



# Leaders in Civil Construction





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# Harlow Civil is a civil construction contractor specialising in small-to-medium civil and infrastructure projects.

We deliver projects across various sectors throughout Queensland, New South Wales and the Northern Territory – primarily in regional and remote locations – with our main offices in Blackwater and Townsville.

Our team has a wealth of experience in the planning and delivery of civil, concrete and infrastructure projects.

We pride ourselves on our ability to safely deliver projects on time and on budget and are known for the high quality and reliability of our team. Our customers value our attention to detail, versatility, collaborative approach and professionalism.

## Our Capabilities

We have the resources, experience, capacity and versatility to undertake a wide array of civil projects, including:

- structural concrete works
- bulk earthworks
- drainage
- infrastructure and services
- pavement works
- road construction
- rehabilitation
- camp construction, and
- camp refurbishment.

At Harlow Civil, we have created a culture that enables our clients to collaborate with our site teams to achieve exceptional outcomes for their projects. From breaking ground through to project handover, we value the partnerships we forge with our clients, suppliers and stakeholders.

**With skilled personnel, a highly experienced leadership team, and quality plant and equipment, Harlow Civil has the demonstrated capacity to deliver projects reliably, safely, on time and on budget.**



We deliver  
civil and  
infrastructure  
projects to  
the highest  
standard.



## Our Mission

Our mission is to:

- consistently offer industry-leading solutions
- add value for our clients
- develop longstanding and respected relationships with our clients and stakeholders
- continue to build our reputation as trusted leaders in civil construction
- retain and grow our existing skill base
- provide versatility in our service offerings
- efficiently and effectively manage resources throughout project delivery, and
- continue to generate repeat and referral business, supporting the growth and longevity of our company.

## Our Values

At Harlow Civil, our values are the foundation of our ongoing success as we uphold them in every manner when conducting business.

Our values comprise:

- Professionalism
- Accountability
- Versatility
- Planning
- Partnerships.



**Project  
delivery is  
our core  
function and  
motivates  
all the  
decisions  
of our  
business.**



## Project Delivery

Harlow Civil delivers civil construction and mining infrastructure projects utilising skilled personnel, quality plant and equipment, a highly skilled leadership team and an engineered project-management methodology. Our professional approach to project management and delivery means our clients are provided with skilled, engineered service and support: we prepare our business with the right talent, manpower, systems and practices to deliver a safe, expert, quality service.

**We pride ourselves on our ability to safely deliver projects on time and on budget, and we have the demonstrated capacity to deliver projects in remote and regional environments where access to resources is challenging and logistics and planning are paramount.**

Our attention to detail and measurable results in practiced methodologies – including planning, scheduling, monitoring and control of projects – has resulted in a highly successful project delivery record and a high level of client satisfaction. These qualities and achievements have allowed us to establish strong and ongoing relationships with our clients.





# Services

Harlow Civil has the **technical knowledge, experience and strategic planning expertise** to complete a wide range of civil projects to achieve project milestones while **ensuring strict safety, environmental and quality factors are met.**

## 01 Structural Concrete

Harlow Civil has a high level of expertise in structural concrete works that range from dump station construction, mine infrastructure, portal installation, drainage and conveyor foundations through to spillways, footings, foundations and concrete slabs. Our extensive experience together with our strategic planning provide Harlow Civil with the capability to overcome challenges – including limited access and live environments – to successfully deliver complex projects.

## 02 Bulk Earthworks

Our management team, project supervisors and skilled operators have a demonstrated capacity to complete works ranging from site preparation, topsoil strip, ground improvement and foundation works through to hardstand, haul road, pavement, drainage, rehabilitation, levee and dam construction.

## 03 Mining Infrastructure & Services

Our people have a wealth of experience in delivering civil and concrete works to the mining sector – from the refurbishment and construction of camps, dump stations, haul roads and underground drifts through to bulk earthworks, dam and levee construction, rehabilitation, drainage, road construction and maintenance, wet excavation and dust suppression. Not only do we deliver safe, quality projects, our proactive approach to working with our clients is integral to our success, reducing our impact on mine-site operations throughout construction.







**04****Haul Roads & Dragline Pads**

Harlow Civil has the people and equipment to deliver quality haul road and dragline pad construction projects efficiently and effectively. In addition to haul road, hardstand and pad construction, our service offering includes drainage installation, trenching and services, rock work, safety bunds and road furniture, ensuring we can deliver haul road construction projects in their entirety.

**05****Camp Construction & Refurbishment**

Harlow Civil has the skills, experience and planning capabilities to perform camp refurbishment and construction projects in remote and isolated locations. In addition to providing camp construction and expansion projects in their entirety, our know-how and experience extend to large-scale, complete camp refurbishment, including accommodation rooms, kitchens, mess halls, gymnasiums, offices, road network and carparks, laundries, and indoor and outdoor recreational areas.

**06****Drainage Structures**

Our drainage construction works include pre-cast and cast in-situ culvert, pipe and RCP systems through to complex inlet and outlet structures. Our team's significant experience extends to the delivery of watercourse and drainage diversions, rehabilitation and reinstatement in addition to mine site projects – including haul road culvert installation and extensions and rehabilitation projects with significant drainage scope.

**07****Road Construction**

Harlow Civil has demonstrated capabilities in road construction, including sealed and unsealed roads, cement-stabilised pavements, bitumen and asphalt, mining haul roads, carpark construction and highway repairs.

**Our people are skilled,  
experienced, dedicated,  
professional and  
safety focused.**



## Our Workforce

Harlow Civil aims to promote **workplace diversity**, ensure **equal employment opportunity**, and engage **local labour forces** in the communities in which we operate.

### Our Leadership

With over 80 years of combined experience, Harlow Civil's senior management have a demonstrated understanding of the delivery of small-to-large scale civil construction projects.

Together we have built a **highly experienced and professionally-trained management and leadership team** with a proven track record of **successfully delivering concrete, civil and infrastructure projects**.

### Our Employees

To consistently perform at our best and excel in service delivery to our clients, we have developed a **clear recruitment strategy** based on defined criteria, our organisational values, and company policies – including **indigenous recruitment** and retention. Our employee engagement and **retention strategies** keep our people informed, engaged, motivated and connected to our business for the long term. Through strategic leadership and ongoing guidance of our teams, we foster an open, supportive and encouraging work environment where individuals are valued for their contribution to the company's goals and successes. **Ongoing targeted training, upskilling** and cross-training ensure our people always perform at their best while growing and developing their talent.



Harlow Civil is a **Registered Labour Hire Provider**.

## Management Systems & Policies

Our Integrated Management System (IMS) framework is integral to our engineered project management methodology, ensuring we deliver our clients' projects to the highest standards. Our IMS manual dictates our stringent Work Health, Safety, Environmental and Quality processes, to allow our team to successfully manage risk and opportunity through planning, monitoring, controlling and managing projects of varying size and scale.

We maintain policies and strategic plans to ensure the corporate governance of our company remains compliant with all relevant standards and legislative requirements.

### Harlow Civil's Integrated Management System (IMS):

- **AS/NZ 4801 Health and Safety Management Systems**
- **ISO 9001 Quality Management Systems**
- **ISO 14001 Environmental Management Systems**





## Environmental

Harlow Civil is committed to ensuring the environment is protected and considered in all our operations. We are acutely aware of our responsibility to the environment and ensure all our people are trained in and engaged with our environmental protection processes. We liaise with interested parties to ensure ongoing compliance with legislation and regulations and to continually improve our systems and performance.

## Community Engagement

At Harlow Civil, we strive to forge mutually beneficial and sustainable relationships with the local communities in which we operate. The cornerstone of our successful project delivery record is our policy of engaging with local suppliers wherever possible, including for the sourcing of personnel, materials, plant and equipment.



## Cultural Heritage

Harlow Civil is committed to creating culturally respectful business practices, incorporating processes to protect and avoid harm to Indigenous cultural heritage into our inductions and project management. All personnel engaged on Harlow Civil projects are required to comply with their duty of care to protect and avoid harm to Indigenous cultural heritage.



# Our Commitment

## Safety

**We value the safety of our clients, the communities we work in, and our people.**

Maintaining the health, safety and wellbeing of our people, our projects and our sites is more than just a policy: it's our number one priority.



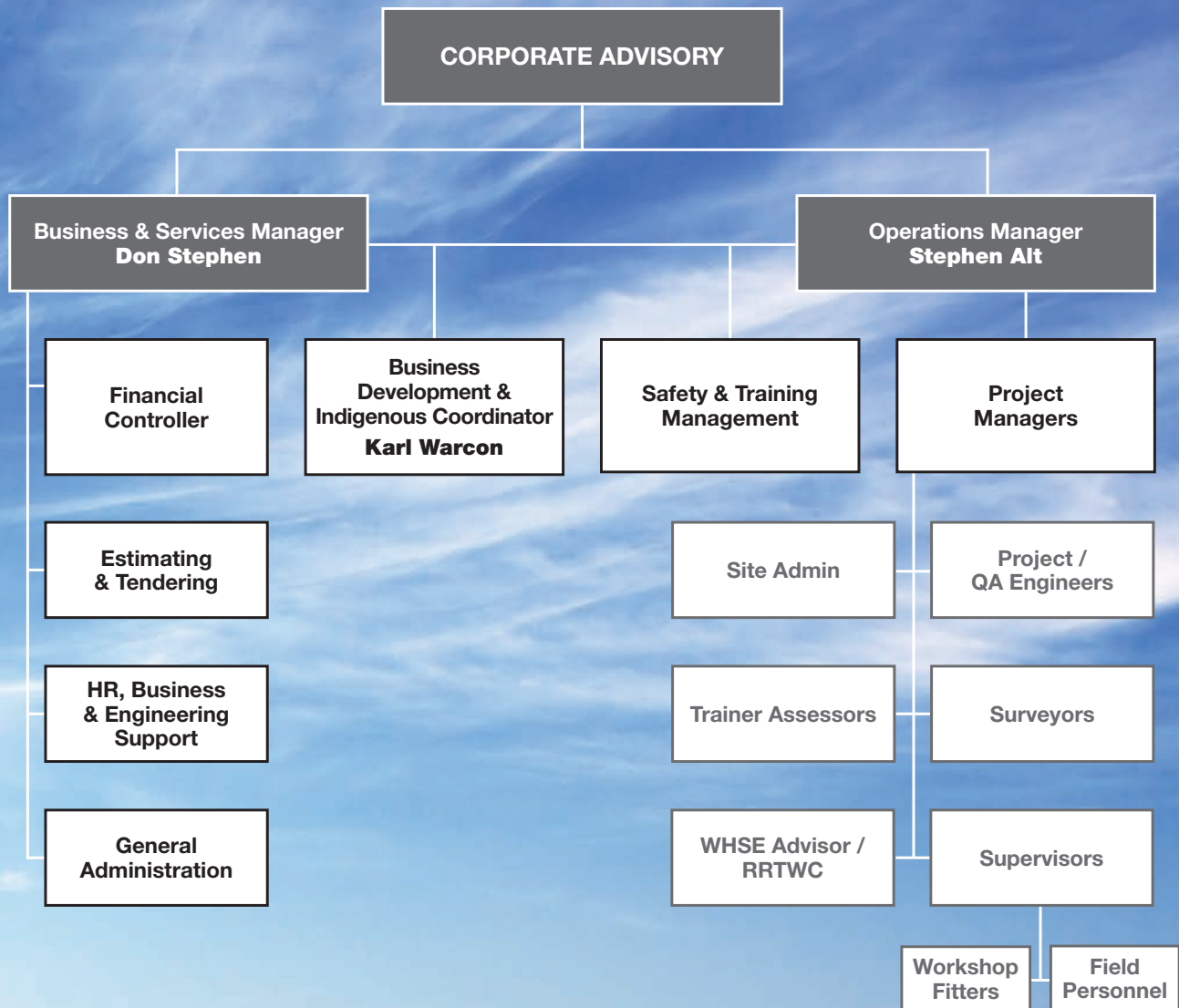
We continually monitor and address safety on our projects – and to ensure industry best practices are followed – so we can deliver projects safely, on time and on budget.

**We mitigate risk via: control measures to provide a safer working environment, performing hazard and risks identification, and consulting and engaging our teams.**

By maintaining a high level of cross-training, we ensure our crews have a greater understanding and awareness of tasks, which further increases project safety while limiting unforeseen downtime throughout the project delivery.

We conduct a review of training needs prior to the commencement of each new project so that we can assign the ideal team to suit the project. To ensure our people adopt initiatives to create a safe working environment, all our workers must complete a full internal induction.

# Organisational Structure









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