

INSIGHT

K Korvest Ltd



TUNNEL VISIONS



ON THE ROAD AGAIN



AIRBORNE WITH SHANE!

FLYING HIGH

ARE YOU READY FOR TAKE-OFF?



HISTORIC HYBRIDS



HOT POTATO, HOT POTATO!



PLUS: HIGH ACHIEVERS!

CONTENTS

INSIDE INSIGHT THIS ISSUE

A NOTE FROM CHRIS

- 3 Korvest Managing Director Chris Hartwig provides an update and has some special thanks to pass on to all our staff.

REACH FOR THE SKIES

- 4 Shane Oakes from the factory floor provides a tour of his home away from home, the Concorde Model Flying Club.

BOARD MEMBER PROFILE

- 7 Korvest board member Gary Francis shares a little about his life and work around the world.

THE EMPLOYEE SHARE SCHEME

- 8 Steven McGregor explains the benefits of being involved with the Korvest Employee Share Scheme.



ANDREW AND ALBY

- 9 Meet Andrew's good mate Alby and the challenges they have overcome to return to their important roles.

THE GREAT ESCAPE

- 10 Find out what happens when our company managers are locked in the same room together!

ON THE ROAD AGAIN

- 11 EzyStrut sales staff return to the road as our cities come out of Covid safe restrictions.

WHAT YOU REALLY THINK

- 12 Catch up with some of the much anticipated results of the recent CultureAmp Employee Survey.

TUNNEL VISIONS

- 14 EzyStrut VIC supplies one of the biggest infrastructure projects in Melbourne's history: the Metro Rail Tunnels.



MILESTONE MOMENTS

- 16 A couple of staff members with twenty years of service headline our milestone celebrations in this issue.

NEW STAFF PROFILES

- 20 Our new staff profiled in this issue have met Sachin Tendulkar, Nelson Mandela, Bono from U2 and Leigh Matthews!

THE RETURN OF THE BARBECUE

- 25 After an absence of two years, the company barbecue has returned. Find out what was on the menu.



FAREWELL, LEGENDS!

- 26 Korvest farewells one of our fastest EzyStrut welders, as well as a popular member of the Galvanising team.

A NOTE FROM CHRIS

A lot has happened since our last newsletter.

The good news is that the worst of COVID-19 appears to be behind us. Over 50% of our workforce have been infected and I am very pleased that everyone has been able to make a good recovery. Whilst there is every chance COVID-19 will remain with us for some time, it is generally being treated like any other illness, with everyone expected to take personal responsibility for their health. Thanks to everyone for the part you played in navigating our way through the pandemic.

One negative aspect of social distancing was the reduced opportunity for us to communicate face to face. As a result I felt it was important to take a temperature check of the organisation to gain an understanding of how employees were feeling about various aspects of work at Korvest. A survey was conducted using the Culture Amp platform. The participation rate was fantastic and we have learned a great deal about how people are feeling, with lots of improvement activities in the planning stages. In addition to the article contained in this edition of the newsletter, feedback sessions will be held across Korvest in the coming weeks. Thank you for your participation.

Recently we released our financial results for the full financial year ended June 2022. Our results were again fantastic. Our strong revenue continued and we again increased the dividend paid to our shareholders in early September. As previously noted, many of our employees are shareholders, and the Board again approved the issue of \$500 worth of shares to eligible employees. Thank you to all employees for these improved results. Steven McGregor has penned an article in this newsletter explaining more about share ownership.



EzyStrut continues to perform well in the infrastructure space, with a number of different tunnels being supplied during the past 6 months, with a recent win in QLD being added. We continue to be the market leader in this space. Our manufacturing team had a very busy period, with record production runs of tray. It seems the more we make the quicker we sell it, so the focus will remain on growing our capacity and improving stock availability.

Galvanising has been going well. We have recently added a new General Manager, David Murada, to the team. David will be focusing heavily on safety and productivity and iron out a few quality issues we have been having.

As usual, this newsletter issue has a number of interesting articles and makes good reading. Thank you to everyone that has contributed!

Finally, thank you all again for your efforts and your ongoing support and I wish everyone a safe and happy end of year break. We have a lot to look forward to in 2023.

Kind Regards,

Chris Hartwig
Managing Director - Korvest



Korvest group of companies

EzyStrut



Korvest Ltd
580 Prospect Road,
Kilburn, SA 5084
T: 61 8 8360 4500 | F: 61 8 8360 4599
E: korvest@korvest.com.au
www.korvest.com.au

Editor Aaron Burgess

AIRBORNE WITH SHANE: REACH FOR THE SKY!



An hour's drive north of Adelaide, beyond the edge of suburbia, out where the grass grows shoulder high and Willie Wagtails chase the butterflies, an eclectic bunch of blokes are sending their marvellous machines into the sky.

This is the **Concorde Model Flying Club**, located in dusty farmland at Reeves Plains. At the heart of their operations is **Shane Oakes**, who has worked on the factory floor at Korvest for the best part of twelve years.

Throughout that time and for many years before, Shane has spent his weekends building and flying model planes. He's helped the Concorde Model Flying Club settle into their new location in recent times, turning a bare patch of paddock into a home away from home for the club's forty or so members. After shifting from place to place since the 1980's the Concorde MFC found a plot for sale in 2016 and with the assistance of the Model Aeronautical Association of Australia, purchased what would become their much awaited permanent base. Shane and his friends brought in mowers and graders, levelling out a carpark and a runway, and then set about erecting a clubhouse, kitchen, plus toilet and shower amenities. The facility is quite simply an oasis for lovers of model aircraft.

Shane, his wife Della and dog Wally oversee the canteen at the club, in between chasing after their 13 grandkids. Shane and Della have been married for 37 years and are quite simply inseparable, even moreso since Della conquered a serious health scare.

"Yep, Della had an aneurysm about eleven years ago." says Shane. *"We came close to losing her. I don't like leaving her home by herself now, so she comes out here all weekend with me and cooks for the boys. She loves it - we've had lots of good times out here."*

With a good chat and quick tour of the facilities out of the way, Shane heads out to the concourse. It's time to fire up a plane or two, and go flying.



Some of the guys are already flying, including Shane's friend Jeff, who owns a kerosene powered jet. Simply called a "Turbine," the model is almost as loud as the real thing, scything through the sky like Lieutenant Pete Mitchell and his F-14 Tomcat in Top Gun!

Shane shows off the two aircraft he's brought with him today. One is sitting idle on the neatly manicured lawns of the concourse - it's an "Ultra Stick" and probably won't take to the skies today. The other, which is fully charged and waiting in the shade of the club's pit area, is Shane's "Slick."

During the day, Shane is a sheetmetal worker at Korvest and he's great with his hands, so it comes as no surprise that he was able to build both of the planes he brought with him today. They're made primarily of timber, with a plastic film, propeller driven and battery powered. Despite their sturdy construction, the models are incredibly lightweight, making the hobby an accessible one for people from all walks of life.

Shane heads down to the pilot's area with the Slick, adhering to the club's safety policies to gain access to the runway, taxi his plane and then take off into the blue, travelling in the anti-clockwise direction the club has deemed to be the best flight path for today's conditions.



Shane and his colleagues demonstrate all manner of manoeuvres, some more acrobatic than others, depending on the nature of the model.

In the sky are all sorts of aircraft. Whilst Shane's Slick is able to perform loop-de-loops and barrel rolls, an older gentlemen with a glider soars high above the runway, silently floating on the breeze, only occasionally requiring operation of the motor. Other planes are driven by rear mounted fans and much like fighter jets, their speed and agility is incredible to watch.

Other members have historical models, such as a World War II Mustang, a Corsair from the same era and even a Fokker Monoplane distinctly painted in the colours of the Red Baron.



1

There's also the training planes, owned by the club and operated by two remotes. One of the club's youngest members is making use of a training plane today, keen to get his hours up before purchasing his own model and bringing it out to Reeves Plains. Training planes are impossible to crash, because they have a built-in safety feature, automatically commanding the plane to ascend if it is flown too low.

continued over ►



3



4

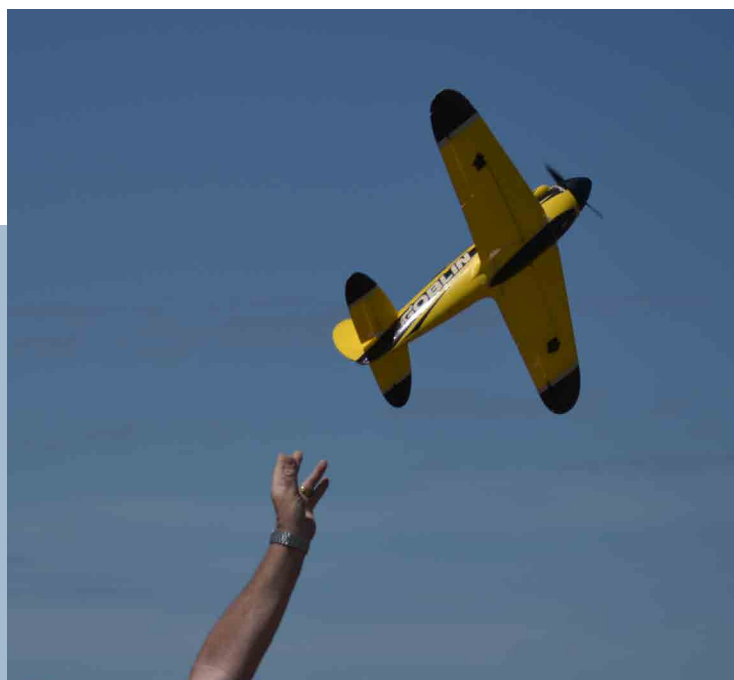
KEY:

1. Shane's Slick is easy to spot against a clear blue sky.
2. Model aircraft await flying time on the grass concourse in front of the club rooms.
3. The kerosene powered Turbine model is almost as loud as a real jet!
4. A model of the WWII era Mustang fighter plane takes off in front of the Reeves Plains grass.

Despite the rigorous training and safety protocols, sometimes accidents happen. With Shane watching on, one member of the club, whilst flying his model Pilatus PC-21, brightly painted in the livery of the RAAF Roulettes, noticed that his model wasn't handling the way it should. There was obviously some sort of mechanical issue occurring, but before he could safely land, the Pilatus crashed into the long grass at the end of the runway. The pilot walked over to retrieve the plane and the broken parts strewn in the grass and returned to the sympathy of the members present. Although upsetting, damage caused to model planes by crashing is rarely terminal. The plane was loaded into the back of the car, to be taken away for repairs. There's no doubt it will be flying around again next weekend.

In order to distract the unlucky pilot, one of the more outgoing members of the club, a gentleman named Steve, decided he'd try to fly the *Goblin*, a very small plane, with a shorter wingspan, designed for pylon racing. In pylon racing, model aircraft are navigated at high speed around a series of obstacles. To date, nobody at the club had managed to keep the *Goblin* airborne for any more than a few seconds, but given the beautiful sunny conditions, Steve was keen to take it on.

Unlike all of the other planes, the *Goblin* doesn't have landing gear and is launched by hand. The model is simply switched on and a friend throws the plane into the air. A member with the strongest baseball arm was selected, the propeller was fired up and the *Goblin* was thrown hard and high. At first, the *Goblin* appeared to dip dangerously back down towards the ground...



...but luckily, in the nick of time, it roared to life and shot off over the paddock at a lightning speed. Everyone on deck cheered and laughed as an excited Steve put on an aerobatic clinic with the bright yellow *Goblin*.

When the alarm on the remote control sounded the customary warning that the battery was running low, Steve skillfully and elegantly landed the jet on its belly only metres away from the crowd watching on. He had done a great job.

The end of the impromptu airshow provided everyone with an ideal opportunity to take a break and grab a drink, as the sun really started to belt down on the first warm day of spring.

"It's a good hobby," says Shane over an ice cold can of Coke, "It keeps me out trouble and I've made heaps of good friendships at the club."

Making friends, it seems, comes naturally to Shane. He goes on to recount stories of club trips to Lake Bonney and to other clubs around the state. He flicks through some photos on his phone of him and **John Whitehead** embarking on some camping and fishing adventures. The pair have regularly caught up outside of work since meeting on the factory floor at Korvest more than a decade ago.

"I've camped up here too, in my caravan. There's toilets and showers here, so we can stay the weekend. We've even done night flying, with lights on the planes."

Shane's hospitality is deeply ingrained in the Concorde Model Flying Club, and he'd be happy to show anyone around at the Reeves Plains clubhouse. It's a great setup, and it's easy to see how flying model aircraft can be plenty of fun.

Getting involved is simple - just head over to the Concorde MFC website, and make the trip out to the clubhouse during a weekend to have a trial run with a training model. Shane and all the members will be very keen to help you with advice on building or buying your own plane.



Thanks to **Shane Oakes** and the **Concorde Model Flying Club** for their participation in this article. All photographs taken by **Aaron Burgess** and used by permission of the Concorde MFC.

Concorde Model Flying Club

815 Boundary Road
Reeves Plains, SA 5502

www.concordemfc.com

New members always welcome.



DIRECTOR PROFILE: GARY FRANCIS

Korvest's board of directors have a challenging role. They're responsible for setting the overall strategic direction of the company and meeting the expectations of our stakeholders, but all must be balanced against fulfilling our legal and moral obligations in a world where there are just as many risks as there are opportunities. One long term member of the board is **Gary Francis**, and in this issue of Insight, we take a moment to get to know him a little better.

Gary was born in Cardiff, the largest city in Wales and spent the majority of his school years living in the south of England. It wouldn't be long, however, before Gary would be travelling the world, living or working throughout Asia and Australia.

However, from little things, big things grow and Gary's first part-time job was with a small business, running deliveries for a local butcher. Gary recalls persistently knocking on doors, an experience that built character and determination, qualities that he'd draw upon regularly as his career unfolded.

After completing a degree in Civil Engineering, in which he was admitted to the Honours program, Gary embarked upon an exciting and fulfilling work life, that took him to some incredible places at interesting times. Gary ranks two experiences as his career highlights: working at Uluru for the best part of two years and building two successful businesses in Vietnam.

The 1990's was a time of boom and expansion for Vietnam. Following the appointment of new leadership in the late 1980's, Vietnam emerged from the planned economy that had been typical of a Communist state, and adopted the free market, allowing private ownership, economic deregulation and foreign investment. Vietnam's growth, both socially and economically, throughout the 1990's was phenomenal. For much of that decade, Gary was operating two successful companies in Ho Chi Minh City.

Vietnam, to this day, remains Gary's favourite overseas destination, given his two daughters spent their formative years there and it is where his favourite family memories were made.

That said, Gary still has a place in his heart for the other nations in which business operated, such as Thailand, Cambodia, Laos, Myanmar, but particularly Vietnam, given that he has lived in Ho Chi Minh City for an extended period.

Gary's extensive success in business has opened up many opportunities for him to serve on the board of a number of public companies, both as an executive director, or an independent director. Now, Gary has over 20 years of experience at board level for NSX and ASX listed companies throughout Australia and Asia.

At Korvest, Gary is an Independent Director and Chair of the Remuneration Committee. Gary's role as a director is to monitor Korvest's monthly activities in areas ranging from safety, to financial performance and advise company management at regular board meetings.

In his down time, Gary has always enjoyed getting off the beaten track with his bike, taking on new gravel biking or mountain biking trails. In recent times, off-grid camping has been one of his particular interests, enjoying the solitude offered by travelling to remote and beautiful areas for a few nights.

At home, cricket season is one of Gary's favourite times of the year, regularly catching an international match, but from time-to-time, he also enjoys watching a closely fought game of footy.

The best advice Gary has been given in life is pretty straight forward: *"It's OK to make mistakes, but don't make the same mistake twice."* It's fantastic advice; a fervent commitment to continual learning helps us grow and is a key to success in life and work.

Photograph courtesy FMG Engineering website.

EMPLOYEE SHARE PLAN

ALL YOUR QUESTIONS ANSWERED
BY STEVEN MCGREGOR



Why do we have a share scheme?

It is good for employees and the company to have everybody share in the success of Korvest. If Korvest does well, the employees benefit through increased dividends and share price.

How does it work?

Employees are allocated \$500 worth of Korvest shares twice a year once they have achieved two years of service with the company (ie. \$1000 worth of shares each year). The shares can't be sold for seven years from the issue date, but employee shareholders are eligible for dividends.

Why is there a seven year restriction?

Korvest has to book an expense related to the shares issued and the length of the restriction period impacts on the value of that expense (and therefore an impact on Korvest's profit).

Why is it \$500 worth each time?

Under Australian tax laws, employees can receive \$1000 worth of shares each year, tax free, so the amount chosen is to ensure the shares are tax free when they are received.

What are the tax consequences?

Dividends - any dividends received are taxable, however given Korvest pays "franked" dividends, this means that the employees also get a franking credit to offset the tax required to be paid. What this means is that you get credit for Korvest

having already paid 30% tax on our profits and you only pay the difference between your tax rate and Korvest's tax rate. For most people, this will mean you pay only 3.5% tax on the dividends.

Sale of Shares - if you sell your shares, you may be liable for capital gains tax on half of the difference between the value of the shares when they were issued to you and the value that you sell them for.

What is the benefit of holding onto the shares?

Korvest's long-term employees who have held onto their shares have benefited significantly. There are currently eight current or former employees who hold in excess of 5,000 shares.

The employee with the highest balance holds 8,141 shares, which are worth more than \$55,000 as at October 2022. To date, over \$40,000 in dividends have been paid to this employee.

The Korvest Employee Share Plan is of great benefit to Korvest employees. It is fantastic to see so many people sharing the success of Korvest that they have played a part in. We love to see employees earning shares and watching the value of their investment and annual dividends grow.



ANDREW'S GREAT MATE ALBY



Alby's had a rough trot.

Born in 1999, of champion parentage, Alby began his life as a race horse named *Parlance*. Despite showing plenty of potential, Alby only placed once in his first five starts and didn't seem interested in racing. So, he became an events horse, competing in dressage and show jumping. Sadly, that didn't suit him either, and Alby found himself alone in a paddock with only a couple of sheep to keep him company.

Then Alby met Andrew and the pair immediately hit it off. Andrew was happy for Alby to continue his relaxing lifestyle in a paddock, munching on the occasional carrot, and from time-to-time, proudly participating in demonstrations by the *Barossa Light Horse Historical Association*.

It seemed things were turning around for Alby, until disaster struck again. One day, Alby stood on a nail, which drove in through his hoof and out through his ankle. The vet was called and the worst was feared. It was going to be touch and go for Alby for a while yet.

Thus began a period of intensive care for Alby, where damaged and infected parts of his hoof were removed and Andrew was required to regularly clean and dress the open wounds.

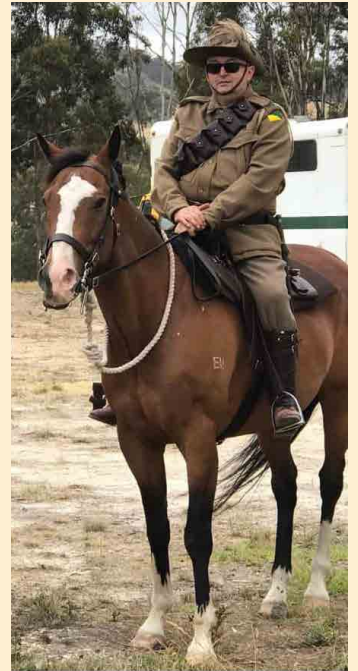
It took almost a full six months for Alby to recover, but he managed to get back up on his feet, just in time for Anzac Day in 2022.

Alby proudly carried Andrew through the streets of Adelaide for the Anzac Day parade, representing more than 138,000 horses that were sent over from Australia during the First World War and never returned home.

The Anzac Day parade is just one of many parades, exhibitions, memorial services and community events that Alby and Andrew attend throughout the year. Alby is perfect for the role - because he hasn't gone grey (war horses were always brown for reasons of camouflage).

Only one patch on Alby is white. He has an albino bottom - and that's why he was nicknamed Alby!

Thanks to Korvest HSEQ Manager **Andrew Mephram** for sharing Alby's story and images.



EZYSTRUT FLEET GOES GREEN

EzyStrut NSW Business Development Manager **Andrew Volkman** became the first of our external sales team to take delivery of one of our new Hybrid Electric fleet of Motor Vehicles in August 2022.

EzyStrut's external sales staff travel an average of 50,000km per year to all corners of Australia to service our customers. The initiative to transition to Hybrid Electric Motor Vehicles forms part of our mission towards reducing our carbon footprint wherever possible.

- Photo courtesy Steve Taubitz



THE GREAT ESCAPE!

LOCKED UP COMPANY MANAGERS IN DARING PRISON BREAK

In August 2022, EzyStrut's branch and department managers from around the country met in Queensland for the first managers meeting held since the onset of the pandemic.

The annual managers meeting consists of two busy days of discussion, where the results of the previous financial year are reviewed and plans for the future are established. Each manager is required to present to the team about developments in their departments. Outstanding initiatives and employees are recognised and strategies for improvement are suggested.

It has become customary at the meeting for a short team building exercise to be arranged and for the 2022 edition, our managers visited the **"Fox-in-a-Box" Escape Rooms**. The escape rooms are designed to test the communication and problem solving abilities of contestants... and they're also a lot of fun!

Upon arrival, the attendees divided into two even teams; one consisting of the EzyStrut sales managers, and the other made up of staff from the Korvest operations, engineering and corporate departments. Each team would start in a murder mystery room, before going head-to-head in a prison break scenario.

Whilst the murder mysteries were deemed a warm-up to the main event, they provided plenty of highlights. For example, it became apparent that EzyStrut QLD State Manager **Gerard Hegerty** has a hidden talent for picking combination locks, whilst EzyStrut's NSW State Manager **Corinna Hamilton** has no qualms about crawling into the darkness of a coffin in a serial killer's lair for the sake of her colleagues.



Both teams needed about 45 minutes to solve their relevant murder mysteries and exit the room, before they were arrested and marched off to jail!

The prison break scenario presented a number of different challenges, beginning with the need to extract a contraband mobile phone from an unflushed toilet! As the game unfolded, each team could view their opponent's progress on a conveniently placed monitor and it was clear from the outset that they were building towards a very close finish.

The final stages of the prison break involved gaining access to a code-locked strong box. Clues for the code were secreted around the jail cells and keying the correct sequence would allow teams to progress. Keying the incorrect sequence, on the other hand, would trigger a time delay on making further attempts.

Seeing that both teams were neck-and-neck, a member of the Korvest group (identity protected) elected to key a combination before examining all of the clues. It was a last-ditch, high-stakes gamble to win the competition.. but sadly the code was incorrect!

The setback meant that **Steve Taubitz** and **Aaron Burgess** had a little extra time to decipher the strong-box code in the adjacent cells, allowing the EzyStrut sales crew to break out of jail first and claim escape room bragging rights.

Special thanks to the Fox-in-a-Box team in Surfer's Paradise for their hospitality and providing the team photographs.

WE'RE ON THE ROAD AGAIN!



Life at work in the past two years has been a challenging time for all of us as we came to terms with the effects of the Covid-19 pandemic. Government restrictions, new norms around personal health and the economic impact of a world in shutdown affected our roles in many ways.

This has been especially true for EzyStrut's Business Development Managers and Sales Executives. The nature of their work varied considerably throughout the pandemic, sometimes forced to work at home and unable to perform their key role in visiting customers, both locally and interstate.

In recent times, however, as restrictions ease and life begins to get back to normal, our sales staff have been able to get back on the road and do what they do best: servicing our customers.

EzyStrut NSW welcomed **Learne Haggett** to their close-knit team earlier this year and together with **Kylie Elsley** and **Andrew Volkman**, the team has been busy reconnecting with our electrical wholesaler customers. Armed with some new merchandise, tote boxes and catalogues, Learne and Kylie have been helping out at customer barbecues and meat-pie breakfasts, assisting with the instore display of EzyStrut product (see photo below) and getting out to catch up with regional and interstate clients. Pictured above, Learne and Kylie were recently honoured to participate in a trade show at **MFW Fyshwick**, in Canberra. Their contribution to the show has reignited the relationship and allowed EzyStrut NSW to develop further sales initiatives to the industry in the ACT.



At EzyStrut in South Australia, Sales Executive **Mark Sweet** has also returned to the road, able to visit clients in the Red Centre and the Top End for the first time since the onset of the pandemic slammed borders shut all around the country. Recently, Mark packed a pallet full of display gear and exhibited at a trade show for **MM Electrical Alice Springs** (pictured above).

EzyStrut General Manager Steve Taubitz and QLD State Manager Gerard Hegerty were also able to reconnect with each other and a number of important clients at the recent Gemcell Conference (see photo at left).

In the coming months, the focus for all of our sales staff in our five branches will be re-establishing and bolstering relationships with contractors and wholesalers throughout the industry.



EMPLOYEE SURVEY: THE RESULTS



As most of our staff would be aware, Korvest operated an Employee Survey in September, with the help of an intelligent survey platform provided by **CultureAmp**.

CultureAmp are a specialist employee survey company, who have conducted surveys in more than 6,000 business worldwide, including McDonald's, Coles, K-Mart, Ticketmaster and the Richmond Football Club. Their platform provides complete confidentiality to employees and with specially designed questions, CultureAmp is able to effectively measure the views of staff on a myriad of company issues.

Korvest's survey was offered to 208 full-time employees who have been with the company for more than four weeks and pleasingly, our staff jumped at the opportunity, with 194 employees participating. That's 93% of us!

At least 80% of staff in every department responded, and 75% of employees left comments on the survey, which indicates we were considered and thoughtful in our responses. There were a total of 63 questions, focussed on anything from safety, quality, communication, leadership, recognition, company confidence and work-life blend.

The goal of the survey was to measure engagement, which can be defined as staff connection and commitment to the company and it's goals. The engagement of employees affects our performance and retention of talent.

To that end, Korvest is pleased to report that 62% of our employees returned an overall favourable response.

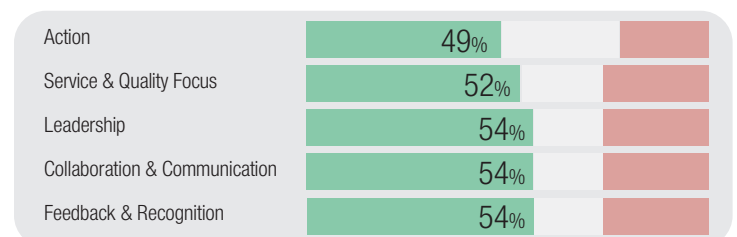


Diving deeper into the results and the responses recorded for specific groups of questions, Korvest has been able to identify areas in which our company is performing really well, as well as some areas where improvements can be made to increase morale among employees.

The five areas where the most staff offered positive responses were as follows:



The five areas where the least staff offered positive responses were as follows:



Along with the raw data outlined above and other statistics captured in the survey, CultureAmp were able to identify areas where the largest groups of staff gave similar responses, known as clusters. Identifying the largest clusters gives Korvest management a starting point for improvement.

By working in these areas first, engagement and morale can be increased initially among the largest group of staff, allowing for a greater impact of any initiatives implemented in response to the survey outcomes.

The three areas below were identified by CultureAmp as “Impact Areas.”

FACTOR	QUESTION	SCORE
Leadership	“The leaders at Korvest have communicated a vision that motivates me.”	46%
Leadership	“The leaders at Korvest demonstrate that people are important to the company’s success.”	52%
Service & Quality Focus	“We acknowledge people who deliver outstanding service here.”	52%

Following the identification of these action areas, senior management have met to discuss key actions, beginning with the clear communication of Korvest’s Vision and Values to all staff. In the coming weeks, signage will be erected in every department clearly outlining the company vision statement and six key operating values (see below). Our leaders have also committed to visiting branches and departments to communicate further results of the employee survey and speak with staff in small groups about our goals for the future.

In the medium term, our Human Resources Manager will be tasked with developing a specialised employee engagement program. The program will have three key elements, designed to address the impact areas above.

The first element will involve the development of communication toolbox meetings (separate to the regular safety updates) in order to circulate important information about the company and our industry to all employees.

The second element will focus on formalising a program for recognising outstanding employees and providing assistance and feedback to all staff on a regular basis.

Finally, Korvest wishes to relaunch and build upon the events and initiatives that the company has used to celebrate our success and bring our teams together in the past. Covid-19 has certainly impacted on our ability to facilitate these initiatives in the past two years and the survey results have clearly reflected a desire to get them back online.

These are a just a few actions that management intends to take as a direct result of the survey - please stay tuned for more details as soon as they come to hand.

Overall, the response to the survey was fantastic, both in terms of participation and the data retrieved. The honest and thoughtful responses provided by all our staff are most certainly appreciated - so much so, that planning is already under way to conduct another employee survey in 2023.



OUR VISION

Our vision is to be the leading supplier of engineered solutions and systems to the infrastructure, industrial and commercial construction sectors.

OUR VALUES



Always Safe and Environmentally Focussed

We are committed to safety. All staff should return home in the same condition as they arrived at work. We strive for Zero Harm.

We continually strive to reduce our impact on the environment. We actively contribute to the communities in which we operate.



Act with Integrity

We believe in personal accountability, being open, honest and transparent in our communication with all staff, customers and stakeholders.

We have a strong set of governance principles that underpin the way in which we operate our business.



Work as One Team

We value everyone’s experience, skills and knowledge. We embrace diversity, inclusiveness and respect for each other.

We strive for simplicity and accountability and do what we say we are going to do.



Think Customer

Our passion is to provide the highest standards of product, service and value to our customers.

Our staff are dedicated to build and maintain meaningful relationships and deliver innovative solutions for our customers.



Pursue Excellence

We drive innovation and continuous improvement to enhance our products, processes and solutions.



Financially Responsible

We operate within our defined risk appetite to deliver sustained value for our stakeholders and strive for long-term financial excellence.



PROJECT FOCUS: MELBOURNE METRO TUNNEL

Victoria's Big Build is changing the face of Melbourne, as the state government spends more than **\$90 billion** on transport projects aimed to keep up with the state's growing population.

Without doubt, one of the centrepieces of the program is the Melbourne Metro Tunnel, which is currently burrowing its way under the CBD, linking Sunbury in the west to Cranbourne in the east. More than 9km of tunnels will help to untangle the loop of railways in and around Melbourne, carrying bigger trains, adding more stations and creating capacity for an extra 500,000 passengers during peak hour.

Four giant boring machines spent much of 2020 and 2021 digging twin tunnels 40 metres below ground level, removing 600,000 cubic metres of soil, enough to fill the MCG from top to bottom.

Five new railway stations have been established, near Arden, Parkville, the State Library, the Town Hall and the Anzac Memorial, each a feat of engineering and beautiful architecture.



The stations will also house more than two kilometres of intelligent platform screens - the first of their kind to be installed in Australia. The screens segment the passenger concourses from the train tunnels, improving safety and making ventilation of both the network, and the stations, far more efficient. When a train arrives, it will intelligently align with automatic doors built into the platform screens.

EzyStrut's branch in Derrimut, Victoria is proud to have been involved in the project for the best part of four years, beginning with planning and engineering meetings held with various contractors back in 2018. Large scale supply of materials kicked off in 2021 and will continue throughout 2023 until the project is completed, with an opening date expected in 2025.

The opening date of 2025 is sooner than everyone expected, with the State Government of Victoria announcing recently that the project was progressing ahead of schedule, revising the expected completion deadline of 2026.

The fact that the tunnels have been dug so quickly presented one of many challenges to the EzyStrut Victoria team and Korvest Engineering in Adelaide, as contractors sought design and manufacture of custom cable and pipe systems against ever tightening timelines.

EzyStrut has worked closely with all the major contractors, including **Nilsen, Stowe,** and **Cross Yarra Partnership Design & Construction**, which includes the **John Holland Group** as key partner.

Each of the contractors have played a different role in the project, responsible for various segments of the network. For example, Nilsen and Stowe have been conducting much of the work in the brand new stations.

Whilst both Nilsen and Stowe have installed large quantities of standard tray and ladder product, EzyStrut were also called upon to provide customised solutions.

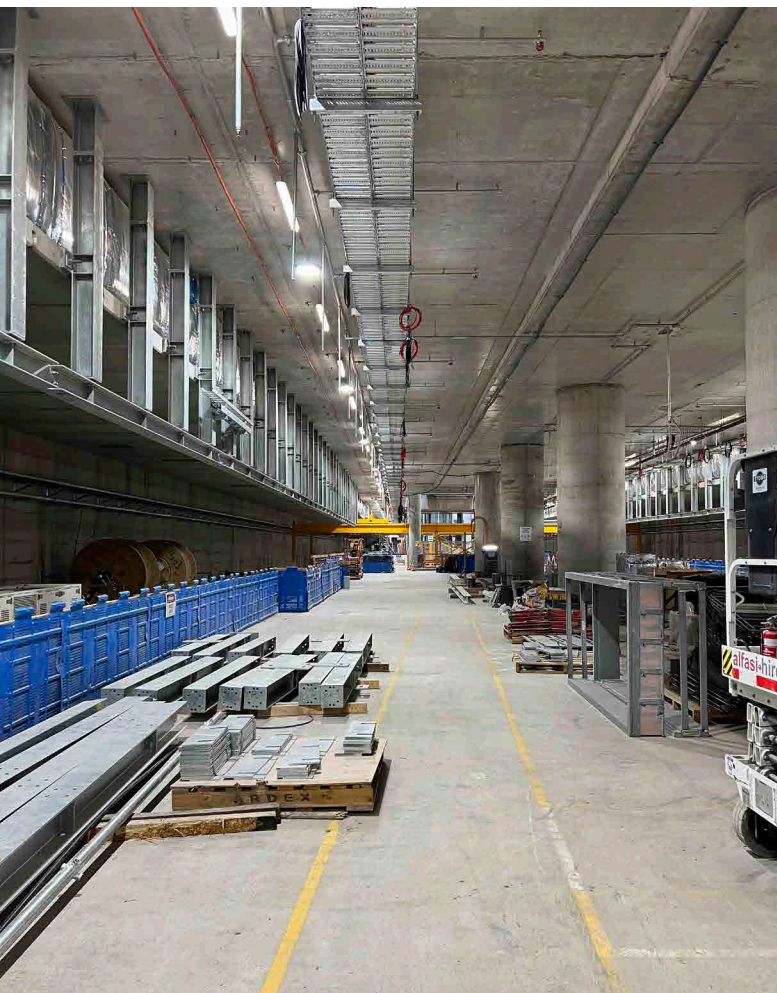
Nilsen installed EzyStrut's leading FR60 and FR70 fire rated cable ladder product, along with specially designed trapeze brackets. Many sections of these runs were designed and tested by Korvest's engineering department, meeting the high standards typically demanded by crucial public infrastructure projects.

Stowe on the other hand, elected to utilise the FR50 fire rated cable ladder, mounted on customised cantilever bracket assemblies.

Meanwhile, Cross Yarra Partnership Design & Construction has been working primarily within the tunnels, installing large quantities of EzyStrut's Nema 2 and Nema 3 cable ladder offering with custom designed covers. EzyStrut also assisted CYP D&C with the design of a number of bespoke products including the leaky feeder brackets used throughout the network of tunnels. Leaky feeder cables are commonly used in underground projects such as mines or rail tunnels, where the cable is designed to give off radio waves and enable communication.

In June 2022, EzyStrut Victoria State Manager **Chris Carassellos** was lucky enough to tour the project, along with Korvest CEO **Chris Hartwig**, EzyStrut General Manager **Steve Taubitz**, and EzyStrut Queensland State Manager **Gerard Hegerty**, who is just about to oversee EzyStrut's supply to a similar rail tunnel project in Brisbane (see photograph at left).

All images courtesy of Gracchus250 Wikimedia Creative Commons 4.0, apart from photograph of Korvest and EzyStrut staff visiting the Melbourne Metro Tunnel project in 2022.



CONGRATULATIONS SERVICE AWARDS



PETER CUMMINGS - 20 YEARS
GALVANISING



MINH PHAM - 20 YEARS
MANUFACTURING



RAFAEL SALINAS - 20 YEARS
GALVANISING

CHRIS CARASSELLOS - 5 YEARS
EZYSTRUT VICTORIA





MATTHEW GERLACH - 15 YEARS
OPERATIONS



DAVID GILDER - 15 YEARS
EZYSTRUT SA SALES



**DANIEL
HATOWSKYJ**
5 YEARS
MANUFACTURING



**SHAJU
KOCHZUTHIAL**
10 YEARS
GALVANSING

CONGRATULATIONS SERVICE AWARDS



ANTHONY SPADAVECCHIA - 10 YEARS
CORPORATE



NGUYEN NGO - 15 YEARS
MANUFACTURING



IRIS NAVAL
5 YEARS
OPERATIONS

**PARESHKUMAR
PATEL**
10 YEARS
GALVANISING





COLIN KERR -15 YEARS
MAINTENANCE



ADRIAN LAGANGA - 5 YEARS
EZYSTRUT VICTORIA



JAMES ASMOLO - 15 YEARS
MANUFACTURING



THANH NGUYEN
5 YEARS
MANUFACTURING

WELCOME ABOARD

NEW STAFF PROFILES



DAVID MURADA
GENERAL MANAGER
KORVEST GALVANISERS



What are the responsibilities of your role?

General Management of the Korvest Galvanising division of Korvest.



What were you doing before you came to work at Korvest?

Regional Operations Manager - Liberty OneSteel (Infrabuild).



Where is your home town?

Born and bred in Adelaide!



How do you have your coffee?

Coming from Italian heritage, I like to start with a double shot, short black.



What do you like to do in your spare time?

Generally, I do some sort of sporting activity - like running and cycling.



What is your hidden talent?

I can tell the future.



What's your favourite holiday destination?

Botswana.



You're a superhero... what's your power? Invisibility or flight?

Definitely invisibility.



What's your go-to Karaoke song?

I was told very early in life that I was tone deaf, so I should just mime.



If you had to eat one meal everyday for the rest of your life, what would it be?

Ravioli.



Who is the most famous person you've met?

Nelson Mandela.



DOAN PHAM
WELDER
EZYSTRUT FABRICATION



What are the responsibilities of your role?

I weld cable ladder!



What were you doing before you came to work at Korvest? I was also welding, but a different type of welding - sliding gates and fences.



Where is your home town?

I'm from Hanoi, the capital city of Vietnam.



How do you have your coffee? Two sugars and milk. I don't drink much coffee, only twice a week on Monday and Friday, because I can't sleep!



What do you like to do in your spare time?

I love playing pool.



What is your hidden talent?

I'm not sure... sorry!



What's your favourite holiday destination?

Brisbane.



You're a superhero... what's your power? Invisibility or flight?

Can I choose invisible?



If you had to eat one meal everyday for the rest of your life, what would it be?



Traditional Noodles - Pho.



Who is the most famous person you've met?

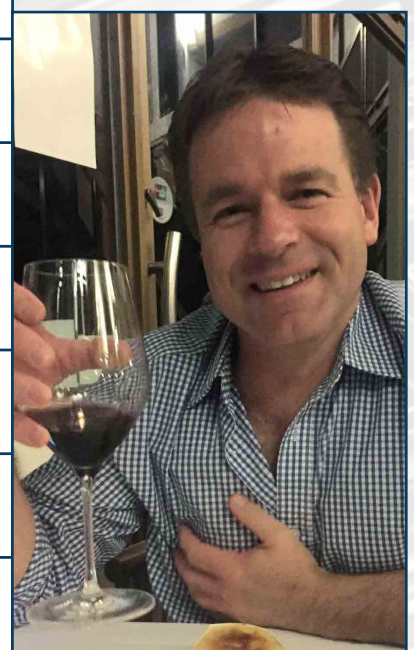
I haven't met anyone famous, but I would like to meet Efren Reyes. He's a pool player from the Phillippines and the best of all time.

MICHAEL McWADE
CUSTOMER SERVICE SUPERVISOR
EZYSTRUT QUEENSLAND

	What are the responsibilities of your role? Servicing enquiries and providing the best customer service possible		What is your hidden talent? Seeing the best in every situation.
	What were you doing before you came to work at Korvest? Sales Manager at a Sales & Marketing Company.		What's your favourite holiday destination? Whitsundays.
	Where is your home town? Corowa, New South Wales.		You're a superhero... what's your power? Invisibility or flight? Flight.
	How do you have your coffee? With just a splash of milk!		What's your go-to Karaoke song? All the Small Things - Blink 182.
	What do you like to do in your spare time? Going on little adventures with my children.		If you had to eat one meal everyday for the rest of your life, what would it be? Pizza.
			Who is the most famous person you've met? Leigh Matthews.

IAN HANCOCK
PROCUREMENT MANAGER
OPERATIONS

	What are the responsibilities of your role? Managing the sourcing and planning of incoming parts and materials.
	What were you doing before you came to work at Korvest? Planning and purchasing parts used to build cars and buses.
	Where is your home town? Adelaide, born and bred!
	How do you have your coffee? Strong latte, with no sugar (I have been told!).
	What do you like to do in your spare time? Endless work around my property in the hills, always something to do.
	What is your hidden talent? Electrical Engineering (once upon a time).
	What's your favourite holiday destination? The Kimberley area, in northern WA.
	You're a superhero... what's your power? Invisibility or flight? Flight - imagine not needing to drive anywhere!
	What's your go-to Karaoke song? Wild Thing, by The Troggs, from what I can remember!
	If you had to eat one meal everyday for the rest of your life, what would it be? Steak & Chips.
	Who is the most famous person you've met? Bono from U2.



WELCOME ABOARD

NEW STAFF PROFILES



ALESSIA VALLELONGA
CUSTOMER SERVICE OFFICER
EZYSTRUT VICTORIA



What are the responsibilities of your role?

Attending to customers, answering all inquiries, doing my best to accommodate all customers!



What were you doing before you came to work at Korvest?

Before Korvest I was working at StarTrack and Linfox as a customer service representative.



Where is your home town?

Melbourne, Australia.



How do you have your coffee?

Iced Latte, or Almond Cap :)



What do you like to do in your spare time?

Pilates and watching *The Real Housewives*.



What is your hidden talent?

I wish! I don't have one, I'm sorry.



What's your favourite holiday destination?

Anywhere around Europe.



You're a superhero... what's your power? Invisibility or flight?

Invisibility.



What's your go-to Karaoke song?

I don't know!!!



If you had to eat one meal everyday for the rest of your life, what would it be?

Pasta.



Who is the most famous person you've met?

I don't know!!!



BRIAN CHUKWU
GRADUATE ENGINEER
KORVEST ENGINEERING



What is your hidden talent?

After seven years of trying, I convinced myself that I can be allowed to sing in public.



What's your favourite holiday destination?

Holidays spent at home.



You're a superhero... what's your power? Invisibility or flight?

I'm too heavy for flight!



What's your go-to Karaoke song?

Can't Help Falling in Love - Elvis Presley.



If you had to eat one meal everyday for the rest of your life, what would it be?

Noodles.



Who is the most famous person you've met?

If only I would leave the house!

HENRY SIMOLO
STOREPERSON
EZYSTRUT QUEENSLAND



What is your hidden talent?
I'm a really good climber.



What are the responsibilities of your role?
I'm a material handler.



What's your favourite holiday destination?
I don't really have a favourite.



What were you doing before you came to work at Korvest?
I worked as a Freight Sorter, at Aramex.



You're a superhero... what's your power? Invisibility or flight?
Either - I don't have a preference!



Where is your home town?
Apia, the capital city of Samoa.



What's your go-to Karaoke song?
Nah, none!



How do you have your coffee?
Nice and sweet.



If you had to eat one meal everyday for the rest of your life, what would it be?
Taro & Lamb.



What do you like to do in your spare time?
I like to work on cars.



Who is the most famous person you've met?
David Tua - he's a former Samoan champion boxer.

MIN JANG
MACHINE OPERATOR
EZYSTRUT MANUFACTURING



What are the responsibilities of your role?
I'm operating the laser cutting machine - cutting mild steel, aluminium, stainless steel, everything except wood!



What were you doing before you came to work at Korvest?
I was a mobile phone repair technician in a shopping centre.



Where is your home town?
Seoul, South Korea. My mother and father and extended family are still there.



How do you have your coffee?
Mostly, I go for a flat white.



What do you like to do in your spare time?
My wife and I have a two-year-old and a newborn - it's a really good time for me, but my spare time is spent caring for them when I get home!



What is your hidden talent?
I good at handling small items - I have a good eye for details.



What's your favourite holiday destination?
Bali - for my honeymoon, about six years ago. It was very memorable.



You're a superhero... what's your power? Invisibility or flight?
I want to fly!



What's your go-to Karaoke song?
I love ballads - I'm a romantic!



If you had to eat one meal everyday for the rest of your life, what would it be?
Any kind of noodles.



Who is the most famous person you've met?
I haven't met anyone famous, but I would like to meet Roger Federer some day. I am a fan of tennis and he is a great player and a good person.



WELCOME ABOARD

NEW STAFF PROFILES

SACHIN DAS PROJECT OFFICER OPERATIONS



What are the responsibilities of your role?

To dispatch project deliverable on time, customer interactions and document control.



What were you doing before you came to work at Korvest?

I was working in the same role back in India.



Where is your home town?

Maharashtra, India.



How do you have your coffee?

I'm a tea person - I love to have black tea.



What do you like to do in your spare time?

Exploring new place for my next travels, cooking.



What is your hidden talent?

Aerodynamics.



What's your favourite holiday destination?

I love travelling - difficult to choose one, but Bali, Indonesia.



You're a superhero... what's your power? Invisibility or flight?

Invisibility.



What's your go-to Karaoke song?

Tum Mile dil Khile aur jeene ki kya chahiye.



If you had to eat one meal everyday for the rest of your life, what would it be?

Burrito.



Who is the most famous person you've met?

The God of Cricket - Sachin Tendulkar.



In addition to the staff featured in the previous couple of pages, Korvest would like to offer a warm welcome to all the new team members who have joined the Korvest family In the past six months.

Korvest is proud to have you on board and wish you all the best for a fantastic career with the company!

Learne Haggett

Ross Fraser

Jamie Howe

Hien Mai

James Mutch

Minh Pham

EzyStrut NSW Sales

EzyStrut SA Warehouse

EzyStrut SA Manufacturing

EzyStrut SA Manufacturing

EzyStrut SA Fabrication

EzyStrut SA Manufacturing



SNAPSHOT: GEORGE WASHING-STUFF!

After many weeks of inclement weather, Korvest Galvanisers Customer Service Manager, **George Elvin**, took the opportunity to conduct some spring cleaning on the first sunny day in November.

Armed with a high-pressure cleaner, tracksuit pants and comfortable footwear, George showed the pride he has in his workplace by removing dirt, grime and spiderwebs from the external walls of the Galvanising Sales Office.

Thanks to Korvest Galvanisers General Manager **David Murada** who was able to capture the moment on camera!



BRINGING BACK THE BARBECUE

The Korvest company barbecue is a long-held company tradition that is much-loved by all our staff. It provides us with the opportunity to get together across departments, share a tasty meal, recognise employee milestones and catch up with important news from upper management and around the company.

For the best part of two years, the barbecue was shelved due to ongoing Covid safe protocols, and it was missed by all. Fortunately, the barbecue was able to make a comeback recently, and it returned with a vengeance!

On June 24th, two food vans were sighted driving into the apron of the Kilburn warehouse and word quickly spread that the relaunch of the Korvest company barbecue was going to be pretty special!

The first van, a bright green machine, was from **Spuds & More Mobile Catering**, offering piping hot baked potatoes, along with selection of mouthwatering toppings.



Staff could choose from traditional ham and sour cream, to a vegetarian filling, or the more adventurous chilli or bolognese flavours.

The second van operator, (amusingly dubbed **Van Dough Gourmet Doughnuts**) was offering hot cinnamon donuts and milkshakes. There's no better smell than a hot doughnut and the line-up quickly snaked around the warehouse! Fruit salad was also on offer for those that are a little more calorie conscious, so absolutely nobody was left without dessert after their spud.

With lunch well underway, **Chris Hartwig** and **Gavin Christie** gave an update on the major projects that have driven Korvest's most profitable year on record, before presenting awards for staff celebrating work anniversaries and overseeing the all-important raffle, handing out plenty of gift cards to the lucky winners.

Despite the food and the prizes, it was the comradeship that we had missed the most, and it's great to be able to get together again!



FAREWELL RETIREMENTS



“TURBO”

Congratulations and farewell to Chris Lennon, who retired from full time work with EzyStrut Manufacturing after 19 years of service in 2022.

Affectionately known to his colleagues as “Turbo,” Chris was farewelled at the Korvest company barbecue in June, where General Manager of Operations Gavin Christie recounted the first time they met at EzyStrut many years ago.

Gavin asked Chris “Why does everyone call you Turbo?” to which Chris responded without hesitation, “I’m the fastest ladder welder here, mate!”

It has been estimated that Turbo welded over a million metres of cable ladder during his time with Korvest, but it’s his respect, consistency and determination that made him a popular staff member and he will be missed by his workmates and throughout management.

Picture above courtesy Jan van Rooyen: Chris Hartwig and Gavin Christie present Chris Lennon with a retirement gift.

“RAFFA”

Congratulations and farewell to Rafael Salinas, who retired from full time work with Korvest Galvanisers after 20 years of service in 2022.

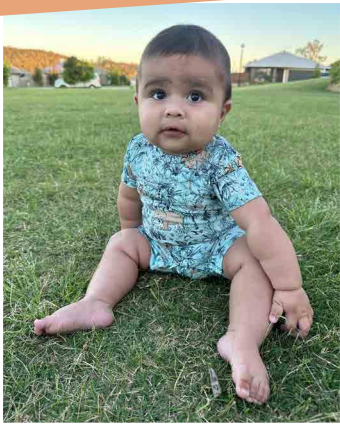
Raffa has been immensely popular amongst his colleagues and was known to be a very patient and understanding trainer of new employees. A number of current staff have been trained by Rafael, and because of this fact, his influence on the success of the company will continue for years to come. A staff barbecue at Galvanising was held in his honour in October.

Rafael is an avid artist and is looking forward to having some extra time to paint a few more landscapes and portraits during his retirement.

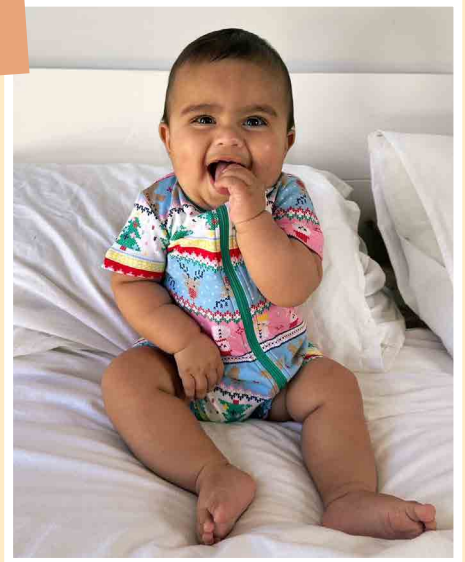
Picture: Korvest Galvanisers General Manager David Murada presents Rafael Salinas with a retirement gift.



BABY NEWS!

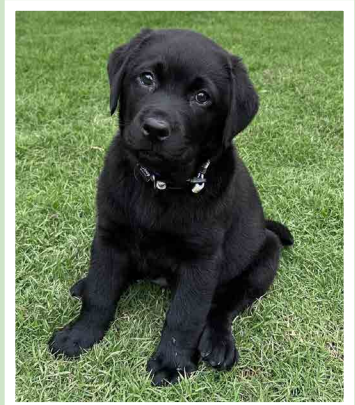


Congratulations
Paul, Serafina, Selena and
Bianca Bugeja
who welcomed
Paul Rokolati
to their family on
Friday April 1st, 2022.



PUPPY NEWS!

Congratulations to Ness Reed
and her partner Bec, who adopted Frankie in October.
Frankie is a female black labrador who loves zooming around
the backyard and making friends at puppy pre-school!



Staff from Korvest Galvanisers celebrated a record month in August 2022 by having lunch together!
Congratulations to the each member of the team, who have contributed to fantastic recent results. Picture: David Murada.

Your wellbeing is important



Free



Confidential



Available for up to 3 sessions per issue

EAP Connect

Access on the go support from Converge International

To download search 'EAP Connect' in your app store. Install today to find out more

Korvest group of companies



Available on the
App Store



Get it on
Google play



Find out more:

T: 1300 our eap (1300 687 327)

**E: convergeinternational.com.au
convergeinternational.com.au**