

FIRST CHOICE



A better way to build

Proudly self-performing for 25 years.

As Cassidy Construction celebrates its 25th birthday, people often ask what makes us different from other construction companies. How have we earned our enviable reputation as full-contract construction experts who safely deliver quality projects across a wide range of sectors?

To us, the answer lies in our deep belief in the benefits of self-performing. Unlike some other companies, who subcontract out their work, we employ the teams we deploy to jobs.

Keeping it in-house

From the project managers, quantity surveyors and BIM specialists who plan and price your project, to the digger drivers who break the first sod and the painters who add the

finishing touches, we recruit, train and retain highly skilled professionals and tradespeople who take pride in their work and are committed to delivering the best results for our clients.

Partnering with the best

And when we do supplement our crew with specialist subcontractors, we draw on our network of trusted partners. We've been working with most of them for more than two decades, so they're well-versed in our methodologies and share our high standards. They are part of the Cassidy whānau, and we oversee and take responsibility for the quality of their work.

This approach means we control projects from start to finish, creating efficiencies and reducing risks.

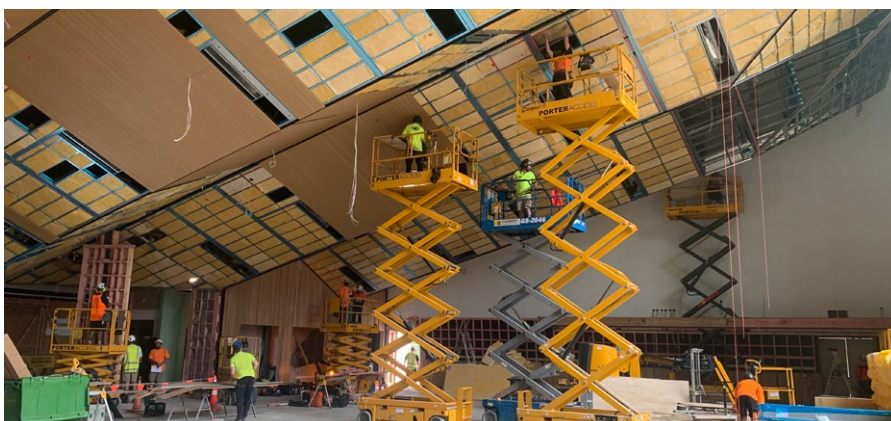


Our recent move to bring our civil arm in-house has further strengthened this advantage, giving us full control of quality both under and above the ground, so our clients can feel completely secure in the knowledge that we can handle complex projects requiring both vertical and horizontal capability.

Looking to the future

After 25 years in business, we have an extensive track record of delivering projects across nine sectors – from the service stations where we cut our teeth, to civil works, water and power infrastructure, quality civic and educational facilities, and complex commercial and industrial projects.

We're proud to say that about 90 percent of our work comes from repeat clients – people who have found us good to work with in the past, appreciate our collaborative approach and our focus on health and safety, and trust us to do their next job too. But of course, as we grow we're always excited to bring on board new clients who offer new construction challenges. With a solid programme of work in the pipeline and a proactive five-year plan in place, we look forward to building a bright future for our people and our clients.

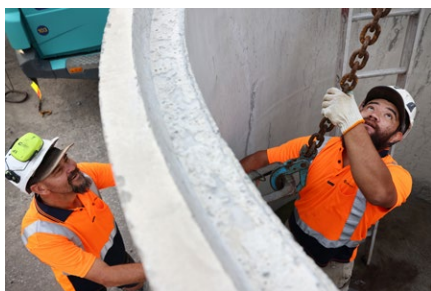


Stronger together

Working with the Cassidy team has just become even easier and more efficient.

Bringing the civil and construction arms of the Cassidy team together will provide a more efficient service to clients, says Cassidy Construction general manager Brendon Vincent.

"Moving our civil team in-house strengthens our self-performing capability still further," he says. "It makes us more cost-efficient and sustainable and allows us to respond to our clients faster."



He says that horizontal and vertical projects are becoming more intertwined these days, so it made sense to fully integrate the two teams to allow more open collaboration and shared problem-solving.



The move will also reduce admin because Cassidy Construction will no longer need to subcontract the civil elements of its work to Cassidy Civil.

"Cassidy Civil is a strong business in its own right," says Brendon, "but why duplicate another company in a slightly different but similar field when we've already got a mature company with high-functioning policies and procedures? It's more efficient to do a slightly wider scope of work under the same umbrella."

Physically, the move is as simple as the civil team moving upstairs in our Kingsland headquarters. All members of the civil crew will be woven into the

Cassidy Construction team, ensuring no jobs will be lost.

"By joining together we can be more than the sum of our parts, which will be better for our clients and our team," says Brendon. "For 15 years, Cassidy Civil has been a key part of our success. We have never gone into a construction contract being concerned about our ability to execute the civil component. Bringing it in-house grows our capability, creates new opportunities and helps to build our pipeline of work for the next 25 years."

MEET THE TEAM

John Goodwin Civil Manager



Q: What's your view on the blending of Cassidy Civil and Construction?

I'm very excited about the change. I believe we'll achieve more and be better for it.

Q: How will it add value for Cassidy's clients?

When we form a project team, there will be a larger pool of people and a wider range of skills available. Having civil team members sitting alongside our construction teams will allow

more collaboration. There's a lot of technical capability in our civil arm. This will add value with design and construction solutions, constructability and methodologies.

Q: What opportunities does it create for the civil team?

From a people point of view, it will be good to be part of a larger team, have access to more established systems and support, and have more opportunities for personal development. Cassidy Construction has a dedicated team of HSE, people and training professionals, and it will

be great to have civil people, from apprentices through to foremen, on the same learning and development journey as the construction team already is.

Q: How will it benefit the Cassidy team as a whole?

Moving ahead as one team, we'll be able to complete a wider range of projects for our clients. Working with different people in different physical environments allows our skill sets and capabilities to grow, and I see that as a benefit for Cassidy as a whole and for our future clients.

Multi-sector construction experts

A snapshot of our current work across nine sectors.

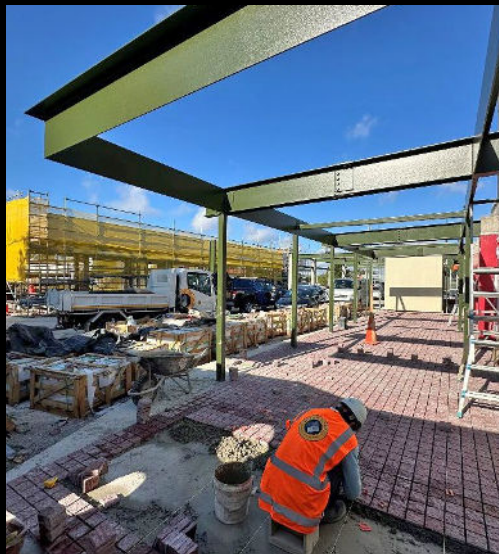
Civil

Our civil team is helping Auckland Council's Healthy Waters team clean up the city's waterways by installing four-metre-deep stormwater drainage at the Waitākere Resource Recovery Park in Henderson.



Civic

We're working with Auckland Council and a community-led design group to transform a commercial site on Ponsonby Road into a vibrant public plaza, complete with canopy, stone seating and garden planters.



Commercial

Having successfully completed the base build of a landmark five-level building at 99 Remuera Road for the landowner, we have now integrated the fit-out works contract with the tenant, Auckland Radiology Group. Our in-house BIM team is working with specialist trades and consultants to meticulously detail construction of the three-level medical centre.



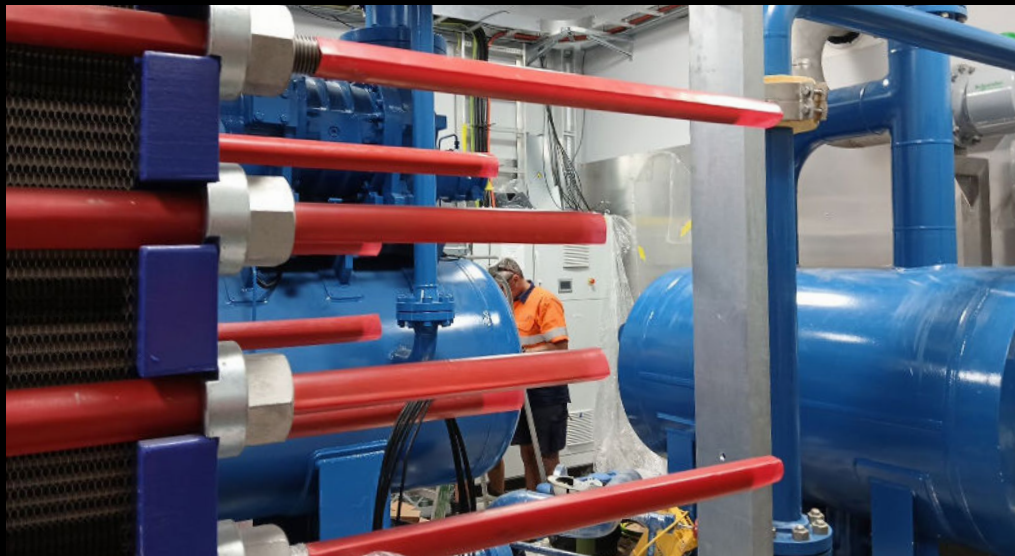
Education

Our team completed this new three-level classroom block for De La Salle College in Māngere East in time for the return to school in Term 1. We are now completing Stage 3 works, which involve the demolition of existing buildings and new landscaping.



Food & Beverage

We have recently constructed a new cool room and external foundations at Frucor Suntory in preparation for the installation of new chiller plant and associated equipment.



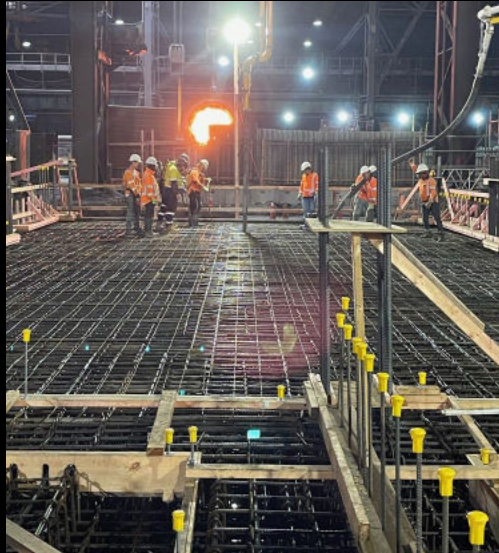
HV Electrical

Up at Riverhead we're busy building two new transformer bays and a switchroom within an existing live Vector substation. The job comes with a lot of key risks, including working next to and below high-voltage power and asbestos, and installing precast panels over live equipment.



Industrial

It's a true team effort out at Glenbrook Steel Mill, where we are currently in the ground working on major civil works foundations for New Zealand Steel's new electric arc furnace. Our ECI and BIM experts worked with consultants on design detailing for the 18m-tall precast Q1 electrical building, and are now finalising a 70m raised in-situ concrete conveyor structure with an 1800mm-thick, 800m³ single-pour raft slab.



Infrastructure

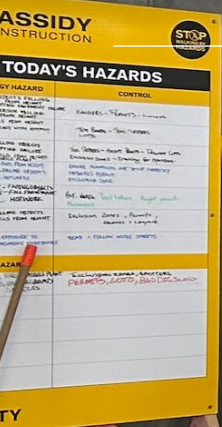
We returned to the Pukekohe Water Treatment Plant to get it up and running again following severe damage during the Auckland Anniversary Weekend floods in 2023. With summer approaching, the brief was to get water on by Christmas. The team achieved this milestone and we're now futureproofing the site to be more resilient in extreme events.



Service Stations

Work at the new BP Connect service station at Karaka is in full swing, with demolition, decontamination and civil works complete and a new shop and six-lane canopy under construction and nearing completion.





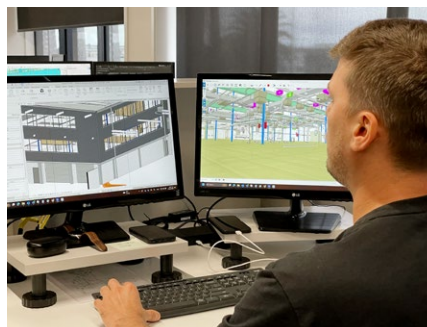
Focused on delivery



At Cassidy Construction, successful delivery of our clients' projects is our absolute goal in everything we do. We're proud of the long track record we have in delivering for our clients without disrupting their business-as-usual operations or compromising our high safety standards.

Here's how we do it:

- **Strong project teams:** We allocate people with the right experience and expertise for the project.
- **A 'one team' mindset:** The requirements of the project are everyone's ultimate priority.
- **Early contractor involvement (ECI):** Our in-house ECI and building information modelling (BIM) skills create efficiencies and reduce risk by identifying structural and/or services clashes early. We use preliminary design information to secure early engagement of critical trades and procurement of materials via our established supply chain, and we ensure continuity by using the same ECI team and project managers to oversee the construction project.
- **Collaboration:** We do things 'The Cassidy Way', communicating clearly and often, identifying problems well



in advance, and working with clients and consultant teams to address any challenges. We establish strong relationships, encourage feedback and welcome shared learning.

- **Expertise:** We provide expert input into methodology, buildability, programme, cost estimates and value engineering, with gains captured and documented along the way.
- **Self-performing:** We take pride in self-performing most of our work. This is core to managing quality, safety and on-time delivery. We only work



with trusted specialist subcontractors who know that if they want our work they need to deliver quality, and that our site managers are constructors who can identify and deal with unacceptable workmanship before it becomes embedded.

- **Agility:** We are ready to respond quickly to changing requirements on-site and in-design, and have a proven ability to work fast and scale up quickly as needed to meet timeframes.
- **First Choice values:** Central to our success and applied at all times.

But don't take our word for it. Here's what one of our clients says about our work:

"They deliver well and have strong project management and H&S – a big plus for them. They're very proactive – they always want to get things done. They deliver high-quality projects. They run a good ship."

BUILDING POSITIVE CHANGE



We're building positive change by supporting new talent in the construction sector.

Any building is only as good as the people who built it, which is why Cassidy Construction focuses on attracting good people and supporting them to become even better.

"We're investing in the future," says general manager Brendon Vincent. From high school work experience to apprenticeships and new-graduate cadetships, we offer both trade-based and academic-based programmes to encourage people into the sector.

Starting them young

We work closely with schools in our area, including Onehunga High School, St Peter's College and Dilworth, sponsoring Gateway students to achieve their Site Safe qualifications and then welcoming them onto our sites one day a week so they can decide if they want a career in construction. All going well, this can lead to paid

work in the school holidays, a four-year carpentry apprenticeship and eventually even management roles.

Encouraging excellence

As well as partnering with the BCITO Te Pūkenga programme to provide 'on the tools' apprenticeships, we offer internships and cadetships to quantity surveying, construction management and engineering students and recent graduates. And we're a proud sponsor of the Keystone Trust, which grants tertiary scholarships to construction industry students who wouldn't otherwise be able to put themselves through university or tech.

Many of Cassidy's 130 employees have been with us for years, if not decades, which allows us to provide continuity to our clients. People manager Alison Morris credits this excellent retention to our development

pathways programme, which gives each team member the support and training they need to upskill and achieve their goals. This takes the shape of internal, external or online courses, as well as support from mentors, coaches, subject matter experts and the company's full-time learning and development trainer.

Lifelong learning

We foster a culture of continual improvement in everything we do, from learning teams risk management conversations at the start of each day on-site, to workshops and seminars with valued clients, and collaborating with suppliers and subcontractors to support their skills development.

It's all part of our Building Positive Change strategy, which aims to ensure a safe and rewarding workplace for our team and better service for our clients.

MEET THE TEAM

Joe Luatua Site Manager



Q: When did you start with Cassidy Construction?

After completing my carpentry apprenticeship, I found myself subcontracting on my first Cassidy site in 2013, at the age of 25. Taking a liking to the colour yellow, I asked if Cassidy was taking on carpenters. The rest is history.

Q: How has Cassidy supported you to achieve your goals?

As well as hands-on training and upskilling to the most recent industry standards, I have benefited from mentorship from senior team members. Coming from a practical background, I felt that I lacked the admin skills to fulfil a site manager role, but by working alongside senior site managers, project managers,

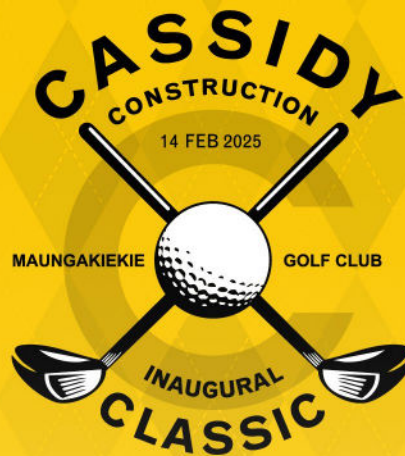
engineers and quantity surveyors, I gained confidence.

Q: What's your role now?

As a site manager, my job involves planning, quality control, health and safety, working to a timeline, managing trades, problem-solving, people skills with clients, the public and workers, and ensuring standards and procedures are carried out accordingly. No two days are the same.

The Cassidy team downed tools on Friday 14 February to host clients and consultants at the inaugural Cassidy Classic golf tournament at Maungakiekie Golf Club.

With spot prizes galore and a Toyota Hilux up for grabs to anyone who hit a hole-in-one on the third hole, competition was fierce but friendly.



Congratulations to the winning team from DMP Quantity Surveyors, who proudly donned the yellow jackets we'd had made for the occasion.

"It was great to take some time out from grinding and hit a few golf balls," says Cassidy GM Brendon Vincent. "We're hoping the event will continue to be a hot ticket for years to come."



BUILDING POSITIVE CHANGE

Going for gold

We're proud to see two young Olympic hopefuls flying the flag for Cassidy Construction on their training runs on the Waitematā Harbour. Rebecca and Nicola Hume are the daughters of one of our long-time suppliers, Ross Hume of Osbournes, who added our logo to the sail of their 49er FX in recognition of support we've given to the youth sailing community. We look forward to seeing them at the 2028 Olympics!



New and noteworthy projects



► A sensitive upgrade

We've commenced work on a new contract to refurbish the Roof Tile Properties factory and offices in Glen Innes. Modernisation of the three-storey, 85,000-square-metre building involves detailed partial demolition to make room for an intermediate floor space with new offices and manufacturing spaces. The office and warehouse will remain operational throughout the 14-month programme.



► A bespoke arts block

We're excited to be creating a unique arts block at St Dominic's College, Henderson, for one of our repeat clients, the Catholic Diocese of Auckland. The two-level steel and concrete building will house specialist teaching spaces including a music room, soundproof practice rooms, a dance studio with timber sprung floor, art and sculpture spaces, offices, shower and change facilities.



► Essential infrastructure

We're pumped to soon commence our next Watercare AUR project, refurbishing one of four digester tanks at Rosedale Wastewater Treatment Plant in preparation for an upgrade that will increase capacity. Our brief is to drain and clean the tank, refurbish and modify its structure and associated equipment, including pipework and roofing, and complete the control system programming.

