



CLIMBING
THE BRIDGE
WITH
TEAM NSW

THE PINNACLE

MEMORIES, MILESTONES & LANDMARKS



CREATIVE
CATCH-UPS



ROCKING
THE OPERA



ASH GETS
MARRIED!

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.

NEW HOME FOR EYZYSTRUT NSW

- 4 Check out the exciting designs for the new home of EzyStrut in Sydney, at the Bankstown Aerodrome.

BOARD MEMBER PROFILE #1

- 6 Korvest board member Therese Ryan shares how great advice has helped her learn and achieve success.

THE WEDDING PROJECT

- 7 Ashams heads to Kerala to get married to beautiful Navitha... in style!



ON TOP OF THE WORLD

- 8 EzyStrut NSW do something different for their end-of-year celebration, climbing the iconic Sydney Harbour Bridge together.

ROCKING THE OPERA

- 10 EzyStrut has been working hard on the revitalisation of another Sydney Harbour icon: the Opera House!

BRYN ESTYN BOOST

- 12 Hobart's water supply gets a much needed upgrade and EzyStrut Melbourne have been happy to help.

BIG JET PLANES

- 14 The Air 7000 Project in Adelaide is complete and David Gilder's EzyStrut SA team have played a leading role.

STAFF MILESTONES

- 16 Check out the accomplishments of some of our longest serving employees.



THE CATCH-UPS CONTINUE

- 17 EzyStrut SA and EzyStrut VIC follow the lead of their NSW counterparts with unique end-of-year celebrations.

BOARD MEMBER PROFILE #2

- 18 Long serving board member Gerard Hutchinson tells us about his newspaper round and life in the Middle East.

WELCOME ABOARD

- 20 Get to know some of the new employees who have joined Korvest in recent times.



OFF CUTS

- 26 All the snippets of Korvest news that you might have missed during the first few months of 2023.

A NOTE FROM CHRIS

A lot has happened since our last newsletter.

A key recent activity was the staff survey that was conducted using the Culture Amp platform. At the time of the previous newsletter, we were still unpacking the results and determining our next steps. Some of the key outcomes from the survey have been as follows:

- Presentation of survey results, Korvest Vision & Values to staff by me
- Development of a staff engagement plan by HR
- A staff referral program for staff vacancies
- Productivity schemes for EBA employees
- Revamped performance management, focusing on 1-on-1's for all employees
- Toolbox topic changes

Recently we released our financial results for the half year ended December 2022. Our results were again very strong. Revenue remained at high levels, with a solid profit and \$0.25 dividend paid to our shareholders, including many staff members, in early March. The Board again approved the issue of \$500 worth of shares to eligible employees.



Thank you to all employees for these impressive results.

EzyStrut continued their strong run in the infrastructure space, with a number of different tunnels being supplied during the past 6 months. The future pipeline of work looks strong. The factory performed well and we will continue to invest in our capability.

Galvanising had an excellent half. A lot of work has gone into our pre-treatment and kettle chemistry and our quality has never been better. A world renowned consultant visited the business for 3 days and we have lots of improvement opportunities ahead.

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.

Kind regards,
Chris Hartwig



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EZYSTRUT BUILDS PREMISES AT BANKSTOWN AERODROME

EzyStrut's market share in New South Wales has grown considerably since our Sydney branch settled into their premises at Prestons. Whilst the current warehouse and office facility have provided more than a decade of fabulous service to the company, it has been clear for some time that our capability in Sydney needed to expand.

To that end, **Corinna Hamilton** and the EzyStrut NSW team will be moving to a brand new, purpose-built, market leading distribution facility in the coming months.

The new facility is currently undergoing the final stages of construction and is more than double the size of the Prestons branch, improving efficiencies for the NSW team and their many clients. Comprising 3,500 square metres of warehouse space and up to 2,500 square metres of hard stand, day-to-day unloading, storing and loading of inventory in large quantities will be made much easier.

Situated in the 430 Marion Street commercial development at Bankstown Aerodrome, the new location will also bring EzyStrut NSW nearer to the heart of the city.

The new warehouse is close to the major motorways, reducing travel time from the Sydney CBD to the branch to around thirty minutes, offering more convenience to our valued customers.

Further to demonstrating our increasing commitment to the NSW market, the new facility also helps EzyStrut in our mission to minimise our impact on the environment. The new facility will be Six Green Star compliant, incorporating solar panels, energy efficient lighting, grey water recycling systems, and a number of other environmental initiatives aimed at reducing our carbon footprint.



EzyStrut NSW State Manager Corinna Hamilton says her team can't wait for the move to begin. "Everyone is really excited. Everything will be brand new and a fresh start, really tapping into the feeling that a change is as good as a holiday."

Above all, it's the extra space that excites the NSW office and warehouse staff the most. Unlike Prestons, the new warehouse at Bankstown Aerodrome will have twin, drive-thru entrances both at the front and the rear of the property. Large trucks and customer vehicles will be able to simply drive into the yard and straight out again, without the need to unhitch or reverse their trailers. Flat, bitumised surfaces throughout the yard and at the entrance ways will also make transport of goods much easier.

In the office, larger meeting areas and fresh new workspaces will make arriving at EzyStrut a fresh and inviting experience for both clients and staff.

The move has been much anticipated, with unseasonal heavy rainfall in Sydney among a number of challenges that delayed construction at Bankstown Aerodrome late last year. Corinna is pleased to report however, that recent progress has been swift and the finishing touches are now being applied, with a final handover slated for the end of May.

Site progress photographs and building design images courtesy of Steve Taubitz.





DIRECTOR PROFILE: THERESE RYAN

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 of the newer members of the board is **Therese Ryan**, and in this issue of Insight, we take a moment to get to know her a little better.

Therese is one of eight children, born and raised in Werribee, Victoria, where her family operated a large dairy farm. Her ties to the area are strong, given her ancestors from Scotland and Ireland settled there more than 150 years ago. After spending much of her young childhood on the farm, Therese attended boarding school in nearby Geelong before heading to Melbourne University to study law; the first of her family to complete a university degree.

During her university years, Therese worked her first part-time job, serving as a waitress and barmaid at the local pub. She applied by simply knocking on the door and asking if there were any vacancies! Therese stayed on for four years whilst she completed her studies and loved every minute. From there, Therese headed to a law firm, first as a clerk and then a solicitor, where she remained for 23 years, eventually becoming a partner in the firm.

Her legal expertise would soon take her all over the world, sought after by some well known companies, such as Qenos (an Exxon Mobil / Orica joint venture) and General Motors, where she acted as general counsel for GM Holden in Australia, progressing to head of legal staff for General Motors across the Asia-Pacific region and around the world. Therese cherishes some of her work at General Motors as the highlight of her career, working in a small team to navigate GM out of bankruptcy in 49 days during 2009. The feat ensured the job security of thousands of workers, not only with General Motors all over the planet, but also those employed by an extensive network of suppliers and distributors.

In some ways, her retirement from General Motors soon after opened a whole host of new opportunities for Therese, who was then invited to serve on the board of a number of organisations, both listed and not-for-profit. Some of those organisations include Bapcor, (which owns popular automotive brands such as Midas, Autobarn and Burson) and

Sustainable Timber in Tasmania, helping to manage more than 800,000 hectares of forest on the Apple Isle. Currently, Therese is also chair of Hancock Victorian Plantations and Gippsland Water, making her work both highly diverse and challenging.

At Korvest, the role Therese serves on the board is similar to that of the other directors, looking after the governance and strategic oversight of the company, but with the strong influence of her skills and background in law. Therese views Korvest's biggest challenge at the moment to be expanding our offering so the company is not too dependent on government infrastructure projects. Her priority is also increasing the personal satisfaction and development of Korvest's workforce, ensuring the company can prosper and continue to grow.

Therese is a strong believer in continuous learning and throughout her life has always endeavoured to improve her skills and qualifications, even as recently as last year, when she completed an online Diploma in Circular Economy with Cambridge University, as well as a Harvard Diploma in Cyber Security during 2021; both subject areas particularly relevant to conducting business around the world today.

In her down time, Therese has a number of great loves, most notably spending time with family, particularly her two daughters and participating in her local community and sport. Therese is a fervent Richmond Tigers and Melbourne Vixens fan, doesn't mind the cricket, and loves heading to the gym.

Travelling the world extensively has also been a passion for Therese. As well as living in China for four years and working as part of many global teams throughout her career, Therese has holidayed in all sorts of interesting and exotic places. Her most memorable trip remains one that she took when she was 23 years old and would be impossible to complete today: a bus ride over four months from London to Nepal, crossing Europe, Turkey, Iran, Afghanistan, Pakistan and India. It was during this trip that Afghanistan became her favourite place, visiting before war ravaged the nation. She says Afghanistan was incredibly beautiful and the people were lovely.

The best advice Therese ever received was from her mother: "Be kind and keep a good sense of humour." It's great advice to follow: injecting fun into life and making plenty of friends, both during and away from work.

Image courtesy Sustainable Timber website.

THE WEDDING PROJECT

It's December 2022, in God's Own Country: the city of Kerala, on the south-west coast of India. Known for coconut trees, beautiful beaches and scenic mountain views, it's India's city on the water, and it's also home to Korvest Projects Officer, **Ashams Winnes**.

Ashams has travelled to Kerala for a special occasion. He's getting married to his beautiful partner, **Navitha**. In Ash and Navitha's community, weddings are monumental events, taking place over the course of four days, filled with colour, ceremony and fun with family and friends.

The nuptials began with a glittering engagement party, which is seen as a celebration of the bride and her family. A large contingent of guests gathered in preparation for the week's events, eating, dancing and enjoying each other's company. In Navitha's case, 500 of her friends and relatives were in attendance.

Part of this event involves a presentation of sweets to the couple by their Godparents, and the gathered audience is asked three times if the wedding can proceed. With a sense of cheeky humour, the first two requests are loudly denied, before the crowd relents and gives their permission. By the time the engagement reception began that evening, the number of guests grew to 1200 and the festivities continued well into the night. The next day, the couple travelled to the bride's local church for a formal ceremony with a priest, who confirmed that they can be married.

A few days later, the formal wedding ceremony began and in contrast to the engagement, the wedding is focused on the groom and his family. After meeting at home for a word of prayer, Ash, Navitha and their families headed to the pre-wedding celebration with more than 300 invited guests. The next day, the formal ceremony occurred at the groom's local church. In Ash's case, the church is the 150-year-old Holy Family Church in Perumpilly. Ashams grew up only minutes from the church, which is an ornate, white-washed cathedral, filled with flowers for the occasion. A team of priests conducted the ceremony, during which Ashams placed a beautiful gold necklace around Navitha's shoulders, signifying the beginning of their married lives.



More than a thousand of Ash's friends and family then accompanied the couple to the wedding reception, where all the invited guests danced the night away. Every single one of the events was beautifully decorated in carefully chosen colour schemes. Key members of the bridal party wore coordinated outfits and a professional photographer and videographer were on hand to ensure the brilliance of the day is never forgotten.

Soon after the celebrations, Ashams and Navitha were lucky enough honeymoon in the beautiful Maldives, known for its relaxing resorts, perfect weather and incredible beaches. It's a chance for the couple to simply chill out together before heading back to work.

For Ashams, work is in Adelaide, but for the short-term, Navitha's employment will keep her in India. The couple hope to reunite in mid-2023, when Navitha plans to move to Australia. No doubt the memories of their wedding will certainly sustain their love in the meantime.

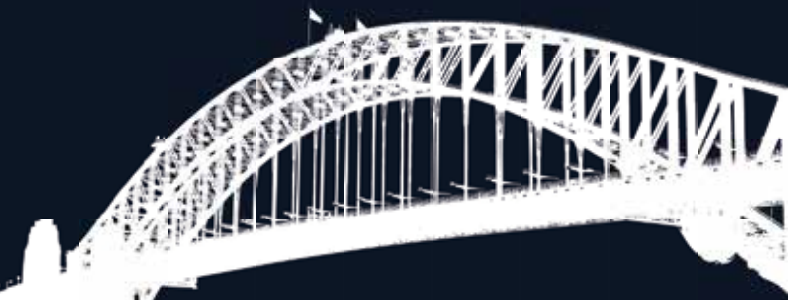
Images and story courtesy Eden Park and Ashams Winnes.





SYDNEY HARBOUR BRIDGE CLIMB:

ON TOP OF THE WORLD



EzyStrut's team in NSW has broken a number of sales records during the past couple of years, supplying to a number of major infrastructure jobs in Sydney and its surrounds. To celebrate the end of 2022 the team in Prestons were keen to do something a little different. They wanted to cap a memorable period for the branch with a memorable end-of-year celebration.

So, in late November, the key staff of the New South Wales office took some time out on a Saturday afternoon to experience one of Sydney's most popular tourist attractions: climbing the **Sydney Harbour Bridge**.

Constructed throughout The Great Depression years and completed in 1932, the Sydney Harbour Bridge is no less iconic today than it was all those years ago, remaining one of the most easily recognisable symbols of not only Sydney, but also Australia.

Spanning 1,149 metres and standing at more than 134 metres above water level, the bridge carries thousands of commuters each day, back and forth from the North Shore, via train, automobile, bicycle and on foot.

For those that are keen to scale the bridge's iconic arch, there's a detailed training seminar, a special outfit and exactly 1332 steps to the top. **Raquel Barham** and her colleagues were lucky enough to take on the challenge during a warm and sunny day. The whole process, according to Raquel, took around three hours from 1pm, allowing the team to catch up for dinner and drinks afterwards at the nearby Helm Bar and Bistro in Darling Harbour.

After listening intently during the training seminar, climbers are kitted up with specially designed overalls. From the photographs, the full length overalls appear to be warm to wear, but ►

Raquel notes that they are produced from a very lightweight and breathable fabric, making the climb a little more comfortable, particularly when the ocean breeze picks up as the participants ascend.

Each climber also wears a harness, which is clipped to a rail that runs all the way to the top. Raquel was towards the rear of her group, climbing behind **Learne Haggett** and in front of **Mireille Tannous**, who was the last in line.

During the climb, the tour guides stop at intervals to take some spectacular photographs and explain the history of the Sydney Harbour Bridge. For Raquel, the most amazing stories recounted focused on the conditions that workers faced during construction of the bridge in the 1920's. Workers were not supplied with harnesses, free climbing more than 90 metres above water level to painstakingly drive more than six million rivets into the 52,800 tonnes of steel used to span the harbour. As many as sixteen young men died as a result of accidents during construction and many more were injured, including one young man who survived a fall from the bridge to the waters below.

Taking into account these stories and the sheer height of the structure, Raquel notes that all of her colleagues were justifiably nervous before setting off on the climb, however, when the excursion got underway, the nerves settled and all members of the EzyStrut NSW team were more than equal to the task, enjoying the breathtaking views in what everyone has since confirmed was one of the most memorable experiences of their lives.

Raquel is so complimentary of the climb, that she has already booked in to do it again with members of her family. For those considering the climb, her advice is simple:

"Don't hold back!"



Photographs courtesy BridgeClimb Sydney. Thanks to Raquel Barham for telling her story.





PROJECT FOCUS:

SYDNEY OPERA HOUSE

RENEWAL OF AN ICON

There's no doubt about it, the Sydney Opera House is the most iconic building in Australia. Instantly recognisable all over the world, the image of the Sydney Opera House's crisp white sails, juxtaposed against the indestructible grandeur of the Sydney Harbour Bridge, is a not only a symbol of the city, but also our nation.

Notching its 50th Birthday in 2023, the Sydney Opera House design was selected from a world wide contest to create an iconic structure for Bennelong Point in 1959. From more than 233 entries and 32 countries, a number of simple sketches from Danish architect Jorn Utzon was the clear winner and thus began an incredible fourteen years of construction.

From the beginning, construction was delayed by budget blowouts and engineering challenges and by the time it opened in 1973, the Sydney Opera House had cost AUD \$102 million; ten years late and 1357% over budget.

Fifty years later, most Australians and visitors to Sydney Harbour would agree that the results were well worth the expenditure.

That said, no building can survive without continual maintenance or upgrade, and the need for both at Sydney Opera House has only been highlighted as the years pass by. To that end, the New South Wales government has embarked upon almost ten years of renewal at the Sydney Opera House, totalling more than AUD \$300 million since works began.

Renovations kicked off in 2017, when upgrades were made to the Joan Sutherland Theatre, on the eastern side of the Opera House. Much of the work in this area centred around replacing aged rigging, lighting and sound systems, as well as expanding the orchestra pit. In 2019, the Yallamundi Rooms were refreshed, making space for large scale functions with incredible views of the harbour.

In 2020, a brand new entry and loading dock was constructed, directing some 1000 delivery vehicles per week underground to their destination rather than along the forecourt.

Finally in 2022, two monumental phases of the renewal were completed. Firstly, office space on the western aspect of the Sydney Opera House were converted into a brand new Centre for Creativity, where families can enjoy free workshop programs all year round. Secondly, the Main Concert Hall underwent large scale renovations, aimed at improving shortfalls in acoustics and audience comfort from the original design. Among a whole suite of upgrades were a brand new sound system, installation of acoustic panels and reflectors, lowering of the main stage area, automating curtains and backdrops, improving access for the disabled and opening up rehearsal rooms.

EzyStrut's NSW branch is proud to have been involved with supplying cable and pipe supports to a number of contractors working on many different aspects of the Sydney Opera House over the past ten years. That said, our involvement ramped up considerably in July 2020, when the major alterations to the Concert Hall and addition of the Centre for Creativity projects commenced and tenders were sought.

In conjunction with **Downer EDI Engineering Power Pty Ltd**, EzyStrut has been fortunate enough to provide these two stages of the renewal with large quantities of standard and made-to-order product.

EzyStrut's range of Fire-Rated Cable Ladder has been used for critical services within the Sydney Opera House renewal, whilst our standard duct product and ET3 cable tray has also been installed throughout the Main Concert hall and Centre of Creativity.

In some areas with exposed ceilings, a more aesthetic and architectural look was required, and as such EzyStrut has been able to arrange for the powder-coating of cable tray for a variety of spaces. Orange coloured tray was supplied for supporting electrical cables and white was used for communications.

Along with the major tray and ladder products, EzyStrut has delivered thousands of fasteners and accessories to the Sydney Opera House. From start to finish, we've been aided in a large part by our fixing and fasteners supply partners, whose range and advice continue to improve and compliment our offering to major projects. The seamless nature of these relationships between manufacturers, contractors and client has helped EzyStrut remain an agile, reliable and effective supplier.

EzyStrut NSW / ACT State Manager **Corinna Hamilton** describes her branch's association with the Sydney Opera House Renewal as "smooth sailing" and is confident that EzyStrut will be the preferred supplier of cable and pipe supports when future opportunities arise at the iconic site.

Concert Hall image courtesy NickD-Wikimedia Commons CC4.0.
Opera House image courtesy Thomas Adams-Wikimedia Commons CC4.0.





PROJECT FOCUS:

BRYN ESTYN WATER TREATMENT PLANT

A forty-five minute drive north-east of Hobart, along the Lyell Highway in the picturesque region of Lawitta, lies the **Bryn Estyn Water Treatment Plant**, on the banks of the Derwent River.

Bryn Estyn is Hobart's primary source of drinking water, supplying more than 60% of the city's annual requirements. Since its construction and commissioning in 1962, Bryn Estyn has undergone two separate upgrades to keep up with the expanding boundaries of the city, in 1972 and 1992.

Fast forward to 2022, and TasWater is further redeveloping the Bryn Estyn Water Treatment Plant, increasing operational efficiency and modernising the facility.

The latest upgrade will be capable of processing an extra 160 million litres of drinking water daily and is modular in design, allowing further, seamless upgrades for the City of Hobart in the future.

In recent summers, much of Tasmania has been subject to water restrictions, placing limitations on how residents go about common tasks around the home such as watering the garden, refilling the swimming pool, and washing the car. Therefore, the Bryn Estyn redevelopment is much needed and highly anticipated.



TasWater announced the upgrade in 2020, expecting it to become the largest program they've undertaken, costing in excess of AUD \$240 million. The redevelopment includes the installation of brand new clarifying tanks, an ozone treatment plant, filtration facilities and state-of-the-art ultra-violet disinfection. All of these elements will not only increase the amount of water processed, but also make the plant more effective.

From the outset of the project in 2020, EzyStrut, along with our agents in Tasmania, have been actively supplying the redevelopment of the Bryn Estyn Water Treatment Plant.

With the assistance of AWM Hobart, and Dynamite Tasmania, deliveries direct to site began in May 2022 and ran multiple times each month throughout the remainder of the year. EzyStrut's extensive experience with providing goods to numerous major builds held our team in good stead to ensure that supply to Bryn Estyn progressed smoothly throughout the project.

A number of different product groups were quoted and supplied to Bryn Estyn, from hot dip galvanised Nema standard Cable Ladder to carry high voltage cables, along with the required channel, fasteners and fittings necessary for installation.

Stainless steel cantilever brackets and stainless steel E5 pipe clips were also a feature of the project. EzyStrut's E5 Clips are manufactured with a unique burst thread, eliminating the need for a hex nut and making quick, single handed installation a breeze. All EzyStrut stainless steel products are manufactured from 316 grade material, making them perfect for the ambient conditions often experienced in a water treatment plant and ensuring years of service from each component.



EzyStrut's supply to the Bryn Estyn Water Treatment Plant compliments recent similar projects undertaken near Melbourne, at Boneo for South East Water, and Drouin for Gippsland Water. All three projects are testament to EzyStrut's ability to provide quality product for some of the nation's most important infrastructure builds.

*Main image courtesy TasWater (Progress photograph of Bryn Estyn Water Treatment Plant).
Fresh Water inset image courtesy Unsplash.
Hobart aerial image courtesy Diego Delso-Wikimedia Commons 4.0.*





PROJECT FOCUS: **AIR7000** PHASE 2B

The Air 7000 Phase 2B Maritime Patrol Aircraft Replacement Project is one of the Royal Australian Air Force's most ambitious projects, involving works across five different bases of operations in four different states.

At the heart of the project, however, is the facility at the RAAF Base Edinburgh, approximately 25km north-east of the City of Adelaide and only a 15-minute drive from EzyStrut headquarters in Kilburn, South Australia.

The Air 7000 Project has a simple aim: to prepare all the facilities required for the RAAF's replacement of the propellor driven AP-3C Orion fleet of aircraft, with the jet powered P8-A Poseidon. The P-8A Poseidon is based on Boeing's 737 Next Generation line of jets and has been adapted for use by militaries in nations all over the world. With a range of 7,500km and a top speed of 907km/hr, the P-8A Poseidon will be used by the RAAF for search and rescue operations, anti-submarine and anti-surface warfare, and maritime surveillance. The P-8A Poseidon is also capable of air-to-air refuelling of other aircraft from its 34 tonne internal fuel tank.



The Australian Government has already taken delivery of eight P-8A Poseidons, with plans to add a further six to the fleet, headquartered at the No.92 Wing and No.292 Squadrons at Edinburgh.

However, before the fleet of brand new aircraft could take to the skies over the oceans and territories that surround Australia, capable support facilities were required on base. To that end, RAAF Edinburgh embarked on a \$160 million project to ready itself for the arrival of the P-8A Poseidon.

The initial stages involved extending the main runway at Edinburgh by more than 174 metres, strengthening the surface coverings on the aprons and taxiways, upgrading runway lighting and erecting a brand new rinse facility to clean aircraft that have picked up contaminants whilst flying various missions at low altitude.

Subsequently, RAAF Edinburgh has commissioned the construction of a 17,500m², \$80 million Operational Conversion Facility (OCF). The monumental project will house two hangars and all that is needed to service the P-8A Poseidon fleet, along with administration and training facilities for the crews that will operate and maintain the aircraft.



The OCF features the administrative headquarters the No.92 Wing and No.292 Squadron, along with several ceremonial spaces and 300-seat theatre. The remainder of the buildings are set aside for training, complete with flight simulators, tactical briefing areas, classrooms, and even a scale model of a P-8A Poseidon fuselage.

Under the roof of the two hangars, state-of-the-art workshops will be installed for maintenance of the aircraft, along with upgraded fire stations and temporary accommodation for visiting pilots, cabin crew and other personnel.

EzyStrut SA is proud to have been involved with the construction of all these facilities since initial phases of the Air 7000 project began in 2016. In fact, such was the significance of works, that material deliveries to the major electrical contractor, **Tyrone Electrical**, continued for almost twelve months throughout 2017. EzyStrut supplied approximately 2.5km of cable supports during this period, in the form of ET3 Cable Tray, Nema 2 Ladder and FR50 Fire-Rated Ladder systems, tailored to the meet the rigorous specifications that often accompany major defence projects.

A large portion of the supports required seismic restraint, presenting a number of interesting challenges. In some areas of the hangar buildings, product was suspended more than four metres from the ceiling, making flexible wire restraint of the cable runs unfeasible.

Instead, EzyStrut SA State Manager **David Gilder**, along with Korvest's Engineering staff, worked with the contractor and the client to design a custom system of rigid bracing, using a combination of EzyStrut's channel product and structural angle. The agility and ingenuity demonstrated by EzyStrut enabled Tyrone Electrical to deliver the project on time, and on budget in January 2018.

EzyStrut's successful association with the Phase 2B portion of the Air 7000 program has guaranteed our participation in the next phase, which has kicked off in 2022 and will involve delivery of material for a further twelve months.

Whilst part of the same program, the next phase is preparing RAAF Edinburgh for the arrival of seven brand new MQ-4C Tritons. The MQ-4C is a high altitude, long endurance, remotely piloted drone that will compliment the P-8A Poseidons during their maritime patrols.



The major contractor for the next phase is **Nilsen Pty Ltd**, and EzyStrut will supply a range of different cable support products, including powder-coated white EzyMesh throughout 2023 until project completion.

Main image courtesy Flickr-PACAF-CC2.0
Inset image courtesy Bidgee-Wikimedia-CC4.0
Hangar image courtesy Flickr-ADF-CC2.0
MQ4C Triton Image courtesy Picryl Public Domain

CREATIVE CATCH-UPS!

When the pandemic arrived and group functions were among the first events to suffer at the hands of health restrictions, the popular end of year functions were paused at Korvest and they were sorely missed by all our staff.

With the world open for business again in 2022, teams from around the country were able to hold their first end of year celebrations for some time.

Earlier in this issue, we showed how EzyStrut NSW decided to make their function a memorable one by climbing the Sydney Harbour Bridge together, but they weren't the only team to get creative when planning their catch-ups before the break.

For instance, the team at EzyStrut in Melbourne (see photo at right) elected to put their tenpin bowling skills to the test, heading to the brand new Archie Brothers Cirque Electric in Docklands. Opened in 2018, but closed for extended periods since, Archie Brothers is the ultimate arcade experience, featuring mini-golf, laser-tag, dodgem cars, video games and of course, cafes and bars. EzyStrut VIC Warehouse Supervisor **Adrian Laganga** returned the best ten pin scores for the evening, closely followed by Sales Executive **Tony Grammaticopoulos**.



Over in South Australia, the sales team from Kilburn headed to Pirate Life Brewing in Port Adelaide. The craft brewery has become a local attraction since it was launched in 2019, featuring meals, tasting paddles, fire pits, pinball machines, shuffle board, live music and even an on site barber shop.

Whilst the team didn't indulge in a haircut, they did grab a tasting paddle, sampling some innovative beverages with some very exotic flavours, including a Halloween themed beer that poured red and green, tasting of watermelon, raspberry and toffee apples!

As the night unfolded, the families of some of the staff were able to join in on the occasion, enabling everyone to get to know each other better and bond a little over a meal and a drink.

Both events were fantastic ways to cap off successful periods for the two branches, who have continued to return record results despite all the new challenges experienced as the world began to return to some sense of normality after the Covid-19 threat was mitigated.

Melbourne team photo courtesy of Amanda Scully.

Adelaide team photo thanks to Shannon Thomas.

Both used with permission.





DIRECTOR PROFILE: GERARD HUTCHINSON

Our second Director Profile for this issue of Insight is **Gerard Hutchinson**. Let's take a moment to get to know him a little better.

Gerard was born in Grafton and spent his early childhood in northern New South Wales. He attended high school in the north-western Sydney suburb of Carlingford and it was during these days that Gerard worked his first job; delivering newspapers around the neighbourhood. Whilst doing so, Gerard noticed that a number of homes had overgrown lawns, so, he developed a flyer offering lawn mowing services and dropped them off along the route of the newspaper round. The idea was an immediate success, bringing in plenty of extra pocket money.

When high school finished up, Gerard headed to university, which began an extensive journey in further study. Initially, Gerard completed a undergraduate degree in Economics, which in later years led to a Masters Degree in Business Administration, Business Law and Information Systems Management. Gerard states, "each allowed me to expand my knowledge in areas that broadened my skill set beyond my technical training as a finance professional." In time, Gerard became a fellow of the Australian and New Zealand Institute of Chartered Accountants, as well the Australian Institute of Company Directors, equipping him for the career he has experienced to date.

Gerard's work has opened many opportunities for him with large, multi-national companies, working in a number different industries and corners of the world, such as Leighton Holdings (now Cimic), a well-known engineering-led construction company working with mining and major infrastructure projects. Gerard also worked with AECOM, holding senior positions overseeing the company's interests throughout Australia, New Zealand and the Asia-Pacific region.

These roles and many others led to Gerard's most recent achievement, which has been helping to create strategy and transforming the culture of 35 disparate companies across contracting, industrial, services, healthcare and real estate ventures in order to publicly list the group with an annualised revenue of US \$1.1 billion.

Gerard rates this accomplishment as his career highlight: "It was like building a car whilst it was picking up speed! Exhausting, but ticked off on the bucket list."

Throughout his career, Gerard has sat on the board of a number of organisations, both public and private. Some of his public company experience includes AusGroup Limited and the Depa Group, which operate in within different areas of the construction industry, whilst in the private sphere, stints on the boards of Benthic Geotech Pty Ltd and AGC Industries Pty Ltd kept him very busy. Gerard also serves on the Advisory Board for the Australian Institute of Company Directors in the Middle East.

Incidentally, the Middle East and Asia is where Gerard has garnered a lot of work experience and he cites the United Arab Emirates and Singapore as his favourite countries to live. That said, Gerard also enjoys visiting developing nations, because that's where some of the world's most exciting business opportunities exist.

On the Korvest board, Gerard is an Independent Non-Executive Director and Chair of the Audit Committee. These roles involve reviewing the strategic, risk and compliance aspects of the company, whilst also taking a lead role in financial reporting and establishing internal controls to safeguard the business. For Korvest, Gerard's priorities are clear: he wishes to see the company grow into "an environmentally sustainable organisation that adopts technology aimed at accenting our strengths and core value to our customers, now and into the future."

Away from work, Gerard is an avid sport fan, and enjoys cricket, soccer or rugby. Regardless of who wins, it's the passion and sacrifice of world class athletes he admires. Gerard also has a habit of carrying a book or crossword everywhere he goes, just in case he finds himself with a spare minute; even if it's waiting in line for something at the shops on the weekend.

Gerard has a couple of key mantras he loves to follow. Firstly, he doesn't worry about what he can't fix and goes to bed each night confident he's done everything he can throughout the day. Second, from working many years in Asia, Gerard is struck by the fact that the Chinese characters for crisis, and opportunity, are very similar.

Worrying only about what we can control, and learning to sense the opportunities in hardships, are great virtues to uphold in both work and in life.

Image courtesy Depa Limited website.

CONGRATULATIONS SERVICE AWARDS

GERRY HANCOX - 30 YEARS
GALVANISING



SYAFII ACHMAD - 10 YEARS
GALVANISING



PRAMOD GOPALKRISHNAN
15 YEARS
GALVANISING



BRAD ROBERTSON - 15 YEARS
EZYSTRUT SA SALES



DAVE OWEN - 25 YEARS
EZYSTRUT SA WAREHOUSE

CONGRATULATIONS AMANDA SCULLY

EzyStrut Victoria is pleased to announce the promotion of **Amanda Scully** to the position of Sales Executive.

Amanda joined EzyStrut's Derrimut team as a Customer Service Officer last year and has quickly proven herself a fantastic asset to the company. Amanda has already developed a strong rapport with our clients and is looking forward to developing her skills within the industry in an external sales role.

Amanda will transition to her new position over the coming months following further training with EzyStrut VIC / TAS State Manager **David Fenwick**. Please join us in congratulating Amanda and wishing her all the best of success in her new role!



WELCOME ABOARD

NEW STAFF PROFILES



CHRISTINE KAINE
HUMAN RESOURCES MANAGER
KORVEST CORPORATE



What are the responsibilities of your role?
The development of people and culture across Korvest.



What were you doing before you came to work at Korvest?
I was working as an HR Manager for a manufacturing company and in mental health training and research.



Where is your home town?
Adelaide.



How do you have your coffee?
LARGE, and lots of them!



What do you like to do in your spare time?
Family trips with my two young kids, TV streaming to chill out at night.



What is your hidden talent?
Assembling flat pack furniture.



What's your favourite holiday destination?
Eight weeks across Europe!



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



What's your go-to Karaoke song?
Wake me up before you Go-Go by Wham! (but let's keep that between us)



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 think I have yet...



AHMED ELBADAWI
CAPITAL PROJECTS ENGINEER
OPERATIONS



What are the responsibilities of your role?
Capital Projects Engineering



What is your hidden talent?
Football (soccer).



What's your favourite holiday destination?
Moscow or Shanghai - hard to pick which was better!



What were you doing before you came to work at Korvest?
Production / Maintenance Engineer



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



Where is your home town?
Khartoum, Sudan.



What's your go-to Karaoke song?
Anything by Queen!



How do you have your coffee?
Black, no sugar and no milk.



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



What do you like to do in your spare time?
Run, crossfit, football (soccer).



Who is the most famous person you've met?
Frank Lampard.

SAMATE MOUN MATERIAL HANDLER EZYSTRUT SA WAREHOUSE			What is your hidden talent? I have no idea!
	What are the responsibilities of your role? Really just pick stuff and make sure I pick the right things in the correct amounts!		What's your favourite holiday destination? A cruise for sure. A cruise ship, doesn't matter where it goes!
	What were you doing before you came to work at Korvest? Building buses.		You're a superhero... what's your power? Invisibility or flight? Flight.
	Where is your home town? I was born in Hamilton, New Zealand.		What's your go-to Karaoke song? I want it that way by the Backstreet Boys.
	How do you have your coffee? I absolutely hate coffee! I don't really have a source of caffeine, to be honest.		If you had to eat one meal everyday for the rest of your life, what would it be? A good steak.
	What do you like to do in your spare time? I'd like to train at the gym, but what I really do, is daddy duties!		Who is the most famous person you've met? I came close to Usher one time!

CHAN MOUN MATERIAL HANDLER EZYSTRUT SA WAREHOUSE	
	What are the responsibilities of your role? Mainly truck loading and looking after the powdercoating... but I can do everything on the warehouse floor.
	What were you doing before you came to work at Korvest? I was building buses, and before that I was working on a production line.
	Where is your home town? Andrews Farm. I'm not going to give you my whole address, people might rock up to my door!
	How do you have your coffee? I normally don't drink coffee, but if I have it, it's sweet.
	What do you like to do in your spare time? I'm a gamer... I like PC Games. I'm also a family man, so I have to watch my kids.
	What is your hidden talent? I don't have a clue. I'll let others work that out!
	What's your favourite holiday destination? I've been to Cambodia to visit family, but I'd love to go to Japan or New Zealand.
	You're a superhero... what's your power? Invisibility or flight? Probably invisibility, so no-one sees me!
	What's your go-to Karaoke song? Khmer songs. My family has a karaoke machine preloaded with lots of songs from Cambodia.
	If you had to eat one meal everyday for the rest of your life, what would it be? Rice.
	Who is the most famous person you've met? A Khmer Singer - Khem. He's been to Australia and I saw him live.



WELCOME ABOARD

NEW STAFF PROFILES



ROB WAKEFIELD
CAPITAL PROJECTS & MAINTENANCE MANAGER
KORVEST OPERATIONS



What are the responsibilities of your role?

I am responsible for driving capital projects as well as overseeing the maintenance team.



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

I was Service Operations Manager with Torque Industries.



Where is your home town?

Adelaide, SA!



How do you have your coffee?

White with no sugar, extra shot of coffee, usually.



What do you like to do in your spare time?

Cooking, gym, spending time with my kids.



What is your hidden talent?

Drumming.



What's your favourite holiday destination?

We went to the U.S. a few years ago prior to the kids coming along.



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

Invisibility.



What's your go-to Karaoke song?

I can't sing, so I don't!



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

Definitely steak.



Who is the most famous person you've met?

Ronnie Coleman - a famous professional bodybuilder.



ARASHVEER SINGH
MATERIAL HANDLER
EZYSTRUT QLD



What are the responsibilities of your role?

Warehouse all-rounder - pick and pack, loading and unloading of trucks



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

Living in New Zealand.



Where is your home town?

Bay of Plenty, New Zealand.



How do you have your coffee?

I'm too hyper for coffee, but I like a nice Chai Tea though.



What do you like to do in your spare time?

Play basketball.



What is your hidden talent?

They are hidden from me too!



What's your favourite holiday destination?

Airlie Beach.



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

Flight.



What's your go-to Karaoke song?

Never been to Karaoke!



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

Karahi Chicken.



Who is the most famous person you've met?

Kane Williamson - former captain of the New Zealand cricket team.

DAVID FENWICK
STATE MANAGER
EZYSTRUT VICTORIA

	What is your hidden talent? Working with my hands.
	What are the responsibilities of your role? I'm ultimately responsible for the overall profitability of VIC/TAS sales for EzyStrut.
	What's your favourite holiday destination? We're going to Thailand again soon, so I love Thailand.
	You're a superhero... what's your power? Invisibility or flight? Flight.
	Where is your home town? I grew up Sydney, but have spent the last 23 years in Melbourne.
	What's your go-to Karaoke song? Wedding Cake Island - Midnight Oil. (It's an instrumental!)
	How do you have your coffee? I don't. I'm a tea drinker!
	If you had to eat one meal everyday for the rest of your life, what would it be? I have Indian every Sunday night, so, Indian food.
	What do you like to do in your spare time? Restoring and riding vintage motorcycles and spending time with the family.
	Who is the most famous person you've met? Lewis Hamilton, Mark Webber and Mick Doohan.

TANISHA PRASAR
CUSTOMER SERVICE OFFICER
KORVEST GALVANISERS

	What are the responsibilities of your role? My job involves daily customer interactions, sales related tasks, coordinating between the internal team and keeping records.
	What were you doing before you came to work at Korvest? Prior to joining Korvest, I was working at my family business.
	Where is your home town? Chandigarh, India.
	How do you have your coffee? I am more of a tea person.
	What do you like to do in your spare time? I love dancing. Also love travelling and visiting cool new places.
	What is your hidden talent? All of my talents are pretty evident!
	What's your favourite holiday destination? Has to be Switzerland, for sure!
	You're a superhero... what's your power? Invisibility or flight? Flight! Considering my love for travelling, it would be amazing to fly wherever and whenever I like.
	What's your go-to Karaoke song? I haven't done Karaoke.
	If you had to eat one meal everyday for the rest of your life, what would it be? Any dish with Indian cottage cheese.
	Who is the most famous person you've met? I have met a couple of Bollywood singers / actors, but no-one too famous.



WELCOME ABOARD

NEW STAFF PROFILES

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!

Manoj Kumar
(EzyStrut NSW Warehouse)

Anthony Schmidt
(EzyStrut NSW Warehouse)

Emmanuel Gono
(Galvanising)

Ifeanyi Ifesinachi
(Galvanising)

Piyush Joshi
(Galvanising)

Ankit Maan
(Galvanising)

Alex Robinson
(Galvanising)

Gurjinder Singh
(Manufacturing)

Paul Martin
(EzyStrut SA Warehouse)

Siva Sivakeethanan
(EzyStrut SA Warehouse)

Michael Ellis
(Galvanising)

Ioan Bledea
(Galvanising)

Ankit Boyala
(Receiving)

David Eckermann
(Engineering)

Russell Jurgens
(EzyStrut VIC Warehouse)

Bernardus De Gooijer
(EzyStrut NSW Warehouse)

Vijaya Mandava
(Maintenance)

John Floyd
(Maintenance)

Daniel Hirut
(EzyStrut VIC Warehouse)

Darryn Karutz
(Galvanising)

Aakash Malik
(Galvanising)

Maulik Patel
(Galvanising)

Dylan McKean
(Fabrication)

LILY LEMALU CUSTOMER SERVICE OFFICER EZYSTRUT NSW		
	What are the responsibilities of your role? Answering phone calls, processing sales orders, administrative duties and much more.	
	What were you doing before you came to work at Korvest? Master Data Officer at Sydney Water.	
	Where is your home town? Wellington, New Zealand.	
	How do you have your coffee? Hazelnut latte on soy, with one Splenda - extra hot!	
	What do you like to do in your spare time? Spend time with my family and friends.	
	What is your hidden talent? Not sure if you would call this a hidden talent, but I can deadlift 150kg and back squat 140kg. Looking to beat my PB!	
	What's your favourite holiday destination? Hawaii.	
	You're a superhero... what's your power? Invisibility or flight? Flight.	
	What's your go-to Karaoke song? Spend My Life With You by Eric Benet.	
	If you had to eat one meal everyday for the rest of your life, what would it be? Anything seafood!	
	Who is the most famous person you've met? I haven't met anyone famous.	



ALEX ROBINSON



ANKIT MAAN



PIYUSH JOSHI

INTRODUCING THE: EMPLOYEE REFERRAL PROGRAM

Korvest is proud to announce the launch of brand new initiative open to all staff: the **Employee Referral Program**.

Without any doubt, Korvest's greatest asset is our team of loyal, hardworking and skillful staff across all departments. We also understand that great people have great friends and relatives, which is continually highlighted by the fact that some of our longest serving staff members, in a broad cross section of roles, were initially recommended for employment at Korvest by someone they knew.

Korvest would like to further encourage this phenomenon, by offering an incentive to those employees who successfully invite a friend or family member to fill an open role with our company. The incentive is open to all employees and applies to all available positions.

If your friend or relative applies and is appointed to an available position, you will be paid a \$250 bonus once they complete their first month of employment, followed by a further \$750 when they complete their six month probation period. That's a total of **\$1000** per referral!

Furthermore, there are now positions available as full-time, permanent roles, directly with Korvest. Referrals for these roles no longer need to be submitted via labour hire.

To view a full list of current openings, head to the careers section of the Korvest website: **korvest.com.au/careers** or contact HR to refer your friend today.

For further details, look out for the poster below, which will be displayed in prominent positions around our workspaces.



EMPLOYEE REFERRAL PROGRAM



DO YOU KNOW SOMEONE KORVEST SHOULD HIRE?

Refer a friend for a vacant role at Korvest and earn a **\$1000*** reward!

- ✓ Open to all employees
- ✓ Applies to all available positions

Plus: we now offer full-time, permanent roles directly with Korvest.

Contact HR to refer your friend today!

email: **hr@korvest.com.au**

EzyStrut



*\$250 is paid to you when your friend completes their first month of employment with Korvest. The balance of \$750 is paid to you when they have successfully completed their six month probation period. Please note payments are made the same as other incentives/bonuses (paid via payroll and subject to tax and superannuation).

www.korvest.com.au/careers



OFFCUTS

NEWS IN BRIEF AT KORVEST



CORPORATE MAKEOVER

Throughout January, Korvest's accounts staff were instructed to work from home for a couple of weeks whilst **renovations** to the front office area were conducted.

The renovations involved the construction of separate office areas for staff, granting them

privacy and the ability to work without the distraction of other staff walking through the front office to the kitchen and toilet facilities.

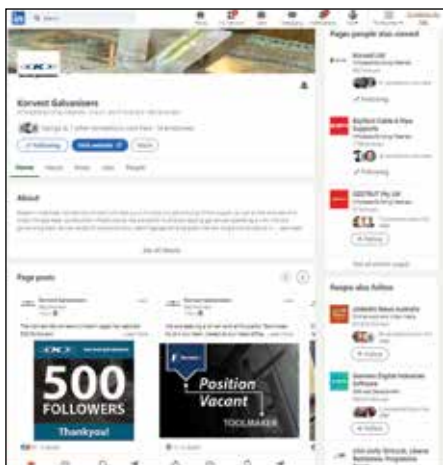
A brand new paint job, floor coverings and furniture items have transformed the area into a bright and fresh office environment.

ARE YOU GETTING QUALITY SLEEP?

Sleep, fatigue, health and wellbeing all go hand in hand. Korvest in partnership with **Converge** have launched a campaign promoting the support available to Korvest employees and their direct family members in relation to sleep issues. Look out for the posters around your work areas for more information.

Converge International offers an **Employee Assistance Program** to all Korvest Employees, making professional advice available in a number of areas such as health, finances, family life, career or legal issues. The service is free and confidential for up to three sessions and can be accessed by calling **1300 687 327** or visiting convergeinternational.com.au.

GALV JOINS LINKEDIN



Korvest Galvanisers has recently launched their own **LinkedIn** page, sharing online updates such as project studies, technical information and job vacancies from around Korvest.

If you have a LinkedIn account, search for Korvest Galvanisers and give the page a follow.

The launch follows in the footsteps of EzyStrut, who has administered a LinkedIn page for many years, amassing more than 1500 followers on the platform.

CALL FOR CONTENT

Would you like your story to be featured in the next edition of **Korvest Insight**? We're always looking for interesting content.

Preparation for the next issue will begin in October 2023, feel free to contact **Aaron Burgess**, or your manager if you would like make a submission or get involved!



WE CAME, WE SAW, WE CONCRETED!

EzyStrut SA Warehouse staff are finding some everyday tasks are running a little smoother after a recent upgrade to drainage in the yard.

The old box gutter, covered by steel plates, has been replaced with a smooth concrete spoon drain. The new system gives machine operators a much easier ride through the area and will improve drainage during inclement weather. Furthermore, the constant jangle of the steel plates that startled staff and our neighbours alike has now ceased, which is

an excellent result for everyone!

Works on further upgrades within the yard area and completion of the drain project are expected throughout the first half of 2023.



◀ Before and after shots of the drain at the EzyStrut Kilburn warehouse.



EZYSTRUT FIRE RATED CATALOGUE TAKES OFF!

After an exhaustive design and development process, EzyStrut's brand new **Fire Rated Cable Support Systems Catalogue** is ready to confirm our position at the cutting edge of Fire Rated Cable Supports in Australia.

EzyStrut was the first Australian manufacturer to release an independently certified fire rated cable support system almost a decade ago and with each major project that we supply, our range of fire rated solutions continues to expand. Now, we offer more than **one thousand** different options, as well as the experience and capability to design custom solutions.

Not only does the brand new catalogue feature the traditional trapeze mounted tray and ladder options, EzyStrut is now able to supply cantilever mounted systems and free-standing, H-Frame solutions. All are available with various multi-tier and multi-run configurations, ensuring that we have even the most complex project requirements covered.

The accompanying spreadsheet selector is also a fantastic tool, constructing a bill of materials from the client's specific requirements, making placing an order for all the necessary components easier than ever before.

All of the new additions will enable EzyStrut to continue supplying the most innovative solutions to many of Australia's most critical infrastructure projects.



Korvest Galvanisers were proud to sponsor the prizes awarded to each division of the **2023 Tour of Goolwa**, held in and around the Alexandria Region during February.

Featuring four stages over two days, and nine different rider divisions, the tour has been an annual popular event in the area for almost a decade.

Our sponsorship of this year's event helped the tour to provide hundreds of local cyclists with the opportunity to participate in a competitive and professional event.

The tour's values of **Friendship, Community, Diversity, Safety and Respect** closely align with those of Korvest and the company is honoured to be involved.



CRICKET DIRECTOR

Congratulations to Finance Director **Steven McGregor** who won a premiership recently, playing with his beloved Stirling Cricket Club.

In a tight contest against Aldgate, Steven took a solid catch and a crucial wicket to help propel his side to victory in the Hills Cricket Association A2 Grand Final.

Here's to many more successful summers of cricket for both Steven and the Stirling Cricket Club!

FAREWELL BILL

After more than ten years of exemplary service to Korvest Maintenance, the company farewelled **Bill Murdoch** in March.

The skills Bill brought from an electrical perspective, as well as his past experience in the galvanising industry were invaluable over a long period. Bill is also a quality person and departs the company after making plenty of friends and earning the respect of all his colleagues.

Bill is keen to try something a little different in the next stage of his working life and we wish him all the best.



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



Find out more:

T: 1300 our eap (1300 687 327)

E: convergeinternational.com.au

convergeinternational.com.au