
Image Location HSEQ Manager

Bottom Left:
Image Description Tidy Site
Image Location Construction

Top Left:
Image Description Ben Morris
Image Location BCM Advertising



The decisions that are made in the company are based on not only mere minimum requirements, but in a more holistic fashion, by taking into account ethics, morals, and ideas, that may not yet be legally binding, but meet certain evidentiary, precautionary, or risk management status.



Demonstrating our commitment to safety, Quadric conducted a safety leadership training for our regular contractors to be a part of highlighting Quadric processes. Many companies fail to measure up but at Quadric we succeed.

We focus on three key criteria:

Leadership – Quadric believe that safety leadership is the key to promoting a commitment to safety. The managing Director and Construction Manager each give a monthly toolbox talk at one of our construction sites with a focus on safety. Quadric asks all managers and supervisors to show leadership by challenging risky behaviours or elements within our sites.

Learning & Engagement – A commitment to safety comes through learning and sharing safety requirements and knowledge. From the initial job tendering stage, Quadric engages with clients to identify site and construction hazards, and to formulate plans to address these hazards throughout the project. A dedicated project team uses this plan to ensure that all subcontractors are aware of their safety obligations for the project. We continually share the success of this with our clients during the project. We engage all our major subcontractors with Quadric's safety system that is accredited to Federal Safety & AS4801. One example is providing safety leadership training for our regular contractors to be a part of- to become familiar with Quadric processes.

Beyond HSEQ – Quadric have a proud history of completing construction projects that require a high degree of bespoke fitout and architectural design. We pride ourselves in not only being industry leaders in our fitout and construction capabilities, but also in our commitment to our Safety processes. We are continually looking at beyond just compliance to requirements and working towards best practice. In this way we benefit not only our employees, subcontractors and clients but contribute to the wider industry standards.

Operating within these criteria leads to better practice and ultimately works completed in a safer environment.

HSEQ Achievements

in the year 2014

All Quadric personnel undergo intensive safety training and inductions which can be evidenced in over 30 years of impeccable health and safety records across all building services. We promote an ethos of care and responsibility for the health and safety of ourselves and all others in the workplace. Committed to providing and maintaining a safe and risk free environment, our third party accredited AS4801 Safety Management System is our framework for setting policies, objectives, procedures, inspections, measurements, audits and reviews.

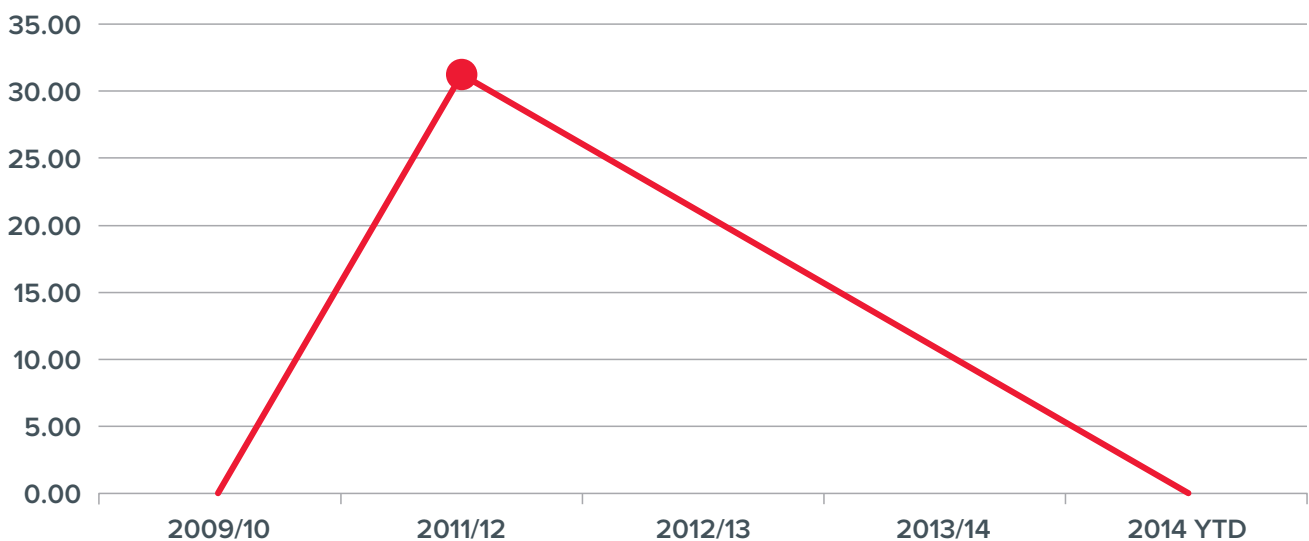
A majority of our labour is achieved through the use of subcontractors and this year Quadric has continued to develop our business partners with WHS training for managers and supervisors delivered to a number of our key contractors. In addition Quadric are continuing to partner with selected subcontractors who have been assessed as meeting HSEQ standards that our clients and Industry best practice expects.

Over the next year we will continue to strengthen our processes and focus on delivering more training to our key staff and contractors.

We have continued to decrease our LTIFER in 2014 with nil lost time injuries, which continues our downward trend over the last 3 years.

Quadric continues our certification under the federal OHS accreditation scheme. Renowned as the toughest non-voluntary OHS accreditation in the country, the holders are able to perform works for federal government over \$3 Million.

LTIFR Quadric employee rates



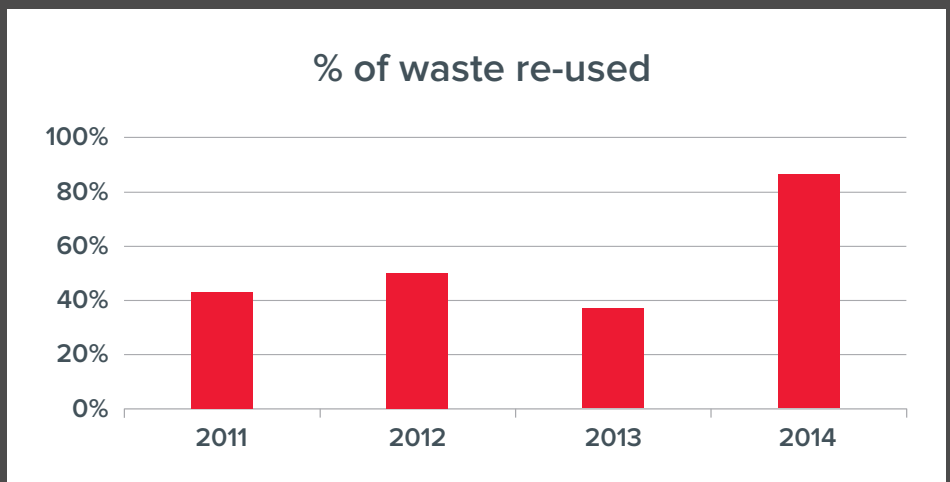
Quality certified to ISO9001

By collaborating with all parties involved, Quadric encourages open communication and smooth processes to meet all expectations. To fulfil customer and applicable regulatory requirements throughout building services and fitouts, we regularly obtain client feedback and improve our management processes. Training, support, supervision and information are readily available to all employees, contractors and customers to ensure quality and safety objectives are standardised to a high level. From the intricately carved balustrades of a staircase to the polished finish on the boardroom table, excellence in quality for all projects is assured.



Environmental certified to ISO14001

Quadric's knowledge of the continual progression of environmental standards in the fitout industry in Brisbane is evident through our ongoing dedication to providing our customers with advice on environmentally sustainable options. With budget and construction limitations in mind, we always recommend materials with health and environmental merit including low Volatile Organic Compound (VOC) paints and low formaldehyde medium density fibre-board (MDF) made from plantation timber. These environmental solutions incur no additional costs to clients due to efficiency of materials and labour as well as increased economy over the product's lifecycle.



Quadric has completed approximately 50,000 square meters of fit out for 2014. This equates to approximately 380 tonnes of waste materials. Quadric aims to minimise this impact and for 2014 has minimised waste to landfill by facilitating the re-use of approximately 86% of all waste from our activities. Waste such as plaster, metal and timber is re-used to form other construction and building products. This minimises the life cycle impact of the material and our impact on the environment.

Quadric is a member of the Green Building Council

Quadric has also a number of initiatives to reduce our impact on the environment including;

- A carbon neutral fleet of vehicles.
- Onsite flora regeneration

As an active member of Greenstar, Quadric has tendered for a number of projects this year and has a commitment to be involved in a least one Greenstar – interiors fitout per year.



Quadric *in the community*

Quadric leverage our unique position in the industry to divert resources to community organisations with charitable merit. 1% of profits to Charity, but that is just the start. Quadric leverage our unique position

As an 'integrated' contractor with capabilities of performing much of our work in-house, we are in the unique position of being able to not only promote corporate social responsibility, but also to engage in it in a way that affects change. Quadric has been a supporter of charitable endeavors and a facilitator of connections between our staff, contractors, and those in need; for the last 30 years; including Red Cross, Unicef, Sporting Wheelies, Careflight, and many more.

In January 2012, we took things a step further with the launch of 'The Quadric Project': an exciting venture which aims to formalise Quadric's philanthropical endeavors and further engage in dialogue and assistance between ourselves and charities.

In 2014, we worked with both major NGOs and small grass-roots organisations to deliver assistance in the form of money, time, and goods and services.

To start the ball rolling, each year Quadric donates 1% of company profit to the project, with the opportunities that arise from this making the idea really special. It connects furniture from our clients to non-profit offices, it allows staff to volunteer their time, it raises xmas gifts and supplies for needy families, it assists subcontractors to lend their services for shelters, and most importantly gives us all a sense of community.

We are justifiably proud of our endeavours and hope that you enjoy the read.

Sounds like something you want to be a part of? We are searching for:

- Quadric Project Advocates (individuals from a range of backgrounds who can commit to regularly volunteering their time to this worthy cause to promote, administer, and run the project)
- Quadric Project Participants (individuals who commit to volunteer for a single charitable opportunity)
- Quadric Project Contributors (organisations who may have goods and services to offer)
- Quadric Project Recipients (organisations that can receive charitable donations or require assistance)

Closing the Gap – a Win for all Parties

On behalf the Queensland Department of Justice and Attorney General, Quadric performed an upgrade to the Youth Justice Centre Building in Cherbourg. The project consisted of structural modifications, external earthworks, internal alterations, security services, and custom joinery. A key driver for the project was Indigenous economic participation, training, and community development.



42% Funding



Angel Flight Fitout

Angel Flight Australia is a charity that co-ordinates non emergency flights for financially and medically needy people. All flights are free and may involve patients or compassionate carers travelling to/from medical facilities anywhere in Australia. Angel Flight pilots do not carry aeromedical staff or medical equipment so do not act as an alternative to the Flying Doctor (RFDS).

A \$18,198.40 alteration to office space in Fortitude Valley to allow this worthy charity the space to work more effectively. A total of \$7664.00 was raised in funding which equated to 42% of the contract value.

\$3,000

The Rickshaw Run



"Imagine the quietest, fastest, safest all-terrain vehicle in the world... Now imagine the opposite. Three wheels, half a horse power and more fun than any other vehicle on planet earth. Now imagine the bliss of trying to get this untrusty steed over the Himalayas or across the Rajasthan desert. This then is

the Rickshaw Run; an unsupported maniac of an adventure which wobbles over thousands of miles of ridiculous terrain. Probably the stupidest and the best thing you could possibly do with two weeks."

Proceeds to the Fred Hollows Foundation

Builders of Innovative commercial fitout, refurbishment, and construction projects for over 30 years.

Quadric are a multidisciplinary building company, with a successful 30+ year industry history. Our work spans a broad range of projects and clients, including Government, Corporate, Universities, Hospitals, Airport, Retail, Hospitality, Architects, Designers and small private companies. Originally established specifically to provide fitout and refurbishment services, Quadric are uniquely structured to offer a largely in house service.

A well equipped 2500sqm Joinery workshop is attached directly to the main Quadric office, and we employ construction managers, project managers, site foremen, carpenters, cabinetmakers, maintenance staff, site labour, plasterers and painters as part of our in-house delivery methodology. Via this increased internal control we deliver exceptional quality, and provide streamlined processes for quality, safety, and environmental management. With a reduced reliance on subcontractors, we are also able to minimise external third party communication, and expedite project programming, fit off and finalisation for all other trades.

Our portfolio of past work is spread over \$500 Million, and 600,000,000 sqm of award winning commercial interiors and, it is on these foundations, Quadric have built a well known and respected industry reputation, providing efficient and reliable fitout services consistently delivering highly satisfactory project outcomes for the key deliverables of control, cost, time and quality.

Today, Quadric are diverse and dynamic, offering early construction involvement, large scale principal contractor for commercial interiors, office fitout, base build refurbishment, complex structural integration, small scale minor alterations, partitioning, joinery services and ongoing or new contracts for building maintenance. We employ 50 direct staff, 50 contract staff, and regularly partner with a select list of carefully chosen subcontractors to manage and deliver exceptional outcomes, matching our team to the unique requirements of every project.

Beyond our specialisation in all trade aspects of commercial interiors, we are adept at performing any role in the construction and fit out process, extending from construction manager and principal contractor, to partitioning and property maintenance subcontractors. We provide practical, effective buildability advice and estimation services from the earliest stages of each project through to completion and beyond.

Quadric has extensive industry experience and a proven track record for completing works of greatly varying sizes and complexities. We continue to successfully deliver, to an undisputed level of excellence, projects in a diverse range of industries, including:

- Corporate Office
- Education
- Retail
- Healthcare and Science
- Hospitality
- Government
- Airport and Public Spaces



The Integrated Approach

All under one roof

Principal Contractor Fitout

Commercial interior fitouts are Quadric's core discipline. Working in close collaboration with clients, project managers, architects and designers, we eliminate miscommunications and misunderstandings. Through our commitment to cooperation, we have repeatedly proven our ability to deliver flawless outcomes on time and budget. We regularly accommodate projects ranging from small reception fitouts to multi-storey refurbishments. Quadric maintains a duty of care to ensure that all works are carried out in keeping with Australian Standards and Best Practice. Usually engaged on a lump sum basis, the Principal Contractor is responsible for all building and associated sub-contact works. Quadric can also offer a number of alternative procurement methods including cost plus, flexible lump sums, guaranteed maximum price, and alliance partnering. Management for the construction process is what our team specialises in, and careful cost planning and risk assessment are employed from project inception. Once the project begins Quadric's integrated management systems, in house trades and select subcontractors work together to deliver a cohesive and quality project result.

Construction & Management

As an open class licenced building contractor, Quadric offers services in construction of new build and complex structural refurbishment as well as the front end role construction management. Our involvement in the early stage of a project carries numerous benefits, not least of all, faster resolution, expert buildability input, and cost savings. By eliminating the back and forth inherent in complex projects, and instead working closely with clients and designers, Quadric delivers results that far more faithfully represent our clients' original wishes. In particular, complex and/or fast-tracked projects require executive decision making and easily accessible information and interaction.

As a construction manager Quadric alleviates these stresses and potential expenses. As an open licenced builder, we deliver complex structural re-work to existing commercial buildings along with small-scale construction.

Partitions & Optima

Quadric has resisted the industry trend of simply transferring all risks to subcontractors, instead preferring to directly control the maximum number of tasks in house. This approach minimises client and project risk and enables us to deliver high quality results to our clients. The staff members completing our partitions, carpentry, plastering, painting and other work are highly skilled, and having partitions constructed by our own personnel, gives us far better control of the building process. Whether performed under our Principal Contractor role or for another builder, the Quadric team are well known for their timely and quality completion. Quadric is also the exclusive dealer of Optima Partition Systems. Optima are the UK's number one provider in partition systems.

Custom Joinery

Our 2000m² factory workshop gives us the freedom to more faithfully create and deliver clients and designers' visions. Completing custom joinery in-house also offers us uninhibited control. Our highly qualified craftsmen are career cabinetmakers whose diligence and attention to detail are unrivalled in the industry. Using a combination of traditional methods and advanced computer-controlled machinery, we create stunning custom designs at higher speed & with greater precision. With a vast portfolio representing joinery achievements from bespoke boardroom tables, customer service counters, seating of all kinds, kitchen cupboards, custom built cabinets, and from office desks to staircases, cabinetmakers from Quadric are among the most imaginative and skilled in the industry. Crafting unique and custom joinery from recycled timber, veneers, laminate, aluminium, stainless steel, stonework, terrazzo, plastics and composite materials, our industry leaders also have the knowledge and experience to recommend the ideal material for every project.

Resourcing *Our People*

With over 50 direct staff, 50 contract staff, and over 250 subcontractors, Quadric has the skill set to meet the need of any project large or small.



Credentials: Volume of training exceeds federally recognised benchmark by 5 times.

Our staff undergo a level of training and development which far exceeds statutory and even best practice standards*, with at least 5% of our payroll spent on formal training both internally and externally. Quadric as a builder, even today, remains firmly rooted in the past. We use first principals to plan, construct, and complete a project that works, and can be relied upon for down-to-earth collaboration that

aims for the common goal of a successful project. We recognise our continued success in your project success.

Quadric have also partnered with Aboriginal and Remote communities to provide a 20% local employment initiatives.

*Australian Government voluntary benchmark for training of workers is Benchmark A – 1%, and Benchmark B – 2%. Commonwealth Migration Regulation 1994 – Sub regulation 2.59(d) & 2.68(e) Specification of Training Benchmarks.

Quadric have also partnered with Aboriginal and Remote communities to provide a 20% local employment initiatives. Quadric believe that investing in people and communities will encourage the growth and overall prosperity of these areas.



Industrial Relations

Credentials: NCP CI Compliant

We work hard at promoting an 'open-door' policy with staff at all levels. We are committed to consultation and co-operation with management, supervisors, employees, committees, subcontractors, suppliers, and their representatives. We acknowledge our staff not as a company resource, but as the heart and goodwill of the operation. Active consultation and reporting on company direction is core to ensure we maintain a shared vision.

We work hard at promoting an 'open-door' policy with staff at all levels.

We are an Australian Government National Code of Practice for the Construction Industry compliant contractor, and as such respect the rights of our workers to join or not join a union, in accordance with freedom of associate provisions.

During 2014, Quadric staff undertook the training and development programs:

- Time Management
- Safety Leadership
- Cert IV in Construction
- Master Of Project Management

Quadric as Numbers

Financial Performance

Since 1981, Quadric has been a stable and profitable business. Over the years we have experienced organic growth driven by the market need for a quality workshop. Today Quadric remains stable, profitable, and entirely self-funded.

At Quadric our focus is to provide a stable and effective work environment for our staff, by not allowing the market to dictate our resource levels. Instead, we allow our resources to dictate our workload. As a result, we have a very low rate of staff turnover, which provides obvious benefits for the project end result. In this light, our current and future work commitments play a large role in determining the level of additional capacity we have for tendered works.

As at 30 June 2014 Quadric Pty Ltd had 48 employees working at offices and project sites across Australia. The total construction revenue earned during 2014 was \$35.35 Million.

Quadric Pty Ltd are happy to announce a record result for the year-ended June 2014, reflected in strong cash flow, profit performance (NPAT increase of over 70% year-on-year) and a record construction revenue increase of 53.50 % year-on-year.

The year-end balance sheet reflected over \$7 Million worth of cash assets (2013: \$3 Million), net current assets of over \$1.7 Million (2013: \$1.5 Million) and net assets of \$3.4 Million (2013: \$2.4 Million). Project gross values were in excess of \$30 Million for the year.

Quadric Pty Ltd more than satisfies the BSA's stringent financial stress-test ratios and minimum NTAV requirements, and is qualified to undertake contract work in excess of \$30 Million per annum.

Quadric Pty Ltd also more than satisfies the Queensland Government Contractor NTA Government PQC financial requirements for all Queensland Government contracts and is authorised to contract in excess of \$10 Million per annum.

The management of Quadric are currently reviewing and implementing best practice systems, including the upgrading of Management Information/ERP Systems,

with a view to continuously improving our service to customers and suppliers.

During the past financial year Quadric finalised the wind-down of the trust under which it was operating previously, and currently all operations are carried on through Quadric Pty Ltd. This process was initiated 2 years ago with a view towards better transparency and ease of dealings with our suppliers and customers.

Although operating in a challenging environment, Quadric foresees a strong and steady growth on the back of continual improvement in information/communications technologies.

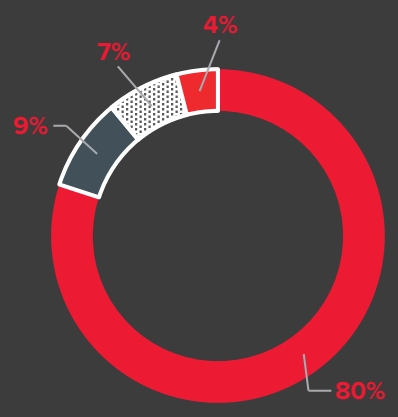
Quadric has a proud history of providing clients with the best solutions to their needs and problems, and are well placed to do so with our in-house joinery factory.

Breakdown **2014** **2013**

Cash Assets	\$7.0M	\$3.0M
Net Current Assets	\$1.7M	\$1.5M
Net Assets	\$3.4M	\$2.4M

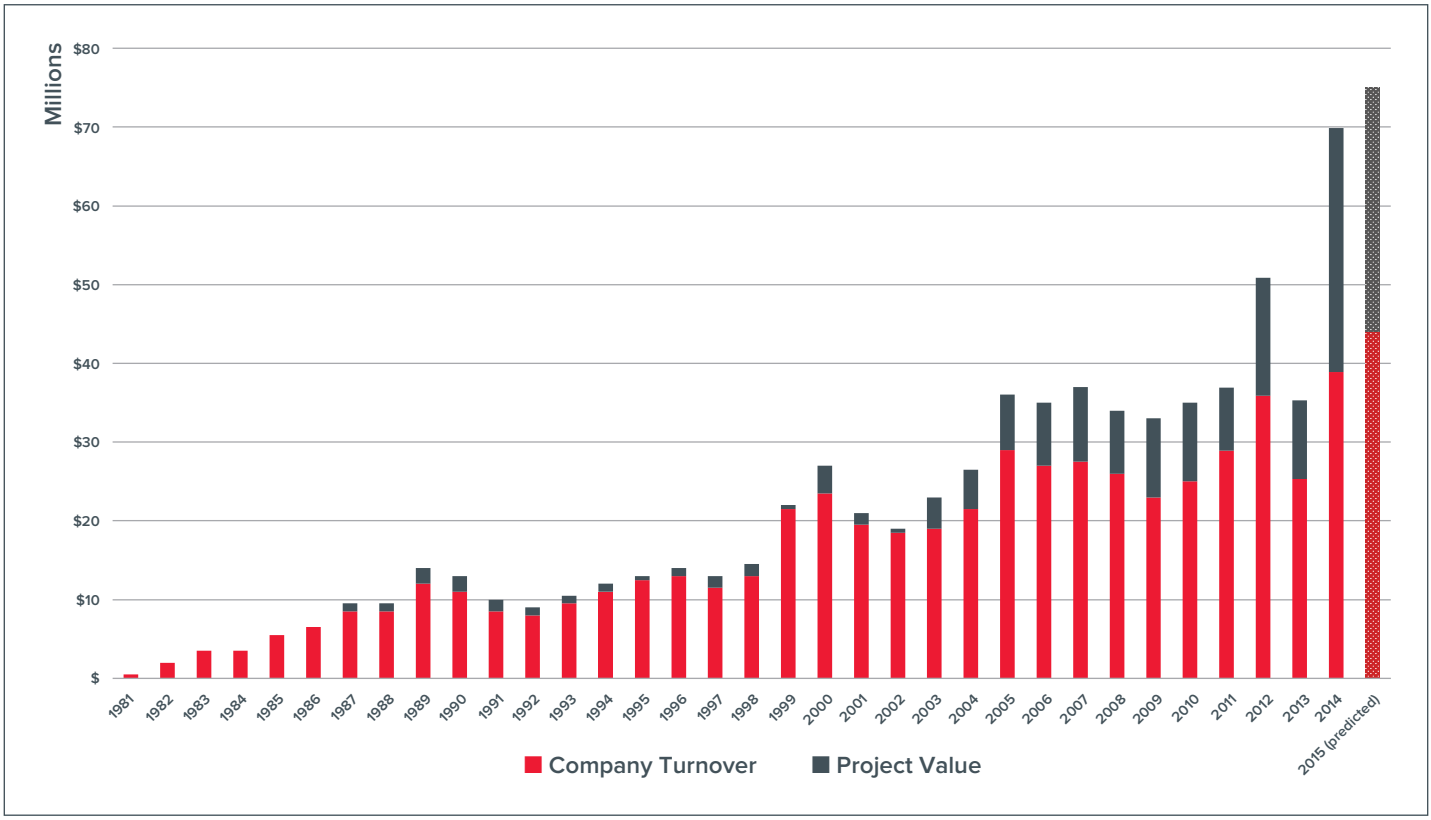
NPAT Increase **70%**

REVENUE BY STREAM



\$35.35M
Turnover

\$70M
Projects



Statement of Cashflows for the YE2014

38

Cash Flows from Operating Activities	2014	2013
Receipts from customers	\$34,345,673	\$22,346,289
Payments from suppliers and employees	(\$28,650,677)	(\$22,426,045)
Dividends Received	\$ –	\$ –
Interest Received	\$54,159	\$40,661
Finance Costs	(\$50,949)	(\$61,947)
Income Tax Paid	(\$605,308)	(\$237,728)
Net Cash provided by / (used in) operating activities	\$5,092,898	(\$338,770)
Cash Flows from Investing Activities	2014	2013
Proceeds from sale of Property, plant equipment	\$ –	\$ –
Proceeds from sale of investments	\$ –	\$ –
Purchase of property, plant & equipment	(\$3,075)	(\$15,388)
Purchase of Investments	\$ –	\$ –
Dividend received from equity accounted investments	\$ –	\$ –
Loan Payments made to related parties	(431,925)	\$ –
Loan repayments received from related parties	\$ –	\$ –
Net cash provided by / (used in) investing activities	(\$435,000)	(\$15,388)
Cash Flows from Financing Activities	2014	2013
Proceeds from issue of shares	\$ –	\$ –
Proceeds from borrowings	\$ –	\$ –
Repayment of borrowings	\$ –	\$ –
Repayment of borrowings	(\$500,000)	\$ –
Net Cash provided by /(used in) financing activities	(\$500,000)	\$ –
Net increase / (decrease) in cash held	\$4,157,897	(\$354,157)
Cash at beginning of financial year	\$3,057,228	\$3,411,385)
Cash at end of financial year	\$7,215,125	\$3,057,228





Far Right:
Image Description Structural
Modifications

Bottom Left:
Image Description Materials of
Trade

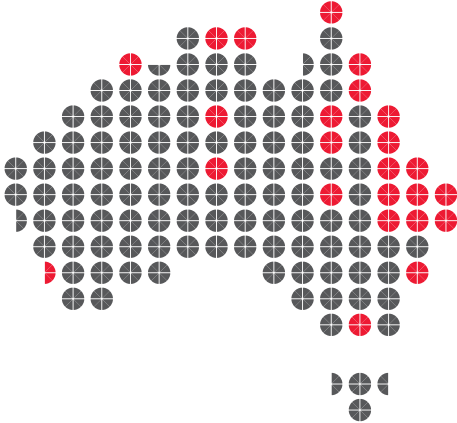
Top Left:
Image Description Shades of Difference
Image Location Quadric Finishes Board

Where are we? *And where to next?*

So who is Quadric today in this current decade?



Our projects are bigger, the programs are tighter, we work in more locations, our delivery is more reliable, and now more than ever we can feel confident in saying that we have right mix of people to be relied upon to get the job done right. Yes we are growing, but organically. in size, complexity, but also confidence. We're a builder, we're a trade contractor, we're product distributors, we're a construction manager, we maintain facilities, we're problem solvers. We genuinely enjoy what we do, and are excited to see what the next years will bring.



Queensland

43 McCarthy Rd
PO Box 296
Salisbury QLD 4107
P: +61 (0)7 3275 0000
F: +61 (0)7 3275 2205

New South Wales

69 Reservoir St
PO Box 1104
Surry Hills NSW 2010
P: +61 (0)2 8075 2421
F: +61 (0)2 8076 1581

Darwin

Level 1 / 48–50 Smith St
GPO Box 1782
Darwin NT 0801
P: +61 (0)8 8998 9624
F: +61 (0)8 8312 6229