

VOS

Vos Construction & Joinery

Making a Positive Difference

Our people at VOS are all extremely talented and committed. It is because of the character and calibre of our people that we can produce such stunning outcomes.



OUR PURPOSE is to build exceptional projects that make a positive difference to our clients, our employees and the community.

OUR PHILOSOPHY is that each person is valuable and must be treated with respect and integrity, in doing so we build trusting relationships with our clients, employees, sub-contractors, and business associates.

OUR PROJECTS speak for themselves. Our team thrives on the challenges that complex projects can present, including the amazing transformation of the derelict Henry Jones (IXL) Jam Factory on Hobart's waterfront into the multi award winning Henry Jones Art Hotel, featuring restaurants, bar, boutique shops and apartments. We retained the original stone and timber structure making it a wonderful heritage icon for Tasmania. We showcase a selection of other award winning projects in this document.

I invite you to appoint VOS so that we can partner with you to transform your vision into a reality. I assure you we will do our utmost to ensure that you will not be disappointed.

A handwritten signature in black ink that reads "Michael Vos". The signature is written in a cursive, flowing style and is underlined with a single horizontal stroke.

Michael Vos
Executive Chairman

“making a positive {+} difference”

Senior Management Team

We are very proud of our highly trained, quality people.

They have excellent character and are capable of handling a very wide range of Construction, Joinery and Civil works.



Clockwise from left

PHILLIP MATTHEWS
General Manager

ADRIAN BOTT
Chief Financial Officer

DARREN VOS
Director



ROBERT BRADSHAW
Business Development Manager

DARRYN SCOTT
Southern Tasmania
Construction Manager



TIM RUMNEY
National Joinery &
Shopfitting Manager



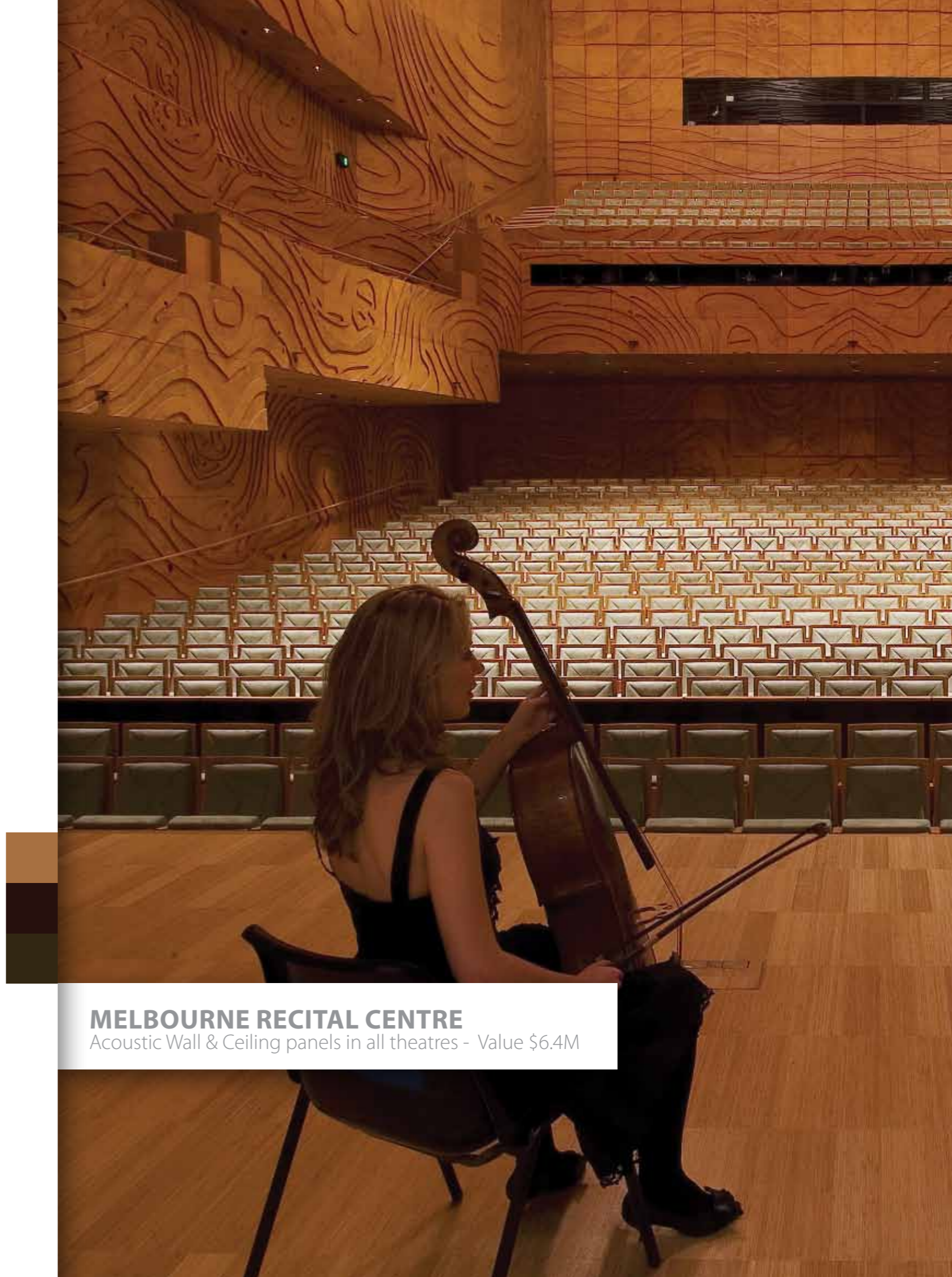
KURT JONES
Northern Tasmania
Construction Manager



LEIGH KINGSHOTT
North West Tasmania
Construction Manager



MARK SMITH
Senior Estimator



MELBOURNE RECITAL CENTRE
Acoustic Wall & Ceiling panels in all theatres - Value \$6.4M

Purpose & Values

PURPOSE: To build exceptional projects that make a positive difference to our clients, our employees and the community.

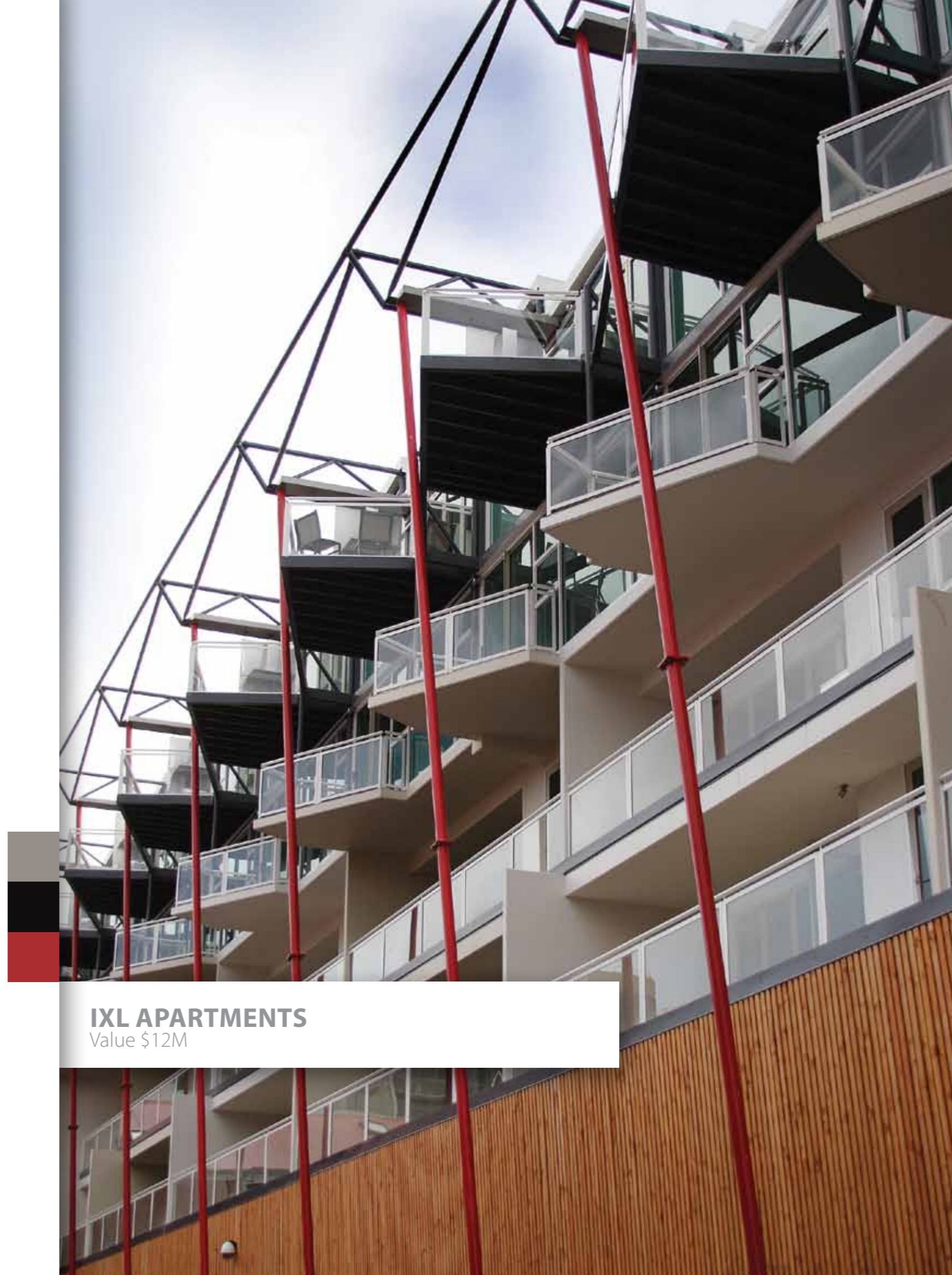
VISION: To be the most sought after Tasmanian building and joinery business by clients, employees and subcontractors.

VALUES: Our business is built upon an unshakeable foundation of core values which are instilled right throughout our organisation; upon our 50 years of business experience and our relationships with employees, clients and associates.

We value

- Our relationships with:
 - › Our clients and providing them with quality outcomes.
 - › Our employees by helping them to grow to their fullest potential through training, coaching and providing opportunities for growth.
 - › Our sub-contractors and business associates by cultivating mutually beneficial relationships.
 - › Our families so we strive for a balanced work and family life.
- We value integrity – telling the truth and lining our actions up with our words.
- We value quality, excellence and innovation in all we do.
- We value a safe and secure workplace.
- We value productively and continually looking at ways of improving.
- We value compassion and generosity so a percentage of our profits go to helping people in need both in Australia and overseas.
- We value responsible use of our natural and material resources.
- We value financial freedom by keeping debt to a minimum.
- We value having fun and enjoying life!

“True reflection of ones integrity lies in the opinions of others”.



IXL APARTMENTS
Value \$12M

Capability & Value Adding

“VOS have an excellent reputation of working in a co-operative manner with Clients and Consultants.”



This project is currently under Construction (May 2010) and was tendered by VOS. The client asked us to review the project design to find cost savings and our team came up with \$3,500,000 of savings without change to the size or the architectural features of the building. The redesign also enabled the program to be met despite one of Tasmania's wettest winters on record.

Value \$27M

Kingston High School , **TASMANIA**

KINGSTON HIGH SCHOOL

Having been involved intimately with this process, and working on a day to day basis with the team at VOS, I have found them to be extremely cooperative, professional, fair and reasonable throughout the duration of this process, and have continued this collaborative approach into the construction phase of the project.

ADRIANO DENI Senior Associate
Hassell Limited



THE COMPLEXITY INVOLVED in converting the use of the former heritage factory into a Five Star Hotel, provided the Vos team with daily challenges to resolve structural and design issues that arose as the building works progressed.

This project is one of the most highly awarded projects in Australia. Awards have been made for virtually all disciplines of construction, fit-out and heritage restoration, at both state and national levels.

The Henry Jones IXL Project and IXL Apartments were open book Projects negotiated with the client.

Value over \$20,000,000

Multi Award Winning Henry Jones Art Hotel **TASMANIA**

IXL REDEVELOPMENT: HOBART WATERFRONT

During the construction process MN +A valued Vos Construction & Joinery's collaborative approach to resolving difficult on site details, to ensure both a quality and cost effective solution. In particular it was of great benefit to have access to the expertise of both VOS glazing contractors and joinery workshop. Their workmanship was reliable and of good quality, and there was an ongoing commitment to post occupancy support. As VOS purchased the rights to act as the Developer and Builder of the complex, they were not only responsible for the construction of the project, but also its management and overall cost control.

JULIE PAYNE Partner
Morris-Nunn + Associates

Projects



ELWICK RACECOURSE GRANDSTAND
Project value \$11M

ELWICK RACECOURSE GRANDSTAND

The expertise of this company became evident very quickly. They possessed a great understanding of construction, programming, procedure and general management. The complex issues of major extension to an existing facility were handled with impressive effectiveness especially within a very restricted time-frame. Documentation systems were comprehensive, and Vos were consistently honest, diligent and effective in all aspects of the building operation.

KEN EDELSTEIN Director
KH Edelstein Pty Ltd Architects

OUR CREATIVE TEAM IS EXCEPTIONALLY SKILLED at Design & Construct projects. They worked tirelessly to redesign the Fresh Freight building below to save our client \$1.5M. Our team explored all aspects of the project to ensure that the best possible engineering and design is undertaken so as to enable the building to be the most cost effective structure which can be built in the shortest possible time for the client.



FRESH FREIGHT TASMANIA
Project value \$6M

FRESH FREIGHT TASMANIA

Vos Construction has worked diligently on the project to take unnecessary costs out of the project. This has even entailed reengineering some aspects to gain significant construction efficiencies that have resulted in considerable cost savings. Throughout the project, the professionalism, enthusiasm and willingness to work for the betterment shown by Bob Bradshaw, Keven Bennett and their team has been faultless.

NEIL ARMSTRONG Project Coordinator
Fresh Freight Tasmania



HENRY JONES ART HOTEL
Project value \$10M

HENRY JONES ART HOTEL

In our experience we found that VOS undertook the construction with a high standard of workmanship and competence. At all times VOS have demonstrated a professional approach to construction and their staff are pleasant to work with. Our experience with VOS on this project and others of similar significance gives us a level of confidence in commending them to undertaking any building project with similar challenges and complexity.

JIM GANDY
Gandy Roberts Consulting Engineers



SEBEL HOTEL & APARTMENTS, LAUNCESTON
Project value \$13M

SEBEL HOTEL & APARTMENTS

I have worked with VOS on major projects as both project architect and developer. Some of these projects are Sebel Launceston \$13M and Gas Works Launceston \$35M. VOS have demonstrated complete competency in their ability to deliver quality buildings within cost and time restraints. During this relationship VOS have demonstrated honesty, integrity and reliability.

D. J. GRAY
Forum Project Services



MOTORS LAUNCESTON

VOS Construction and Joinery have done a number of large projects over the past two years. All projects were conducted under tight financial and time constraints and VOS came in on target with both of these. I was most impressed with VOS' professionalism, absolute honesty and integrity and their ability to be able to resolve all issues in a calm and positive manner. I would highly recommend VOS to any Company or individual who is considering a Building project.

BARRY GUINANE Manager
Motors Building Works

MOTORS LAUNCESTON
Project value \$5.2M



LAUNCESTON AIRPORT

We would like to acknowledge the effort provided by VOS to satisfy project timeframes, maintain a high level of safety and produce a quality finished product. All this while undertaking a complex project with many operational and security restrictions. We thank your team for the efforts that were evident during the redevelopment project.

PAMELA GRAHAM
General Manager
Launceston Airport

LAUNCESTON AIRPORT
Project value \$11.9m

HUDSONS COFFEE

For the past two years VOS Shopfitting have proven themselves to be remarkable in every way. We have sincerely appreciated and benefited from their consistent hard work, determination, unwavering high standards, reliability, knowledge, understanding, enthusiasm and compassion. From managing multi site roll-outs worth millions of dollars, VOS are held in high regard by Hudsons Coffee management as they continually strive to be the best of the best.

PATRICK TORCASIO
National Project/Design Manager
Hudsons Coffee



HUDSONS COFFEE SHOPS
Multiple Projects



MELBOURNE RECITAL CENTRE

I have found VOS extremely professional both with on-site management and construction, and off-site with production, fabrication and administration. They have played a huge part in the success of the Melbourne Recital Centre and MTC Theatre project. They have a proven track record for meeting programme deadlines whilst maintaining the high quality we have come to expect. Having worked with VOS on this as well as past projects, I would have no hesitation in recommending VOS for any large scale commercial projects.

CAMERON GRAHAME
Bovis Lend Lease

MELBOURNE RECITAL CENTRE
Project value \$6.4M



Achievements

We are very pleased to have won many awards over the years.

A Small Selection Of Our National Achievements:

- **NATIONAL TIMBER DESIGN AWARD (2009)**
For best use of timber panels in Melbourne Recital Centre
- **MASTER BUILDERS ASSOCIATION (MBA) (2007)**
National Project (Contract) Home between \$500,000 - \$1m - Jacometti Residence
- **MBA NATIONAL AWARDS (2005)**
National Commercial and Industrial/Construction Award – IXL Development (\$10m—\$15m)

A small Selection of our Tasmanian Achievements:

- **MBA of Tasmania Awards (2009)**
Excellence in new construction over \$10m for Wyndam Resort (Formerly Pines Resort)
- **MBA of Tasmania Housing & Construction Awards (2007)**
Excellence in New Construction (\$1m-\$2m) – Whiskey Tasmania
- **MBA of Tasmania Housing & Construction Awards (2006)**
 - › Excellence in Heritage Restoration and Renovation up to \$500,000 - Calstock East Wing
 - › Excellence in New Construction over \$10m - Cornwall Boutique Hotel & Apartments

EAGLES NEST RETREAT

Sheffield Tasmania - Value: \$1M

The Eagles Nest Retreat is a five (5) star accommodation facility located in Sheffield with views towards the picturesque Mount Roland.

- **MBA of Tasmania Housing & Construction Awards (2005)**
 - › Excellence in Workmanship for Commercial Construction Statewide
 - › Excellence in New Construction (over \$10m) - Hunter Street Redevelopment
 - › Excellence in Heritage Restoration and Renovation over \$500,000 - Hunter Street Hotel
- **MBA of Tasmania Housing and Construction Awards (2003)**
Excellence in New Construction (\$5m-\$10m) - Harvey Norman Superstore
- **MBA of Tasmania Housing and Construction Awards (2002)**
Excellence in New Construction (\$5m-\$10m) - Old Woolstore Apartments, Hobart
- **MBA of Tasmania Housing and Construction Awards (2000)**
 - › Excellence in renovation/refurbishment/fit-out over \$1 million (Strathdevon Nursing Home)
 - › Excellence in Heritage building restoration and/or renovation over \$500,000 (Calstock Country Guest House)
- **MBA of Tasmania Housing and Construction Awards (1999)**
Excellence in New Construction (\$1M to \$3M) - Port Arthur Visitors Centre
- **MBA of Tasmania Housing and Construction Awards (1998)**
Excellence in New Construction (\$5m-\$10m) - Forestry Headquarters



HILTON HOTEL, MELBOURNE
 Hilton Hotel Lobby - Value \$2.2M

Fit-out to Lobby, Bar and Restaurant areas including Reception Counter, elaborate ceiling trusses with integrated lighting and wall panelling.

Adding Value To Our Community

IT IS OUR LOVE FOR PEOPLE and our commitment to helping those who are suffering extreme hardship that inspires us to give a percentage of our net profit each year to helping the needy in Australia and overseas - which means our clients are partnering with us so together we are truly "making a positive difference".

KANLAON, PHILIPPINES Some of the children who have benefited from our sponsorship of the Early Childhood Development Program



KINGSTON The Respite Centre



VOS ARE MAJOR SUPPORTERS OF ST GILES and assisted with the funding of both the Respite House in Launceston and the Respite Centre in Kingston

Management Systems & Financial Details

MANAGEMENT SYSTEMS

Vos Construction & Joinery Pty Ltd is dedicated to best practice management systems and has the following accreditations:

- An accredited organisation under the Australian Government Building and Construction OHS Accreditation Scheme.
- AS/NZS ISO 4801:2001 – Health and Safety Management Systems
- AS/NZS ISO 14001:2004 – Environmental Management Systems
- AS/NZS ISO 9001:2008 – Quality Management Systems



FINANCIAL DETAILS

Vos Construction and Joinery Pty Ltd is a privately owned company that was incorporated in 1986 and has operated successfully since that time. The Vos family have owned and operated businesses in Tasmania since 1956.

Our company is in a very strong financial position with no bank debt. Clients are assured that the sound financial position of the company enables it to complete every project it undertakes.

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E mrees@kpmg.com.au

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Mr Nicholas Ridge
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VOS

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