



# A Culture of Opportunity





## A Leader in Property and Infrastructure

As a trusted partner, we work together with our clients to create new possibilities and shape progress, for the organisations themselves and the communities they serve.

## At The APP Group, we take responsibility for creating a better future.

Our people, our clients and our collective vision has helped get us where we are today. Join us, and you'll be part of a high performing team of leaders and innovators that thrive on exceeding expectations.

You'll have the chance to do truly meaningful work in an energising work environment where you can satisfy your innate curiosity and ambition.



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# Our Purpose is: To create Property & Infrastructure leaders.

Our purpose is the reason we exist.

We build leadership capability across all levels of our organisation to bring the very best of our combined expertise, services, and advice to our valued clients and partners.

In a world defined by uncertainty, we aim to carve a clear path forward for a better tomorrow. From the homes we live in, the offices we work in, the schools we learn in, to the roads we drive, the energy we use, and the defence that protects us – The APP Group is there to lead the way forward.



# Our Values

Our values are more than words. They codify the way we act, what we stand for, and who we are.

While we celebrate our differences, our values are what we have in common. They unite the expectations of ourselves, of our clients, and hold us to task to do our best work.



## Client Centric

We put our clients at the heart of everything we do.



## Deliver What We Promise

We build trust by meeting our commitments to our clients, shareholders and each other.



## Uncompromising Excellence

We always bring our best, leveraging our expertise and leadership at all levels.



## Innovative & Data Driven

We use information and evidence to make decisions and to creatively deliver value.



## Embrace Difference

We celebrate diversity, inclusion and ethical business practices to deliver the best outcomes.



## Show Passion & Have Fun

We embrace an environment where passion, motivation and fun converge.

# Our People

Our people are our greatest asset,  
and the biggest competitive advantage we have.

Our aspiration is to provide an engaging and diverse work environment that is underpinned by a culture of opportunity, growth, flexibility, and sense of belonging.

## A Place to Progress

Careers at The APP Group give you the freedom to thrive within a culture of opportunity.

We will nurture your career, giving you tailored support to help you grow your talents and achieve.

## A Place That Cares

We know our people flourish when they enjoy an inclusive workplace underpinned by a culture of opportunity, respect, trust, and belonging.

It matters to us that we bring the full spectrum of diverse perspectives to the table, because we know that inclusion drives progress.



# Our Investment in You



## Career Development

### About

We're committed to supporting you in achieving your goals. With the opportunity to work on a variety of projects across a broad range of industry sectors, The APP Group makes for an interesting and rewarding place to accelerate your career.

Coupled with our investment into our people, we offer valuable learning and development opportunities that empower you to nurture a challenging and rewarding career path no matter what level of experience you have.

### Benefits

- ▶ Career progression and exposure to diverse career pathways
- ▶ Professional development & leadership programs, tailored by career level
- ▶ Skill-based training & online learning
- ▶ Become accredited with associations and participate in external committees
- ▶ Core development programs
- ▶ Mentoring and coaching opportunities



# Our Investment in You



## Health and Wellbeing

### About

We believe that business thrives when we are looking after our people. By offering a range of benefits and programs that enhance your health and wellbeing, we ensure that our people and their families are well supported.

We start from the position that everyone has the option to work flexibly to suit each individual role. At The APP Group, we understand that a flexible workplace is built on trust. Our approach to flexibility strengthens our culture and helps our people perform at their best.

### Benefits

- ▶ APP4me Days – an additional four leave days per year to spend how you like
- ▶ Mental Health seminars
- ▶ Social initiatives
- ▶ Sporting teams and participation
- ▶ Flexibility

**What could you do with an additional health & wellbeing leave?**

Each year, The APP Group provides four APP4me Days to help our people balance work and life.



# Our Investment in You



## Compensation

### About

Our people are our most valuable asset, and we believe that rewarding our people drives performance.

The APP Group provides a range of compensation and benefit programs that nurture the wellbeing of our employees and their families.

### Benefits

- ▶ Highly competitive salaries
- ▶ Role-based remuneration approach
- ▶ Commitment to pay equity
- ▶ Salary packaging options
- ▶ Corporate benefits and discounts



# Our Investment in You



## Leave

### About

Whether it's spending time with your loved ones, travelling the world, or recharging the batteries, The APP Group supports you to be your best self.

Our range of leave benefits are designed to help you take the time you need to live a healthy and fulfilling life.

### Benefits

- ▶ Paid parental leave
- ▶ Paid secondary carers leave
- ▶ Leave purchasing options
- ▶ Military and emergency response leave
- ▶ Days of significance
- ▶ Career breaks



# Our Experiences

“The APP Graduate Program provides an insight into a diverse pool of projects, people and clients.

It affords constant opportunities for learning, responsibility and the ability to challenge yourself to step outside of your comfort zone.”



**Daniel Cope**  
Project Manager  
(former APP Graduate)

“The APP Group was very supportive of me and my young family when we decided to make the move from Melbourne to Perth.

It’s a breath of fresh air to be part of a national business that looks at things holistically, and it makes a big difference to keep doing the work we love, regardless of which city we are in.”



**Jeremy Tadros**  
Project Director

“What I love about working at The APP Group is that I feel supported to take on the next challenge, helping me to build on my skills by pushing the limits of what I think I’m capable of.

Recently, I’ve taken the next step by accepting a promotion to Head of Projects, ACT. It’s great to see a workplace nurturing future leaders by recognising and promoting talent from within.”



**Alana Travis**  
Head of Projects, ACT

“The APP Group is great with the potential for lateral shifts in the company.

The business works across so many industries and does everything property and infrastructure, so that creates a lot of potential career directions as an employee. And you can round out everything you think is important in your skillset.”



**Surya Payal**  
Assistant Project Manager  
(former APP Graduate)

“There’s a great deal of flexibility to choose the projects I want to work on.

A lot of the work is in your control, and success is within reach if you work hard. I recently took parental leave to have my two children and APP was flexible and supportive when I returned to work. It didn’t affect my prospects at all.”



**Rose Ung**  
Project Director  
(former APP Graduate)

“APP is great at encouraging flexibility to work where it suits you.

When I made the decision to relocate, APP gave me multiple options to move to Melbourne, Perth, and Tasmania before I ultimately decided on Newcastle. I felt supported and encouraged every step of the way.”



**Daisy Bryant**  
Assistant Project Manager  
(former APP Graduate)

# Our Business

## A Leader in Property and Infrastructure

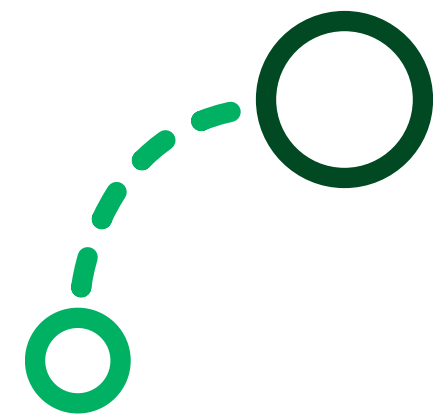
Our integrated service offering spans the full asset capital investment lifecycle in the sectors of Transport, Property, Social Infrastructure, Energy & Utilities and Defence.

We provide market leading expertise and advice to help tackle Australia's most complex projects and challenges, backed by our 600-strong nationwide team.

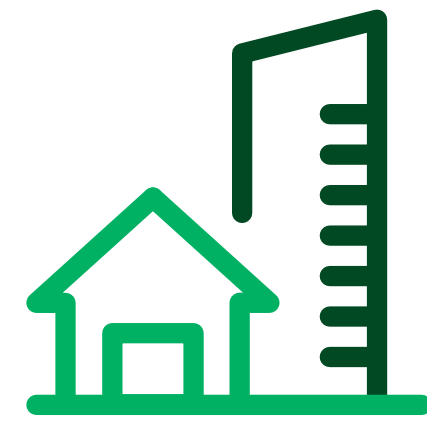
Our people manage, consult and partner with our valued clients to shape progress for their organisation and the communities they serve.



# Our Sectors



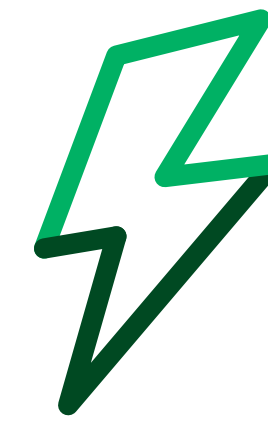
**Transport**



**Property**



**Social Infrastructure**



**Energy & Utilities**



**Defence**

# Our Sector Specialisation

## Transport

- ▶ Roads
- ▶ Tunnels
- ▶ Bridges
- ▶ Rail
- ▶ Rollingstock
- ▶ Buses
- ▶ Ferries
- ▶ Aviation
- ▶ Ports

## Energy & Utilities

- ▶ Oil & Gas
- ▶ Electricity Generation
- ▶ Renewable Energy
- ▶ Energy Transmission & Distribution
- ▶ Energy Storage
- ▶ Energy Efficiency & Conservation
- ▶ Fuel Retail & Distribution
- ▶ Energy Transition
- ▶ Water & Wastewater
- ▶ Data & Telecommunications

## Property

- ▶ Retail
- ▶ Commercial
- ▶ Hotels
- ▶ Mixed-Use
- ▶ Industrial
- ▶ Logistics
- ▶ Residential
- ▶ Urban Development & Precincts
- ▶ Sports & Recreation
- ▶ Airports

## Defence

- ▶ Government Approvals Process (including the Parliamentary Works Committee)
- ▶ Project Management & Program Management Office
- ▶ Procurement, Contracts & Transactions Management
- ▶ Project Controls
- ▶ Business Case Development
- ▶ Capability Document Suite Development
- ▶ Contractor Tender Support
- ▶ Independent Project Governance & Certification Services
- ▶ Procurement & Contract Management
- ▶ Application Development
- ▶ Contingent Workforce

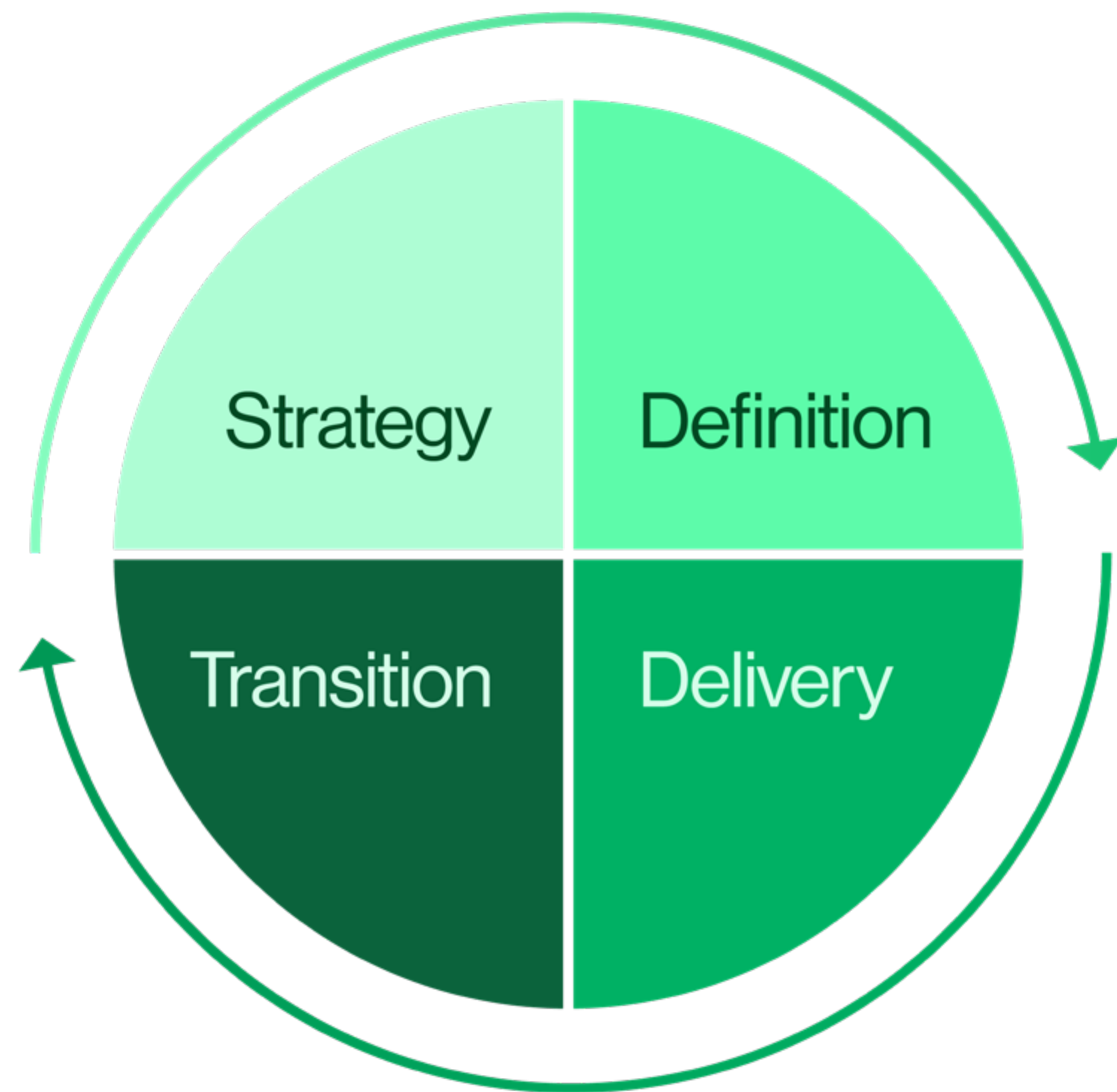
## Social Infrastructure

- ▶ Health
- ▶ Aged Care
- ▶ Education
- ▶ Social Housing
- ▶ Open Spaces & Parks
- ▶ Arts & Culture
- ▶ Justice & Emergency Services
- ▶ Community Facilities



# How We Deliver Value

Operating across the full asset capital investment lifecycle




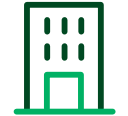




## Our Services

- ▶ Strategic Advisory
- ▶ Commercial Management
- ▶ Development Management
- ▶ Project Management
- ▶ Real Estate
- ▶ Project Controls
- ▶ Delivery Partner
- ▶ Assurance, Compliance & Certification
- ▶ Technical Services
- ▶ Digital Integration
- ▶ Asset Management & Optimisation

Our end-to-end expertise and fully integrated service model considers a whole-of-life asset management approach to drive value for our clients.

# Our Scale

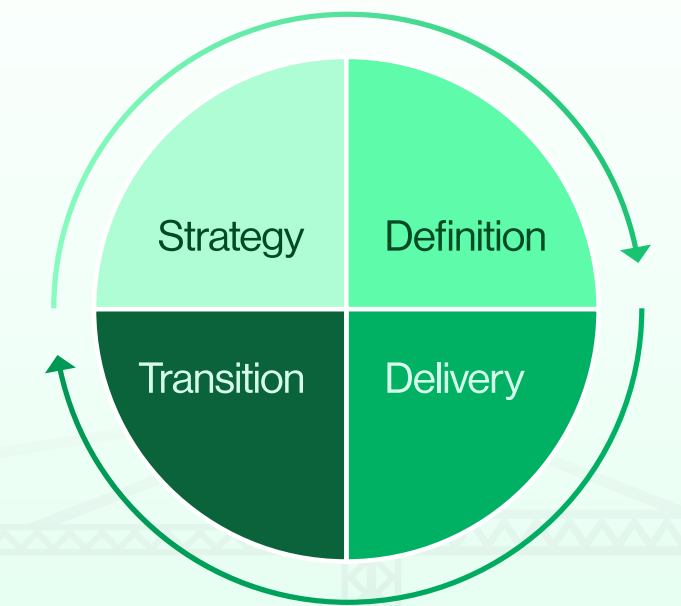
Our engagements range from providing advice on small, niche assignments to the full spectrum of end-to-end services on major landmark infrastructure projects and everything in between.

-  600+ strong team
-  13 offices nationally
-  Over 500 clients
-  Working on over \$30 billion of capital value
-  Over 800 projects annually
-  Australian owned & managed

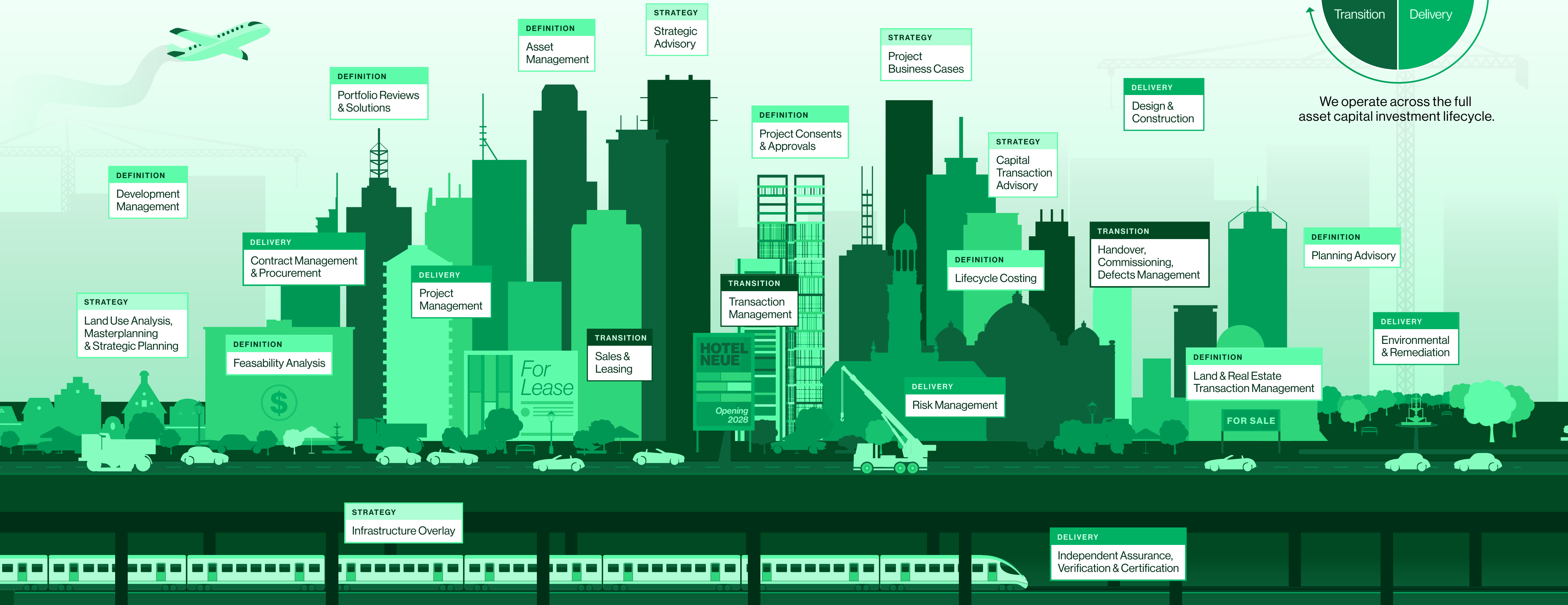




As one of Australia's most respected property & infrastructure consultancies, The APP Group is 'The Great Connector'.



We operate across the full asset capital investment lifecycle.



Shaping progress, for organisations and the communities they serve.



We are fortunate to work  
with the organisations that touch  
every aspect of our lived experience.

# Our Clients

We aspire to be a trusted and respected partner that unites stakeholders through best practice initiatives, services and advice that results in value creation outcomes.



# Our Work



## Western Sydney University

- Masterplanning & Strategic Planning



## Cross River Rail, Brisbane

- Independent Certification
- Testing & Commission Advisory



## North East Link, Melbourne

- Independent Certification
- Environmental Auditing



## Sydney Swans Centre of Excellence

- Project Management
- Superintendence



## Kings Green, Sydney

- Transactions
- Sales and Marketing



## HMAS Albatross Redevelopment, Canberra

- Project Management
- Contracts Administration



## Sydney Metro – Northwest, City & Southwest

- Independent Certification
- Delivery Partner Services



## Armadale Road to North Lake Road Bridge, Perth

- Independent Certification

# Our Work



## Chadstone, Melbourne

- Design Management
- Project Management
- Superintendency & Tenancy



## Lot Fourteen – Entrepreneur & Innovation Centre, Adelaide

- Design Management



## Melbourne Metro Tunnel

- Strategic Advisory
- Project Management
- Delivery Partner Services



## West Gate Tunnel, Melbourne

- Independent Review and Environmental Auditing



## Edmonton to Gordonvale Upgrade, Far North Queensland

- Contract Administration Services



## Sydney Metro West Airport Line

- Transaction Management Services
- Commercial Director for Procurement



## Western Harbour Tunnel, Sydney

- Transaction Advisory
- Management Services
- Independent Certification



## Bridgewater Bridge, Tasmania

- Transaction Advisory
- Management Services

# Our Social Impact

Making a positive social impact starts with understanding the connections we forge.

Property and Infrastructure touch every aspect of our lived experience. We are committed to driving positive social change in the world through the connections we make, delivering the places and spaces people use every day.

Our approach to creating social impact is informed by the unique vantage point we have within the built environment. Social, economic and environment are the three pillars that guide our effort to enact positive impact across the communities we operate in.



# Our Social Impact



## Climate Active

Our business operations are certified carbon neutral.

At The APP Group, we're serious about reducing our carbon footprint and protecting the environment now and into the future.

That's why we're proud to say we are a certified carbon neutral business with Climate Active.



## Reconciliation Action Plan

The APP Group is committed to reconciliation and we are proud to present our Innovate Reconciliation Action Plan (RAP).

Our RAP sets out our vision for reconciliation which is to embed recognition, acknowledgement, and celebration of the rich and diverse cultural heritage of Aboriginal and Torres Strait Islander Australians into our core business.



## Raise Foundation

The APP Group is committed to supporting the communities in which we live and work, including supporting the mental health of the next generation of workers.

We support the important work the Raise Foundation undertakes to make a difference in the lives of young people through their evidence-based mentorship programs.

Since 2018, members of our team have mentored high school students through Raise.



## Odyssey House

Odyssey House NSW provides specialist rehabilitation services and programs to address the harms associated with alcohol and other drug abuse.

We support Odyssey House NSW with project management services at cost as part of our community partnership.

# A forward-looking business

Since 1989, we've always accepted our responsibility as stewards of the future growth of Australia.

From our humble beginnings as a small team of project managers under the banner of Australian Pacific Projects to our national presence today offering end to end services across the full asset capital investment lifecycle, The APP Group is proud to take the responsibility for creating a better future.

It's the combination of our people, our clients and our collective vision that has helped get us where we are today and we continue to take the next steps to face the opportunities and challenges of tomorrow.

We know our people perform at their best when they enjoy an inclusive and diverse workplace underpinned by a culture of opportunity, respect, trust, and a sense of belonging.

We know how to deliver results because we are entrusted to help guide the collective vision forward.

We are fortunate to work with the companies and institutions that touch every aspect of our lived experience.

Our role is to deliver a future that is nurtured.





 [app.com.au](https://app.com.au)  
 [The APP Group](#)

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