WITH THE RIGHT PEOPLE, THE HORIZON IS BOUNDLESS

Multi-generational experience put to work by a dedicated highly trained workforce gives Hardy Bros the edge within the mining, earthmoving and construction industries.

The company first started 75 years ago in Young, New South Wales, and have grown into a diverse earth-moving, mining, civil construction and project management company while maintaining touch with their family-oriented beginnings.

They are able to combine the wealth of experience gathered over the years with up to date industry knowledge. Utilising this experience and long-term retention of key personnel brings stability and continuity. "We are a young team backed up with qualified and experienced people in the higher levels of management," said Systems Manager Matt Galvin.

Company Directors Robert and Danny Hardy have over forty years experience in the earthmoving, construction and mining industry and have spent their entire working lives in the field of moving dirt. They have provided services to local agriculture, Shire Councils, large mining companies and the State/Federal Governments.

Hardy Bros Engineering Manager Grant Roach has had over 20 years experience in the civil construction and mining industries on private and government funded projects across Australia, Asia and the USA. He holds both a Bachelors Degree in Civil Engineering and a Master's Degree in Geotechnical Engineering.

Systems Manager Matt Galvin has a background as a Safety Consultant working for companies such as BHP Billiton, the NSW RTA, Thiess and Coal and Allied. He holds a Bachelors Degree in Occupational Health and Safety and is a certified Health, Safety, Environmental and Quality Assurance lead auditor.

Project Managers Brad and Matthew Hardy are third generation Hardy Bros Mining and Construction employees and have ten years project management experience, with projects to their credit including Barrick's Lake Cowal Gold Mine, Wilpinjong Coal Mine preliminary earthworks developments, Ashton Coal's and Newpac's Tailings Dam construction and the Eraring Energy Attemperating Reservoir construction.

Building and keeping an excellent team has been a major focus of the company throughout its projects. All employees are encouraged to pursue training pathways that lead to nationally recognised qualifications. Supervisors are trained in Frontline Management (Certificate IV), operators hold qualifications in both Surface Coal Mining and Civil Constructions (certificate III), and maintenance personnel are trade qualified in their relevant areas of expertise. The company is committed to the future of their employees and the industry with 15 trainees and apprentices employed across a range of fields.

The team also has strong regional roots. "Approximately 50 percent of our people are from Young, and they travel from job to job with us," explained Brad Hardy. "They are important to the local economy of Young as that's where they spend most of their leisure time, back home on weekends.

Primary services currently offered nation-wide include design and construction management, project management, environmental management, surveying, occupation health and safety training, mining, bulk earthworks, civil engineering services, civil construction, maintenance works and road haulage.

Their experience comes from the range of substantial engineering projects they have completed. These include preliminary earthworks and construction at mines, construction of tailings dams, mine rail loops, residential subdivisions, open cut mining, and other civil/mining projects.

Hardy Bros have also undertaken the redevelopment of a number of properties into subdivisions during recent decades. The company have civil engineers, surveyors and occupational health and safety and environmental experts on staff.

Past and current clients have included Eraring Energy (NSW Government), Moolarben Coal Mine, Ashton Coal Mine, Newpac Colliery, NSW Department of Primary Industries, Barrick Gold Mine, Rio Tinto, Australian Wheatboard, Graincorp, Tritton Resources, Pioneer Concrete, and Ulan Coal Mines. Their work at Ulan attracted a nomination for a "Golden Gecko".

"The management staff and the rest of the excellent team of long term employees have taken the company from a single truck and dog and front end loader to what we are now," said Brad Hardy.

"We are a one stop shop for all types of civil and mining construction work. From tree clearing to the completion of major contracts worth up to $100 Million, we're willing and able."

"We'll do anything associated with the construction of all project, from concreting to pipe-laying to earth moving.

Certified systems and abundant resources

Hardy Bros Business Management System is triple certified. The Occupational Health and Safety system is certified to AS/NZS 4801:2001, the Quality Management System to AS/NZS ISO 9001:2000 and the Environmental Management System to AS/NZS ISO 14001:2004. "In the last twelve months we've had our management systems certified by Davis Langdon Certification Services, our systems were audited and are now fully accredited," said Matt Galvin.
"This gives our clients the confidence that our production capabilities are backed up by best practice management processes. Clients expect performance and this is proven with certification".

"We are going down the path of RTA accreditation as well. That will allow us to meet the requirements to be a principal contractor for major road and highway projects." Also, Hardy Bros' quarry near Ulan is going through the certification process to produce road construction materials which meet RTA specifications. Graded samples are currently in the process of being assessed for RTA road construction materials.

Beyond standard contracting works, Hardy Bros also offer a wet hire service from their pool of human resources and heavy construction plant. Machinery includes scrapers, tippers, excavators, compactors, bulldozers, trucks and dogs and with their own heavy haulage equipment they can mobilise their gear quickly, or make use of excellent contacts in the freight industry.

Their maintenance department includes diesel mechanics, electricians, fitters and turners, carpenters, boilermakers and plumbers.
One of their business principles is to set up relationships with maintenance companies wherever they are working on a project, to enable additional personnel to complete fast repairs, if needed, to keep their equipment moving.

Hardy Bros have ancillary plant, including high head pumps, which can be used at sites such as open cut mines, lighting towers, genset generators, and traffic control equipment.

"We have set up a network of subcontractors that we can utilise to complete any job. We're dynamic and have a short turnaround from request to delivery.

Just under half the workforce on a new project comes from that local area. We try to have these locals stay on with the company for future projects elsewhere to provide their expertise.
"We have really good staff retention," commented Matt. "We achieve this by maintaining the family culture. With this we have been going from strength to strength, recently picking up two major new projects."

Abilities in the field

Currently the company is working on several sites. One is Eraring Power Station, where they have an 18 month project in progress building an Attemperating Reservoir. "It's a complex project from a quality perspective," explained Brad Hardy. "It also provides challenges from a management point of view with the limited site area and logistical requirements . The specifications on this project are stringent and have allowed our management team to flourish".

"The dam is designed for "rapid draw down" so, in simple terms, it is designed to empty 800 million litres of water in approximately 8 hours, and is designed to be filled to capacity in around 16 hours. This dam contains a myriad of subsoil drainage pipes, sand filter blankets, clay liners, rock armouring, road networks, and a complex pumping station that facilitates the constant filling and emptying cycle (being built by Haslin Constructions from Newcastle)"

The Eraring Project is a challenging project. It is really one of the jewels in our crown, we are proud of all of our work, but this job is particularly special due to the complexity of the design, the geology of the region and the nature of the dam itself.

"We have also just mobilised to site for Moolarben Coal near Mudgee. We hope to have a crew there for a couple of years doing the preliminary and ongoing earthworks for the open cut and underground coal mine, the haul roads and the diversion bunds.

Matt Hardy comments on the progress, "So far we've built access roads and an erection pad and are working closely with the Moolarben Coal Construction Team to further develop the project in a timely manner, headed by the Moolarben Coal Construction Manager, Jim McGeachie, and supported with expertise from his team of engineers and construction supervision personnel, we are working towards developing a long term relationship with Felix Resources Limited."

Hardy Bros have tackled projects which come with specific environmental and heritage issues. At Canadian company Barrick Gold's Lake Cowal project near West Wyalong, they prepared, as for all projects, a detailed Construction Environmental Management Plan which set out mitigation and risk minimisation measures for the site and the works there.

The works included two four kilometre long bund walls. One main wall and a secondary protection wall, which contain Lake Cowal so there was no possible impact from the mine on the lake. They also built the clay lined dams to hold the tailings from the processing plant. "We installed protective drainage measures in the floor or the dam, and this drainage was networked under the floor of the dam to recover the water used during the extraction process." Brad said. "It's not the first time we've had experience with drainage networks under dams, this process is usually quite common in tailings dams, and dams that are placed on foundations that have issues with groundwater seepage."

Lake Cowal also had major cultural significance for the local Wiradjuri People, and negotiations had to be carried out by Barrick Gold as part of their development consent. Hardy Bros developed a good working relationship with the Wiradjuri People and assisted with the operation by the Wiradjuri People to retrieve artefacts before works proceeded.

Hardy Bros have turned their talents to mine rehabilitation, contracted by NSW Department of Primary Industries to do the rehabilitation after mining at Ardlethan tin deposit. This was a State Government project which was supervised by the Soil Conservation Service.

At Cobar, Hardy Bros constructed a mine tailings dam lift for Cobar management Pty Ltd at the Cobar Mine, using tailings for the job. There was much contention about the use of tailings for this application. "We did a series of compaction trials, and worked out a way to place the material so it achieved the design requirements," Brad Hardy explained. "A lot of potential tenders at the tender meeting said 'it can't be done' and chose not to tender on the project. We were one of only two contractors who developed methods to make it work. "We worked closely with Cobar Management Pty Ltd to come up with a couple of alternative solutions. This included rock armouring the wall so tailings are not exposed to the elements. We saved the client a lot of time and money on that job."

Staying informed and being progressive

Hardy Bros focus on environmental protection has been bolstered recently with the addition of a full time environmental engineer, who holds a double degree in environmental engineering and environmental science.

Keeping up with changes to the soil and water management practices and other environmental legalities are part of Matt Galvin's role. He ensures staff has the relevant training in erosion and sediment control, and the company as a whole are working toward international accreditation for their erosion prevention management systems.

"Professional development and upkeep is important to us. I'm in constant contact with the RTOs, legal services, environmental agencies and Occupational Health and Safety bodies. "On a project level, 90 percent of the time we are a contractor, so the EPA liaises with the client through the approval phase, and all of these things are put into the consents and permits. Then they are put into our contract by the client. "We can and often do contribute to the various conditions, mitigation plans and protective measures before the DA is lodged. "At Moolarben, we became involved before the contract. We gave advice, and facilitated the project risk assessment. "We've got the expertise within our organisation, so if we feel we can help the client out we offer to. We try and set our own standard and if they are above the client's, that's good for everyone involved." said Brad Hardy. "Even though we are based in NSW, we've undertaken projects interstate," said Brad Hardy.

"In Victoria we completed the Yarrawonga Silverwoods Golf Course and Residential Development for Jayral Developments."

This was a sensitive project environmentally due to surrounding residences, adjacent Lake Mulawa and an Aboriginal foreshore area. The 600,000m^3 of cut to fill required was completed three months ahead of time and to budget. There is also a Hardy Bros crew at the Iluka Mineral Sands project between Mildura and Swan Hill. They are staying at an onsite camp, and at other locations the company rents homes for the crew and the team stick together. This facilitates passing on key information and makes it easy to keep everyone informed.

"What really makes Hardy Bros special is our people, they are what makes our company strong enough to survive the hard times. Our employees are the reason we do our job so well, and our success is a direct result of our functioning as a unit," said Brad Hardy.

Hardy Bros quality systems are to international standards and we consistently seek the highest levels of client satisfaction. They have taken the standard quality management system used by other companies and streamlined the process to deliver the project quality and efficiently report/track the results of testing.

An integral part of the successful quality system is the 'on the ground' approach to implementation of quality. This approach includes having the operators fully trained and accountable for the quality of their work. Hardy Bros Project Engineers are in the field working with the operators undertaking continuous informal training and process improvement.

"We are trained in quality, environmental and safety requirements of every job and we are aware of our responsibilities. We have the same focus as the management staff which I think contributes to our success" said Ben Jenkins, Compactor Operator.

HARDY BROS
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