

# FIRST CHOICE



## Our own Ted Talk

The Cassidy team recently experienced an inspirational private coaching session with Sir Graham Henry.

The best leaders welcome challenges and adversity as opportunities for learning and growth. That's the message our team received loud and clear when one of the most successful rugby coaches of all time gave them a pep talk recently.

As part of Cassidy's continual commitment to supporting and upskilling our people, we invited Sir Graham Henry to share the wisdom he's gathered during more than 40 years of teaching and coaching in high-pressure environments.

Sir Graham (Ted to his friends) coached the All Blacks to glory in the 2011 Rugby World Cup and was named Coach of the Year by the International Rugby Board a record five times. Since retiring from rugby, he's transferred his attention to motivational speaking, culture building and leadership development for leading New Zealand companies.

During his session with our team, he emphasised that high performance

***"Sporting legend Sir Graham Henry is famous for saying that better people make better All Blacks – and the same goes for our team at Cassidy Construction. We believe in employing awesome people and then making sure they have the support, training and opportunities they need to perform at the highest level. We have recently grown our self-performing team to meet strong demand from the infrastructure sector – particularly our engineering team, whose input from preconstruction to commissioning adds confidence and value across our projects. See the next page to meet our new people."*** Brendon



comes from people who are humble enough to know they can always get better, and hungry enough to want to continually learn and improve.

He reminded us that successful teams are driven by committing to a common purpose. For the All Blacks, that purpose was to be the best team in the world. For us, it's to be First Choice in everything we do. The behaviours that help us achieve that purpose also shape our team culture – from the integrity with which we act, to our solution-focussed mindset, to how we handle pressure and show resilience in the face of adversity.

Cassidy Construction People Manager Alison Morris says the coaching session was held in response to requests for practical guidance and fresh perspectives on building strong teams, lifting performance and navigating challenges.

"It explored what underpins successful teams, how leaders can inspire accountability, and the role culture plays in sustained performance," she says. "It was an opportunity for all of us to learn, reflect and bring valuable insights back into our day to day leadership."

# Engineering growth

Our growing engineering team strengthens our self-performing capability across multiple sectors.

We've taken on five new engineers in recent months to better meet the needs of our growing client base.

People Manager Alison Morris says expanding the Cassidy Construction engineering team under the leadership of our Engineering Manager Jason Yukich is a strategic investment that reflects the growth of the company's infrastructure work.

"We're bringing in people to increase our ability to deliver for clients across our sectors," she says. "Their involvement in both pre-construction and project delivery strengthens our self-performing capability, improves project outcomes and gives our clients confidence that the right expertise is embedded throughout the lifecycle of every project."

We've also boosted the capacity of our building information modelling (BIM) team by welcoming a new BIM Coordinator, John Loay.

## Site Engineer Marihi Hohepa

Having spent time at Māngere and Rosedale wastewater treatment plants with Watercare's graduate programme, Marihi was already familiar with much of our work in the water space, so he hit the ground running when he joined us.



## Project Engineer Sneha Wadkar

We're delighted to welcome Sneha to our engineering team. Her recent civil infrastructure experience with both the utilities team and the structures team for the City Rail Link project will add value on our infrastructure jobs.



## Project Engineer Barbara Baptista

Barbara has brought a wealth of experience in civil engineering to the Cassidy team. Her extensive prior involvement with upgrade projects at Watercare water treatment plants has made her invaluable to our many current water projects.



## Project Engineer James Kemp

James joined our civil team earlier this year, bringing experience as a civil site engineer managing self-performed and subcontracted works in complex environments for major transport projects, including the Eastern Busway.



## Site Engineer Connor Mills

We originally took Connor on as an intern while he was completing his construction engineering degree at AUT – and we were so impressed with his work that we brought him on board permanently after he graduated.





# Gateway to the future

We're thrilled to have expanded our Gateway programme in recent months – welcoming students from two new schools to our work sites.

We have taken Gateway students from Onehunga High School and Dilworth for many years, but recently extended our reach to Mt Albert Grammar School and Waitākere College as well.

Members of our people team frequently attend careers expos at these local schools and others, answering questions about construction and civil careers.

The Gateway programme offers students a chance to work with us 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 and then a four-year carpentry apprenticeship.

People Manager Alison Morris says it's always rewarding to work with enthusiastic young Gateway students. "The programme helps bridge the gap between education and employment by giving young people real-world, hands-on experience," she says.

"In fact, we have many people within our business who began their journey with us through a Gateway programme, including one who joined more than 15 years ago."



## Daniel from Mt Albert Grammar

We were so impressed with Daniel's attitude during his weekly Gateway visits that we offered him full-time paid work during the school holidays.



## Grayson from Waitākere College

Grayson came to us from his school's Vocational Pathways Academy and has been helping out on our Liston College gymnasium project.



## Lawrence from Onehunga High

There are many pathways to success in the construction industry, as Lawrence discovering through his weekly mahi with our yard team.





# Our next generation

From high school work experience to apprenticeships and graduate opportunities, we offer many pathways to encourage people into civil and construction careers. We've recently welcomed three new carpentry apprentices and a new engineering cadet to the Cassidy whānau. "These people are our next generation," says General Manager Brendon Vincent.

## Carpentry Apprentice Lile-Rose Sinisa

After a successful Gateway placement with us through Onehunga High School in 2025, Lile-Rose joined the Cassidy crew permanently as a general hand earlier this year. She has since started a carpentry apprenticeship through BCITO, with support from our learning and development team in the form of practical and theoretical training, in-house workshops and external courses.



## Engineering Cadet Jesse Kalberer

We met this motivated third-year mechanical engineering student at the Auckland University of Technology engineering careers expo earlier this year. He was eager to gain practical construction experience, so we invited him to work with us full-time during his holidays and one day a week during the semester. We look forward to supporting his development while he completes his degree.



## Carpentry Apprentice Ari Holt

Ari joined us as a casual general hand in January this year, having recently completed the Unitec Certificate in Construction Trade Skills Carpentry course, which is a precursor to a carpentry apprenticeship. He has made a great start in the business, showing such commitment and enthusiasm that we've now taken him on full-time as a carpentry apprentice.



## Carpentry Apprentice Georgia Ririnui

Georgia had already graduated from Unitec's Certificate in Carpentry pre-trade programme and built a strong foundation of skills before she was introduced to us via our relationship with Māori and Pasifika Trades Training (MPTT) earlier this year. Since joining Cassidy she has gained experience across light commercial and residential projects. We're excited to have her on the team.





# Celebrating our wins

## Solid gold

Our work building St Patrick's Chapel for Dilworth School has earned a Gold Award in the 2026 New Zealand Commercial Project Awards.

Each year the awards recognise the work and craftsmanship required to create superior commercial buildings. We entered St Patrick's Chapel on behalf of our client Dilworth Trust and the many partners who came together as one team to deliver this complex and technically demanding project.

Here's what the judges said about St Patrick's: "At the heart of Dilworth School, St Patrick's Chapel brings together heritage character and modern performance in a space built to last. Its defining feature is the soaring 12-metre ceiling, rising and folding into sharp ridges and valleys.

Getting those lines clean required serious coordination, detailed modelling and precise on-site workmanship. The ceiling was redesigned with a lightweight steel frame to make installation smoother while protecting the design intent. Building on a live school campus added pressure. Work was staged around school terms and holidays, with tight access and careful separation to keep students safe. The organ and pipe façade, a rare and highly specialised element, required early procurement and close coordination to integrate seamlessly into the architecture. Modern lighting, sound and services were carefully concealed within the traditional form, while rain gardens, soak holes and retained trees support long-term performance. The result is a refined, enduring space that feels timeless but works for today."

Congratulations to our project manager Luke Adams, BIM manager Petros Pan, quantity surveyor Elliott Waite, site manager Josh Stevens, leading hand Ben Castle and the rest of the Cassidy team whose hard mahi brought this exacting project to fruition.

Thanks to the Dilworth Trust for entrusting us with the job, and to all our project partners, including architect Jasmax, project manager Rubix, quantity surveyor Barnes Beagley Doherr, structural engineer Holmes, and engineers Cosgroves (now Stantec), Marshall Day Acoustics, Meinhardt and RCP.



## Good safe stuff

Our team was honoured to receive a Civil Contractors New Zealand (CCNZ) Good Stuff Award for safety.

The award recognises our focus on high-quality daily prestarts using STCKY (S\*\*\* That Could Kill You) conversations to make sure our people understand and manage critical risks before they start work. It's about setting the day up right, encouraging open, practical conversations, and building a safety culture where everyone plays their part.

## A healthy future

We're thrilled to have been selected by Health New Zealand Northern Region as an approved supplier for small civil works projects and services.

We'll be working on planned preventative maintenance, reactive maintenance and other projects for hospitals and community facilities in the Auckland and Northland region.







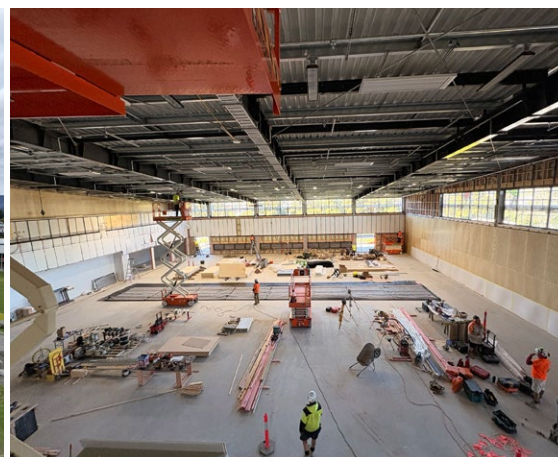
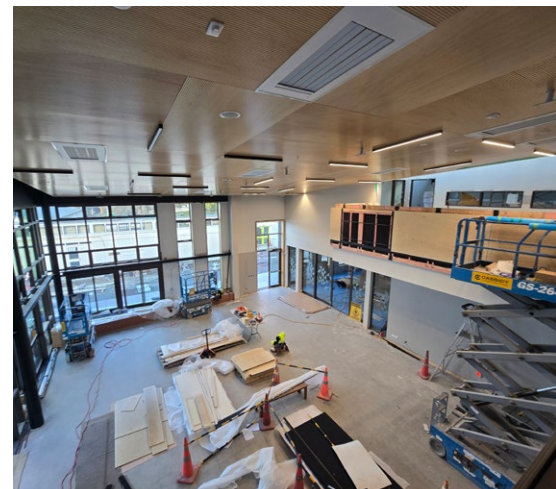
## Behind the scenes at St Doms

The curtain is about to go up on a new performing arts centre we have delivered for the Catholic Diocese of Auckland at St Dominic's Catholic College in Henderson.

The two-level steel and concrete arts block houses a multitude of specialist teaching spaces, including a dance studio with timber sprung floor, a music room, soundproof practice rooms, art and sculpture spaces, offices, and shower and change facilities.

The building is clad in brick, fibre cement sheet, precast concrete and vertical metal cladding, with a standout element being a sculptural folded-metal facade above the entrance.

Despite extreme weather conditions and logistical hurdles in the early weeks of the project, our team rose to the challenge and delivered to schedule. We are proud to be a part of creating this unique and inspirational learning space for students.

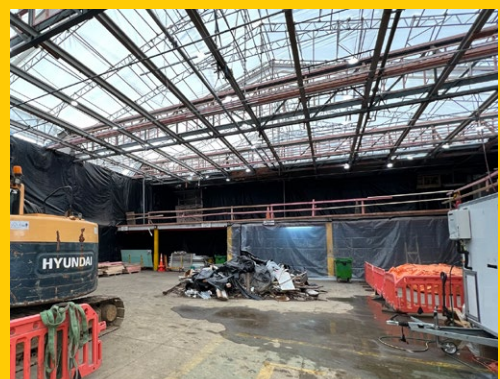


## BIM to the rescue

Our BIM capability has prevented significant delays in the major factory redevelopment we're working on for Roof Tile Properties in Glen Innes.

Using 3D scans and digital models, our BIM team identified mismatches between the existing structure and the design early in the project, so they could be resolved at design stage.

The offices and warehouse have remained operational throughout our 14-month programme, which remains on track for completion in October.



## On the home straight at Liston

The finish line is in sight for the school gym we're building in West Auckland for a repeat client, the Catholic Diocese of Auckland.

Liston College's purpose-designed new gymnasium includes a double-court sports floor, modern teaching spaces, a weights room, changing rooms, a storage area and an administration block.

Work has gone smoothly since our team began on-site in September 2025. The two-level structure is now closed in and we are self-performing the interior fit-out, with completion scheduled for mid-October 2026.

We're working closely with our client, consultants and the school community to keep everyone safe and minimise disruption to school operations.



## Ewelme Cottage now good as new

Our team has recently wrapped up the urgent remedial restoration of Parnell's 163-year-old Ewelme Cottage. Their work included structural strengthening, roof repairs, repainting and drainage.

It has been fantastic to see the positive reactions of the Heritage NZ staff, who are thrilled to welcome the public back into one of Auckland's most treasured historic properties.

The Cassidy team are proud to have helped bring this special slice of New Zealand's heritage back to life.



Before



After



## Lynn Reserve back on track

In May we celebrated the reopening of the Lynn Reserve walking track in Bayview with a karakia under the kauri trees. Our work replacing a flood-damaged wastewater line for Watercare operated under significant ecological restrictions to protect nearby kauri trees and the stream fauna.

We consulted closely with Auckland Council experts, the local board and mana whenua, and our high level of compliance with kauri dieback mitigation was recognised by council staff as a blueprint for future sites.

Self-performing all except arborist and pump-over tasks allowed us to respond quickly to the dynamic site situation and keep the project on schedule and

on budget. Completion of the project marks the close of Watercare's Flood Recovery Programme.



## Titirangi Library returns to community

We are delighted to have handed over the first stage of our major refurbishment of the Titirangi War Memorial Hall and Library. The library was returned to the community in

August, safer, more weatherproof and more sustainable than we found it a year ago. We are now continuing our remediation of the 1960s-era hall, which was revealed to be in considerably

worse condition than anticipated. The building is expected to become listed imminently, so all our work has been completed to heritage standard under the guidance of a heritage architect.





# Bringing power to the people

Our recent M3 Vessel project at Contact Energy's 166MW Te Mihi geothermal power station near Taupō involved building a 750m<sup>3</sup> reinforced concrete raft foundation and concrete and steel structure.

To fast-track the urgent project we provided ECI expertise at design stage. Our digital modelling capability meant we could procure materials early and get started on site works before the design was complete.

The 1.8m-thick raft slab was too large for local concrete companies to supply, so we poured it in two stages, with a 550m<sup>3</sup> overnight pour followed by another 200m<sup>3</sup> before we could install 9m-high, 30-tonne precast wall panels.



## Quick service at Z Tauriko

We've recently delivered Z Energy's first split Z and U-GO service station new-build on a large greenfield site in the Tauranga suburb of Tauriko.

The 6500m<sup>2</sup> site houses a six-lane U-GO self-service station alongside a Z Energy truck stop.

Extensive drainage works were required before we installed three new underground tanks with a combined capacity for 250,000 litres of fuel.

Above-ground, a spacious U-GO forecourt with a 12-pump canopy is flanked by the Z Energy truck stop and an auxiliary services building. The canopy was built on the ground and then craned into place.

This was one of the bigger service stations of hundreds we've built, but the entire project still took only five months from go to whoa.



## Vector Māngere

Work is progressing well on the new 33kV switchroom we're building for Vector in Māngere.

Our team was hit by a couple of early curveballs, including a flooded site caused by a burst water main the day before we started, along with a higher-than-expected water table.

The team pushed hard to get back on schedule and we're now on track for handover in September.



## Directors don hi-vis for site visits



Our hands-on board of directors retains oversight of how our policies and procedures translate to the real world by getting out and about around our work sites on a regular basis.

On one recent tour, they started with a visit to the new 33kV switchroom we're building for Vector in Māngere, then called in to see the 'Poo Crew' at the Māngere Wastewater Treatment Plant

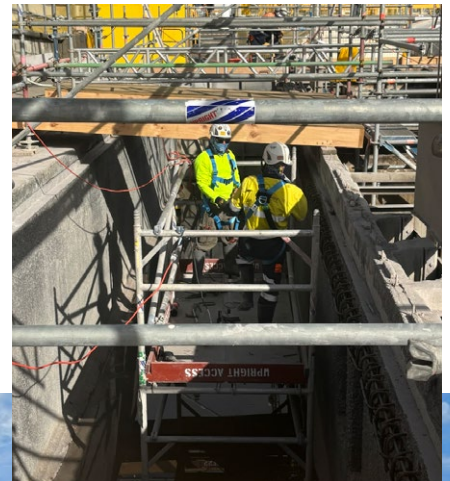
Plant before heading west to our school projects at St Dominic's College and Liston College in Henderson.

As well as noting excellent progress with mahi across all the sites, the board members were very impressed with the teams' consistent focus on quality management and their commitment to identifying and controlling STCKY (S\*\*\* That Could Kill You) hazards.

## Meet the 'Poo Crew' at Māngere Wastewater Treatment Plant

Our self-named 'Poo Crew' has recently embarked on one of their most complex projects to date at Watercare's Māngere Wastewater Treatment Plant. The job of remediating primary sedimentation

tanks 3 and 4 involves removing all mechanical access equipment from the tanks, conducting comprehensive concrete remediation, then installing a specialised waterproofing system and upgraded process equipment.





## BUILDING POSITIVE CHANGE

# Caring for our people

## Taking a stand

It was great to see our office and site teams putting their weight behind the Mental Health Foundation's annual Pink Shirt Day in May.

Pink Shirt Day is a global movement that celebrates diversity and stands against bullying.

By swapping our black Cassidy tees for pink ones, we showed our commitment to inclusivity and kotahitanga, and to ensuring that ours is a workplace where everyone feels safe, valued and respected.



## Have a Good Yarn for mental health

We're proud to be offering our people ongoing opportunities to participate in an award-winning, evidence-based mental health education programme.

The Good Yarn programme was originally designed for rural communities back in 2014, but has since been tailored for workplaces.

Its practical, interactive workshops are designed to help people increase their understanding of mental health issues and learn the skills and gain the confidence to talk to friends, family and workmates who might appear to be struggling.

They cover topics such as:

- what is mental health?
- how do I look after it?
- how do I talk to someone I'm worried about?
- how do I recognise the signs and symptoms of mental stress and distress?
- where can I go for support?

The Good Yarn sessions are organised by our full-time in-house trainer Craig Holt.

## Annual health and skin cancer checks

One of the many ways we look after our people is by offering free annual health and skin cancer checks.

The quick 30-minute physical warrant of fitness health checks include:

- full mole and skin cancer screening
- vision test
- hearing test
- lung functioning test
- blood pressure test

We had an excellent turnout for this year's check-ups in May.

More than 65 Cassidy team members turned up for a consultation with the Healthbox workplace wellbeing team (that's Lancel and Trish from Healthbox in the photo).

We take a proactive, preventative approach to protecting our people by providing free sunblock, wide-brimmed sun shields and full-length clothes on all our sites, so we're delighted to say that everyone who had a mole check was declared skin-cancer free – a great result!





## BUILDING POSITIVE CHANGE

# Supporting creative construction

In May, David Killick and Steve Cassidy represented Cassidy at the opening ceremony for the 2026 Brick Bay Folly.

The winning folly, Within the Wings of the Kāruhiruhi, is clad in fallen leaves that will slowly weather away to reveal the timber bones beneath.

Cassidy Construction is proud to be an ongoing sponsor of the annual design-and-build competition, which fosters creativity in the construction sector.



FIRST CHOICE FOR  
**CONSTRUCTION**

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