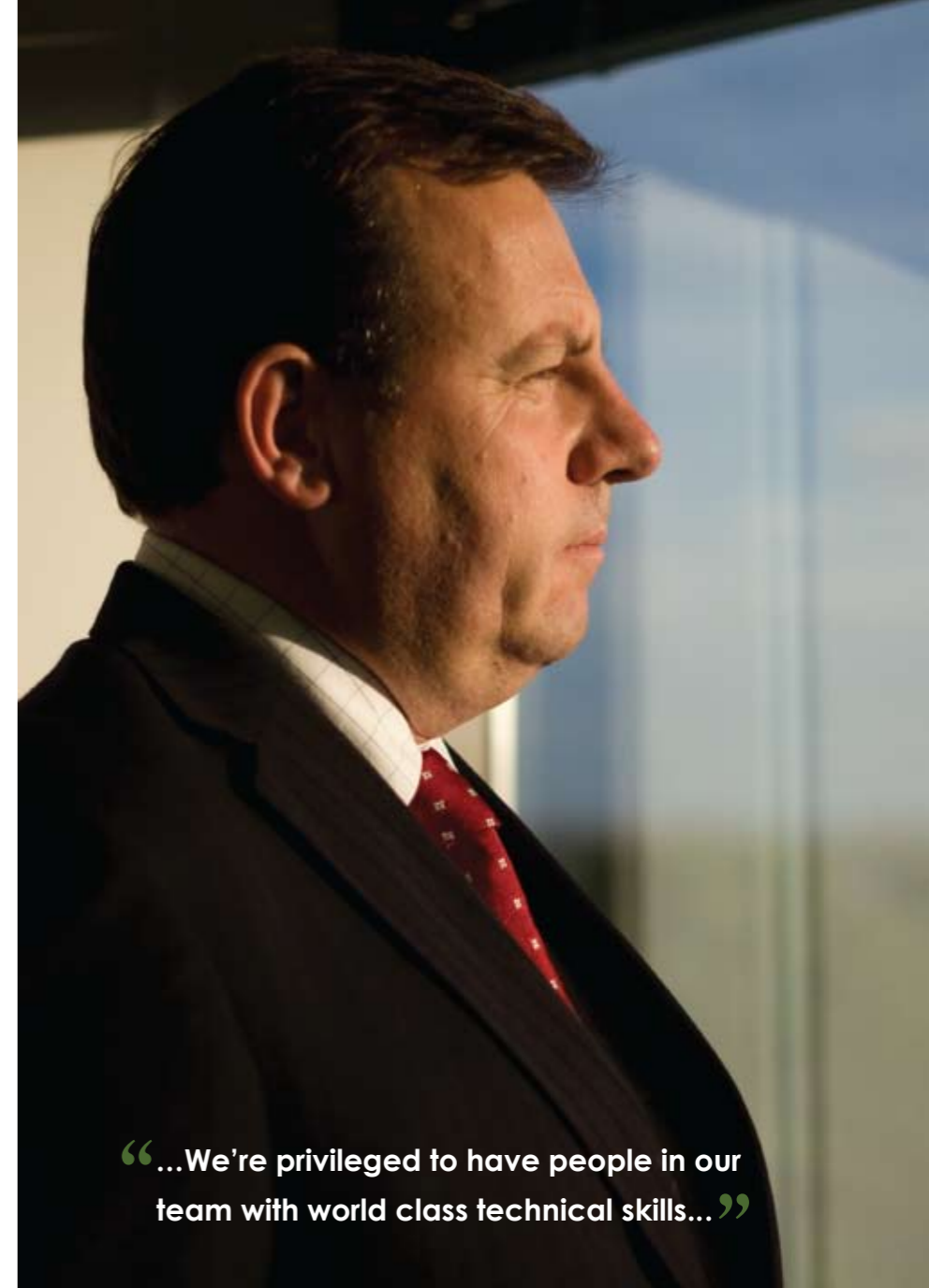




Greg Lowe
Managing Director
Beca



“...We're privileged to have people in our team with world class technical skills...”

COMPANY PROFILE: BECA

An international employee-owned engineering and related consultancy services group, Beca specialises in the design and management of award-winning projects, with over 2,000 people working on projects in over 70 countries. The Australian head office is in Melbourne, with offices located in Sydney, Wollongong and Brisbane, and numerous other offices across the globe.

Beca: Tangible Innovation

The Epsom Spring Gully Recycled Water Project is widely acknowledged as a groundbreaking project with much of the credit directed toward Beca, the specialist engineering consulting firm, which has helped solve a water crisis for an historic Australian town.

The project is breathing new life into drought-stricken Bendigo and focussing attention on Beca's multi-disciplinary capabilities, growth

strategies for its Australian operations and its unique collaborative working culture.

Beca has maintained a relatively low profile while operating in Australia for over 40 years, but with the completion of the Epsom Spring Gully Project, the widening of Melbourne Airport runway and the completion of a number of other high profile projects, this situation is changing fast.

“Water supply issues and in particular, new water sources are among the big issues in

Australia at the moment and the Epsom Spring Gully project has given us the opportunity to showcase our knowledge base and expertise in a high profile market,” Greg Lowe, Managing Director of Beca in Australia, explains.

“While Beca is a brand leader in New Zealand, we regard ourselves today as an Asia-Pacific business with offices spread throughout Australia, New Zealand and Asia, as well as in London, Dubai and Chile. We are sharing our experiences from all these areas to develop our Australian operations.”

Expansion through Expertise

Established in New Zealand in 1918 Beca is one of Asia Pacific's oldest engineering consultancies.

An employee-owned services group with over 2,000 employees working in 19 offices in 9 countries, Beca is a high profile multi-disciplinary engineering consultancy firm that operates in selected key markets in Australia, New Zealand, Asia, South America and Europe.

Beca commenced operations in Australia 40 years ago and was initially focussed on discreet, niche markets such as pulp and paper, forest products, food and beverage, the wine and brewing industries, and temperature controlled cold storage markets.

Expansion was a logical progression by way of its experience in overseas and related markets. Light industry led to heavy industry and the

steel industry and strong strategic relationships with major players in the market developed.

Successful projects at Auckland Airport including the runway expansion for the Airbus A380, terminals and airside services led to the Melbourne Airport Runway expansion project.

Beca was commissioned by a key state water authority and this led to the Epsom Spring Gully project in Bendigo which in turn has opened significant opportunities in water recycling and other water, wastewater and environmental engineering projects.

“We are a challenger to the more established brands in Australia, bringing fresh and innovative ideas and a strong focus to make complex things easier,” Lowe said. “Australian businesses are very open to this way of thinking but you still need to prove you have the skilled resources to create client confidence that you can deliver.”

Recent projects throughout the region are proof that client confidence is high at Beca.

Projects which include Macau Tower, a HK\$1 billion development comprising a 338 metre tall observation and communication tower; Melbourne Airport Runway Widening, completed on time and in budget; Future Land Use Strategy for Lake Mokoan in Victoria; the Republic Polytechnic in Singapore; Auckland's award-winning Sky Tower and the largest wind farm in the southern hemisphere consisting of 55 turbines, each capable of generating 1.65 MW, up to a total of 90 MW.

Collaborative Innovation

Pioneering design and innovative solutions are not just a trademark, they are the core values of the unique Beca culture.

From the world's first structure using tubular steel cantilever space frames anchored to a central core on the Ellerslie race course pavilion

in Auckland in the 1950s, to George Beca's 60s thinking which changed the industry's perspective on the engineering profession, to the largest windfarm in the southern hemisphere and an ambitious water recycling project for an entire regional city, the delivery of innovative solutions has been a tangible focus at the core of the Beca culture.

The commitment to developing an innovative approach throughout the organisation is fostered through the company's unique collaborative working culture.

"Technically we are very strong. We're privileged to have people in our team with world class technical skills. What we do particularly well is to bring the right resources to the project," Greg Lowe said. "We are very good at packaging and moving work to use resources as required and bringing "best for project" specialist skills to bear to allow clients access to the full diversity of our knowledge base."

Lowe uses the Epsom Spring Gully Project as an example of how this collaborative concept

The Beca collaborative and innovative culture is supported, developed and nurtured from a multi-faceted approach to human resources.

"We are a knowledge industry and we have implemented key strategies to attract the best talent and to not only keep them but to develop their careers so Beca retains and grows its knowledge base and expert resources," Lowe says with enthusiasm.

A highly attractive Graduate Recruitment programme, two programmes to develop emerging leadership talent and the Beca Innovate Awards are established tangible strategies, which support, promote, develop and reinforce this unique working culture.

Innovate Awards

The Beca Innovation Awards are held every two years to profile and showcase the very best of creative thinking and innovative solutions within the Beca Group.

Tangible Achievement

'Tangible' is used often at Beca and by Lowe himself. Both seemingly keen to constantly reinforce the reality of their achievements.

The tangible facts are that Beca has extensive multi-disciplinary experience across a diverse range of industries and sectors and can draw on a rich pool of specialist knowledge in providing services, which include civil, structural, electrical, mechanical, chemical, process, environmental engineering or applied disciplines such as traffic and transportation, quantity surveying, valuation,

asset management, plant inspection, surveying, geospatial systems, software and systems engineering, project management and cost control.

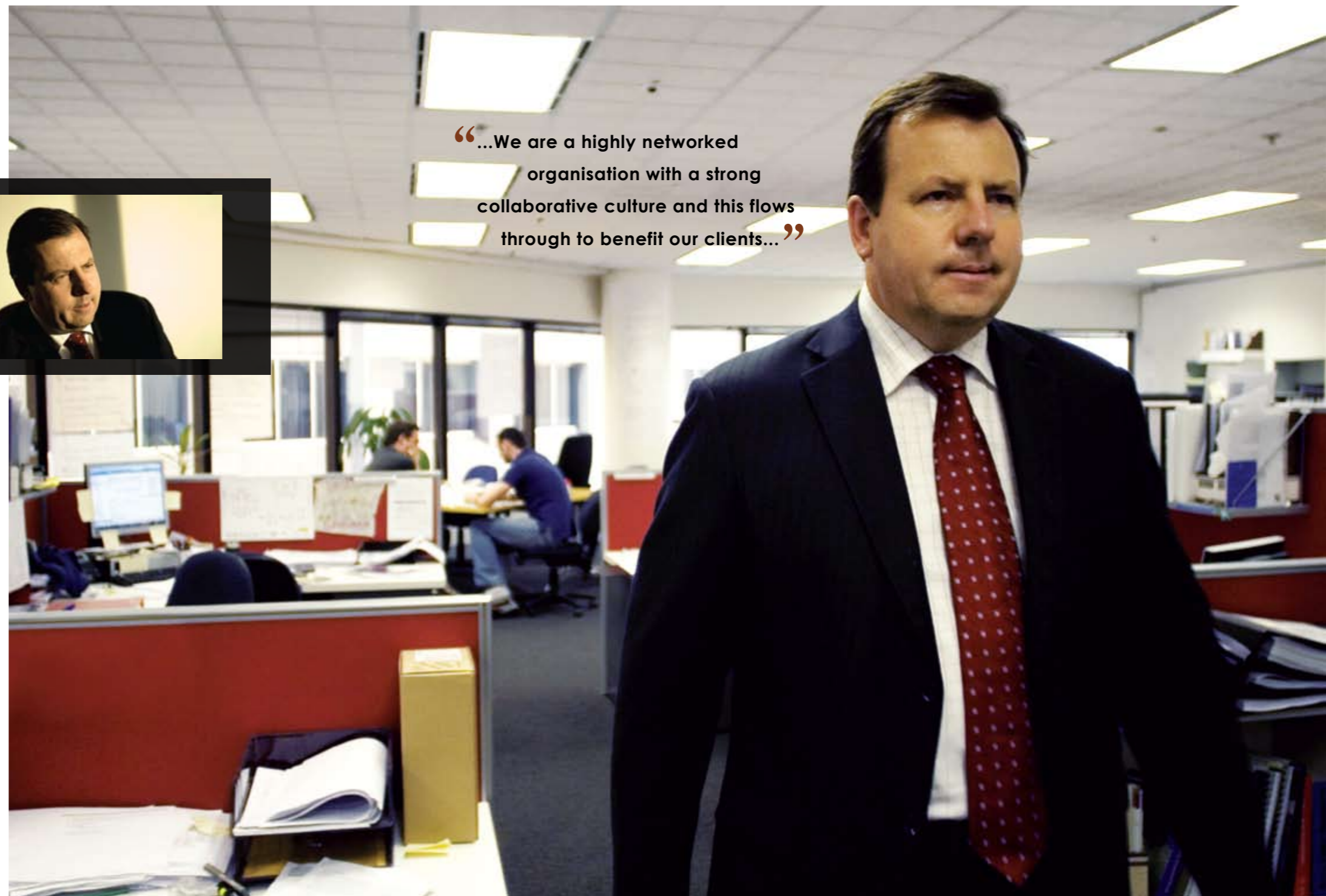
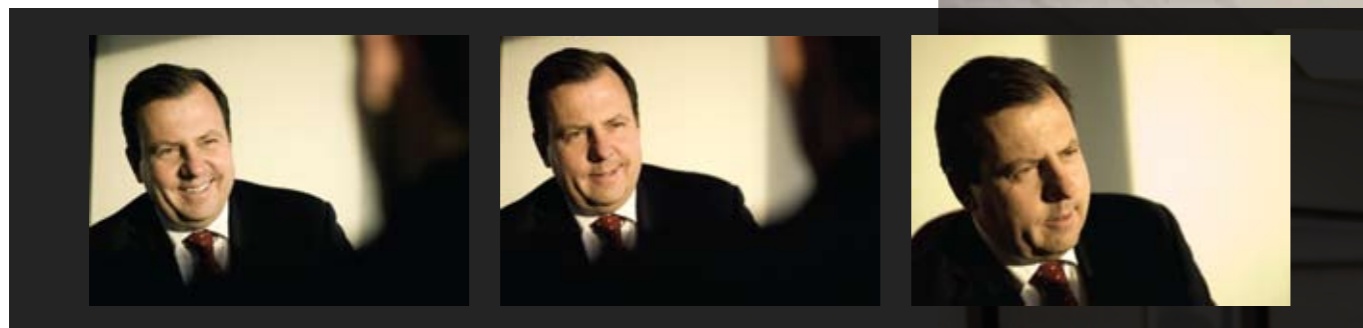
The group's Australian clients include organisations in water, steel manufacturing, airports, breweries, power transmission as well as numerous state government agencies, who are amongst a growing list of companies appreciating the Beca approach to engineering and related services.

Beca may be unique but Greg Lowe agrees with many others that the greatest challenges facing the industry are the climate change issues

of securing our water supply, establishing a sustainable energy supply and meeting those challenges whilst limiting our impact on the environment.

One can't help but imagine what innovative ideas Beca will develop to help meet those challenges.

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can work to benefit project outcomes most effectively. At peak times in the Bendigo project, up to 70 designers in 7 different cities were working, collaboratively, on various parts of the project. Each bringing international experience and their own fresh perspective to the project, supported by strong local knowledge at the lead project office.

"We are a highly networked organisation with a strong collaborative culture and this flows through to benefit our clients," Lowe said.

"One of the key challenges facing all businesses is recruitment and we find that being an employee-owned business is both a strong attraction and a constant motivator."

Greg Lowe is a tangible example of the Beca culture. Prior to moving to Melbourne to head the Australian operations, the 1995 IPENZ Young Engineer of the Year and Officer of the New Zealand order of Merit was Regional Manager for Beca in Wellington NZ, managing the overall operations of Beca in that region.

This year attracted 209 entries from across Beca with projects as diverse as recycling water in Australia, an original footbridge, airport runway widening, environmentally friendly infrastructure in the Marshall Islands, future proofing buildings in China, remote de-sludging of lagoons, an automated cable manager and integrated system management to optimise baggage delivery at New Zealand's busiest airport.

The 'Innovate 2008' Supreme Award winner was the Epsom Spring Gully Project, a collaboration with Coliban Water in which Beca's innovative approach enabled delivery within an extremely ambitious timeframe. These time savings were achieved through running design, approvals and procurement processes in parallel, with rigorous, high quality project management playing a central part.

Innovation is a much over-used and often misused term to describe businesses. But used in the Beca context, it is this type of staff programme, a tangible initiative, which is constantly reinforcing innovative thinking and combined with the core collaborative culture, is giving Beca a truly unique leading edge.