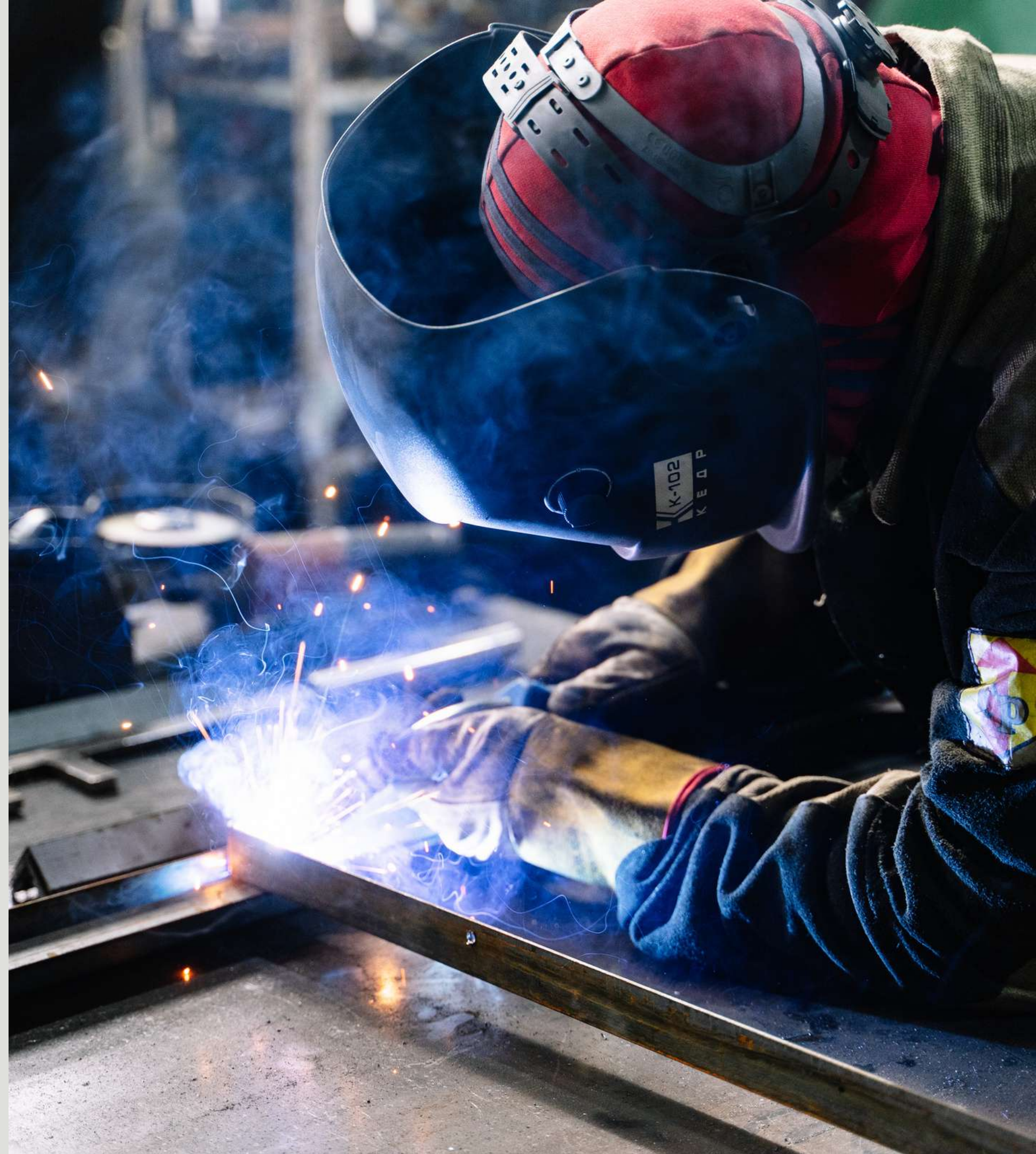




Capability Statement  
February 2022







# Executive Summary

**Concept Engineering is part of the publicly listed  
Ashley Services Group (ASG) (ASX: ASH)**

Concept Engineering is a labour hire and specialist permanent recruitment business with a track record of high performance across various technical industries.

ASG is a leading provider of integrated Labour Hire, Recruitment and Training services. We have been delivering quality workforce management and business improvement solutions across Australia since 1968. ASG tailors solutions to each client to ensure their precise needs are recognised and serviced appropriately.

Our commitment to the safety and protection of our employees is affirmed by our tailor-made technology and accredited quality, environmental and safety systems recognised nationally.

Combining the service offering of Concept Engineering and ASG, we are a preferred partner for bespoke human resource solutions for blue-chip organisations, not-for-profits, SMEs and government departments.

**concept**  
Engineering

  
**ASHLEY SERVICES GROUP**  
LABOUR HIRE | RECRUITMENT | TRAINING



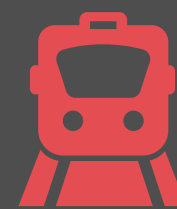


In addition to our labour hire and specialist permanent recruitment services, we have access to a broad talent pool as well as our integrated training businesses which can provide upskilling and development across your workforce.

At Concept Engineering we have developed expansive networks of qualified candidates. We dedicate resources to identifying and understanding emerging trends in skilled employment markets. This ensures we are at the forefront of our industry.

We have the capability to provide staff for projects around Australia via our 13 branch locations.

## Industries We Service



Transport, Logistics & Rail



Defence



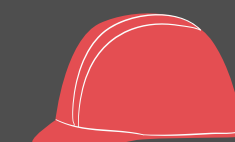
Manufacturing



Industrial



Engineering and Technical



Civil & Construction



Our Account Management team are committed to providing our clients and employees with a comprehensive and engaging experience including:

- Local Account Manager attends weekly operations meetings
- Check in with candidates on their first day of work
- Regular toolbox talks with site employees (at suitable times)
- Registration of employees into industry specific traineeships for nationally accredited training qualifications. Upskilling for a better, smarter quality workforce

A worker in a full-body hazmat suit is operating a piece of machinery in a dusty industrial environment. The worker is positioned between two large, curved metal structures. The scene is filled with a thick mist or dust, creating a hazy atmosphere. The worker's hands are raised, holding a tool or nozzle. The overall tone is industrial and focused on safety and precision.

# Service Delivery



# A Sample Of Roles We Recruit

## CONSTRUCTION

Trade Assistants  
Labourers  
Dogman  
Crane Operators  
Carpenters  
Shopfitters

Concreters  
Cabinet Makers  
Riggers  
Painters  
Blasters

## SPECIALIST ROLES

Site Managers  
Welders  
Boilermakers  
Plumbers  
Pipe Fitters  
Sprinkler Fitters  
Belt Splicers  
Rubber Liners

## MANUFACTURING

Production Managers & Supervisors  
Forklift Operators  
Machine Operators  
Process Workers & Technicians  
Production Workers  
CNC Machine Operators  
Sheet Metal Workers  
Assemblers

## MECHANICAL/ELECTRICAL/AUTOMATION

Special Class Electricians  
Service Managers  
Fitters (Mechanical & Electrical)  
Field/Service Technicians (Fixed/Mobile Plant)  
Diesel Mechanics  
Maintenance Fitters  
HVAC Technicians  
Telecommunications Trades  
Technical Fitter Operators

## WHITE COLLAR

Operations & Logistics  
Project Managers & Engineers  
Site Managers & Supervisors  
Electrical, Mechanical, Mechatronic & Civil Engineers  
Sales Engineers/Field Engineers  
Technical Sales Executives (Industrial)  
Application Engineers  
Internal Sales Engineers



# Safety and LTIFR



Concept Engineering's safety record is the envy of others with a LTIFR of 0.42 for FY20. This can be attributed to:

- Early Intervention Program initiated
- Functional Assessment Program
- Increased RTW Rigour and Compliance program
- Risk Management Program
- Fatigue Management program
- LIVE Onsite Safety Observation & Training (High Incident Rate Sites)

# Functional Assessments

Concept Engineering conducts full functional assessments on all potential employees at no cost to the client. The Assessments are conducted by our own qualified Occupational Therapists who are located in every labour hire office. Our functional assessment include but are not limited to:

Drug & Alcohol Testing

Grip Strength/ Range of Movement

Manual handling assessment/Safe Lifting Techniques

Medical History

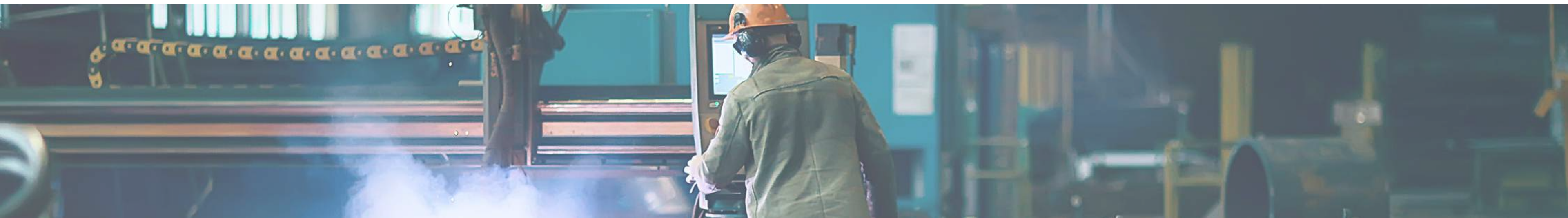
Lifestyle assessment

Measurements/Grip Strength

Respiratory

Abdominal Strength

The Assessments are conducted by our own qualified Occupational Therapists who are located in every labour hire office. These assessments have assisted us with ensuring the candidates been shown to reduce the likelihood of injury occurring on site and therefore reducing associated costs and downtime.







# Concept Group Training Organisation

Concept GTO manages apprenticeship and trainee administration for trades including electrical, mechanical and metal trades.

Concept GTO, affiliated with Concept Engineering, can reduce the cost of labour across the life of the project through the provision of apprentices and trainees. Our extensive professional networks allow us to continually attract, recruit and retain apprentices to meet project KPI's.

The structure of ASG's business allows apprentices to complete their education and training within our Group across a variety of projects with the view to sustainable long-term employment in their trade within the ASG network.



## Tailor Made Technology to Manage Rostering

Concept Engineering uses a custom-built platform to manage rostering across its various sites. This platform also allows clients to view real time data in order to manage their labour requirements and budget.

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## Safety and Quality Management Systems

Our ISO accreditations affords you the security that the systems and processes that Concept Engineering use are compliant and effective.

We are renowned for our stringent Functional Assessments which ensure that you receive the highest performing staff with a significantly reduced risk of injury, incidents and turnover.

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## Supply Nation Member

Ashley Services Group are a proud member of Supply Nation with a commitment to diversity and developing and promoting the Supply Nation network

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## Labour Hire Licenses

Ashley Services Group are approved as Labour Hire providers in Queensland and Victoria.

QLD: LHL-00470-S0S0N      VIC: VICLHL01414



# Technology, Compliance and Partnerships





## **Ashley Services Group - Reconciliation Action Plan**

ASG has recently submitted its first RAP for approval by Reconciliation Australia. We recognise that this is a crucial step in bringing our commitment to social procurement and social inclusion to life.

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## **Engaging an Indigenous Consultant**

ASG has engaged an Indigenous Consultant to support our journey in social procurement. Dean Rioli of Imalu Services has been brought on to share his knowledge and understanding of social procurement and support ASG's growth of Concept GTO.

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## **Yalagan Group Partnership**

ASG has entered into a partnership with Yalagan Group that aims to provide sustainable, long term employment for Aboriginal and Torres Strait Islander workers. This extends to opportunities for apprentices and trainees.

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## **Supply Nation Member**

Ashley Services Group are a proud member of Supply Nation with a commitment to diversity and developing and promoting the Supply Nation network



**Social  
Procurement**



# Contact Us

WE'D LOVE TO HEAR FROM YOU.

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07 3489 0100