



CAPABILITIES STATEMENT

Innovative Commercial Projects Pty. Ltd.

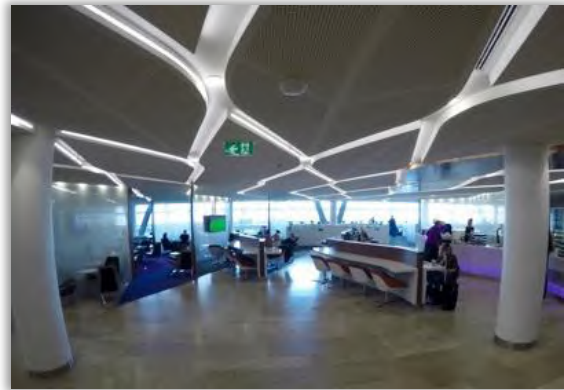
Sydney NSW 2000

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|-------------------------|--|
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INNOVATIVE COMMERCIAL PROJECTS CAPABILITIES STATEMENT

Adam Hughes, with over 28 years of building experience, established Innovative Commercial Projects Pty Limited (ICP) May 2001.

Today, with a team of ten and leveraging a network of trusted partners, ICP undertakes a diversified range of projects, ranging from commercial and industrial construction, residential development through to retail fit outs, including new works, make goods, and refurbishment services.



Virgin Australia Business Lounge



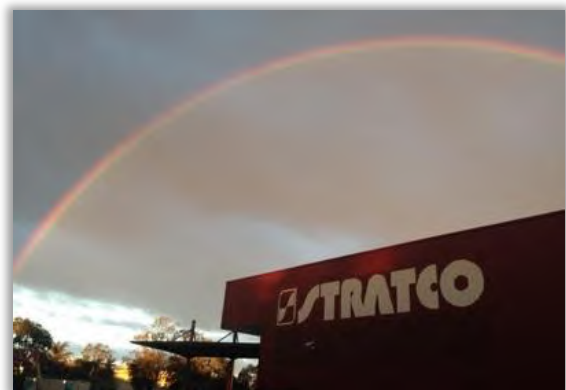
Fuji Xerox Meeting Space

ICP has extensive experience in both new office fit-outs and refurbishments such as the complete design, project management and construction of:

- Over 17 Fuji Xerox offices consisting of new and refurbishment projects, including penetration of major structure to accommodate stairwells
- Virgin Australia Sydney Business Lounge
- Sage MicrOpay Sydney 2000spm office fit-out

ICP has also undertaken many construction projects such as:

- Full design and construct of 12 factory units, including 4200sqm of new roofing, located in Glendenning NSW,
- Various storm damaged, re-roofing projects as a result of 1999 hailstorm which devastated NSW causing \$1.7B worth of damage, via multiple clients and/or insurance companies.



WHY US?



Fuji Xerox Cantilevered Stairwell

- Proven experience, with a strong, motivated professional team
- Locally established Australian company
- We prioritize the use of all local trades
- Proven price competitive tenders on all our projects
- We hold a full Master Builders licence enabling us to carry out all forms of construction
- We have an in-house architect, which enables us to certify each individual project upon completion
- We have an inhouse engineer, enabling us to design, construct and certify any new structural componentry required for this project
- We have an extremely close working relationship with several independent certifiers enabling ICP to carry out any and all projects from concept through to fully certified completion

- A proven ability to deliver exceptional Value for Money and project outcomes
- A proven track record in delivering exceptional project outcomes
- Vast resource of industry leading suppliers of quality goods and services



CORE COMPETENCIES

At ICP we happily and willingly tailor our fully integrated service to suit you, as we understand each of your projects are unique.

Our Senior Management Team are able to undertake any type of Commercial, Industrial or Residential project due to our experience, professionalism and expertise in the following areas:



Sage MicroPay

- Internal and External Refurbishment
- Commercial Construction and Fit-outs
- Mechanical Installations and Upgrades
- Fire Services Installation and Upgrades
- Specialised Aluminium, Stainless Steel and Glazing
- Specialised Floor and Wall coverings
- Demolition and make-good
- Office Security in all forms
- All additional requisite Building Trades
- Council Requirements
- Professional Advice
- Independent Certification for all Construction works as required
- Project Management, Facilities Management and Design

We are experienced and flexible in the range of delivery methods we employ for construction, including:

- Construction management
- Lump sum contract
- Negotiated contract
- Turnkey Project Design and value management
- Design and construction contract
- Project Management

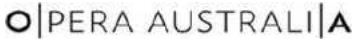




















Stratco Roofing Project

SIGNIFICANT PROJECTS & MAJOR CLIENTS

Big or small, all clients are treated with the same respect and professionalism and all projects are managed and completed to the highest level of quality, the strictest of workplace safety and the most cost-effective solution achievable for our clients.

None the less, having successfully concluded work for more than 80 brands, the following list is some of Adam's personal and ICP's more significant and major clients.

| Client/Project | Participating Role | Project Value |
|---|--|--------------------|
|   | Fit-out of new Melbourne Headquarters, including offices, amenities, studios and rehearsal rooms | \$4.3M |
|  | Construction of maintenance facility, including civil works | \$1.5M |
|  | Various internal fit-out works | \$2M |
|  | Complete building upgrade (included roofing) and fit-out | \$1.9M |
|  | Building refurbishment, including façade works and roofing | \$1.2M |
|   | 17 independent projects ranging from minor fit-out works to building refurbishment up to major structural steel and concrete works across NSW, SA, VIC & QLD | \$15M over 5 years |
| Glendenning Factory Units | Full design and construct of 12 factory units, including 4200sqm of new roofing | \$3.5M |

| | | |
|---|---|---|
|  | Refurbishment, General foreman and Leading Hand | \$18M |
|  | Construction of brand new church and amenities Hill Song Church Dundas | \$3.5M |
|  | Complete internal fit-out and external glazing works to the main headquarters, located in Newcastle | \$1.4M |
|  |  | Various service centre upgrades, including refurbishments and fit-outs \$25M over 4 years |
|  | 1800sqm Office and Warehouse Refurbishment | \$1.3M |
|  | New Construction Lidcombe TAFE | \$15M |
|  |  | 2000sqm Office Fit Out Sydney \$2.6M |
|  | Internal fit-out and refurbishment works | \$800k |
| Notts Av Bondi | 30 Unit Block, Residential Refurbishment | \$4.5M |
|  | Building refurbishment and roofing works | \$1.3M |

| | | | |
|---|---|---|--------|
|  | Structural steel design and construct for external maintenance building | \$550k | |
|  | Sydney International Equestrian Centre - New Construction General Foreman and Leading Hand | \$22M | |
|  | Sydney Symphony Orchestra - Internal fit-out including external glazing façade upgrade works | \$940k | |
|  | Sydney University - Various internal and external refurbishment works, including re-roofing | \$3.2M | |
|  | Various refurbishment works to buildings located in various areas of NSW | \$840k | |
|  |  | Fit-out of Virgin Australia's Sydney Domestic Business Lounge | \$1.8M |
|  | Wakehurst Golf Course - Commercial Construction of Wash Bay Facilities | \$360k | |
|  | Various building maintenance works, including site safety upgrade works to loading dock areas | \$1.3M | |
|  | Internal fit-out works | \$480k | |

TEAM PROFILES



Adam is ICP Company Director / Project Manager with 28 years building experience in Construction and Project Management roles within the building industry.

Adam Hughes is a qualified and licensed Master Builder who manages all construction projects at ICP and leads the Senior Management Team.

Michael is ICP's General Manager with 25 years' experience in the corporate world, managing diverse and remote teams in the technology marketing space.

In more recent years, Michael headed Asia Pacific for a large Nasdaq listed corporation, where he managed a large diversified team including administration, finances, human resources, sales, client services, consulting and development.

Michael oversees all ICP projects from a resourcing, compliance and financials perspective.





Pero is ICP's Construction Manager with 28 years of extensive experience in commercial and retail construction, office fit-out projects, development & BCA consulting.

Pero is a master at keeping teams motivated and projects on time, within budget and delivered to client's satisfaction.

studio3design

Philippa Randall founded Studio3design in 2005. Having worked with global firms and small award-winning boutique practices, her background and passion for design forms the basis of the studio3design philosophy of understanding and adapting places to live and work beyond Clients expectations.

Philippa prides herself on her studio's collaborative skills and personally invests in client relationships to ensure each project is a combined effort with a shared vision. This allows the flexibility to draw on expertise specifically tailored to each client's needs. It also ensures that fresh ideas and energy continue to underpin the company's service and design excellence.

Testimony to this successful approach is the number of long-term clients with whom studio3design continues to deliver fruitful repeat projects.



QUALITY

ICP is committed to delivering the highest quality of works and services within the construction industry. All of our projects operate in line with all ISO accredited systems, and our Integrated Management System (IMS).

Our quality of work is a reflection of our business and as such, all employees, involved from tender through construction, to project completion, are dedicated to strictly adhering to our quality control procedures, to ensure a superior level of service deliverability, to minimise risk and build our reputation. Dedicated site managers ensure all site staff and contractors adhere to our quality management system and take great pleasure in producing work of an exceptionally high and superior quality for our clients.

Through innovation and inspiration, ICP aims to continually improve the efficiency of project development from concept to completion to deliver a service, which far exceeds our client's expectations.

SAFETY

Our Occupational Health & Safety and Rehabilitation Policy is based on a belief that the well-being of people employed at work, or people affected by our work, is a major priority and must be considered during all work performed on our behalf.

At ICP, safety is not just another box to be ticked. Before any work commences, our committed team ensure the work environment meets and maintains the highest level of safety, minimising injuries and project downtime. Fully compliant with some of the strictest regulations, our health and safety policy is another way we are helping our clients manage risk while delivering exceptional project results.

Prior to any works commencing ICP Safe Work Method Statement (SWMS) and Site-Specific Safety Plan (SSSP) are developed and submitted to the Project Manager for approval and no work commences until approval has been granted.

ENVIRONMENT

At ICP, we consider environmental management to be the concern of every person in the company and as such, environmental related responsibilities are included in the job descriptions of all staff. We also ensure that all subcontractors working on behalf of our company commit to environmental protection when carrying out work for ICP. We ask all levels of management and supervision to actively support our Environmental Management System.

EQUAL OPPORTUNITY EMPLOYMENT

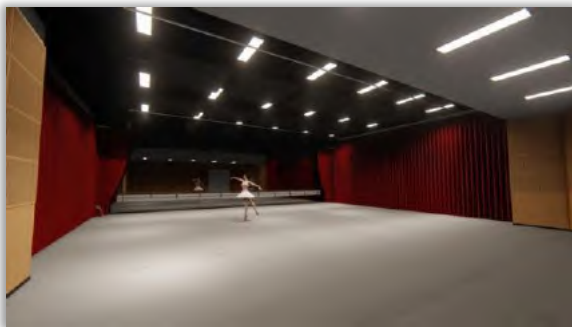
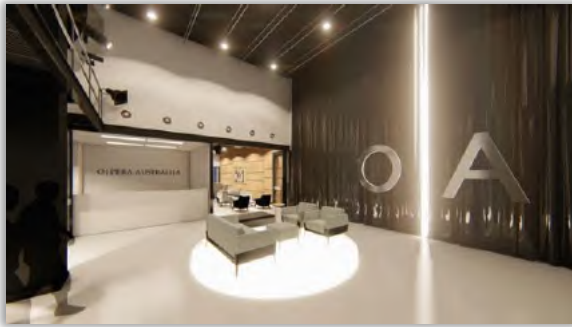
ICP is an equal opportunity employer and pride ourselves on providing equality in employment for all people employed or seeking employment.

Every person is given a fair and equitable chance to compete for appointment, promotion or transfer, and to pursue their career as effectively as others.

Employment decisions relating to appointment, promotion and career development are determined according to individual merit and competence.

PROJECTS GALLERY

Artists Impressions of current O|PERA AUSTRALIA Melbourne Headquarter Fit-Out Project



Various other completed works, including Fuji Xerox, Sage MicroPay and Virgin Business Lounge









CUSTOMER TESTIMONIALS

OKANE:

I'm writing to recommend Innovative Commercial Projects Pty Ltd. I've worked with Adam Hughes who is the sole Director at ICP Pty Ltd over the past 16 years on numerous fit out projects throughout Australia.

In the time I've known him, Adam has consistently been a strong contract Builder – capable of taking control of big projects and executing to the fullest. As well, he's a pleasure to work with. Adam is cheerful in the face of daunting deadlines and always available to lend a hand to all co-workers when necessary.

Rarely do you come across someone who is talented at both big picture ideas and executing the small details – Adam is just that person. As Business owner he pitches event plans to clients and then manages the client relationship from ideation through execution.

ICP under the leadership of Adam Hughes would be a great fit for any company looking for a reputable builder who is capable of not only building strong relationships with his clients but ensuring successful outcomes to each and every project.

I highly recommend Adam and his team at ICP Pty Ltd. He would be an asset to any organization. Please do not hesitate to contact me if you have any further questions.

*Steve Williams
Managing Director*

FUJI XEROX:

Adam, it is with well earned respect that I confidently recommend your company, ICP Pty Ltd for any future construction or fit out project to any new client. I want to personally thank you for your hard work and dedication on each and every project completed for FUJI Xerox around the country over the last six years.

I have enjoyed working closely with you and your dedicated team members and contractors. Your efforts and talents were a significant contribution to the entire construction team considering some of the project “set backs” and challenging live environments your team worked in.

Your team managed your portion of the job planning process and procedures exceptionally well and were always prepared to offer options and solutions to some of our more challenging projects.

Again, I highly recommend your company and team to any potential client and am happy to answer any questions your clients may have.

*Lynne Colley
Head of Facilities Management
Fuji Xerox Australia*

DCWC:

DCWC have contracted ICP for many varying projects over the last 10 years.

In all this time, Adam Hughes, Managing Director at ICP, ensures we are kept informed throughout a project. His attention to detail, ability to communicate effectively and desire to assist in any way possible ensures we are always kept well informed and all projects have been delivered successfully.

All projects are always completed within budget and Adam is always transparent on the state of the project, always willing to engage in conversation and research alternatives to ensure we have the best outcome at the best price.

I have no problems recommending ICP for any project, whether it be at concept stage, new construction or total interior fit-out.

Sincerely,

*Chris Cusack
Managing Director, NSW & ACT
Technology Sector Lead | Group Board Member*